Targeted advertising with XING.

Draw more attention to your campaigns.
Dear Sir or Madam,

We’re all facing great challenges at the moment: skills shortages, digitalisation and changing values are all driving a fundamental and lasting transformation throughout the working world. This change presents a number of challenges, ranging from defining and communicating an employer brand to the introduction and establishment of entirely new work models.

At XING, a NEW WORK SE brand, we aim to deliver a suite of solutions that give you a competitive edge. To this end, we offer features and services that help you master the challenges of the new working world, coupled with modern advertising formats allowing you to promote your portfolio in a professional environment.

Home to round about 18 million members, XING is the largest online business network in German-speaking countries. The hallmarks of our platform are a professional environment, affluent members and above-average activity rates.

This brochure introduces you to our marketing solutions, which we developed for you to position your brand credibly and effectively within our professional platform. Tailored to your individual advertising objectives and budgets, we support you in developing effective communication strategies that range from native advertising to integrated marketing campaigns. In a nutshell, we offer you the perfect place for you to position your brand.

For further details, please read through the following pages. We hope that the sheer number of options, impressive performance data, and positive customer feedback are a source of inspiration for you. We look forward to supporting you in your future marketing activities.

Kind regards,

Jens Meyer
Managing Director, XING Marketing Solutions GmbH

“With the business network XING we have a strong partner at our side that provides a professional environment where we can realize the advertising goals of our clients.

Both the collaborative partnership and the possibility of precisely defining the target groups of our clients make XING a valuable network for successful campaigns.“

Esome
Esome Advertising Technologies GmbH
Boost your marketing message with XING Marketing Solutions.

XING Marketing Solutions offers you target-group-specific advertising formats so you can successfully convey your messages in a professional environment. We advise and support you in putting together an effective communication strategy – ranging from native advertising to integrated campaigns – that’s tailored to your advertising aims and available budget.

Accurate targeting means that your content is displayed among your intended target group on XING without any wastage. Your contact person at XING constantly monitors your campaigns’ performance and helps you optimise them. That way you always reach the right people and achieve maximum campaign success.

Achieve marketing success with our extensive portfolio.

**XING Sponsored Articles**
Provide first-rate editorial content in XING News without any other distracting advertising. Your articles appear in XING News and the daily XING industry newsletter.

**XING Sponsored Posts**
Boost the reach and draw more visitors to your corporate website, campaign landing page or XING profiles with XING Sponsored Posts – ads that appear on members’ XING start page.

**XING Sponsored Video Posts**
Use videos to draw maximum attention among your intended target audience. Your videos will be displayed on the XING start page and grab people’s attention thanks to their autoplay feature.

**XING Sponsored Mailings**
Use XING as a trusted sender and convey your marketing messages straight to your target group’s e-mail inbox. Exclusive co-branded mailings help you target XING members in a professional and appealing manner.

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**How you benefit:**

- **Appealing ad formats**
  Take advantage of the various formats on offer and spread your messages effectively either in a conventional or editorial environment, or even with XING co-branding.

- **Accurate targeting**
  Targeting on XING is based on real user data rather than probabilities.

- **Professional environment**
  XING has an active and professional user base, making it a highly appealing environment for your targeting.

- **Affluent target group**
  Reach out to well-heeled XING members by offering bespoke added value to win them over as new customers.

- **Advertising exclusivity**
  XING serves very little advertising, meaning that your marketing message will draw far more attention than on other platforms.

- **Tailored concept**
  Your XING campaign can comprise multiple ad formats aimed at helping you meet your goals. Only a few select XING partners have access to this kind of cooperation.
Convincing facts and figures.

XING is the leading online business network in German-speaking countries around 18 million members there, which gives you unique reach among highly relevant target audiences. Filter your target groups, e.g., by educational level, career level, industry distribution, region and age distribution. That way you can target high-income potential customers with your messages.

18 million members in D-A-CH. Monthly XING traffic data:
- Page impressions (Pls): 312 million
- Unique visitors: 15 million

Age distribution¹
- 5% 26 years and younger
- 4% 27 – 30 years
- 13% 31 – 40 years
- 10% 41 – 50 years
- 10% 50 years and older
- 55% not defined

Career level¹
- 47% Professional/experienced
- 16% Executive
- 18% Manager
- 12% Senior executive
- 5% Entry level
- 2% Student, intern

Educational level²
- 35% University degree
- 23% High school diploma and university qualification
- 25% Secondary school
- 16% Vocational education
- 1% No/lower school qualifications

Net household income²
- 48% Household Income over 3,000 €

Industries³
- 23% IT and trade
- 18% Industry
- 15% Services
- 12% Media
- 12% Pharmaceuticals, construction
- 10% Other
e.g.: civil service, associations, institutions, education, science and wealth

Company size (employees)³
- 23% 1 – 50
- 18% 51 – 200
- 15% 201 – 500
- 7% 501 – 1,000
- 13% 1,001 – 5,000
- 21% 5,001 or more

XING members work in a number of different industries.

XING has companies of all sizes, ranging from sole proprietorships to large corporations.

Mobile use¹
- Unique iOS User in Germany: 1.30 m
- Unique Android User in Germany: 0.74 m

Last updated: 04.2020, source: XING data
Last updated: 06.2019, source: AGOF

*Last updated: 04.2020, source: XING data
*Last updated: 04.2019, source: AGOF
Satisfied customers speak for themselves.

“The users we won over on XING are extremely valuable to us. We also saw a considerable increase in retention rate, i.e. the number of users who continue to use our product after 30 days, when comparing the XING campaign to other channels.”

Dr Jost Schwaner, Managing Director Cliqz GmbH

“This was the first Marketing Solutions campaign we rolled out on XING, and we’re really happy as it exceeded our expectations. Within a short space of time we received hundreds of applications from engineers wanting to attend our recruiting events. Our XING campaign generated far more traffic for our careers site and for our recruiters’ XING profiles than we expected to see.”

Michael Bütow, Head of Employer Branding Deutsche Bahn

“XING Sponsored Articles provide direct access to B2B target audiences that are difficult to approach. It’s definitely a useful channel for our reports.”

Philipp Westermeyer, Managing Director Ramp 106 GmbH, Online Marketing Rockstars

“XING's content marketing products are an excellent way to boost awareness and foster trust in a company as new as VisualVest and its innovative product (Robo Advisor) which requires some explanation. Sponsored Articles helped us to gain a foothold in the tricky FinTech industry.”


Detailed parameters provide accurate targeting.

Detailed criteria based on member data let you accurately select your target group and who should see your campaigns. XING can also use SQL database queries to select all member profile entries, such as interests, hobbies, activity, degrees and skills.

<table>
<thead>
<tr>
<th>Discipline</th>
<th>Career level</th>
<th>Industry</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administration</td>
<td>Unemployed, Student/Intern, Entry Level, Professional/Experienced</td>
<td>Architecture &amp; Planning, Art, Culture &amp; Sport, Auditing, Tax &amp; Law, Automotive, &amp; Vehicle Manufacturing</td>
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<tr>
<td>Analysis &amp; Statistics</td>
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<td>Banking &amp; Financial Services, Civil Service, Associations &amp; Institutions</td>
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<td>Consulting</td>
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<tr>
<td>Customer Service</td>
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<td>Consumer Goods &amp; Trade, Education &amp; Science</td>
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<tr>
<td>Controlling &amp; Planning</td>
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<td>Energy, Water &amp; Environment, Health &amp; Social</td>
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<tr>
<td>Engineering &amp; Technical</td>
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<td>HR Services</td>
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<td>Finance, Accounting &amp; Controlling</td>
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<td>Industry &amp; Mechanical Engineering, Insurance</td>
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<td>Graphic Design &amp; Architecture</td>
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<td>Internet &amp; IT</td>
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<td>Health, Medical &amp; Social HR</td>
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<td>IT &amp; Software Development</td>
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<td>Management</td>
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<td>Real Estate</td>
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<td>&amp; Corporate Development</td>
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<td>Telecommunication</td>
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<td>Marketing &amp; Advertising</td>
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<td>Tourism &amp; Food Service</td>
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<td>PR &amp; Journalism</td>
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<td>Transport &amp; Logistics</td>
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<td>Process Planning &amp; QA</td>
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<td>Product Management</td>
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<td>Production &amp; Manufacturing</td>
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<td>Project Management</td>
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<tr>
<td>Purchasing, Materials Management &amp; Logistics</td>
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<td>Sales &amp; Commerce</td>
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<tr>
<td>Teaching, R&amp;D</td>
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| Job title and skills           | Field of study and university*                                             |                                                                        |
|--------------------------------|----------------------------------------------------------------------------|                                                                        |
| Keyword search                 | Free text search                                                           |                                                                        |
| Job searcher*                  | Can be selected or deselected                                              |                                                                        |
| Companies*                     | Age                                                                        |                                                                        |
| Free text search               | Freely selectable                                                          |                                                                        |

<table>
<thead>
<tr>
<th>Region</th>
<th>Company size</th>
<th>Gender</th>
</tr>
</thead>
<tbody>
<tr>
<td>D-A-CH</td>
<td>Self-employed, 201–1,000 employees</td>
<td>Male</td>
</tr>
<tr>
<td>States</td>
<td>1–50 employees, 1,001–5,000 employees</td>
<td>Female</td>
</tr>
<tr>
<td>Cities</td>
<td>51–200 employees, 5,000 or more employees</td>
<td>Both</td>
</tr>
</tbody>
</table>

*Available only with AdManager-access for agencies and companies
A team that’s as unique as your needs.

Meet the team. We’re here to help!

Tom Adebahr
VP Sales
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Sonja Eisenberg
Head of Sales
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Philip Wulff
Senior Pre Sales Consultant
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“We see our customers as partners who we help achieve sustainable success by providing them with long-term guidance. Understanding our customers’ goals within the overall marketing mix is of utmost importance to us, and we enjoy our job most when we see our customers’ messages reaching the right target groups via the right channels. Indeed, few things are more satisfying than looking back and taking stock of a successful campaign.”

XING Marketing Solutions-Team

Unfortunately, strong, successful digital platforms are rare in Europe. Fortunately we have Xing!“

Omnicom Group
Omnicom Media Group Germany GmbH,
Sascha Jansen, CDO
Choose the right marketing solutions for your communication.

- XING Sponsored Posts
- XING Sponsored Video Posts
- XING Sponsored Articles
- XING Sponsored Mailings