

# **Announcement Summary**

# **Entity name**

SEEK LIMITED

## Date of this announcement

Friday April 01, 2022

# The +securities the subject of this notification are:

€ +Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

# Total number of +securities to be issued/transferred

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
SEKAK	OPTION EXPIRING VARIOUS DATES EX VARIOUS PRICES	5,916	30/03/2022
SEKAP	RESTRICTED RIGHTS	2,975	30/03/2022
SEKAJ	PERFORMANCE RIGHTS	1,128	30/03/2022

Refer to next page for full details of the announcement



# Part 1 - Entity and announcement details

# 1.1 Name of entity

SEEK LIMITED

We (the entity named above) give notice of the issue, conversion or payment up of the following unquoted +securities.

# 1.2 Registered number type

**Registration number** 

ABN

46080075314

## 1.3 ASX issuer code

SEK

# 1.4 The announcement is

☑ New announcement

## 1.5 Date of this announcement

1/4/2022



## Part 2 - Issue details

- 2.1 The +securities the subject of this notification are:
- € +Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX
- 2.2a This notification is given in relation to an issue of +securities in a class which is not quoted on ASX and which:

☑ has an existing ASX security code ("existing class")



Part 3B - number and type of +securities the subject of this notification (existing class) where issue has not previously been notified to ASX in an Appendix 3B

## ASX +security code and description

SEKAK: OPTION EXPIRING VARIOUS DATES EX VARIOUS PRICES

Date the +securities the subject of this notification were issued

30/3/2022

Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class

Yes

Were any of the +securities issued to +key management personnel (KMP) or an +associate? 
⊗ No

Please provide a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms

Refer to Note 25 of SEEK's 2021 Financial Report:

https://www.seek.com.au/content/media/2021-08-24-SEK-Appendix-4E-and-Full-Year-Statutory-Accounts.pdf

## Any other information the entity wishes to provide about the +securities the subject of this notification

Wealth Sharing Plan (WSP) Options:

- (a) Exercise price \$34.40
- (b) Earliest exercise date 1 July 2025
- (c) Expiry date 30 June 2026

Each WSP Option is a conditional right to be allocated one fully paid ordinary share in SEEK. The WSP Options are subject to a Threshold Share Price Hurdle vesting condition which is measured over a three year vesting period (1 July 2021 to 30 June 2024). There is a graduated vesting schedule with 50% vesting occurring at a Threshold Share Price Hurdle (\$34.40), 100% vesting occurring at a Stretch Share Price Hurdle (\$36.64) and pro-rata vesting taking place between these points. All of the WSP Options will lapse if the Threshold Share Price Hurdle vesting condition is not satisfied. Any WSP Options that do not vest following application of the graduated vesting schedule also lapse. If the WSP Options vest, they will be subject to an exercise restriction period until 30 June 2025.

Issue details

Number of +securities

5,916



## ASX +security code and description

**SEKAJ: PERFORMANCE RIGHTS** 

Date the +securities the subject of this notification were issued

30/3/2022

Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class

Yes

Were any of the +securities issued to +key management personnel (KMP) or an +associate? 
⊗ No

Please provide a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms

Refer to Note 25 of SEEK's 2021 Financial Report:

https://www.seek.com.au/content/media/2021-08-24-SEK-Appendix-4E-and-Full-Year-Statutory-Accounts.pdf

## Any other information the entity wishes to provide about the +securities the subject of this notification

WSP Rights:

- (a) Exercise price Nil
- (b) Earliest exercise date 1 July 2025
- (c) Expiry date 30 June 2026

Each WSP Right is a conditional right to be allocated one fully paid ordinary share in SEEK. The WSP Rights are subject to a Threshold Share Price Hurdle vesting condition which is measured over a three year vesting period (1 July 2021 to 30 June 2024). There is a graduated vesting schedule with 50% vesting occurring at a Threshold Share Price Hurdle (\$34.40), 100% vesting occurring at a Stretch Share Price Hurdle (\$36.64) and pro-rata vesting taking place between these points. All of the WSP Rights will lapse if the Threshold Share Price Hurdle vesting condition is not satisfied. Any WSP Rights that do not vest following application of the graduated vesting schedule also lapse. If the WSP Rights vest, they will be subject to an exercise restriction period until 30 June 2025.

Issue details

Number of +securities

1,115

ASX +security code and description

**SEKAP: RESTRICTED RIGHTS** 



Date the +securities the subject of this notification were issued

30/3/2022

Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class

Yes

Were any of the +securities issued to +key management personnel (KMP) or an +associate? 
⊗ No

Please provide a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms

Refer to Note 25 of SEEK's 2021 Financial Report:

https://www.seek.com.au/content/media/2021-08-24-SEK-Appendix-4E-and-Full-Year-Statutory-Accounts.pdf

## Any other information the entity wishes to provide about the +securities the subject of this notification

Each Restricted Right is a conditional right to be allocated one fully paid ordinary shares in SEEK. Vesting of the Restricted Right is subject to a minimum individual performance condition, as well as continued employment, over the Vesting Period (ending 9 August 2022). There is no amount payable by a holder on issue or following vesting of a Restricted Right. The shares provided following vesting of each Restricted Right will not be subject to a disposal restriction.

Issue details

Number of +securities

2,975

ASX +security code and description

**SEKAJ: PERFORMANCE RIGHTS** 

Date the +securities the subject of this notification were issued

30/3/2022

Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class

Yes

Were any of the +securities issued to +key management personnel (KMP) or an +associate? 
⊗ No



# Please provide a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms

Refer to Note 25 of SEEK's 2021 Financial Report:

https://www.seek.com.au/content/media/2021-08-24-SEK-Appendix-4E-and-Full-Year-Statutory-Accounts.pdf

#### Any other information the entity wishes to provide about the +securities the subject of this notification

Performance Rights:

- (a) Qualifying Period 1 July 2021 to 30 June 2022
- (b) Disposal restriction until 30 June 2023

Each Performance Right is a conditional right to be allocated a number of fully paid ordinary shares in SEEK. Vesting of the Performance Right is subject to a minimum individual performance condition, as well as continued employment, over the Qualifying Period. The maximum number of shares that will be provided at the end of the Qualifying Period if a Performance Right vests has been determined by dividing the allocation value of the Performance Right by the 60 day VWAP up to and including 30 June 2021. The actual number of shares provided following vesting will be determined by applying a percentage based on the individual performance rating of a holder for FY22.

Issue details

Number of +securities

13



## Part 4 - +Securities on issue

Following the issue, conversion or payment up of the +securities the subject of this application, the +securities of the entity will comprise:

(A discrepancy in these figures compared to your own may be due to a matter of timing if there is more than one application for quotation/issuance currently with ASX for processing.)

# 4.1 Quoted +Securities (Total number of each +class of +securities quoted)

ASX +security code and description

Total number of +securities on issue

SEK: ORDINARY FULLY PAID 353,920,190

## 4.2 Unquoted +Securities (Total number of each +class of +securities issued but not quoted on ASX)

ASX +security code and description	Total number of +securities on issue
SEKAK : OPTION EXPIRING VARIOUS DATES EX VARIOUS PRICES	1,532,160
SEKAO : EQUITY RIGHTS	8
SEKAP : RESTRICTED RIGHTS	19,227
SEKAJ : PERFORMANCE RIGHTS	1,455,726
SEKAL : RESTRICTED RIGHTS (MALAYSIA)	20,797



# Part 5 - Other Listing Rule requirements

- 5.1 Were the +securities issued under an exception in Listing Rule 7.2 and therefore the issue did not need any security holder approval under Listing Rule 7.1? ⊗ No
- 5.2 Has the entity obtained, or is it obtaining, +security holder approval for the issue under listing rule 7.1?

☑ No

- 5.2b.1 How many +securities are being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?

10,019

5.2c Are any of the +securities being issued without +security holder approval using the entity's additional 10% placement capacity under listing rule 7.1A (if applicable)? 
⊗ No