

– In the event of any discrepancies in this English translation, the German version shall prevail –

ARTICLES OF
ASSOCIATION OF
XING SE

1. Name and place of incorporation of the Company

1.1. The name of the Company is:

XING SE

1.2. The place of incorporation of the Company is Hamburg.

1.3. The duration of the Company is unlimited.

2. Purpose of the Company

2.1. The purpose of the Company is to operate an online service, offer internet-based business referrals and organize informational and professional education events and other internet-based services to the extent such services do not require regulatory approval.

2.2. The Company is entitled to carry out all business transactions it deems appropriate to advance, directly or indirectly, the Company's purpose. To this end, the Company may establish branch offices domestically and abroad, found, acquire, sell or participate in other companies of a similar or related nature and assume the management of or limit itself to the management of its participations in such companies. It may transfer all or parts of its business to affiliates.

3. Financial year

The Company's financial year is the calendar year.

4. Public announcements, information and notices

4.1. The Company's public announcements are only published in the Federal Gazette for the Federal Republic of Germany.

4.2. The Company may transmit information to holders of admitted securities also via data telecommunication in line with statutory regulations.

4.3. Section 43 (1) of the German Securities Trading Act (*Wertpapierhandelsgesetz*) does not apply.

5. Share capital

5.1. The Company's share capital amounts to

EUR 5,620,435.00.

5.2. The Company's share capital consists of 5,620,435 shares with no par value. The Company's share capital was provided in the full amount by way of the conversion of XING AG into a European company (SE).

5.3. By a decision of the shareholders' meeting held on June 3, 2015, the Executive Board has been authorized until June 2, 2020, to increase, with approval of the Supervisory Board, the Company's share capital by issuing on one or several occasions new registered no par value shares against cash contributions and/or contributions in kind in the amount of up to EUR 2,796,068.00 (Authorized Capital 2015), but to no more than the amount in which the Authorized Capital 2015 is still present immediately before the conversion of XING AG into a European company (*societas Europaea*, SE) becomes effective. To this end, the number of shares must increase proportionately to the share capital. In case of capital increases against cash contributions the shareholders have a subscription right. The new shares may also be subscribed to by one or several financial institutions as specified by the Executive Board, and subject to the obligation to offer the new shares to the shareholders (indirect subscription right). The Executive Board is however authorized with the consent of the Supervisory Board, to exclude the shareholders' subscription right:

- (1) to offset fractional amounts;
- (2) if the shares are issued against contributions in kind, in particular for the purpose of acquisitions of companies, parts of companies, the acquisition of participations of companies, other assets, in connection with mergers or for the purpose of acquiring receivables, rights or industrial property rights;
- (3) if the shares of the Company are issued against cash contributions and the issue price of each share is not substantially lower than the stock market price of the existing listed shares of the same class at the time of final determination of the issue price. However, in this case, the subscription right can only be excluded when the number of shares issued as such together does not exceed 10% of the share capital, neither at the time when this authorization comes into effect nor at the time the shares are issued. Any such shares are counted toward this ceiling as are issued or disposed of during the authorized period under exclusion of the subscription right by applying Section 186 para. 3 sentence 4 of the German Stock Corporation Act directly or mutatis mutandis. Also included in this ceiling are shares used to service option and/or conversion rights or to issue conversion obligations resulting from options and/or convertible bonds or stock options, provided the bonds or stock options were issued during the authorized period under exclusion of the subscription right by applying Section 186 para. 3 sentence 4 of the German Stock Corporation Act mutatis mutandis.
- (4) if the shares are offered for sale or transferred to company employees and/or employees and/or executive members of an affiliated company pursuant to Section 15 of the German Stock Corporation Act. The new shares can also be issued to a credit institute or company with equivalent status which then assumes the shares subject to the obligation that it only passes them on to persons entitled to receive them. The number of shares issued under exclusion of the subscription right may not exceed 2% of the share capital, neither at the

time when this authorization comes into effect nor at the time the shares are issued.

The share capital apportionable to shares issued to shareholders against cash contributions or contributions in kind on the basis of this authorization to the exclusion of the subscription right may not exceed a total of 20% of the Company's share capital present at the time when this authorization comes into effect.

The Executive Board is authorized to determine the further terms and conditions of the shares, details to the capital increases, as well as the conditions of the issuance of the shares, in particular the issue price, subject to the consent of the Supervisory Board.

The Supervisory Board is authorized to amend the Articles of Association according to the exercise of the authorized capital or after the authorization period expired.

- 5.4. The share capital of the Company was contingently increased by up to € 1,118,427.00 by issuing up to 1,118,427 no-par-value shares (Contingent Capital 2014). The contingent capital increase shall only be executed if holders of convertible bonds and/or bonds with warrants exercise their conversion or options rights, issued until May 22, 2019 (inclusive) by XING AG – or, after the conversion of XING AG into a European company (*societas Europaea*, SE) has taken effect, XING SE – or affiliated companies, on the basis of the authorization resolved by the Annual General Meeting of May 23, 2014, or to the extent that conversion or options rights from such bonds are fulfilled and to the extent that no other forms of fulfilment are used to service these rights. Provided that they are created before the start of the Annual General Meeting, the new shares will participate in profit from the beginning of the preceding financial year. Otherwise they will participate in profit from the start of the financial year in which they are created. The Executive Board is authorized, subject to the approval of the Supervisory Board, to decide on the further details of the contingent capital increase.

The Supervisory Board is authorized to adjust the wording of Point 5.4 of the Articles of Association to reflect the number of shares issued from the Contingent Capital 2014.

6. **Shares, shareholders' register**

- 6.1. The management board, with the approval of the supervisory board, determines the type of the share certificates. A shareholder's right to individual or multiple share certificates is excluded unless certification is required according to the rules of the stock exchange where the shares are admitted to trading. The Company is entitled to issue share certificates representing individual or multiple shares if it is reimbursed for its costs.
- 6.2. The shares are registered shares. This also applies to new shares, unless the general shareholders' meeting resolves otherwise. The Company keeps a shareholders' register in which the registered shares are entered, stating the shareholder's name, date of birth and address and the number of shares or the share numbers. For legal persons and business partnerships with legal capacity, the registered office is entered instead of the date of birth. Shareholders may demand that the Company disclose to them any data relating to them that has been entered in the shareholders' register.

- 6.3. In the event of a capital increase, the participation in profits of new shares may be determined notwithstanding § 60 German Stock Corporation Act (Aktiengesetz).

7. **The Company's management bodies**

The Company's management bodies are:

- a) the management board (the managing body)
- b) the supervisory board (the supervisory body)
- c) the shareholders' meeting

8. **The management board**

- 8.1. The management board consists of one or more persons. The supervisory board determines the number of members of the management board. The supervisory board may decide that the management board consists of a single member even if the share capital exceeds EUR 3,000,000.00.

The supervisory board may appoint a Chairman of the management board and a Deputy Chairman of the management board.

The regular and deputy members of the management board are appointed for a period of up to five years. Reappointment is permitted.

- 8.2. The Supervisory Board issues and amends internal rules of procedure for the Executive Board.
- 8.3. Resolutions of the management board are passed by a simple majority of votes, unless the law requires a unanimous vote.

9. **Representation of the Company, management**

- 9.1. If only one management board member is appointed, that member represents the Company alone. If several management board members are appointed, the Company is represented by two management board members or by one management board member acting jointly with an authorized signatory (Prokurist). The supervisory board may grant one, several or all management board members the right to represent the Company alone. The supervisory board may permit all, or individual management board members and authorized signatories empowered to represent the Company when acting jointly with a management board member, generally or in individual cases to conduct legal transactions both on behalf of the Company and as representatives for a third party (Section 181, second alternative of the German Civil Code (Bürgerliches Gesetzbuch). § 112 German Stock Corporation Act (Aktiengesetz) continues to apply.
- 9.2. The management board manages the Company in accordance with the law, the Articles of Association and the internal rules of procedure issued pursuant to section 8.2.
- 9.3. The supervisory board must stipulate, in the internal rules of procedure of the management board, that certain transactions or types of transaction require its approval.
- 9.4. The supervisory board may at any time make other transactions dependent on its approval. It may grant revocable advance approval for a certain group of transactions in general or in the event that the individual transaction meets certain conditions.

10. **The supervisory board**

- 10.1. The supervisory board consists of six members. The members of the supervisory board are elected by the general shareholders' meeting.
- 10.2. Substitute members may be elected for the supervisory board members who, in a sequence stipulated in their election, take the place of prematurely retiring supervisory board members. One person may be appointed substitute member for several supervisory board members.
- 10.3. The term of office of the supervisory board members ends at the end of the general shareholders' meeting that formally approves the actions of the supervisory board member concerned for the fourth financial year following the commencement of the member's term of office. The financial year in which the term of office commences is not counted. The general shareholders' meeting may stipulate a shorter term of office.
- 10.4. The members of the supervisory board may resign from their offices with four weeks' prior written notice by means of a declaration in text form addressed to the management board. If there is an important reason for doing so, the member may resign without notice. The management board will notify the chairman of the supervisory board immediately.
- 10.5. If a supervisory board member is elected to replace a prematurely retiring member when no substitute member is available, the newly elected member remains in office for the remainder of the term of office of the retiring member. Only the chairman or – if the chairman is prevented from doing so – the chairman's deputy is authorized to accept declarations on behalf of the supervisory board.

11. **Chairman and deputy**

- 11.1. The supervisory board elects a chairman and a deputy chairman from among its members for the term of office stipulated in 10.3 of these Articles of Association. The election takes place under the chairmanship of the oldest member of the supervisory board present following the general shareholders' meeting at which the supervisory board members have been appointed, in a meeting held without being specially convened. The same applies, accordingly, in the event of appointment by a court. If the chairman or their deputy retires, then a reelection must be held immediately for the remainder of their term of office.
- 11.2. The deputy has the rights and obligations of the chairman of the supervisory board only when the latter is prevented from performing the chairman's duties.

12. **Resolutions by the supervisory board**

- 12.1. The Supervisory Board makes its decisions by resolution. The chairman summons the meetings upon 14 days' written notice delivered by mail, fax or e-mail and decides on the form of the meeting. In urgent cases, the meeting may also be convened orally or by telephone, with the period of notice being reduced appropriately. The invitation must include the items on the agenda and any proposals for resolutions as well as the place and time of the meeting. Outside of the meetings, resolutions may be passed by oral voting, by telephone or in writing, as well as by fax or e-mail or other usual means of

telecommunication, if the chairman of the Supervisory Board stipulates this in the individual case. The members of the Supervisory Board do not have a right to object to this. The supervisory board has a quorum if at least three members participate in a resolution. A member also participates in the resolution by abstaining from voting.

- 12.2. Unless otherwise stipulated by law or in these Articles of Association, resolutions of the supervisory board require a simple majority of the votes cast. In case of a tie, the Chairman's vote decides.
- 12.3. A record of the deliberations and resolutions of the supervisory board is to be drawn up, as proof, but not as a prerequisite for effectiveness. It must be signed by the chairman of the meeting or by the deputy chairman.
- 12.4. Declarations of intent by the Supervisory Board or its committees are issued in the name of the Supervisory Board by the Chairman or, in the event he is prevented from doing so, by his deputy.

13. **Remuneration**

- 13.1. The members of the supervisory board obtain a fixed remuneration of €40,000 for each full financial year of their membership in the supervisory board; the chairman of the supervisory board receives double the fixed remuneration pursuant to §12.1 first clause, first sentence. In addition to the fixed remuneration pursuant to §12.1 first sentence, members in actual committees also receive an additional fixed remuneration of €5,000 for each committee membership and for each full financial year of their membership in the respective committee. Chairpersons in actual committees also receive double the fixed remuneration pursuant to §12.1 first clause, second sentence for each committee chair.
- 13.2. The remuneration for each previous year pursuant to § 13.1 is payable the day after the general shareholders' meeting at which the actions of the supervisory board are formally approved. A supervisory board member elected or retiring during a financial year will be granted the annual remuneration pursuant to § 13.1 on a pro rata basis.
- 13.3. The members of the supervisory board will be reimbursed for their cash expenses. The Company will reimburse the members of the supervisory board for any VAT incurred on their remuneration and expenses if the supervisory board member in question provides the Company with an invoice which entitles the Company to receive an input tax deduction.

14. **General shareholders' meeting**

The ordinary general shareholders' meeting passes resolutions, in particular, on

- the use of the net retained earnings;
- the approval of the actions of the management board;
- the approval of the actions of the supervisory board;
- the appointment of the auditor.

15. **Convening of and participation in the general shareholders' meeting, voting rights**

- 15.1. The general shareholders' meeting is held at the location of the Company's registered head office or at the location of a German stock exchange. It is convened by the management board or, in the cases stipulated by law, by the supervisory board.
- 15.2. Unless any other period is stipulated by law, the general shareholders' meeting is convened at least thirty-six days before the date of the general shareholders' meeting. The date of the general shareholders' meeting and the date of the invitation are not included in calculating this period.
- 15.3. Only shareholders who are entered in the shareholders' register and who have registered for participation in the general shareholders' meeting are entitled to participate in the general shareholders' meeting and to exercise their voting rights. The registration must be received by the Company, at the address stated for this purpose in the invitation, no later than by the end of the sixth day prior to the general shareholders' meeting. The date of the shareholders' meeting and the date of the invitation are not included in calculating this period. The registration must be made in writing, by fax or by electronic means specified in the invitation. No changes in the shareholders' register are made within the period from the beginning of the second day prior to the general shareholders' meeting to the end of the general shareholders' meeting.
- 15.4. Each non-par share entitles the holder to one vote.
- 15.5. Voting rights can also be exercised by an authorized proxy. Authorization that is not given to a credit institute, shareholder's association or any other equivalent people or institutions in accordance with § 135 German Stock Corporation Act (Aktiengesetz) must be issued in writing in accordance with § 126b of the German Civil Code (Bürgerliches Gesetzbuch). Verification of this authorization can be shared to the Company via a form of electronic communication to be more specifically defined by the management board. The details concerning the grant of authorization will be provided together with the invitation to the general shareholders' meeting.

16. **Chairing of the general shareholders' meeting**

- 16.1. The general shareholders' meeting is chaired by the chairman of the supervisory board, the deputy chairman or another supervisory board member chosen by the supervisory board.
- 16.2. The chairman of the meeting specifies the type and form of voting. The chairman also determines the order in which the items on the agenda are discussed; the order may depart from the invitation. The chairman may also determine the order of speaking. The chairman may limit the shareholders' rights to speak and ask questions to a reasonable amount of time. In particular, the chairman may, at the beginning of the general shareholders' meeting or during the course of the meeting, set a time limit for the entire general shareholders' meeting, for individual items on the agenda or for individual speakers or persons raising questions.
- 16.3. The management board is authorized to permit the audio and/or visual transmission of part or all of the general shareholder's meeting. An announcement to this effect would be included in the invitation to the general shareholder's meeting.

17. **Passing of resolutions**

Unless a larger majority is prescribed by law or the other provisions of these articles of association, the general shareholders' meeting passes resolutions with a simple majority of the votes cast. Insofar as the Stock Corporation Act further requires for a stock corporation formed according to national law a majority of the share capital represented at the time the resolution is passed, a simple majority of the share capital represented is sufficient, unless the law stipulates a larger capital majority. Abstentions do not count as votes.

18. Annual financial statements, ordinary general shareholders' meeting, use of profits

- 18.1. During the first three months of the financial year, the management board shall prepare the annual financial statements, the group financial statements and – where required by law – the respective management reports for the previous financial year and submit these to the auditor for inspection. Following receipt of the auditor's report, the annual financial statements, the group financial statements, the management reports and the auditor's report are to be submitted to the supervisory board. At the same time, the management board shall submit to the supervisory board the proposal which it intends to submit to the general shareholders' meeting concerning the use of the net retained earnings. The supervisory board shall examine the annual financial statements, the group financial statements, the management reports and the proposal for the use of the net retained earnings and report in writing to the general shareholders' meeting on its conclusions. It shall submit its report to the management board within one month of receipt of the documents. At the end of the report, the supervisory board shall declare whether it approves the annual financial statements and group financial statements drawn up by the management board. If the supervisory board approves the annual financial statements following its inspection, they are adopted.
- 18.2. After receiving the supervisory board's report on the result of its inspection, the management board shall immediately convene the ordinary general shareholders' meeting, which is required to take place within the first six months of each financial year. It passes resolutions on the appointment of the auditor, the approval of the actions of the management board and of the supervisory board as well as on the use of the net retained earnings.
- 18.3. The management board and supervisory board are authorized, upon adoption of the annual financial statements, to transfer to other revenue reserves part or all of the annual net income remaining after deduction of the amounts to be transferred to the legal reserves and any loss carried forward. No more than half of the annual net income may be transferred to other revenue reserves if such other revenue reserves would exceed half of the share capital after so doing.
- 18.4. The general shareholders' meeting passes a resolution on the use of the net retained earnings shown in the adopted annual financial statements. They may stipulate a use other than that provided for in Section 58 para. 3 (1) German Stock Corporation Act (Aktiengesetz). Instead of, or as well as a cash distribution, the general shareholders' meeting may also resolve a distribution in kind. At the end of a financial year, the management board may, with the approval of the supervisory board, pay out to the shareholders an advance on the anticipated net retained earnings pursuant to Section 59 German Stock Corporation Act (Aktiengesetz).

19. **Amendment of the formulation of these Articles of Association**

The supervisory board is authorized to resolve amendments to these Articles of Association which solely relate to their wording. The same applies to the amendment of the Articles of Association as a result of a change in the share capital.

20. **Foundation costs, costs of change of legal form and raising of the share capital**

- 20.1. The Company was formed from a limited liability company named OPEN Business Club GmbH by conversion of its legal form. OPEN Business Club GmbH has borne its foundation costs (notary's fees and commercial register fees, costs of announcement and advice on foundation) up to the amount of EUR 2,500.00.
- 20.2. The share capital was provided, in the amount of € 52,050.00, through the change of legal form of OPEN Business Club GmbH in accordance with the resolution regarding the change of legal form of July 19, 2006. The share capital of the Company originally corresponded to the share capital of OPEN Business Club GmbH., the shareholders of the Company participated in the share capital of the Company in the same proportion as in the share capital of OPEN Business Club GmbH at the time of conversion.
- 20.3. The Company bears the costs of the change of legal form estimated to amount to a total of EUR 20,000.00, but limited to amount by which the value of the Company's assets at the time the change of legal form comes into effect exceeds the amount of the share capital after deduction of liabilities and reserves.
- 20.4. The Company shall bear the expense, in the amount of up to EUR 200,000.00, of founding XING SE by conversion of XING AG into a European company (SE).

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