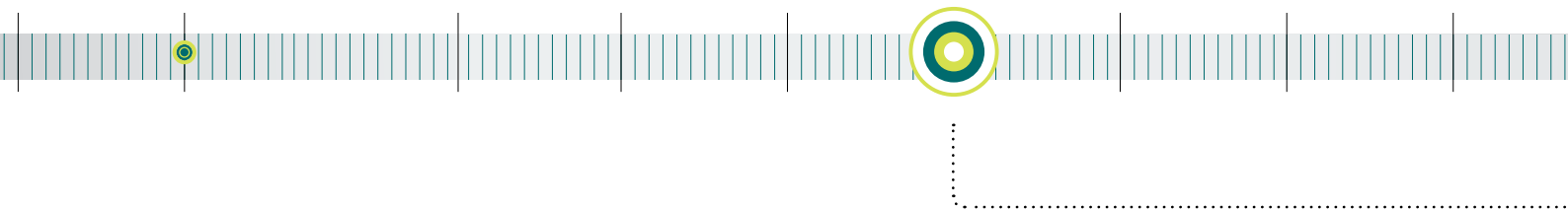




**Q2**  
**HALF YEAR REPORT**

for the period from  
January 1 to June 30, 2013



## KEY FIGURES

		H1/2013	H1/2012	Q2/2013	Q2/2012	Q1/2013
Total revenues <sup>1)</sup>	in € million	40.48	35.89	20.89	18.19	19.59
Revenues from services	in € million	39.86	35.34	20.60	17.88	19.26
Premium Club revenues	in € million	26.43	25.25	13.56	12.87	12.87
e-Recruiting revenues	in € million	10.87	7.90	5.62	3.92	5.25
Events revenues	in € million	2.43	2.03	1.36	1.01	1.08
Network revenues	in € million	0.13	0.16	0.07	0.08	0.06
EBITDA	in € million	11.16	9.89	5.86	5.09	5.30
EBITDA margin	in %	28	28	28	28	27
Earnings for the period	in € million	4.69	4.04	2.69	2.07	2.00
Operating cash flow	in € million	13.35	10.36	6.95	3.90	6.40
Earnings per share (undiluted)	in €	0.84	0.74	0.48	0.38	0.36
Equity	in € million	55.14	45.90	55.14	45.90	53.78
Liquid assets	in € million	60.67	51.72	60.67	51.72	57.88
Members worldwide	in millions	13.46	12.39	13.46	12.39	13.18
thereof Premium members (worldwide)	in thousands	825	793	825	793	810
Members in D-A-CH	in millions	6.51	5.71	6.51	5.71	6.30
thereof Premium members (D-A-CH)	in thousands	801	767	801	767	786
Employees		552	519	552	519	548

<sup>1)</sup> Including other operating income.

## ABOUT XING

Ten years of XING. In the German-speaking world (D-A-CH), XING stands like no other company for the phenomenon of professional networking. During the past ten years, XING has been the place where a constantly increasing number of members meets, establishes contacts and networks by exchanging experience, discussing current affairs, obtaining information or even finding a new job. And even after ten years the XING success story is just beginning because XING is growing more strongly than all of its competitors in its domestic market. And the potential for further growth is immense, particularly in times of a severe shortage of specialists with companies desperately searching for new talent. For them, XING is the largest talent network in the D-A-CH region. For our members, it is the platform that provides them with everything they need to realize their career goals.

## CONTENTS

### 2 To our shareholders

- 2 Executive Board letter
- 4 XING share

### 6 Financial information

- 6 Interim group management report
- 14 Consolidated interim financial statements
  - 14 Consolidated income statement
  - 15 Statement of comprehensive income
  - 16 Consolidated balance sheet
  - 18 Consolidated cash flow statement
  - 20 Consolidated statement of changes in equity
  - 21 Notes to the consolidated interim financial statements
  - 24 Declaration of legal representatives

### 25 Service

- 25 Financial calendar, masthead and contact

# EXECUTIVE BOARD LETTER

## Dear shareholders,

2013 is a special year for XING. We are paving the way for future growth by implementing new strategies and putting together great new offers and business models. This is both necessary and important as the market we are in is currently undergoing a radical change. The labor market familiar to generations before us is changing due to the increasing level of digitalization, a lack of skilled workers owing to demographic shifts in the face of a strong German economy, and changes in values among younger generations. In many industries, yesterday's relationships of power are shifting away from candidates applying to companies, with companies increasingly being forced to hunt down good employees.

This of course has a major impact as knowledge workers are more at liberty to shape their working life and "normal" working relations are increasingly becoming more suited to personal needs. Recent surveys show that salary and promotion opportunities are no longer the key motivators for changing jobs as they have been superseded by criteria such as job satisfaction, working atmosphere, purpose, and work-life balance. Put simply, Germany is currently seeing a paradigm shift in the world of work where the sole constants are change and personal networks.

XING is a business specialist, meaning that we are also THE professional network for German-speaking countries when it comes to tomorrow's labor market. Employees and freelancers have increasing needs in terms of transparency, flexibility and liberty, which in turn requires new products. We have already taken initial steps towards meeting these needs with new products.

In January we acquired kununu GmbH, the leading employer review platform in German-speaking countries, which was a key milestone in successfully implementing our e-Recruiting division's growth strategy. In June XING and kununu were successfully merged with one another.

The outlook is also very positive for the XING Talent Manager (XTM), a recruiting tool for HR departments and consultancies we launched at the end of 2012. Since the start of this year our e-Recruiting team has been rolling out new XTM features almost on a weekly basis with user feedback constantly flowing into the product development process. Since its launch our sales teams in Germany, Austria and Switzerland have sold over 2,000 licenses to corporate customers, which greatly exceeded our expectations for the first half of the year.

Based on the current shift in the labor market, we launched a new version of the XING profile just a few days after the reporting period. Up until now, member profiles mainly focused on their CV, but now users have far more options in terms of self-portrayal. This opens the door to people with less conventional career paths such as freelancers, designers, students, entrepreneurs and the like who now have great ways to show people what they can do. The working world is changing, and our new profile reflects this while also marking XING's tenth anniversary by giving workers from all walks of life an opportunity to present themselves in a professional environment.

Our Events division has also seen significant growth. Previous quarters saw figures decline, but in particular the realignment of our sales teams in Q1 2013 have turned this around to generate excellent figures.

Our dynamic product development is in line with our strong member growth with 416,000 people signing up to XING during the first half of 2013. At the end of June we had 6.5 million members based in German-speaking countries. The number of paid members on XING is also continuing to grow with net 18,000 members taking out a paid membership during the first half of the year. Our development in this division between now and the end of 2014 will play a key strategic part in driving our growth.

The results of our initiatives are reflected in our figures. The second quarter returned significant revenue growth of 15 percent, thus taking the total to almost €21 million which is a significant improvement over previous quarters (Q1 growth: 11 percent). But also organically (excl. kununu) we grew double-digit in Q2/2013 again. XING generated revenues of €40.5 million in H1/2013, an increase of 13 percent compared to H1/2012. At the same time our EBITDA rose by 13 percent to €11.2 million.

All of these positive aspects are motivating us in our work during the second half of the year, and we are also confident about achieving our targets.

We would like to say thank you for your support during this period of transformation and key strategic realignment. We look forward to growing over the coming months by rolling out a new version of our Talent Manager and new offers for Premium customers.

Dr. Thomas Vollmoeller  
CEO  
XING AG

Ingo Chu  
CFO  
XING AG

Timm Richter  
CPO  
XING AG

Jens Pape  
CTO  
XING AG

# XING SHARE

## Basic data about the XING share

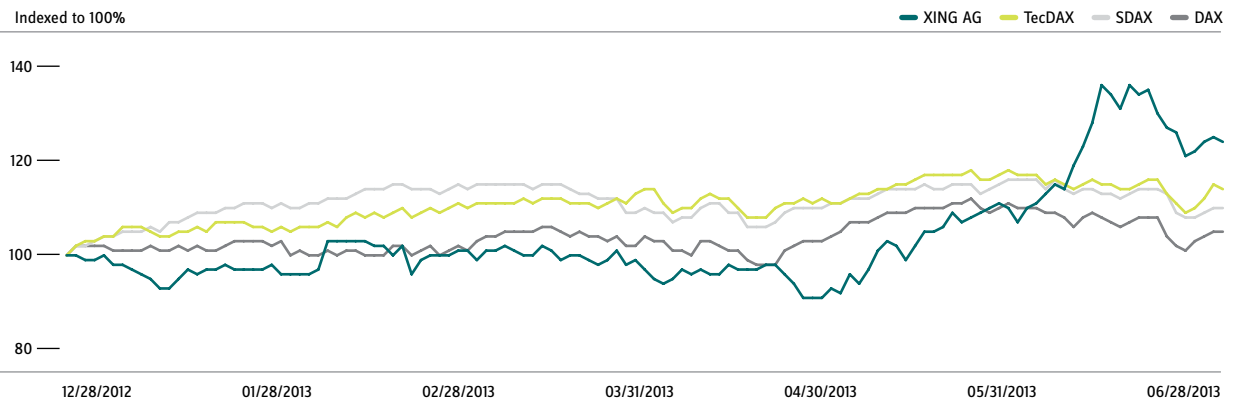
<b>Number of shares as of June 30, 2013</b>	5,580,252
<b>Share capital in €</b>	5,580,252.00
<b>Share type</b>	Registered shares
<b>IPO</b>	December 7, 2006
<b>WKN / ISIN</b>	XNG888 / DE000XNG8888
<b>Bloomberg</b>	O1BC
<b>Reuters</b>	OBCGn.DE
<b>Transparency level</b>	Prime Standard
<b>Index</b>	TecDAX
<b>Sector</b>	Software

## Key XING share figures

	H1 2013	H1 2012
Xetra closing price in €	51.81	46.00
High in €	57.14	42.50
Low in €	38.00	37.87
Market capitalization in € million	289.1	251.8
Average trading volume per trading day (XETRA)	11,230	19,732
TecDAX ranking		
based on order book turnover	32	24
based on free-float market capitalization	32	18
Earnings per share (undiluted) in €	0.84	0.74

XING share

**XING share price development in comparison from December 28, 2012, to June 28, 2013**  
in %

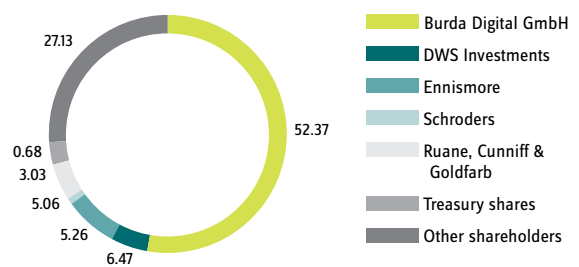


Share price of XING shares on December 28, 2012, €41.87 = 100%.

**Performance XING share in comparison**  
in %

XING share	+24
TecDAX	+14
DAX	+5
SDAX	+10

**Shareholder structure as of August 6, 2013**  
in %



**Analyst recommendations for the XING share as of August 6, 2013**

Broker	Analyst	Recommendation	Price target
Berenberg Bank	Sarah Simon	Buy	€51.00
Close Brothers	Marcus Silbe	Buy	€60.00
Commerzbank	Heike Pauls	Buy	€60.00
Deutsche Bank	Benjamin Kohnke	Buy	€73.00
Hauck & Aufhäuser	Sascha Berresch	Hold	€52.00
HSBC	Christopher Johnen	Underweight	€36.00
Jefferies	David Reynolds	Underperform	€32.00
J.P. Morgan Cazenove	Nicolas J. Dubourg	Hold	€46.00
Montega	Alexander Braun	Sell	€36.50
Warburg Research	Jochen Reichert	Buy	€65.00

# INTERIM GROUP MANAGEMENT REPORT

for the period from January 1 to June 30, 2013

## Business development

### Business and industry development

#### General economic situation

The long and cold winter meant that 2013 got off to a somewhat slow start. However, the German economy picked up considerably during the second quarter with the building industry making up for lost time. The manufacturing sector has also seen a rise in orders in Germany since last fall. Nevertheless, the general downturn in the global economy and recession gripping the rest of Europe has also impacted German industry during April and May of this year. Businesses in Germany continue to remain optimistic about the future, however. The ifo Business Climate Index in Germany rose again in June due to positive forecasts, while optimism among German service providers dropped to its lowest level for six months. In spite of that, many of these companies still intend to hire new staff. The ZEW index rose in June following a decline in April and stagnation in May, which would imply a cautious economic recovery during the second half of the year.

#### Market development and competition

The German labor market has cooled off somewhat since the boom it experienced in 2012. The outlook remains positive, however, with 41.8 million people employed in Germany. This is slightly higher than the figure for the same period in 2012. With more than 6.5 million members at the end of June 2013, XING remains the clear leader on the professional social network market.

### Result of operations within the XING Group

During the first half of the year XING AG's revenues from services rose by 13 percent or €4.52 million from €35.34 million in H1/2012 to €39.86 million in H1/2013. Total revenues including other operating income came to €40.48 million in H1/2013 compared to €35.89 million in H1/2012. Thanks to expanding sales activities, successfully launching the Talent Manager, and acquiring kununu GmbH, the e-Recruiting division contributed €2.97 million additional revenues to XING's revenues.

Further efficiency in terms of marketing and an increase in the level of self-registrations led to a decrease in marketing expenditure of around 25 percent from €3.36 million in H1/2012 to €2.53 million in H1/2013. Our staffing costs of €17.40 million equate to 43 percent of total revenues and are 18 percent higher than the previous year's corresponding figure (H1/2012: €14.76 million). This is largely attributable to the acquisition of kununu GmbH in Q1/2013 and their 24 employees. Other operating expenses rose by 19 percent from €7.87 million in H1/2012 to €9.40 million in H1/2013 as a result of renting new office space and server capacity as well as increased freelancer costs.

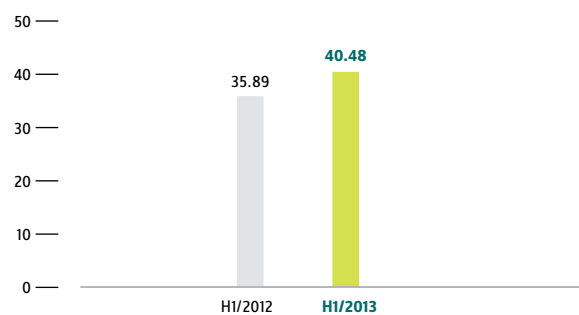
The XING group's EBITDA increased by 13 percent from €9.89 million in H1/2012 to €11.16 million in H1/2013. Based on total revenues including other operating income, the EBITDA margin for the period under review was 28 percent, the same level as last year.

Scheduled depreciation for the period of €4.21 million (H1/2012: €3.90 million) contains around €0.62 million in depreciation for the assets arising from the purchase price allocation in connection with the acquisition of amiando GmbH and kununu GmbH. In addition, extraordinary depreciation for the first six months of the year came to €0.0 million (H1/2012: €0.1 million).



### Group revenues

in € million



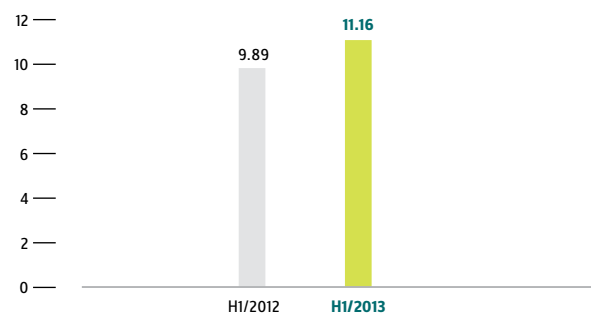
The EBIT for H1/2013 came to €6.96 million (H1/2012: €5.99 million), which equates to a margin of 17 percent of total revenues including other operating income. After deducting €2.33 million in taxes (tax ratio: 33 percent), consolidated net income for the first six months amounted to €4.69 million, an increase of 16 percent compared to H1/2012 (€4.04 million). Earnings per share for H1/2013 came to €0.84 (H1/2012: €0.74).

### Network and member growth

The XING platform (known as the "Network" division) continued to grow strongly during the first half of 2013 with 211,000 people signing up during Q2. This was another rise following on from the first three months of the year. A total of 416,000 people signed up during H1/2013 in the D-A-CH region to gain access to a professional network and develop their career. This registration figure equates to growth of 14 percent compared to June 2012. As of the end of June 2013, more than 6.5 million people from German-speaking countries use XING for business networking and more than 13.5 million people worldwide log in to manage their business contacts.

### EBITDA

in € million

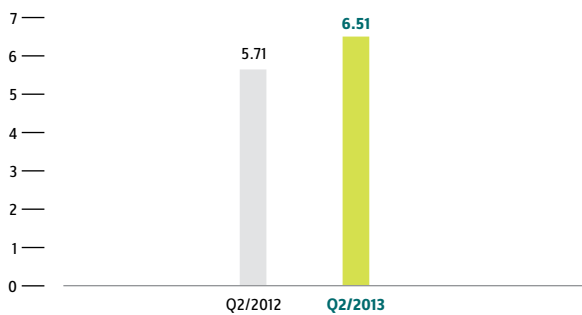


Use of the XING platform from mobile devices running iOS, Android, BlackBerry and Windows Phone is growing exponentially. At the end of the first quarter we extended our mobile offering by launching an iPad app. Mobile traffic has grown strongly over the last twelve months with mobile accounting for over 36 percent of our total traffic as of the end of June.

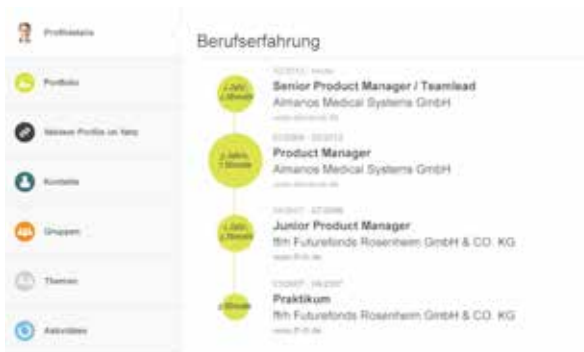
Over the last few months our product team has focused heavily on the new profile which we launched at the start of July. This is both necessary and important as the market we are in is currently undergoing a radical change. The labor market familiar to generations before us is changing due to the increasing level of digitalization, a lack of skilled workers owing to demographic shifts in the face of a strong German economy, and changes in values among younger generations. This of course has a major impact as knowledge workers are more at liberty to shape their working life and "normal" working relations are increasingly becoming more suited to personal needs. Germany is currently seeing a paradigm shift in the world of work where the sole constants are change and personal networks.

Members in D-A-CH region

in millions



Based on the current shift in the labor market, we launched a new version of the XING profile just a few days after the reporting period. Up until now, member profiles mainly focused on their CV, but now users have far more options in terms of self-portrayal. This opens the door to people with less conventional career paths such as freelancers, designers, students, entrepreneurs and the like who now have great ways to show people what they can do. The working world is changing, and our new profile reflects this while also marking XING's tenth anniversary of XING's by giving workers from all walks of life an opportunity to present themselves in a professional environment.

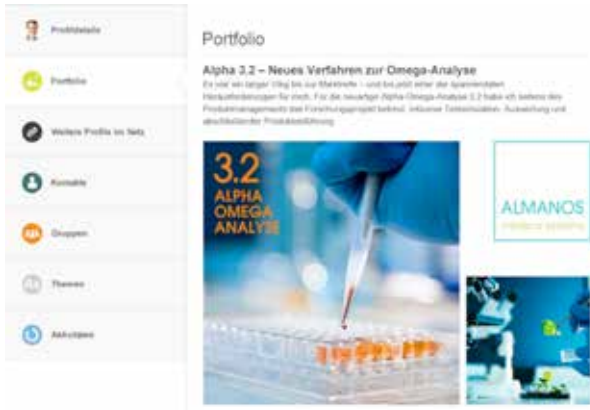


Successful projects, visits to trade fairs and events, and products and services can all be showcased using images and text in the new portfolio. Users can also integrate their tweets and blog posts as well as certain XING content to give profile visitors a more in-depth look at who they are and what they are doing both on XING and beyond. The new profile also boasts a clean and more modern design with intuitive navigation and usability thanks to a new tab structure and handy drag-and-drop features. In future users will also be able to clearly indicate whether they are interested in career opportunities or on the lookout for a job.



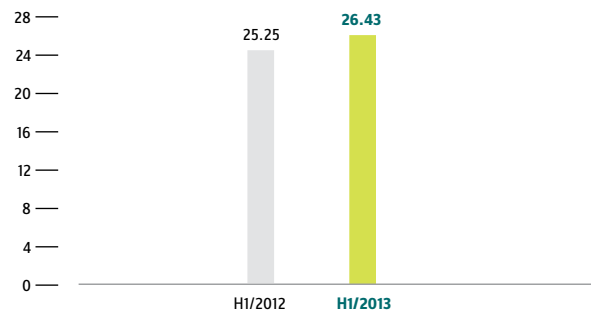
The new portfolio showcases references and personal information

The XING portfolio feature opens the door to a whole new range of opportunities for members to present themselves to the outside world. Users can add text and images, and also provide PDF files for downloading. This feature is a virtual showcase that allows members to present their products and services alongside their references. It is also useful for students who are looking to join the first rung of the career ladder as they can upload projects they have worked on to show the skills and expertise they have acquired.



“Premium Club” revenues

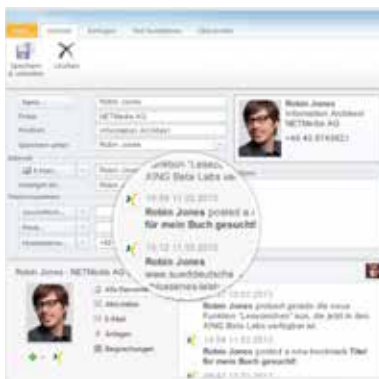
in € million



Integrate XING contacts in Outlook

At the end of the second quarter we released a new version of the XING Outlook Connector for Microsoft Outlook users. What this does is link the XING platform with Outlook so

- XING contacts and shared contact details can be viewed and automatically updated in Outlook,
- people with the Outlook Connector can also see their contacts' XING activity, e.g. if someone updates their profile or posts an update, from within Outlook, and
- add Outlook contacts and business partners as XING contacts or invite them to join XING with the click of a mouse.



“Premium Club”

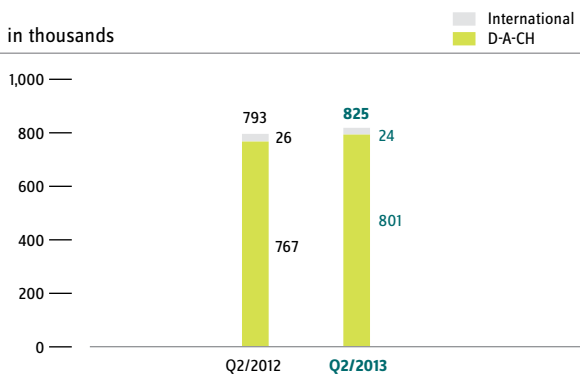
The “Premium Club” largely consists of revenues from paid memberships and, to a smaller extent, advertising space.

We are currently working hard to realign our core product, i.e. Premium membership, which is why we will not be making any major changes to our existing Premium membership until we launch our new offering.

At the end of the second quarter we adjusted our Premium membership pricing with 3-month memberships costing €9.95 a month and 12-month memberships costing €7.95 a month as of June 2013.



### Paid members



The increase of 2,200 additional new paid members during Q1 was followed by a drastic rise in Q2 with more than net 15,000 new paid members. This campaign-driven business is well known for quarterly fluctuations. In total more than 17,000 members upgraded to Premium membership during H1/2013, thus taking total Premium membership to 801,000 in the D-A-CH region and 825,000 worldwide.

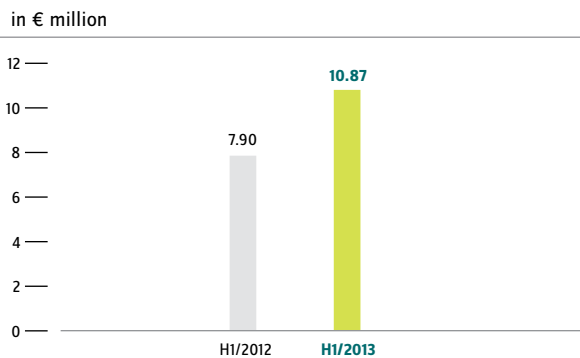
The Advertising sub-division also includes special offers and is one of our key products that provides XING users with multimedia display advertising and mailings containing great offers from selected partners. In addition, the marketer key account management has been expanded, resulting in an increase in bookings during Q2.

Total revenues for the Premium Club grew by five percent from €25.2 million in H1/2012 to €26.4 million in H1/2013.

### "e-Recruiting"

At the start of 2013 we set highly ambitious growth targets for our "e-Recruiting" division. So far we have already seen some excellent results and have continued to accelerate growth during both quarters when compared to the end of 2013. e-Recruiting revenues rose by 38 percent when comparing the period under review to the first half of 2012 (H1/2012: 28 percent). In Q2 alone, e-Recruiting saw growth rates of 43 percent (Q2/2012: 23 percent) with revenues growing from €7.90 million in H1/2012 to €10.87 million in H1/2013.

### "e-Recruiting" revenues



This dynamic growth is the result of the following sub-divisions:

#### 1. The XING Talent Manager:

Since its launch at the end of 2012, the XING Talent Manager (XTM) has enjoyed high levels of demand among corporate customers and HR consultancies. So far we have sold more than 2,000 licenses, which greatly exceeded our expectations. This trend is set to continue as more and more companies are becoming aware of the active candidate sourcing advantages our platform and, in particular, our Talent Manager have to offer:

Thanks to the ability to approach interesting candidates proactively open positions can be filled much faster than through classical job ads. Another important argument to search candidates independent of using professional headhunters is the price less than €3,000 per year per seat which is way below the average provision a professional headhunter receives for his service. Also this is the only way recruiters and headhunters can identify and get in touch with passive job-seekers. A recent study into the job application process carried out by Monster in Germany showed that almost 50 percent of employees would rather have companies approach them than go on the lookout for jobs themselves.



The Institute for Competitive Recruiting (ICR) also forecasts that active candidate sourcing will become a fundamental part of the Recruitment 2.0 domain. Depending on a recruiter's experience and intended target group (domestic, international, fields of activity), the choice of platforms and channels they use will continue to grow with initial empirical findings showing that proactive recruiting leads to more and, above all, better candidates.

## 2. Company Profiles - employer branding with XING and kununu:

Employer branding based on paid Company Profiles is also growing strongly.

In order to boost and expand our operations in this field, we took over kununu GmbH, which is based in Vienna and established in 2007, with the acquisition effective as of January 1, 2013. With around 3 million monthly page impressions, kununu is the leading platform for employer reviews in German-speaking countries. XING paid €3.6 million for kununu upon signing the contract, with additional payments of up to about €5.7 million to be made by February 2015 depending on a number of factors, in particular the company's revenue and EBITDA development during the course of 2013 and 2014. In the second quarter, on the basis of the annual financial statements 2012 of kununu GmbH, the purchase price was adjusted by €72 thousand.

kununu works much in the same way as job portals and hotel rating platforms as past and present employees, trainees and interns can rate their employer in a number of areas such as working environment, career opportunities, and salary levels. This provides job-seekers with real insights into companies from an employee perspective and also gives employers the opportunity to acquire paid profiles on kununu for employer branding purposes.

Since the middle of this year, XING and kununu's products have been merged and marketed under a new price model as kununu's Employer Branding Profile.

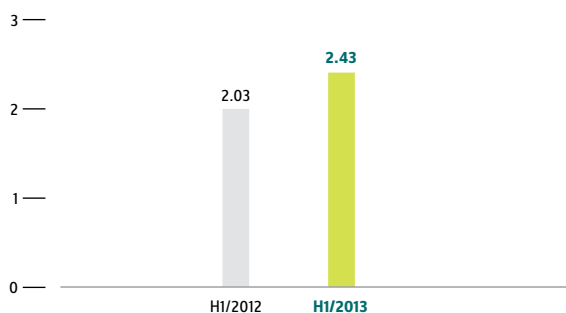


## 3. Classical job ads

Revenues from XING Jobs [www.xing.com/jobs](http://www.xing.com/jobs) are also developing positively with XING gaining market share. This is set to continue during the second half of the year as we introduce new features and offerings.

### "Events" revenues

in € million



### "Events"

The "Events" division has grown again during the second quarter of 2013. Following the downturn in growth rate at the end of last year (+22 percent) and during Q1 2013 (+5 percent), revenues and growth have bounced back strongly thanks to filling key vacancies and realigning the division at the end of 2012. As a result, e-Recruiting revenues amounted to €1.36 million in Q2/2013, which is a rise of 35 percent compared to Q2/2012. Events revenues for H1/2013 came to €2.43 million in contrast to €2.03 million in H1/2012.

#### amiando goes mobile: event tickets on smartphones

In April our subsidiary amiando launched its mobile ticket shop which provides organizers and ticket vendors with a wide range of opportunities and benefits. Not only that, organizers have an additional channel for offering tickets to their current and future events with the simplified purchase process improving the conversion rate and thus the number of tickets sold.

The mobile-optimized ticket shop is a great way for customers to buy and save tickets on their mobile device. These digital tickets also help to simplify the event's entry management, which is an additional benefit amiando provides.

Just a few months later, amiando launched its wallet feature, which incorporates Passbook, a program offered by Apple to save and manage electronic tickets. This makes it easier than ever for people to buy event tickets online from mobile devices. The Android equivalent of Passbook is an app called PassWallet.

Together with EasyEntry, amiando offers simple entry management for events hosted on its platform. The geolocation service and time of day means that the ticket appears immediately on the display when the participant arrives at the designated location, in turn rendering the search for tickets in briefcases or backpacks a thing of the past.

### Net assets

On the closing date, June 30, 2013, long-term net assets were valued at €34.1 million (December 31, 2012: €23.1 million). The long-term capital of €60.0 million amounted to a 176.3 percent surplus over the long-term net assets (December 31, 2012: €55.5 million - a 240.8 percent surplus). This increase in long-term assets is the result of the intangible assets (€3.2 million) identified in connection with the kununu GmbH purchase price allocation and goodwill arising from this acquisition (€6.9 million). The rise in long-term capital was largely attributable to the H1/2013 results (€4.7 million), capital contributions from stock option plans (€1.7 million), and deferred taxes (€0.8 million). This development was in part offset by a €3.1 million dividend payout for the 2013 financial year.

The current assets of €11.2 million without cash increased slightly over the H1/2012 level (€10.4 million). The change in current liabilities is largely due to a rise in liabilities from sales deferrals (€5.3 million) and the purchase price share not yet paid to acquire kununu GmbH (€5.7 million). Together with several other minor changes, this results in a €12.9 million (35.2 percent) increase in current liabilities now totaling €49.6 million (December 31, 2012: €36.7 million).

On the closing date, the Group's long-term net assets were valued at €109.6 million, which equates to a €17.4 million (18.9 percent) increase compared to the value as of December 31, 2012 (€92.2 million). Liquid assets continue to remain one of the main asset items on the balance sheet, accounting for 58.7 percent (December 31, 2012: 63.7 percent) of total assets. If customer payments for event tickets held in trust by amiando GmbH are removed from the balance sheet as third-party cash, liquid assets actually account for 57.3 percent of total assets (December 31, 2012: 62.7 percent).

## Financial position

In the first six months of 2013, XING AG generated positive cash flow from operating activities of €13.3 million compared to €10.4 million during H1/2012. The positive cash flow for the period under review was largely attributable to the operating results and continued rise in advance customer payments of €5.5 million compared to H1/2012 (€2.0 million).

In the first half of 2013, the cash flow from investment activities amounted to €-7.5 million (H1/2012: €-3.6 million). The much higher figure compared to the previous year (€-2.9 million) is mainly attributable to the kununu GmbH acquisition. On top of that, more investments were made in self-developed software (€0.5 million) and non-current assets (€0.7 million).

In the first half of 2013, the cash flow from financing activities amounted to €-1.4 million. During the first half of 2012, the cash flow from financing activities amounted to €-21.2 million. Expenses of €3.1 million were incurred due to dividend payments to shareholders (H1/2012: €23.0 million, of which €20 million was a special distribution of funds from capital contributions), which were contrasted by proceeds resulting from exercising options and selling treasury shares within the scope of stock option plans amounting to €1.7 million (H1/2012: €1.7 million).

At the end of the period, XING's liquid assets amounted to €60.7 million compared to €51.7 million at the end of the first half of 2012. The Company also handled €3.6 million in third-party cash (H1/2012: €2.9 million).

The cash flow margin of 33.5 percent (cash flow from operating activities/service revenues) is still running at a high level (H1/2012: 29.3 percent). This confirms the intrinsic value of the Company, and permits further investment in future growth.

With an equity ratio of 50.3 percent as of June 30, 2013 (December 31, 2012: 56.1 percent), XING is primarily financed by way of shareholder equity. This constitutes a sound basis that provides the Company with a high degree of stability even in the event of possible negative developments.

## Risk report

Permanent monitoring and management of risks are key tasks of a listed company. For this purpose, the Company has implemented the early risk-recognition system required in accordance with Section 91 (2) AktG and continuously develops it within the context of current market and company developments.

Each individual employee is called on to actively look for and prevent potential damages to the Company. Their task is to immediately remove all risks in their own area of responsibility, and to immediately notify the responsible parties in the event of any indications of existing risks that may arise.

An essential requirement for such a task is knowledge of the risk management system and maximum risk awareness of each individual employee. For this reason, XING familiarizes its employees with the risk management system in regular introductory events and also with the aid of information material, and draws their attention to the significance of risk management.

Potential risks are continually identified and analyzed. Identified risks are then systematically evaluated as to their probability of occurrence and the expected potential damage. The persons with risk responsibility and senior executives are questioned with regard to the status of existing risks and the identification of new risks in the course of quarterly risk inventories and status queries.

# CONSOLIDATED INTERIM FINANCIAL STATEMENTS

for the period from January 1 to June 30, 2013

## Consolidated income statement

for the period from January 1 to June 30, 2013

in € thousand	01/01/2013 - 06/30/2013	01/01/2012 - 06/30/2012	04/01/2013 - 06/30/2013	04/01/2012 - 06/30/2012
Service revenues	39,858	35,338	20,601	17,877
Other operating income	620	554	291	313
<b>Total revenues</b>	<b>40,478</b>	<b>35,892</b>	<b>20,892</b>	<b>18,190</b>
Personnel expenses	(17,397)	(14,775)	(8,624)	(7,489)
Marketing expenses	(2,520)	(3,357)	(1,370)	(1,502)
Other operating expenses	(9,398)	(7,873)	(5,039)	(4,112)
<b>EBITDA</b>	<b>11,163</b>	<b>9,887</b>	<b>5,859</b>	<b>5,087</b>
Depreciation and amortization	(4,206)	(3,900)	(1,926)	(2,075)
<b>EBIT</b>	<b>6,957</b>	<b>5,987</b>	<b>3,933</b>	<b>3,012</b>
Interest income	64	243	27	120
Interest expenses	(1)	(8)	0	(5)
<b>EBT</b>	<b>7,020</b>	<b>6,222</b>	<b>3,960</b>	<b>3,127</b>
Taxes on income	(2,329)	(2,180)	(1,265)	(1,059)
<b>Net profit</b>	<b>4,691</b>	<b>4,042</b>	<b>2,695</b>	<b>2,068</b>
Earnings per share (undiluted) in €	0.84	0.74	0.48	0.38
Earnings per share (diluted) in €	0.84	0.73	0.48	0.38



## Statement of comprehensive income

for the period from January 1 to June 30, 2013

in € thousand	01/01/2013 - 06/30/2013	01/01/2012 - 06/30/2012	04/01/2013 - 06/30/2013	04/01/2012 - 06/30/2012
Net profit	4,691	4,042	2,695	2,068
Currency translation adjustment	(1)	3	(3)	3
<b>Other result</b>	<b>(1)</b>	<b>3</b>	<b>(3)</b>	<b>3</b>
<b>Total result for the period</b>	<b>4,690</b>	<b>4,045</b>	<b>2,692</b>	<b>2,071</b>

## Consolidated balance sheet

as of June 30, 2013

Assets in € thousand	06/30/2013	12/31/2012
<b>Non-current assets</b>		
Intangible assets		
Software and licenses	2,950	2,876
Internally generated software	7,899	7,044
Goodwill	12,498	5,574
Other intangible assets	3,822	1,582
Property, plant and equipment		
Tenant improvements	575	547
Other plant and machinery	5,034	4,574
Financial assets		
Equity participations	51	51
Other financial assets	40	23
Deferred tax assets	1,185	797
	<b>34,054</b>	<b>23,068</b>
<b>Current assets</b>		
Receivables and other assets		
Receivables attributable to services	6,923	7,322
Tax refund assets	488	388
Other assets	3,814	2,660
Cash and cash equivalents and other short-term deposits		
Cash and other current deposits	60,669	56,159
Third-party cash and cash equivalents	3,646	2,614
	<b>75,540</b>	<b>69,143</b>
	<b>109,594</b>	<b>92,211</b>

Liabilities in € thousand	06/30/2013	12/31/2012
<b>Shareholders' equity</b>		
Subscribed capital	5,580	5,554
Treasury shares	(1,055)	(2,039)
Capital reserves	18,120	17,393
Other reserves	16,337	16,302
Retained earnings	16,154	14,552
	<b>55,136</b>	<b>51,762</b>
<b>Non-current liabilities</b>		
Deferred tax liabilities	3,371	2,507
Deferred income	1,522	1,270
	<b>4,893</b>	<b>3,777</b>
<b>Current liabilities</b>		
Trade accounts payable	885	1,429
Deferred income	29,125	23,842
Other liabilities	19,555	11,401
	<b>49,565</b>	<b>36,672</b>
	<b>109,594</b>	<b>92,211</b>

## Consolidated cash flow statement

for the period from January 1 to June 30, 2013

in € thousand	01/01/2013 - 06/30/2013	01/01/2012 - 06/30/2012
Earnings before taxes	7,020	6,222
Amortization on capitalized development costs	1,173	1,174
Depreciation and amortization	3,033	2,726
Personnel expenses, stock option program	36	534
Interest income	(64)	(243)
Interest received	112	301
Interest expenses	1	0
Taxes paid	(2,536)	(2,384)
Non-capitalizable payments for the acquisition of consolidated companies	372	0
Change in receivables and other assets	(820)	680
Change in liabilities	1,950	228
Non cash changes from changes in scope of consolidation	(1,431)	0
Change in deferred income	5,535	1,988
Elimination of amianto third-party obligations	(1,032)	(868)
<b>Cash flow from operating activities</b>	<b>13,349</b>	<b>10,358</b>
Capitalization of internally generated software	(1,669)	(1,155)
Purchase of other software	(838)	(1,082)
Purchase of property, plant and equipment	(2,029)	(1,372)
Purchase of consolidation companies (less cash acquired)	(2,949)	0
<b>Cash flow from investing activities</b>	<b>(7,485)</b>	<b>(3,609)</b>

in € thousand	01/01/2013 - 06/30/2013	01/01/2012 - 06/30/2012
Distribution from capital reserves	0	(19,953)
Dividend paid	(3,089)	(3,020)
Sale of treasury shares	984	312
Capital increase from share-based payment	753	1,433
Interest paid	(1)	0
<b>Cash flow from financing activities</b>	<b>(1,353)</b>	<b>(21,228)</b>
Differences due to currency translation	(1)	3
<b>Change in cash and cash equivalents</b>	<b>4,510</b>	<b>(14,476)</b>
Cash and cash equivalents at beginning of period	56,159	66,196
<b>Cash and cash equivalent at the end of the period <sup>1)</sup></b>	<b>60,669</b>	<b>51,720</b>
Third-party cash and cash equivalents at beginning of period	2,614	2,021
Change in third-party cash and cash equivalents	1,032	868
<b>Third-party cash and cash equivalents at the end of the period</b>	<b>3,646</b>	<b>2,889</b>

<sup>1)</sup> Cash and cash equivalents consist of liquid assets.

## Consolidated statement of changes in equity

for the period from January 1 to June 30, 2013

in € thousand	Subscribed capital	Capital reserves	Treasury stock	Other reserves	Retained earnings	Shareholders' equity, total
<b>As of 01/01/2012</b>	<b>5,426</b>	<b>14,008</b>	<b>(2,367)</b>	<b>15,700</b>	<b>9,829</b>	<b>42,596</b>
Currency conversion	0	0	0	3	0	3
<b>Total income and expense for the period recognised directly in equity</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>3</b>
Net result	0	0	0	0	3,898	3,898
<b>Total result for period</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>3,898</b>	<b>3,901</b>
Capital increase from share-based payment	48	1,385	0	0	0	1,433
Dividend paid	0	0	0	0	(3,020)	(3,020)
Sale of treasury shares	0	0	312	0	0	312
Personnel expenses, stock option program	0	0	0	534	0	534
<b>As of 06/30/2012</b>	<b>5,474</b>	<b>15,393</b>	<b>(2,055)</b>	<b>16,237</b>	<b>10,707</b>	<b>45,756</b>
<b>As of 01/01/2013</b>	<b>5,554</b>	<b>17,393</b>	<b>(2,039)</b>	<b>16,302</b>	<b>14,552</b>	<b>51,762</b>
Currency conversion	0	0	0	(1)	0	(1)
<b>Total income and expense for the period recognised directly in equity</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>(1)</b>	<b>0</b>	<b>(1)</b>
Net result	0	0	0	0	4,691	4,691
<b>Total result for period</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>(1)</b>	<b>4,691</b>	<b>4,690</b>
Capital increase from share-based payment	26	727	0	0	0	753
Dividend paid	0	0	0	0	(3,089)	(3,089)
Sale of treasury shares	0	0	984	0	0	984
Personnel expenses, stock option program	0	0	0	36	0	36
<b>As of 06/30/2013</b>	<b>5,580</b>	<b>18,120</b>	<b>(1,055)</b>	<b>16,337</b>	<b>16,154</b>	<b>55,136</b>

## Notes to the consolidated interim financial statements for the period from January 1 to June 30, 2013

### Information on the company and group

The registered offices of XING AG are located at Dammtorstraße 29 - 32 20354 Hamburg, Germany; the company is entered at the Amtsgericht (local court) Hamburg under HRB 98807. The parent company of XING AG is Burda Digital GmbH, Munich. Since December 18, 2012, the ultimate parent company the company has been Hubert Burda Media Holding Kommanditgesellschaft, Offenburg, Germany.

Measured in terms of the total number of individual visitors worldwide, XING operates one of the leading professional networking websites. The international, multilingual, internet-based platform is a "relationship engine" which provides its members with opportunities for establishing new business contacts, maintaining existing contacts, extending their scope to new markets, and exchanging opinions and information. XING generates its revenues primarily from subscriptions of Premium Members, and currently operates the platform without any paid advertising for Premium Members.

### Basis for preparing the financial statements and accounting methods

These condensed consolidated financial statements for the half year ending on June 30, 2013 have been prepared in accordance with the International Financial Reporting Standards for Interim Statements (IAS 34) as applicable in the EU. The condensed consolidated financial statements do not contain all of the information required for full annual consolidated financial statements, and should be read in conjunction with the consolidated financial statements as at and for the year ended December 31, 2012.

The period under review began on January 1, 2013, and ended on June 30, 2013. The corresponding previous year period began on January 1, 2012, and ended on June 30, 2012. The XING AG consolidated interim financial statements and interim group management report for the period ending on June 30, 2013, were approved by the Executive Board on August 6, 2013.

The accounting principles applied to these condensed consolidated interim financial statements are the same as those used for the annual consolidated financial statements for the financial year ending December 31, 2012. The interim financial statements have not been audited by the auditor, nor have they been subjected to an audit review.

### Acquisition of kununu GmbH in January 2013

XING AG acquired all shares in kununu GmbH, Vienna, Austria, with effect from January 1, 2013. When the contract was signed, XING AG made an initial payment of €3.6 million to the vendor. In the second quarter, on the basis of the annual financial statements 2012 of kununu GmbH, the purchase price was adjusted by €72 thousand. Further payments up to a maximum total of €5.7 million may be made until February 2015 depending on various factors, and in particular the development of revenues and EBITDA of kununu GmbH in the years 2013 and 2014. Costs of €0.4 million were incurred in connection with this acquisition in the financial year 2012; they are included in the other operating expenses. The company will be initially consolidated at the time at which the shares are transferred.

The outflow of cash as a result of the acquisition is shown in the following:

in € thousand	2013
Purchase price incl. possible earnouts	(9,317)
Costs directly attributable to the acquisition	(372)
External cash acquired with the subsidiary	1,085
Plus purchase price not yet paid	5,655
<b>Outflow of cash (net)</b>	<b>(2,949)</b>

The fair values of assets and liabilities of kununu GmbH are as follows as of the time of the acquisition:

Initial consolidation in € thousand	01/08/2013
<b>Assets</b>	
Property, plant and equipment	109
Receivables attributable to services	15
Other assets	132
Cash and cash equivalents	1,085
	<b>1,341</b>
<b>Liabilities</b>	
Provisions	(42)
Trade accounts payable	(95)
Other liabilities	(1,391)
	<b>(1,528)</b>
<b>Total identifiable net assets due to the acquisition</b>	<b>(187)</b>

The purchase price was allocated on a provisional basis in the consolidated interim financial statements for the period ending March 31, 2013. The purchase price will be definitively allocated over the identifiable and measurable assets in the course of the financial year 2013. The goodwill to be recognized is attributable to anticipated synergies and other effects arising from the activities of kununu GmbH. The provisional fair values of the assets and liabilities identified within the framework of the purchase price allocation as well as the provisional goodwill are as follows at the time of initial consolidation:

Initial consolidation in € thousand	01/08/2013
Purchase price incl. possible earnouts	9,317
Equity of kununu GmbH	204
<b>Value of purchase price allocation</b>	<b>9,521</b>
Value of internally generated software	(380)
Value of brand/domain	(780)
Value of customer relations	(2,020)
Deferred tax assets	(213)
Deferred tax liabilities	795
<b>Goodwill</b>	<b>6,924</b>

In the second quarter, on the basis of the annual financial statements 2012 of kununu GmbH, the purchase price was adjusted by €72 thousand to €9,317 thousand, and the equity of kununu GmbH was adjusted by €17 thousand to €204 thousand. The goodwill thus increased by €89 thousand to €6,924 thousand.

In the first six months of the year, kununu GmbH generated revenues of €1,377 thousand and a profit of €192 thousand.

### Treasury shares

In order to service claims resulting from Stock Option Plans, 37,500 treasury shares (H1/2012; 11,892) were sold to eligible shareholders in the first half of 2013. The proceeds amounted to €984 thousand. As of June 30, 2013, XING AG still held over 37,832 treasury shares (December 31, 2012: 75,332 shares).

### Dividend payment

Pursuant to a resolution of the AGM held on May 24, 2013, XING AG paid out a dividend of €0.56 per share for the 2012 financial year on May 25, 2013. With 5,516,671 shares eligible to receive a dividend, this equates to a total payout of €3,089,335.76.



## Breakdown of other operating expenses

The following table breaks down the primary items of sundry operating expenses:

in € thousand	01/01/2013 - 06/30/2013	01/01/2012 - 06/30/2012
IT services, management services and services for new markets	2,024	2,074
Office expenses	1,955	1,455
Payment processing	986	849
Server hosting, administration and traffic	975	623
Travel, entertainment and other business expenses	760	676
Audit and accounting fees	444	452
Other personnel expenses	419	389
Expenses attributable to other periods	269	114
Training	222	191
Legal consultancy fees	219	239
Phone/cell phone/postage/courier	178	175
Currency losses	156	64
Charges, fees and contributions	148	109
Supervisory board compensation	140	140
Losses on receivables	131	77
Office equipment	104	74
Rental/leasing	83	64
Other	185	108
<b>Total</b>	<b>9,398</b>	<b>7,873</b>

The increase in expenses for premises as well as costs of server hosting, administration and traffic are mainly attributable to the extension of the data centers as well as additional office premises resulting from the increase in the number of staff at the location in Hamburg.

The other expenses include insurance premiums and vehicle costs.

## Segment information

XING AG has one segment subject to reporting requirements, with the business divisions "Network" (basic functions of the XING platform and Enterprise Groups), "Premium Club" (subscription memberships, display advertising, partnerships), "e-Recruiting" (job advertisements, company profiles and the XING Talentmanager) and "Events". The breakdown into business divisions and regions also corresponds to the internal organization structure and reporting to the Executive Board and Supervisory Board. The existing business areas were restructured at the end of the financial year 2012. The previous year figures have been adjusted correspondingly for comparison reasons.

The segment revenues for the period under review are shown in the following tables:

in € thousand	01/01/2013 - 06/30/2013	01/01/2012 - 06/30/2012
Premium Club	26,425	25,247
e-Recruiting	10,873	7,904
Events	2,433	2,029
Network	127	158
<b>Total</b>	<b>39,858</b>	<b>35,338</b>

in € thousand	01/01/2013 - 06/30/2013	01/01/2012 - 06/30/2012
D-A-CH (Germany, Austria, Switzerland)	38,070	34,031
International	1,788	1,307
<b>Total</b>	<b>39,858</b>	<b>35,338</b>

As there have been no major changes to long-term assets, these have not been listed in the table.

## DECLARATION OF LEGAL REPRESENTATIVES

### Related parties

With regard to the details of relations with related parties, please refer to the consolidated financial statements for the period ending December 31, 2012. There were no major changes until June 30, 2013.

### Significant events after the interim reporting date

No major events which will have a significant impact on the business development of the XING Group have occurred since the end of the reporting period.

Hamburg, August 6, 2013

The Executive Board

Dr. Thomas Vollmoeller

Ingo Chu

Timm Richter

Jens Pape

We declare that, to the best of our knowledge, the consolidated financial statements provide a true and fair view of the net assets, financial position and results of operations of the Group in accordance with the applicable accounting principles and that the Group management report presents the development of business including the business result and the provision of the Group in such a way that a picture corresponding to the actual circumstances is provided and that the major opportunities and risks of the probable development of the Group are described.

The Executive Board

Hamburg, August 6, 2013

## FINANCIAL CALENDAR

Date	Event
August 6, 2013	Interim Report HY1 2013, Hamburg
November 6, 2013	Interim Report Q3 2013, Hamburg

## MASTHEAD & CONTACT

This Interim report is available in both German and English. In the event of diversity in interpretation, the German version shall prevail. Both versions and further press information are available for download at <http://corporate.xing.com>. Due to rounding, numbers presented may not add up precisely to the totals provided and percentages may not precisely reflect the absolute figures.

For Annual Report, Interim Reports and current Financial information about XING AG please contact:

XING AG  
Patrick Möller  
Director Investor Relations  
Dammtorstrasse 29 - 32  
20354 Hamburg  
Phone: +49 40 41 91 31 793  
Fax: +49 40 41 91 31 44

### Editor

Patrick Möller

### Concept & Design

HGB Hamburger Geschäftsberichte  
GmbH & Co. KG

For press enquiries and current information about XING AG, please contact:

### Corporate Communications

Phone: +49 40 41 91 31 763  
Fax: +49 40 41 91 31 11  
[presse@xing.com](mailto:presse@xing.com)

### Our social media channels

<http://blog.xing.com>

(The XING AG corporate blog is available in four languages)

[www.xing.com/net/pri1a41bcx/Anlegerforum\\_XING\\_Aktie](http://www.xing.com/net/pri1a41bcx/Anlegerforum_XING_Aktie)  
(German-language group for XING investors)

Twitter: [xing\\_ir](#)

(Information and news related to the capital markets)

Twitter: [xing\\_de](#)

(Topics and news related to the company in general - German only)

Twitter: [xing\\_com](#)

(Corporate information and news in English)

Youtube: [www.youtube.com/user/XINGcom?gl=DE](http://www.youtube.com/user/XINGcom?gl=DE)  
(XING AG's YouTube channel)

Facebook: [www.facebook.com/XING](http://www.facebook.com/XING)

(XING AG's Facebook profile)



[www.xing.com](http://www.xing.com)