



Preliminary results 2022

Consolidated statement of comprehensive income

of New Work SE
for the period from January 1 to December 31, 2022

Consolidated statement of comprehensive income

In € thousand	01/01/-12/31/2022	01/01/-12/31/2021 ¹
Continuing operations		
Service revenues	313,357	284,507
Other operating income	3,012	1,432
Other own work capitalized	20,726	21,709
Personnel expenses	-144,569	-131,598
Marketing expenses	-38,989	-35,338
Other operating expenses	-47,248	-40,054
Impairment losses on financial assets	-2,172	-2,782
EBITDA	104,117	97,876
Depreciation, amortization and impairment losses	-37,947	-39,952
EBIT	66,170	57,924
Finance income	326	617
Finance costs	-3,133	-1,027
EBT	63,363	57,514
Income taxes	-17,294	-14,208
Net income/loss from continuing operations	46,069	43,307
Post-tax profit or loss of discontinued operations	-2,807	-3,700
CONSOLIDATED NET PROFIT	43,262	39,607

In € thousand	01/01/-12/31/2022	01/01/-12/31/2021 ¹
Earning per share from continuing operations (basic)	8.20 €	7.71 €
Earning per share from continuing operations (diluted)	8.20 €	7.71 €
Earnings per share (basic)	7.70 €	7.05 €
Earnings per share (diluted)	7.70 €	7.05 €
CONSOLIDATED NET PROFIT	43,262	39,607
Currency translation differences	305	208
OTHER COMPREHENSIVE INCOME	305	208
CONSOLIDATED TOTAL COMPREHENSIVE INCOME	43,567	39,815

¹ restated

Consolidated statement of financial position

of New Work SE
as of December 31, 2022

Assets

In € thousand	12/31/2022	12/31/2021
Intangible assets		
Purchased software	2,770	4,743
Internally generated software	68,630	71,153
Goodwill	56,145	56,145
Other intangible assets	2,703	3,692
Property, plant and equipment		
Leasehold improvements	12,483	14,942
Other equipment, operating and office equipment	14,067	12,174
Construction in progress	420	618
Lease assets	47,023	50,280
Financial assets		
Financial assets at amortized cost	3,005	3,032
Financial assets at fair value	28,427	30,136
Other non-financial assets	539	580
Deferred tax assets	1,945	2,617
NON-CURRENT ASSETS	238,157	250,112
Receivables and other assets		
Receivables from services	19,881	20,637
Income tax receivables	540	0
Other assets	20,140	17,277
Cash and short-term deposits		
Cash	94,800	86,459
Third-party cash	3,504	3,684
CURRENT ASSETS	138,865	128,057
	377,022	378,169

Equity and liabilities

In € thousand	12/31/2022	12/31/2021
Subscribed capital	5,620	5,620
Capital reserves	22,644	22,644
Other reserves	643	338
Retained earnings	117,183	109,667
EQUITY	146,091	138,270
Deferred tax liabilities	12,287	21,501
Contract liabilities	1,424	352
Other provisions	626	680
Lease liabilities	53,658	58,014
Other liabilities	3,847	4,310
NON-CURRENT LIABILITIES	71,842	84,857
Trade accounts payable	9,971	14,446
Lease liabilities	6,254	7,559
Contract liabilities	107,402	102,114
Other provisions	3,032	3,224
Income tax liabilities	10,581	5,440
Other liabilities	21,849	22,260
CURRENT LIABILITIES	159,090	155,043
	377,022	378,169

Consolidated statement of cash flows

of New Work SE
for the period from January 1 to December 31, 2022

Consolidated statement of cash flows

In € thousand	01/01/-12/31/2022	01/01/-12/31/2021
Earnings before taxes from continuing operations	63,363	57,514
Earnings before taxes from discontinued operations	- 4,092	- 5,463
Earnings before taxes	59,271	52,051
Amortization and write-downs of internally generated software	23,727	24,544
Depreciation, amortization and impairment losses on other fixed assets	17,105	20,255
Finance income	- 326	- 617
Finance costs	3,147	1,045
EBITDA	102,924	97,278
EBITDA from discontinued operations	- 1,192	- 598
EBITDA from continuing operations	104,117	97,876
Interest received	322	207
Taxes paid	- 19,827	- 19,539
Loss / Profit from disposal of fixed assets	- 51	315
Change in receivables and other assets	- 5,427	- 5,733
Change in liabilities and other equity and liabilities	- 5,288	2,274
Change in contract liabilities	6,360	10,868
Elimination of XING Events third-party obligation	180	- 52
Cash flows from operating activities	79,192	85,617
Cash flows from operating activities from discontinued operations	- 1,551	6
CASH FLOWS FROM OPERATING ACTIVITIES FROM CONTINUING OPERATIONS	80,743	85,611
Payment for capitalization of internally generated software	- 21,204	- 23,632
Payment for purchase of software	- 750	- 1,013
Payments for purchase of other intangible assets	- 51	- 29
Proceeds from the disposal of fixed assets	2,390	1,482

In € thousand	01/01/-12/31/2022	01/01/-12/31/2021
Payments for purchase of property, plant and equipment	- 9,425	- 20,133
Proceeds from disposals of investments	4,636	0
Payments for acquisition of investments	- 4,994	0
Payments for acquisition of consolidated companies (less funds acquired)	0	- 2,100
Cash flows from investing activities	- 29,398	- 45,424
Cash flows from investing activities from discontinued operations	- 629	- 2,145
CASH FLOW FROM INVESTING ACTIVITIES FROM CONTINUING OPERATIONS	- 28,769	- 43,279
Payment of regular dividend	- 15,737	- 14,557
Payment of special dividend	- 20,009	0
Interest paid	- 287	- 488
Proceeds from lease incentives	2,805	7,214
Payment for leases	- 8,945	- 7,719
Cash flows from financing activities	- 42,173	- 15,549
Cash flows from financing activities from discontinued operations	- 13	- 161
CASH FLOWS FROM FINANCING ACTIVITIES FROM CONTINUING OPERATIONS	- 42,160	- 15,388
Currency translation differences	721	318
Change in cash and cash equivalents	8,341	24,962
Own funds at the beginning of the period	86,459	61,497
OWN FUNDS AT THE END OF THE PERIOD	94,800	86,459
Third-party funds at the beginning of period	3,684	3,632
Change in third-party cash and cash equivalents	- 180	52
THIRD-PARTY FUNDS AT THE END OF THE PERIOD	3,504	3,684

Consolidated statement of changes in equity

of New Work SE
for the period from January 1 to December 31, 2022

Consolidated statement of changes in equity

In € thousand	Subscribed capital	Capital reserve	Reserve for currency translation differences	Retained earnings	Total equity
AS OF 01/01/2021	5.620	22.644	130	84.617	113.011
Consolidated net profit	0	0	0	39.607	39.607
Other comprehensive income	0	0	208	0	208
Consolidated total comprehensive income	0	0	208	39.607	39.815
Regular dividend for 2020	0	0	0	-14.557	-14.557
AS OF 12/31/2021	5.620	22.644	338	109.667	138.270
AS OF 01/01/2022	5.620	22.644	338	109.667	138.270
Consolidated net profit	0	0	0	43.262	43.262
Other comprehensive income	0	0	305	0	305
Consolidated total comprehensive income	0	0	305	43.262	43.567
Regular dividend for 2021	0	0	0	-15.737	-15.737
Special dividend	0	0	0	-20.009	-20.009
AS OF 12/31/2022	5.620	22.644	643	117.183	146.091