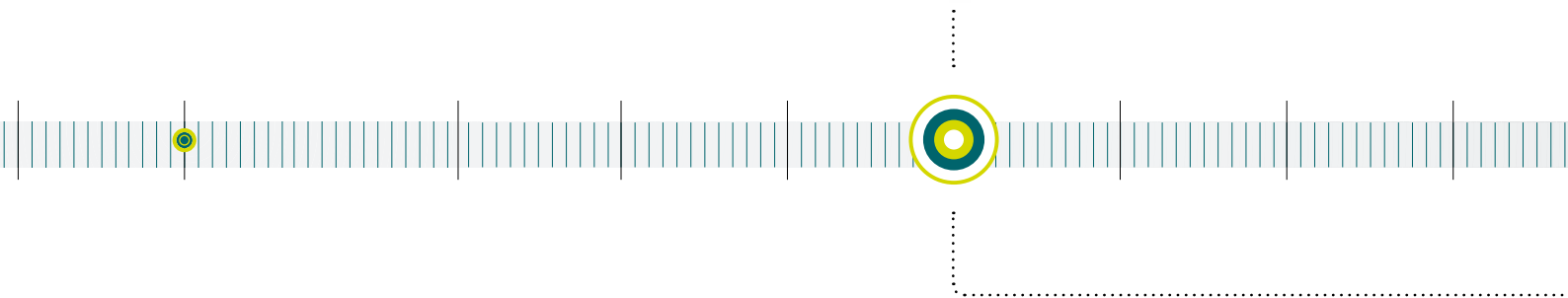




**Q1**

**INTERIM REPORT**

for the period from  
January 1 to March 31, 2013



## KEY FIGURES

		Q1 2013	Q1 2012	Q4 2012	Q3 2012	Q2 2012
Total revenues <sup>1)</sup>	in € million	19.59	17.70	19.03	18.33	18.19
Revenues from services	in € million	19.26	17.46	18.71	18.08	17.88
Premium Club revenues	in € million	12.87	12.38	13.31	12.71	12.87
e-Recruiting revenues	in € million	5.25	3.98	4.41	4.34	3.92
Events revenues	in € million	1.08	1.02	0.90	0.95	1.01
Network revenues	in € million	0.06	0.08	0.09	0.08	0.08
EBITDA	in € million	5.30	4.80	6.56 <sup>2)</sup>	5.52	5.09
EBITDA margin	in %	27	27	35 <sup>2)</sup>	30	28
Earnings for the period	in € million	2.00	1.97	2.93 <sup>2)</sup>	2.20	2.07
Operating cash flow	in € million	6.40	6.45	3.77	4.74	3.90
Earnings per share (undiluted)	in €	0.36	0.36	0.57 <sup>2)</sup>	0.40	0.38
Equity	in € million	53.78	44.85	51.76	48.50	45.76
Liquid assets	in € million	57.88	51.40	56.16	55.05	51.72
Members worldwide	in millions	13.18	12.10	12.90	12.65	12.39
thereof Premium members (worldwide)	in thousands	810	793	808	796	793
Members in D-A-CH	in millions	6.30	5.51	6.09	5.91	5.71
thereof Premium members (D-A-CH)	in thousands	786	766	782	770	767
Employees		548	488	513	524	519

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

<sup>2)</sup> Adjusted for non-recurring expenses relating to the mandatory takeover bid by Burda Digital GmbH and the kununu GmbH acquisition amounting to €1.9 million.

## 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 home 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.

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# EXECUTIVE BOARD LETTER

## Dear shareholders,

An eventful first quarter has drawn to a close in which we have paved the way for future growth on a number of fronts.

XING got off to a flying start to 2013 by acquiring **kununu GmbH**, the Vienna-based employer review platform and market leader in German-speaking countries, in January. kununu works in much 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 jobseekers 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. The kununu acquisition will allow us to further expand our market-leading position in the growing social recruiting market.

In January we also launched our **freelancer marketplace** - XING Projects. This is an integrated portal allowing businesses to quickly and easily find experts for any upcoming projects they may have. The new portal is free for freelancers who benefit by receiving new tenders on a daily basis that they can check out and apply for. Companies can also use XING Projects free of charge until the middle of the year, after which time each tender will cost €195 and be published online for 30 days.

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 due to the growing interest in active recruiting solutions in German-speaking countries. XTM is a low-cost solution that provides HR departments with even more great ways to quickly find suitable candidates on XING, the largest talent pool in the German-speaking region. Market developments are not the only reason why XTM has been so well received. The increasing lack of skilled workers, particularly on the German labor market, is turning what employer-driven markets into employee-dominated ones.

**XTM** enables active recruiting and provides businesses with ways to manage their brand, including company profiles with integrated employer reviews from kununu, meaning that XING AG remains in an excellent position to expand its market-leading position on the social recruiting market.

**Mobile usage** of the XING platform has continued to grow over the last few months with more than 30 percent of total usage coming from mobile devices. As a result of this, we have continued to expand our mobile offering and launched an iPad app at the end of March.

In terms of **membership levels** we are continuing our solid growth course. During the first quarter 205,000 people from German-speaking countries signed up to XING, thereby taking total membership in the D-A-CH region to 6.30 million as of the end of March. More than 13 million people worldwide currently use XING for business networking. The number of **paid members** on XING is also continuing to grow with around 3,000 new Premium members in the D-A-CH region during Q1, taking the total there to 786,000. Worldwide XING now has more than 810,000 paid members.

We achieved our targets for the quarter, and are therefore very happy with our results. Revenues for Q1 amounted to €19.6 million, a rise of 11 percent over Q1/2012. Our operating result (EBITDA) of €5.3 million is around 10 percent higher than the previous year's first quarter and equated to net profits of €2.00 million and earnings per share of €0.36 in Q1/2013.

Last but not least we would like to announce the changes to our Executive Board.

Timm Richter joined the Executive Board as Chief Product Officer (CPO) on March 1 where he is responsible for the Network, Premium Club, User Experience, User Care, Analytics and User Marketing divisions.

Dr. Helmut Becker (CCO) decided not to extend his contract which was due to expire in September 2013 and has opted for a new challenge at tipp24 AG in Hamburg. We would like to take this opportunity to thank Helmut for all his hard work and dedication on behalf of XING, and wish him all the best in his new role. Dr. Thomas Vollmoeller (CEO) will assume responsibility for the e-Recruiting and Events divisions.

Furthermore Ingo Chu (CFO) decided to renew his contract for another four years. We are very happy about his decision to stay at XING.

We would like to thank you for the trust you have vested in us and look forward to meeting you in person at our Annual General Meeting to be held at the Hamburg Chamber of Crafts on May 24.

Dr. Thomas Vollmoeller  
CEO  
XING AG

Ingo Chu  
CFO  
XING AG

Timm Richter  
CPO  
XING AG

Jens Pape  
CTO  
XING AG

# XING SHARE

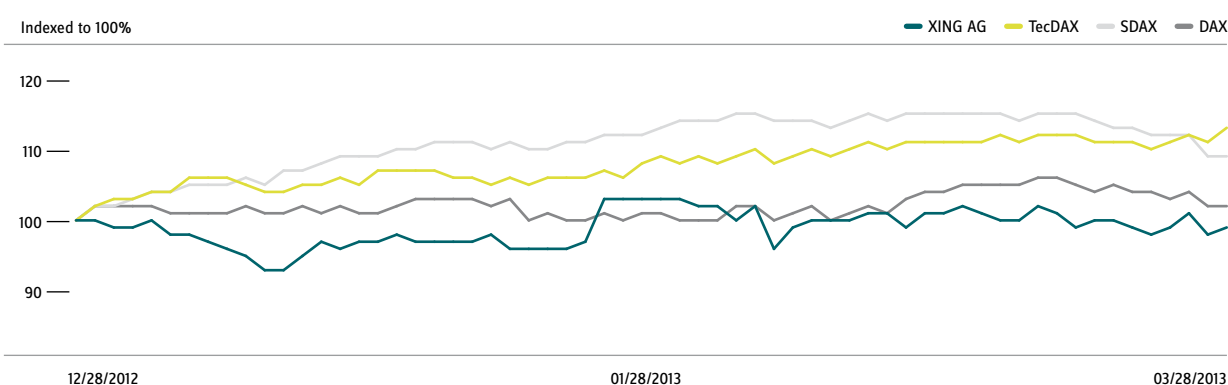
## Basic data about the XING share

<b>Number of shares as of March 31, 2013</b>	5,554,243
<b>Share capital in €</b>	5,554,243.00
<b>Share type</b>	Registered shares
<b>IPO</b>	December 7, 2006
<b>WKN / ISIN</b>	XNG888 / DE000XNG8888
<b>Bloomberg</b>	OIBC
<b>Reuters</b>	OBCGn.DE
<b>Transparency level</b>	Prime Standard
<b>Index</b>	TecDAX
<b>Sector</b>	Software

## Key XING share figures

	Q1 2013	Q1 2012
Xetra closing price in €	41.25	55.00
High in €	43.20	56.60
Low in €	39.08	40.22
Market capitalization in € million	229.1	298.4
Average trading volume per trading day (XETRA)	5,736	24,892
TecDAX ranking		
based on order book turnover	28	29
based on free-float market capitalization	35	22
Earnings per share (undiluted) in €	0.36	0.36

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

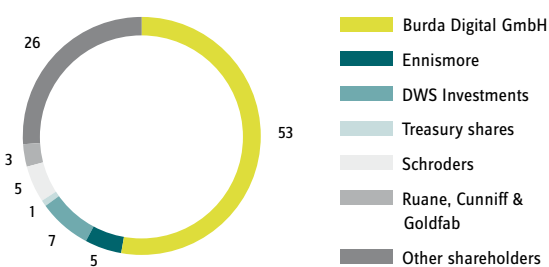


Share price of XING shares on December 28, 2012 €41.87 = 100%.

**Performance XING share in comparison in %**

XING share	(1)
TecDAX	+13
DAX	+2
SDAX	+9

**Shareholder structure as of May 2, 2013 in %**



**Analyst recommendations for the XING share as of May 2, 2013**

Broker	Analyst	Recommendation	Price target
Berenberg Bank	Sarah Simon	Buy	€51.00
Commerzbank	Heike Pauls	Buy	€60.00
Close Brothers	Marcus Silbe	Hold	€50.00
Deutsche Bank	Benjamin Kohnke	Hold	€50.00
Hauck & Aufhäuser	Sascha Berresch	Buy	€52.00
HSBC	Christopher Johnen	Underweight	€36.00
Jefferies	David Reynolds	Underperform	€32.00
Montega	Alexander Braun	Sell	€36.50
Warburg Research	Jochen Reichert	Hold	€46.00
J.P. Morgan Cazenove	Nicolas J. Dubourg	Hold	€46.00

# INTERIM GROUP MANAGEMENT REPORT

for the period from January 1 to March 31, 2013

## Business development

### "Network"

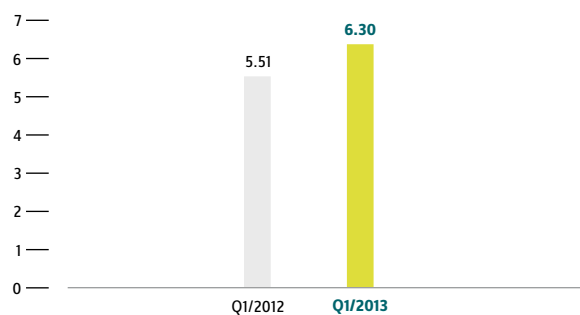
The XING platform ("Network" division) continued its growth course during Q1 with the number of registered users in the D-A-CH region alone rising by 205,000 to 6.30 million - an increase of 14 percent compared to Q1/2012. More than 13 million members were registered on XING worldwide as of the end of March 2013. The key statistics that apply to social networks were also positive in XING's case with a survey carried out by the Arbeitsgemeinschaft Online Forschung (AGOF - Working Group for Online Media Research) showing that five million different online users visited [www.xing.com](http://www.xing.com) during a single month, in this case January.

These results show that XING is a major hub for experts and executives in German-speaking countries, and is forging ahead with its growth course.

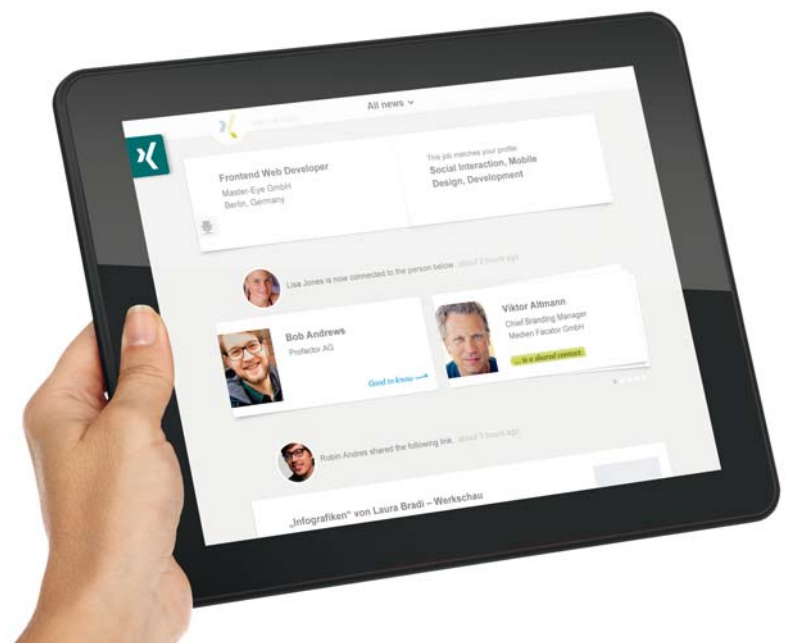
Mobile usage of the XING platform has continued to grow over the last few months with more than 30 percent of total usage coming from mobile devices and Windows Phone, iOS, Android and BlackBerry apps. The next step in this process was the launch of our new iPad app at the end of March where we initially focused on core functionality such as contacts, messaging, and search. The bookmark feature is completely new to the mobile domain and allows users to bookmark interesting job offers and potential new contacts.

### Members in D-A-CH region

in millions



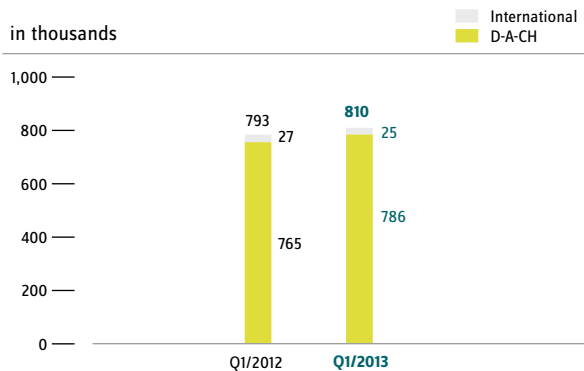
We will of course continue to improve and expand the functionality of our iPad app and other app offerings in order to meet our users' needs. We already have a number of ideas that we intend to implement in the near future. By the way, our iPad app largely uses hybrid technology (native code + HTML) as it allows our developers to add smaller features much faster and iron out any bugs without having to update the app manually. New features and changes will of course be announced on [blog.xing.com](http://blog.xing.com) as and when they're released.



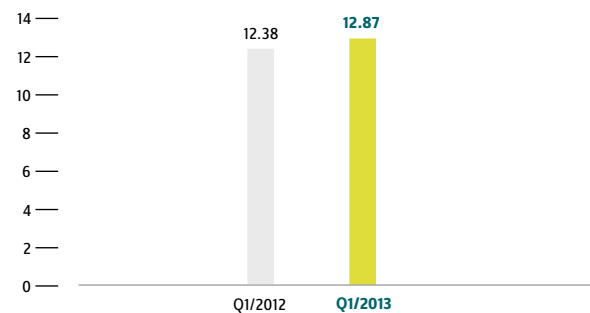


**Paid members**

in thousands

**"Premium Club" revenues**

in € million

**"Premium Club"**

The "Premium Club" largely generates revenues from paid memberships and advertising space. Around 17,000 people chose to go Premium between March 2012 and March 2013, taking the total number of Premium members to 810,000 at the end of Q1 with 786,000 of those based in the D-A-CH region. This equates to an increase of about 3,000 Premium members in German-speaking countries during the first quarter.

The attachments via XING message feature, which was introduced in September 2012 for Premium members, has proven highly popular with tens of thousands of Premium users sending attachments on a regular basis.

Premium Club revenues increased by €0.49 million from €12.38 million in Q1/2012 to €12.87 million in Q1/2013. The main drivers behind this include the ongoing growth in Premium membership figures and the successive rise in average monthly revenues per member due to the price adjustment for new customers introduced in 2011.

We have set our sights high for the Premium Club in 2013. Our aim is to upgrade our Premium membership and provide more members with great reasons to opt in favor of paid membership. As a result, we expect to see revenue growth accelerate in 2014.

**"e-Recruiting"**

The "e-Recruiting" division started off the year very positively. After launching the XING Talent Manager (XTM) in September 2012, we reached a key milestone in the growing active sourcing market by acquiring the leading employer review platform in German-speaking countries, kununu, as a logical expansion to our employer branding offering.

The takeover of kununu, which is based in Vienna and established in 2007, came into effect on January 1, 2013. With around 3 million monthly page impressions, kununu is the leading platform for employer reviews in German-speaking countries. XING paid around €3.6 million for kununu upon signing the contract, with additional payments of up to about €5.8 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.

kununu works in much 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 jobseekers 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.

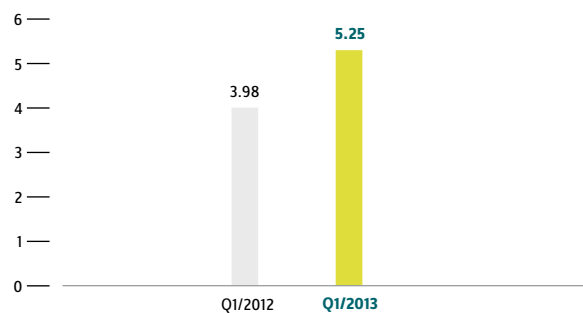
#### Employee reviews in cooperation with kununu (German only)



Together, kununu and XING provide their users with unique insights into companies while businesses can use their offerings to boost their position and appeal to top talent. This is growing in importance all the time with publicly available employer reviews by employees rendering long-term employer branding essential.

#### "e-Recruiting" revenues

in € million



This double-headed market approach allows XING and kununu to unite forces and take up an excellent position within the social recruiting market. kununu has been profitable and generating a positive cash flow since the previous financial year. kununu's founders Martin and Mark Poreda have stayed on at the company as managing directors, and the portal and kununu brand will remain as they are.

In January we also launched our freelancer marketplace - **XING Projects**. This is an integrated portal allowing businesses to quickly and easily find experts for any upcoming projects they may have. The new portal is free for freelancers who benefit by receiving new tenders on a daily basis that they can check out and apply for. Companies can also use XING Projects free of charge until the middle of the year, after which time each tender will cost €195 and be published online for 30 days.

The projects section is available in the top navigation bar and accessible to all members without the need for separate registration. Non-XING users can also access XING Projects by visiting [www.xing.com/projects](http://www.xing.com/projects). XING Projects listings are also available in search engines such as Google.

A lot of companies are struggling to find the right people for their vacancies due to the lack of skilled workers in German-speaking countries. Here, XING has more than 600,000 freelancers, including software engineers, mechanical engineers, and graphic designers. Our raison d'être is to connect people with one another, so it made perfect sense to create a freelancer marketplace offering companies an additional opportunity to find the right people for their upcoming projects.

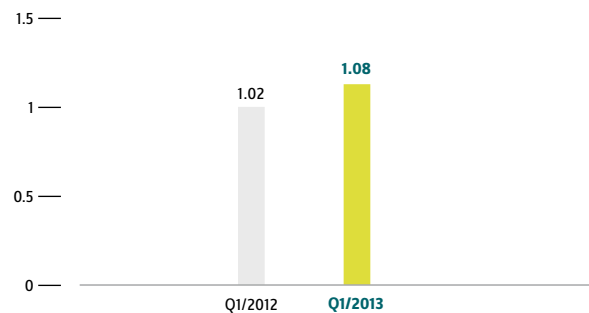
Around 100,000 freelancers and clients used the new feature during the beta phase where they posted in excess of 10,000 projects covering various industries such as IT, telecommunications, sales and engineering with an average project term of six months. An external survey carried out in September 2012, i.e. during the beta phase, showed that XING was the most-used project portal for freelancers with 91 percent, while the nearest competitor achieved just 31 percent.

Sales of our active recruiting product, the **XING Talent Manager (XTM)**, have surpassed our expectations since its launch in September 2012 with more and more companies taking advantage of its great features.

Active sourcing is proving so popular because job ads can be advertised in a much more targeted way. The quality of candidates put forward for a vacancy can also be increased by defining specific search criteria and only approaching people who meet them. The most important point, though, is that this is the only way recruiters and headhunters can identify and get in touch with passive jobseekers. 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.

#### "Events" revenues

in € million



An XTM license for €250 a month makes financial sense even when a single vacancy is filled as you save on the high headhunter fees.

XING's second-largest division also showed positive financial development with e-Recruiting revenues rising by 32 percent from €3.98 million in Q1/2012 to €5.25 million in Q1/2013.

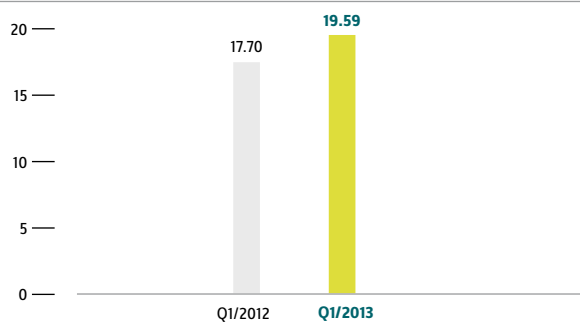
#### "Events"

Revenues in XING's newest division, "Events", grew by 5 percent year on year to €1.08 million in Q1/2013, with total ticket sales of around €15 million.

The AdCreator, which was launched at the end of 2012 with the aim of improving event marketing, is currently in a ramp-up phase and already being used by a number of event organizers to attract more participants and boost the range of their events.

### Total revenues

in € million



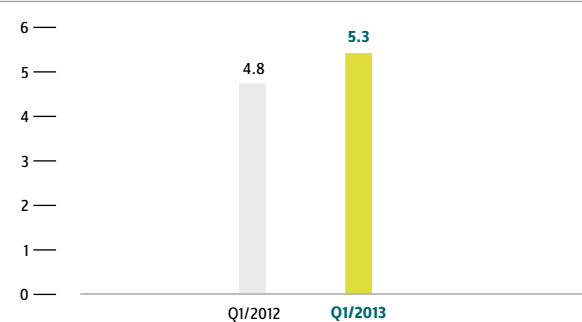
We attended a number of European trade fairs such as Bedouk (Paris), Mice and Business Travel (Munich), and Confex (London) where we presented our technical solutions along with XING's and amiando's other products.

In March we launched a revamped amiando ticket shop featuring a much-improved user interface.

XING will focus even more on expanding its event marketing offerings and organizer base, i.e. targeting event organizers, in the future. To this end, we hired Kati Rittberger who started as our new Director of Sales and Customer Service on January 1, 2013. Kati is a seasoned manager who will continue to professionalize and drive sales of amiando products and solutions both domestically and abroad.

### EBITDA

in € million



### Statement of income and accumulated earnings

The group continued to grow during the first quarter by increasing its total revenues including other operating income by 11 percent from €17.70 million in Q1/2012 to €19.59 million in Q1/2013. During the course of the year, the number of employees grew by 60, with 35 of those in the first quarter of 2013 (this includes 24 employees absorbed during the kununu GmbH takeover in January 2013). As a result of this, personnel expenses of €8.77 million for the period were 20 percent higher than in Q1/2012 and 1 percent higher than in Q4/2012. Marketing expenses of €1.16 million were 38 percent lower than in Q1/2012 (€1.86 million) and 87 percent higher than in Q4/2012 (€0.62 million).

Other operating expenses rose by 16 percent to €4.35 million.

The Company's total EBITDA for the period was €5.30 million, which is 11 percent higher than in Q1/2012. This in turn led to a margin of 27 percent of revenues.

Scheduled depreciation for the first quarter amounted to €2.28 million.

As a result, the EBIT came to €3.02 million in Q1/2013 compared to €2.98 million for Q1/2012. Taking into consideration the positive net interest income of €0.04 million (Q1/2012: €0.12 million) and €1.06 million payable in income tax (Q1/2012: €1.12 million), this results in consolidated earnings of €2.00 million compared to €1.97 million for the same period in the previous year. This in turn generated earnings of €0.36 per share for Q1/2013.

## 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.

At XING and its subsidiary amianto GmbH, potential risks are continually identified and analyzed and persons with risk responsibility and senior executives are questioned with regard to the status of existing risks on a quarterly basis. This integration helps to ensure early recognition of any risks originating from the subsidiary that may have a negative long-term impact on the Company.

# CONSOLIDATED INTERIM FINANCIAL STATEMENTS

for the period from January 1 to March 31, 2013

## Consolidated income statement

for the period from January 1 to March 31, 2013

in € thousand	01/01/2013 - 03/31/2013	01/01/2012 - 03/31/2012
Service revenues	19,257	17,461
Other operating income	329	241
<b>Total revenues</b>	<b>19,586</b>	<b>17,702</b>
Personnel expenses	(8,773)	(7,286)
Marketing expenses	(1,157)	(1,855)
Other operating expenses	(4,352)	(3,761)
<b>EBITDA</b>	<b>5,304</b>	<b>4,800</b>
Depreciation and amortization	(2,280)	(1,825)
<b>EBIT</b>	<b>3,024</b>	<b>2,975</b>
Interest income	37	123
Interest expenses	(2)	(3)
<b>EBT</b>	<b>3,059</b>	<b>3,095</b>
Taxes on income	(1,064)	(1,121)
<b>Net profit</b>	<b>1,995</b>	<b>1,974</b>
Earnings per share (undiluted) in €	0.36	0.36
Earnings per share (diluted) in €	0.36	0.35

## Statement of income and accumulated earnings

for the period from January 1 to March 31, 2013

in € thousand	01/01/2013 - 03/31/2013	01/01/2012 - 03/31/2012
Net profit	1,995	1,974
Currency translation adjustment	2	0
<b>Other result</b>	<b>2</b>	<b>0</b>
<b>Total result for the period</b>	<b>1,997</b>	<b>1,974</b>

## Consolidated balance sheet

as of March 31, 2013

Assets in € thousand	03/31/2013	12/31/2012
<b>Non-current assets</b>		
Intangible assets		
Software and licenses	2,713	2,876
Internally generated software	7,572	7,044
Goodwill	12,408	5,574
Other intangible assets	4,065	1,582
Property, plant and equipment		
Tenant improvements	586	547
Other plant and machinery	4,520	4,574
Financial assets		
Equity participations	51	51
Other financial assets	23	23
Deferred tax assets	1,000	797
	<b>32,938</b>	<b>23,068</b>
<b>Current assets</b>		
Receivables and other assets		
Receivables attributable to services	6,896	7,322
Tax refund assets	533	388
Other assets	4,326	2,660
Cash and cash equivalents and other short-term deposits		
Cash and other current deposits	57,879	56,159
Third-party cash and cash equivalents	3,612	2,614
	<b>73,246</b>	<b>69,143</b>
	<b>106,184</b>	<b>92,211</b>



Liabilities in € thousand	03/31/2013	12/31/2012
<b>Shareholders' equity</b>		
Subscribed capital	5,554	5,554
Treasury shares	(2,039)	(2,039)
Capital reserves	17,393	17,393
Other reserves	16,325	16,302
Retained earnings	16,547	14,552
	<b>53,780</b>	<b>51,762</b>
<b>Non-current liabilities</b>		
Deferred tax liabilities	3,318	2,507
Deferred income	1,522	1,270
	<b>4,840</b>	<b>3,777</b>
<b>Current liabilities</b>		
Trade accounts payable	767	1,429
Deferred income	28,487	23,842
Other liabilities	18,310	11,401
	<b>47,564</b>	<b>36,672</b>
	<b>106,184</b>	<b>92,211</b>

## Consolidated cash flow statement

for the period from January 1 to March 31, 2013

in € thousand	01/01/2013 - 03/31/2013	01/01/2012 - 03/31/2012
Earnings before taxes	3,059	3,095
Amortization on capitalized development costs	529	476
Depreciation and amortization	1,751	1,349
Personnel expenses, stock option program	21	274
Interest income	(37)	(123)
Interest received	10	216
Interest expenses	2	3
Taxes paid	(1,176)	(1,243)
Non-capitalizable payments for the acquisition of consolidated companies	372	0
Change in receivables and other assets	(1,267)	(305)
Change in liabilities	654	1,978
Non cash changes from changes in scope of consolidation	(1,413)	0
Change in deferred income	4,897	1,940
Elimination of amiando third-party obligations	(998)	(1,204)
<b>Cash flow from operating activities</b>	<b>6,404</b>	<b>6,456</b>
Capitalization of internally generated software	(709)	(625)
Purchase of other software	(261)	(139)
Purchase of other intangible assets	0	0
Result from the disposal of fixed assets	0	0
Purchase of property, plant and equipment	(823)	(532)
Purchase of consolidation companies (less cash acquired)	(2,891)	0
Investment in other financial assets	0	0
<b>Cash flow from investing activities</b>	<b>(4,684)</b>	<b>(1,296)</b>

in € thousand	01/01/2013 - 03/31/2013	01/01/2012 - 03/31/2012
Capital increase from share-based payment	0	0
Sale of treasury shares	0	0
Distribution from capital reserves	0	(19,953)
Dividend paid	0	0
Repayment of liabilities from finance leases	0	0
Interest paid	(2)	(3)
<b>Cash flow from financing activities</b>	<b>(2)</b>	<b>(19,956)</b>
Differences due to currency translation	2	0
<b>Change in cash and cash equivalents</b>	<b>1,720</b>	<b>(14,796)</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>57,879</b>	<b>51,400</b>
Third-party cash and cash equivalents at beginning of period	2,614	2,021
Change in third-party cash and cash equivalents	998	1,204
<b>Third-party cash and cash equivalents at the end of the period</b>	<b>3,612</b>	<b>3,225</b>

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

## Consolidated statement of movements in shareholder equity

for the period from January 1 to March 31, 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 and other items recognized directly in equity	0	0	0	0	0	0
Net result	0	0	0	0	1,974	1,974
<b>Total result for period</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,974</b>	<b>1,974</b>
Personnel expenses, stock option program	0	0	0	136	0	136
Personnel expenses, staff stock plan	0	0	0	138	0	138
<b>As of 03/31/2012</b>	<b>5,426</b>	<b>14,008</b>	<b>(2,367)</b>	<b>15,974</b>	<b>11,803</b>	<b>44,844</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 and other items recognized directly in equity	0	0	0	2	0	2
Net result	0	0	0	0	1,995	1,995
<b>Total result for period</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1,995</b>	<b>1,997</b>
Personnel expenses, stock option program	0	0	0	21	0	21
<b>As of 03/31/2013</b>	<b>5,554</b>	<b>17,393</b>	<b>(2,039)</b>	<b>16,325</b>	<b>16,547</b>	<b>53,780</b>

## Notes to the consolidated interim financial statements for the period from January 1 to March 31, 2013

### Company and Group information

XING AG is headquartered in Dammtorstraße 29-32, 20354 Hamburg, Germany, and listed at the Hamburg District Court (Amtsgericht) under the commercial register number HRB 98807. The Company's parent is Burda Digital GmbH, Munich, Germany, with Hubert Burda Media Holding Kommanditgesellschaft, Offenburg, Germany, as the ultimate parent since December 18, 2012.

Based on the total number of individual visitors worldwide, XING is one of the top business network websites. The international, multilingual, online platform is a "connection hub" that allows its members to find new business contacts and maintain existing ones while also providing them the opportunity to expand their horizons into new markets and exchange opinions and information online. XING largely generates its revenues from paid memberships and currently refrains from serving its Premium members with advertising while they use the platform.

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

These condensed consolidated financial statements for the period ending on March 31, 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 March 31, 2013. The corresponding previous year period began on January 1, 2012, and ended on March 31, 2012. The XING AG consolidated interim financial statements and interim group management report dated March 31, 2013, were approved for publication on March 6, 2013, by the Executive Board.

The accounting principles applied to this consolidated interim financial statement are the same as those used for the annual consolidated financial statement for the financial year ending December 31, 2012. This interim financial statement has not been audited or subject to a review report.

### kununu GmbH acquisition in January 2013

XING AG acquired Austrian-based firm kununu GmbH with economic effect from January 1, 2013. XING paid around €3.6 million for kununu upon signing the contract, with additional payments of up to €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. Expenses of €0.4 million relating to this acquisition were incurred in the 2012 financial year and are included in the other operating expenses. The initial consolidation took place at the same time the shares were transferred.

The outflow of funds due to the acquisition is illustrated as follows:

in € thousand	2013
Purchase price (1st installment)	(9,245)
Costs directly attributable to the acquisition	(372)
Cash acquired with the subsidiary	1,085
Plus non-cash costs	5,641
<b>Outflow of funds (balance)</b>	<b>(2,891)</b>

The fair values of kununu's assets and debts at the time of acquisition consist of the following:

<b>Initial consolidation</b>	
in € thousand	01/08/2013
<b>Current assets</b>	
Tangible assets	109
Trade receivables	15
Other assets	132
Cash	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 allocation was provisionally made at the time of the Group's consolidated financial statements on March 31, 2013. A definitive distribution of the purchase price between assets that can be identified and rated will take place during the 2013 financial year. Goodwill to be recognized can be attributed

to anticipated synergies and other effects resulting from kununu GmbH's activities. The provisional fair values of kununu's assets and debts, identified at the time of initial consolidation within the scope of the purchase price allocation, consist of the following:

<b>Initial consolidation</b>	
in € thousand	01/08/2013
Purchase price including potential earn-outs	9,245
kununu GmbH equity	187
<b>Value of purchase price allocation</b>	<b>9,432</b>
Value of internally developed software	(380)
Brand/domain value	(780)
Value of customer relations	(2,020)
Active deferred taxes	(213)
Passive deferred taxes	795
<b>Goodwill</b>	<b>6,835</b>

## Breakdown of other operating expenses

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

in € thousand	01/01/2013 - 03/31/2013	01/01/2012 - 03/31/2012
Office costs	886	663
IT services, management services and services for new markets	835	1,008
Payment costs	493	432
Server hosting, administration and traffic	421	302
Travel, entertainment and other business expenses	304	262
Audit and accounting fees	211	201
Other personnel costs	192	191
Legal consulting fees	119	143
Training costs	101	86
Losses on receivables	101	49
Phone/cell phone/postage/ courier costs	88	80
Taxes and fees	81	60
Stock price losses	71	53
Supervisory Board remuneration	70	70
Office supplies	38	40
Rental/leasing costs	40	34
Expenses not related to the period under review	183	78
Other	118	9
<b>Total</b>	<b>4,352</b>	<b>3,761</b>

The other expenses largely consist of insurance policies and car-related expenses.

## Division information

XING AG has one division subject to reporting requirements, with the divisions "Network" (core XING platform features and Enterprise Groups), "Premium Club" (paid memberships, display advertising, and partnerships), "e-Recruiting" (job ads, Company Profiles, and the XING Talent Manager) and "Events". The Company was split up into divisions and regions in order to reflect the internal organizational structure and line of reporting to the Executive Board and Supervisory Board. At the end of 2012, the existing divisions were reorganized, so the previous year's figures have been adapted in order to be able to draw a comparison.

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

in € thousand	01/01/2013 - 03/31/2013	01/01/2012 - 03/31/2012
Premium Club	12,869	12,379
e-Recruiting	5,249	3,981
Events	1,076	1,021
Network	63	80
<b>Total</b>	<b>19,257</b>	<b>17,461</b>

in € thousand	01/01/2013 - 03/31/2013	01/01/2012 - 03/31/2012
D-A-CH region	18,403	16,584
International	854	877
<b>Total</b>	<b>19,257</b>	<b>17,461</b>

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

### Related parties

Please refer to the consolidated financial statements as at and for the year ended December 31, 2012, for information about related parties. No major changes took place between January 1 and March 31, 2013.

### Significant events during and after the interim reporting date

No events of any significance occurred subsequent to the period under report that will have any major impact on the XING Group's business development.

Hamburg, May 6, 2013

The Executive Board

Dr. Thomas Vollmoeller

Ingo Chu

Timm Richter

Jens Pape



## FINANCIAL CALENDAR

Date	Event
May 6, 2013	Interim Report Q1 2013, Hamburg
May 24, 2013	Annual General Shareholder Meeting, Hamburg
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.

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(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)

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