



19 August 2025

The Manager
ASX Market Announcements Office
Australian Securities Exchange

Dear Manager

SEEK Limited – 2025 Climate Statement

SEEK is pleased to present its 2025 Climate Statement for release to the market.

Yours faithfully,

A handwritten signature in blue ink, appearing to read "R. Agnew".

Rachel Agnew
Company Secretary

Authorised for release by the Board of Directors of SEEK Limited

For further information please contact:

Investors & Analysts

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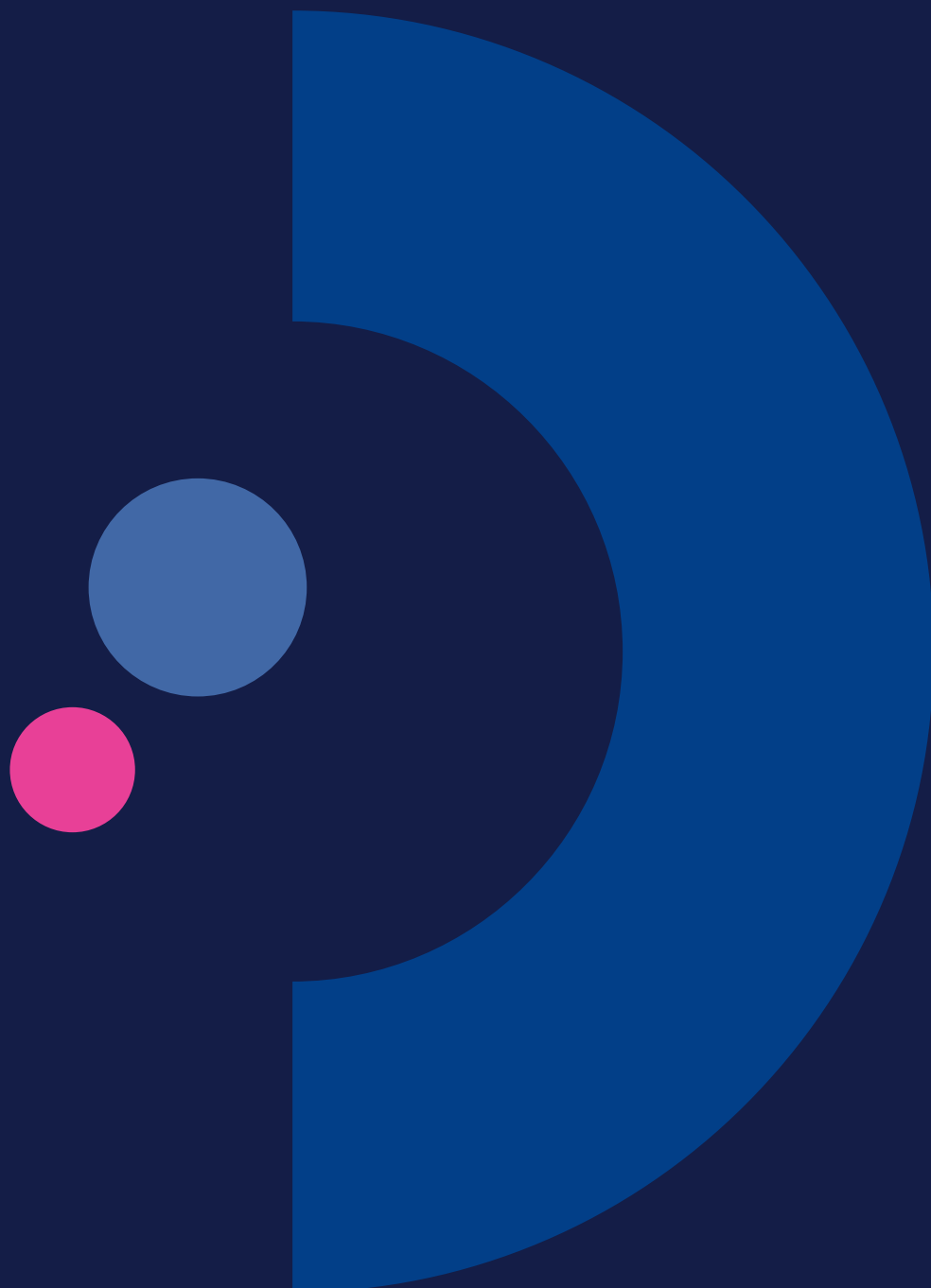
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SEEK Climate Statement 2025



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SEEK's FY2025 Reporting Suite includes the following:

- Annual Report
- Sustainability Report
- Corporate Governance Statement
- Modern Slavery Statement
- Climate Statement (this statement)



All reports are available at seek.com.au/about/investors/

SEEK is committed to reducing its environmental impacts and is preparing for impacts of climate change and the transition to a low-carbon future.

This Climate Statement provides information on SEEK's approach to climate-related governance, strategy, risk management, metrics and targets.

Basis of preparation

SEEK Limited is a for-profit entity for the purpose of preparing the Climate Statement.

The Climate Statement:

- is for the consolidated entity consisting of SEEK Limited and its controlled entities (refer to SEEK's FY2025 Financial Statement, Note 19 Interest in controlled entities), unless otherwise stated;
- excludes Sidekicker, which was re-acquired by SEEK on 30 May 2025. Refer to SEEK's FY2025 Financial Report, Note 20 Business combination. Sidekicker will be included in SEEK's 2026 climate reporting;
- calculates greenhouse gas emissions using the financial control organisational boundary, encompassing leased assets recognised in SEEK's FY2025 Financial Report, Statement of Financial Position;
- includes data and information that is deemed material and relevant to understanding SEEK's climate-related risks and opportunities. Disclosures may be considered material and relevant if the dollar amount is significant due to size or nature, or the information is important to understand:
 - SEEK's current year results;
 - impact of significant changes in SEEK's business; or
 - aspects of SEEK's operations that are important to future performance;
- covers a 12-month period for the year ended 30 June 2025; and
- is presented in Australian dollars, with all values rounded to the nearest thousand dollars.

As part of SEEK's transition to mandatory climate reporting in FY2026, the disclosures within the Climate Statement have been guided by selected aspects of the *Australian Sustainability Reporting Standard AASB S2 Climate-related Disclosures* (AASB S2).

Greenhouse gas emissions are calculated in line with the *Greenhouse Gas Protocol Corporate Accounting and Reporting Standard* (GHG Protocol) and previously with *Climate Active Carbon Neutral Standard for Organisations – October 2022* (Climate Active). Further details on the approaches used to measure greenhouse gas emissions are contained in SEEK's [FY2025 Climate Methodology](#) for more details.

Industry based metrics have also been included based on *Sustainability Accounting Standards Board: Internet Media and Services Standard* (SASB).

This Climate Statement includes climate-related and other forward-looking statements, metrics, and estimates about SEEK. While these forward-looking statements reflect SEEK's

expectations and assumptions at the date of this Climate Statement, they are provided as a general guide only and are not guarantees or predictions of future performance or statements of fact. SEEK believes the forward-looking statements have a reasonable basis at the date of this Climate Statement, but acknowledges that they involve known and unknown risks, uncertainties and other factors, many of which are beyond the control of SEEK, which may cause actual outcomes and developments to differ materially from those expressed or implied in the forward-looking statements.

Readers should not place undue reliance on the forward-looking statements, and past performance cannot be relied on as a guide to future performance. To the maximum extent permitted by law, SEEK makes no representation, assurance or guarantee in connection with, and disclaims all responsibility for the accuracy, completeness or likelihood of fulfilment of any forward-looking statement, any outcome expressed or implied in any forward-looking statement or any assumptions on which a forward-looking statement is based. Except as required by applicable laws or regulations, SEEK does not undertake to publicly update or review any forward-looking statements, whether as a result of new information or future events.

The accuracy of SEEK's greenhouse gas emissions data and other metrics may be impacted by various factors, including inconsistent data availability, a lack of common definitions and standards for reporting climate-related information, quality of historical emissions data, reliance on assumptions and changes in market practice. These factors may impact the Company's ability to meet commitments and targets or cause the Company's results to differ materially from those expressed or implied in this Climate Statement.

This Climate Statement represents potential climate exposures in the future and was built upon multiple climate models that informed plausible futures to help SEEK identify and prepare for climate-related risks and opportunities. There are inherent limitations with respect to climate-related scenario analysis, and it is difficult to predict which, if any, of the scenarios might eventuate. Where analysis relates to the future, actual results are likely to be different from those produced by the analysis and those differences may be material. Scenario analysis is not an indication of probable outcomes and relies on assumptions that may or may not prove to be correct or eventuate, and scenarios may be impacted by additional factors to the assumptions disclosed (refer to the [FY2025 Climate Methodology](#) for more details). This Climate Statement is prepared based on current assumptions and information known by the Company at the time of preparation.

Acknowledgement of Country

SEEK acknowledges the Traditional Custodians of the lands on which it operates. We extend this acknowledgement to all First Nations peoples across the Asia Pacific region in which SEEK is proud to operate.

We pay respects to their rich cultures, to Elders past and present, and the continuing custodianship of the land, waterways and community on which we all rely.

We recognise the ongoing contribution of First Nations peoples to the diverse communities in which we belong.

The gum leaf represents a symbol of welcome and it acknowledges the diverse countries⁽¹⁾, environments and communities.

Artist: Bitja, (Dixon Patten)

Gunnai, Yorta Yorta, Dhudhuroa, Gunditjmara, Bayila Creative

(1) In this context, 'countries' refers to the tribal areas, not explicitly Australia and other countries.



Climate governance

➔ Details of SEEK's corporate governance approach are set out in SEEK's [FY2025 Corporate Governance Statement](#)

Board governance of climate-related matters

Board

The Board has overall responsibility for SEEK's risk management, including in relation to SEEK's climate-related risks and opportunities. The Board operates in accordance with the SEEK Board Charter which sets out the functions reserved for the Board and its key responsibilities. In relation to climate change, the Board's responsibilities include approving SEEK's Climate Change Strategy, emissions reduction targets, material sustainability topics and sustainability reporting; monitoring performance against SEEK's Climate Change Strategy and emissions reduction targets; and overseeing SEEK's approach to managing climate-related risks and opportunities.

The Board is informed about and considers climate-related risks and opportunities at least three times per year, including as part of the annual Climate Change Strategy update, which includes progress against emissions reduction targets, risk management updates (which are reported via the Audit and Risk Management Committee (ARMC)), sustainability reporting updates, and other ad hoc updates as needed. In FY2025, the Board considered SEEK's existing climate targets and in August 2025 approved an amendment to SEEK's FY2030 emissions reduction target and a new long-term net zero target.

➔ Refer to the '[Climate strategy](#)' section on pages 4-5 for further detail

The Board delegates responsibility for specific climate-related matters to the ARMC and management as set out below.

Board skills and experience

The Board applies a skills matrix that set out the skills and experiences that the Board considers necessary to address existing and emerging business and governance issues relevant to SEEK. The matrix includes a financial and non-financial risk management skill which specifically references sustainability risk. To be classified as having this skill, directors require a deep understanding of overseeing and monitoring risk management frameworks and controls, and identifying emerging and existing financial and non-financial risks, including sustainability risks, to the business. The Board is satisfied that it has the appropriate mix of skills and experience necessary to fulfil the Board's role, including oversight of strategies in relation to managing climate-related risks and opportunities. All directors have working experience and knowledge of sustainability-related matters and Directors receive regular updates on climate-related issues and emerging reporting requirements as required.

➔ For more information on the Board's skills and experience matrix, refer to SEEK's [FY2025 Corporate Governance Statement](#)

Audit and Risk Management Committee

As set out in the ARMC Charter, the ARMC supports the Board in monitoring SEEK's management of its Environmental, Social and Governance (ESG) risks and opportunities (which includes those related to climate), and reviewing and making recommendations to the Board on SEEK's ESG reporting (which includes climate-related disclosures).

The Board has established the Risk Management Framework, which the ARMC reviews annually to ensure it continues to be sound. The ARMC monitors SEEK's management of risk against this framework, including whether it is operating within the risk appetite set by the Board.

Management governance of climate-related matters

SEEK's Managing Director and Chief Executive Officer (CEO) has overall responsibility for SEEK's operational, financial and business performance and manages the organisation. The CEO is supported in the management of climate-related matters by a Climate Steering Committee chaired by the Chief Financial Officer.

This committee meets quarterly and monitors the company's Climate Change Strategy and related risks and opportunities. Climate Working Groups in Australia and New Zealand (ANZ), Asia and JobAdder meet quarterly to discuss and implement local initiatives, while the Governance and Sustainability team leads climate strategy implementation and reporting with support from relevant functional teams and external climate experts.

SEEK's executive remuneration framework and remuneration policies do not specifically include climate-related performance metrics.

➔ Refer to the Remuneration Report, 'Executive remuneration framework review' section within SEEK's [FY2025 Annual Report](#) for more information

Climate risks and opportunities

Climate-related risk and opportunity management

Identification, assessment and monitoring processes

Climate-related risk is managed in accordance with SEEK's Risk Management Framework.

Consistent with prior years, SEEK identifies, reviews and updates its climate-related risks and opportunities based on input from the Climate Working Groups, climate scenario analysis findings, and feedback from senior leaders and external experts. The climate-related risks and opportunities are assessed annually with the Working Groups. The risks and opportunities are prioritised based on SEEK's risk appetite and risk management ratings which considers both qualitative and quantitative factors. Oversight of climate reporting and climate-related risks and opportunities is integrated across SEEK through the climate governance structure.

During FY2025, SEEK:

- established a JobAdder Climate Working Group and worked with the existing Climate Working Groups on climate-related risk and opportunity management;
- integrated the climate-related risks and opportunities process into the climate financial impact assessment process; and
- expanded the climate-related risk and opportunity register to capture further local context.

Controls and procedures to manage climate-related risks and opportunities

Effectiveness of climate controls over SEEK's climate-related risks and opportunities are assessed annually and form part of SEEK's risk management processes. Climate-related controls are integrated across relevant SEEK business functions, including Finance, Technology, Workspaces, People and Culture and Commercial.

Financial impacts of climate-related risks and opportunities

In FY2025, SEEK established an annual financial impact assessment process to assess the impact of SEEK's climate-related risks and opportunities on its current and anticipated future financial position, financial performance and cash flows. The assessment was informed by the physical and transition climate-related data and assumptions from climate scenario analysis and other key business data inputs.

SEEK considered the financial impact of climate-related risks and opportunities over the following timeframes; short term (1-3 years); medium term (3-5 years); and long term (5-10 years). These timeframes are aligned to SEEK's strategic priorities, anticipated progression of sustainability initiatives and long-term cash flow forecasting.

The FY2025 financial impact assessment did not identify material current or future financial impacts. The assessment is based on best estimates, available data and current analysis available at the time of this Statement, which may change in the future.

Climate-related risks and opportunities

A changing climate poses both transition and physical risks for SEEK. Whilst the annual financial impact assessment process did not identify material current or future financial impacts, mitigation and adaptation strategies are developed for prioritised climate-related risks and opportunities that could impact SEEK's future prospects, as detailed below:

Risk and impact	Timeframe ⁽¹⁾	Strategies for mitigation and adaptation	Is there a related opportunity?
Business operations: Operations may be disrupted by extreme weather events (such as extreme heat, storms, flooding and fire) impacting business continuity through electricity supply disruptions, communication system failures, infrastructure damage, and impacts to data services and cloud providers.	Short to long term	• Business Continuity Management Framework with extreme weather event considerations • Technology Disaster Recovery Criticality Framework • Crisis Management Framework for operational resilience including business stress testing for extreme weather event considerations • Sustainability criteria for Asia Pacific (APAC) office selection • Supplier engagement on climate resilience	No
Employees: The health and safety of employees may be impacted when working from home or at SEEK offices, and commuting to and from offices, due to extreme weather events. Lost employee time due to health, safety and wellbeing impacts may reduce productivity.	Short to long term	• Health, safety and wellbeing policies include the Post-Emergency Support Guideline • Crisis Management Framework with employee support processes	No
Employment marketplace disruption: Extreme weather events may cause population migration and changing job demographics, reducing demand for job advertisements and candidate supply in affected regions resulting in reduced job advertisement demand and candidate supply leading to revenue decline.	Short to long term	• Commercial relief for hirers in impacted areas • Monitoring impact via annual financial impact assessment of physical events	Yes – Extreme weather events may create short-term increases in recovery-related employment demand.
Energy: Rising energy prices and market volatility from the renewable energy transition may increase SEEK's operational costs across office electricity, data centres, cloud services, and other key supplier contracts with green credentials.	Short to long term	• Emissions Reduction Strategy • Long-term renewable energy contract for headquarters and renewable energy certificates across APAC offices • Cloud energy consumption optimisation with data service providers	No
Employment marketplace transition: The shift towards lower-carbon economies in SEEK's employment marketplaces may create risks to, and opportunities for, revenue and cash flows generated from changing job advertisement demand as traditional industries decline and green industries evolve.	Short to medium term	• Climate scenario analysis of key customer risks with expert support • Periodic 'green jobs'⁽²⁾ employment marketplace assessments • Monitoring impact via annual climate financial impact assessment	Yes – The transition to lower-carbon economy may create demand for new skills and 'green jobs' in enabling industries.

● Physical ● Transition

(1) Timeframes are short term (0-10 years), medium term (10-20 years) and long term (20+ years).

(2) 'Green jobs' are roles that contribute to preserving or restoring the environment, often focusing on reducing pollution, conserving resources, and promoting sustainability.

Climate strategy

SEEK's Climate Change Strategy

SEEK's Climate Change Strategy has two main objectives: climate resilience and minimising emissions.

Climate resilience
(adapting to a changing climate)

- Climate risks and opportunities
- Business adaptation action
- Supporting an orderly and just transition

Minimising emissions
(mitigating SEEK's impacts on changing climate)

- Operational emissions
- Smarter climate choices for our people
- Supplier engagement and responsible procurement

Climate resilience

SEEK continues to improve its understanding of its future climate resilience as a business.

The resilience of SEEK's strategy and business model to climate-related changes, developments and uncertainties is assessed annually and takes into consideration SEEK's identified climate-related risks and opportunities. When considering the climate-related risks and opportunities that could reasonably be expected to affect SEEK's prospects, SEEK assesses and considers the potential impacts to key elements of its business. This includes assessing the resilience of its key infrastructure, data services and office buildings, engaging with suppliers to understand their climate strategies and how these could impact SEEK, and monitoring climate-related changes across SEEK's employment marketplaces.

Based on SEEK's most recent assessment, as at 30 June 2025, SEEK is well positioned to adapt to climate-related changes and continue to support both hirers and candidates in the transition to 'green job' requirements.

Climate scenario analysis

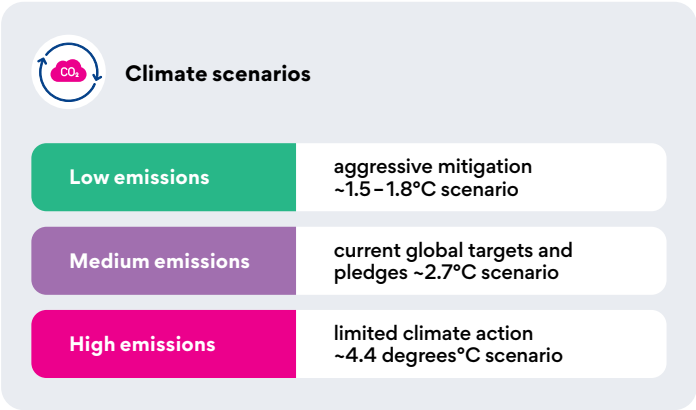
SEEK performs physical and transition climate scenario analysis to better understand its exposures under a range of scenarios and time horizons for its key risks and opportunities. The analysis is a key input to evaluating SEEK's operational resilience to the risks and opportunities of climate change.

In FY2023, SEEK completed an initial climate scenario analysis to better understand SEEK's exposures under a range of scenarios and time horizons for its key risks and opportunities across its operations (offices and data centres) and work-from-home locations across APAC.

In FY2025, SEEK undertook a further climate scenario analysis to evaluate the current and future physical and transition climate-related risks and opportunities on SEEK's APAC online employment marketplaces (customer value chain). The analysis focused on the shift in future demand for candidate skills and experience to support the transition to a lower carbon economy, and change in job demography and population migration associated with climate change across different climate scenarios.

The image summarises the climate scenarios considered in SEEK's climate scenario analysis. All three climate scenarios were considered for physical risk and the low and moderate emissions scenarios were considered for transition risk. The analysis considered the scenarios to both 2030 and 2050. Key climate change, sector and macro trends, and employment marketplace data were assessed.

Climate scenario analysis is subject to measurement uncertainties.



The analysis found that SEEK's employment marketplaces are exposed to physical and transition climate-related risks and opportunities. The magnitude of impacts varies between future scenarios and time horizons and anticipated future financial and operational impacts are not currently considered material. Climate-related impacts from physical events and hazards and the transition impacts of 'green jobs' and are already starting to occur across APAC.

The key findings from the FY2025 climate scenario analysis and anticipated impacts from the analysis are listed below.

- Generally, a low emissions scenario presents greater transition risks for SEEK, while medium to high emissions scenarios (variable futures) present greater physical risks.
- There is potential for climate-related candidate migration, with extreme weather events such as floods, storms and fires a key driver.
- 'Green jobs' growth is underway and SEEK will likely see a continued increase in 'green jobs' demand under each scenario (with more significant increases under low emissions than medium to high emissions scenarios).
- Key 'green jobs' drivers include low carbon technology advances (such as renewable energy and low emissions transport) and increased climate-related reporting requirements.

Based on these findings, actions that SEEK will take to further improve its approach to climate-related matters include:

- Enhancing data capabilities: Improve data collection of customer-related and operational climate impacts;
- Evaluating potential financial-related impacts: Integrate available physical and transition-related climate data into future climate financial impact assessment; and
- Monitoring the 'green jobs' transition: Track the ongoing 'green jobs' transition across SEEK's APAC marketplaces.

➔ Refer to SEEK's [FY2025 Climate Methodology](#) for specific scenarios used and key assumptions

Climate strategy (continued)

Minimising emissions

Emission reduction progress

In FY2025, SEEK implemented several emissions reduction programs to reduce priority emissions categories. Since its baseline year in FY2022, SEEK's emissions normalised to a higher emissions footprint, primarily due to increased business travel and office attendance post COVID-19 restrictions and workforce growth.

The key emission reduction programs achieved in FY2025 include:

- **Office emissions and renewable energy:** SEEK achieved a 100% reduction in FY2025 in its scope 2 emissions (market-based). SEEK's Australian offices have market contracts in place for renewable energy and SEEK also purchased renewable energy certificates for its New Zealand, Asia and JobAdder operations. As a result, SEEK reduced approximately 1,400 tonnes of scope 2 emissions (market-based) in FY2025.
- **Base building electricity:** SEEK purchased renewable energy certificates for electricity consumed by base building operations supporting SEEK's leased assets. As a result, SEEK reduced approximately 3,700 tonnes of scope 3 emissions in FY2025.
- **Working-from-home emissions:** SEEK purchased renewable energy certificates for employees' work-from-home emissions from electricity to reduce the emissions intensity of the hybrid work model (estimated from employee surveys). The program reduced approximately 1,300 tonnes of scope 3 emissions in FY2025.
- **Platform Unification:** APAC technology infrastructure rationalisation also enabled reductions in IT data emissions. The program reduced approximately 200 tonnes of scope 3 emissions in FY2025.

Through these programs SEEK reduced emissions in FY2025 by approximately 6,600 tonnes⁽³⁾ (representing approximately 68%) on the FY2022 baseline (9,714 tonnes for SEEK's continuing operations). As a result, SEEK has achieved its target of reducing its scope 1, 2 and 3 emissions (market-based) by 40% by FY2025 on a FY2022 baseline.

These programs also resulted in a significant year on year decrease compared to FY2024.

While SEEK continues to make progress in reducing its scope 1 and 2 emissions (market-based) where it has more control, the majority of SEEK's remaining emissions are its scope 3 emissions, which SEEK cannot directly control. During FY2025, SEEK prioritised engagement with suppliers that represent the largest opportunity to reduce scope 3 emissions such as data service providers and leased offices suppliers. SEEK also includes environmental assessment criteria in its supplier management and selection processes.

Emissions targets review

SEEK is committed to reducing its environmental impact and achieving net zero emissions in the long term.

SEEK's previous emissions reduction target of net zero by 2030 was set in FY2021. This target was informed by FY2021 emissions data for ANZ (with a commitment to baseline data across APAC from FY2022), was supported by work undertaken by SEEK's external climate consultant, and was underpinned by assumptions including that SEEK would reduce emissions as much as possible through investment in renewable energy and absolute reductions in energy use, and offset remaining emissions. At the time that this target was set, SEEK planned to continue to review its targets as its Emissions Reduction Strategy was developed and committed to developing a science-aligned emissions reduction target by 2025.

In FY2025, as planned, SEEK undertook a science-aligned review of its emissions reduction targets informed by the standards tools and guidance developed by the Science Based Targets initiative (SBTi)⁽⁴⁾. SEEK has revised the timing to achieve its net zero target to FY2050, largely due to factors outside of its control. This review resulted in changes to some key assumptions including the timeframes for key supplier net zero targets are later than 2030, the global transition of certain industries and technologies (such as office infrastructure and sustainable aviation) to decarbonise is slower than was assumed at the time the initial target was set, and revisions to SBTi Corporate Net Zero Standard.

The SBTi Corporate Net Zero Standard requires organisations to reduce absolute scope 1, 2 and 3 emissions (market-based) by at least 90% by 2050. Companies may use carbon removal credits to neutralise residual emissions from hard-to-abate sources, but this is now limited to no more than 10% of total emissions. SEEK therefore currently intends to invest in carbon removals for a maximum of 10% of its residual emissions from hard-to-abate sources.

As a result of the review, on the basis of the new information available, SEEK:

- revised its short-term emissions reduction target from net zero by FY2030 to a 50% reduction by FY2030 on the FY2025 re-baseline; and
- set a new long-term target of net zero by FY2050.

SEEK remains committed to reducing its emissions and its long-term commitment to net zero.

In order to achieve net zero, SEEK will rely on its key suppliers reaching net zero by 2050, key industries transitioning to net zero by 2050 (including aviation for SEEK's business travel), technologies being available and reasonably affordable by 2050 (including carbon removal technologies for SEEK's residual emissions from hard-to-abate sources). SEEK has processes in place to track its progress towards these goals, including monitoring key developments in AI and its impact on emissions, advancement in decarbonisation technologies and supplier progress towards their net zero goals.

SEEK's targets are supported by its Climate Transition Plan which includes key assumptions and dependencies, resources and costs to achieve its targets. A long-term net zero target necessarily depends on a number of assumptions and judgements, which are detailed in this plan. SEEK will continue to monitor and review its targets as net zero standards evolve over time.

Climate programs

During FY2025, SEEK implemented a pilot application of an internal carbon price. As a result of the pilot, SEEK will apply improvements to its carbon pricing process during FY2026.

Since FY2022, SEEK has been certified carbon neutral for its business operations under the Australian Government's carbon neutral certification, Climate Active, which allows the purchase of offsets rather than direct emissions reduction to achieve the certification. During FY2025, SEEK maintained its carbon neutral certification for FY2024 for its business operations in APAC under Climate Active⁽⁵⁾. In readiness for the transition to the AASB S2, SEEK plans to transition from the Climate Active certification and reporting approach to the AASB reporting approach (including SEEK's boundary and assessment of material scope 3 emissions sources). In FY2025, SEEK retired carbon offsets equivalent to its GHG inventory through investment in a number of carbon offset projects.



For more information on SEEK's carbon offsets, refer to the [FY2025 Sustainability Databook](#)

(3) Emissions reductions consider SEEK's total emissions for scope 1, 2 and 3 (market-based) for continuing operations (includes employment marketplaces of ANZ and Asia).

(4) The SBTi develops standards, tools and guidance which allow companies to set greenhouse gas emissions reductions targets in line with what is needed to keep global warming below catastrophic levels and reach net zero by 2050 at the latest.

(5) SEEK's FY2024 Public Disclosure Statements is available on the Climate Active website: <https://www.climateactive.org.au/buy-climate-active/certified-members/seek>

Climate performance

Climate highlights

- FY2025: 9,530 tCO₂e down approximately 35% from pcp (FY2024: 14,624 tCO₂e)
- Implemented key emissions reduction programs and achieved target of reducing scope 1, 2 and 3 emissions by 40% by FY2025 on a FY2022 baseline
- Completed a science-aligned review and revised SEEK's net zero emissions reduction target
- Completed climate scenario analysis of SEEK's key customers and sectors to understand market transition challenges and opportunities

Greenhouse gas emissions

Tonnes CO ₂ e (tCO ₂ e)	New baseline FY2025 ⁽¹⁾	FY2024
Scope 1 direct emissions	4⁽²⁾	6
Scope 2 electricity-related emissions (market-based)⁽³⁾	–	1,288
Scope 2 electricity-related emissions (location-based)⁽³⁾	1,468	
Scope 3 indirect emissions		
Category 1: Goods and services	2,660	2,318
Category 2: Capital goods	1,262	1,462
Category 3: Fuel and energy-related	–	129
Category 5: Waste	161	113
Category 6: Business travel	3,069	2,998
Category 7: Commute and work from home	2,280	3,477
Category 8: Leased assets	94	2,833
Total scope 3 emissions	9,526	13,330
Total emissions for scope 1, 2 and 3 (market-based) for continuing operations	9,530	14,624
Total emissions for scope 1, 2 and 3 (location-based) for continuing operations	10,998	<i>Not calculated</i>
Total emissions for scope 1, 2 and 3 for discontinued operations ⁽⁴⁾	–	1,946
Total emissions for scope 1, 2 and 3 (market-based) for all operations	9,530	16,570
Emission intensity⁽⁵⁾		
Total emissions per employee (tCO ₂ e per FTE)	2.7	4.4
Total emissions per revenue (tCO ₂ e per \$m)	8.7	14.3

- (1) FY2025 is SEEK's new baseline year for FY2030 and FY2050 emissions reduction targets over scope 1, 2 and 3. In FY2025, SEEK re-baselined due to changes in its reporting boundary. SEEK's original baseline in FY2022 was 9,714 tonnes for continuing operations.
- (2) Scope 1 direct emissions are 3.6 tCO₂e, rounded to 4.
- (3) In FY2025, SEEK commenced disclosing its emissions using both a location and market-based approach for scope 2 emissions. SEEK will continue to use a market-based approach to ensure Renewable Energy Certificates are applied against energy consumed. Prior to FY2025, SEEK reported scope 2 emissions using a combination of market-based for Australia and location-based for remaining locations. Refer to SEEK's FY2025 Climate Methodology and FY2025 Sustainability Databook – 'Environment' section for more information.
- (4) Discontinued operations represent the Latin American businesses (Brasil Online and OCC) that SEEK sold in FY2024.
- (5) Total emissions (market-based) for all operations is used for intensity calculations. Sales Revenue (see Consolidated Income Statement in the FY2025 Financial Report) is used for revenue.
- (6) The SBTi Corporate Net-Zero Standard requires organisations to reduce absolute scope 1, 2 and 3 emissions by at least 90% by 2050. Companies may use carbon removal credits to neutralise any residual emissions from hard-to-abate sources, but this is limited to no more than 10% of total emissions. SEEK therefore currently intends to invest in carbon removals for a maximum of 10% of its residual emissions from hard-to-abate sources.

Key steps to achieve the FY2030 and FY2050 targets* are set out as part of SEEK's Climate Transition Plan and include:

FY2030 target

- Scope 1: 100% reduction from transition to electric from existing gas building solutions
- Scope 2: Maintain 100% reduction through the purchase of 100% renewable electricity
- Scope 3: 50% reduction in emissions across SEEK's value chain emissions

FY2050 target

- Scope 1 and 2: Maintain 100% reduction including 100% renewable electricity for SEEK offices
- Scope 3: 90% reduction in emissions across SEEK's value chain
- Carbon removal credits for residual emissions from hard-to-abate sources (up to 10%)

*on FY2025 re-baseline

Climate targets and progress

SEEK's climate targets and progress during FY2025 include:

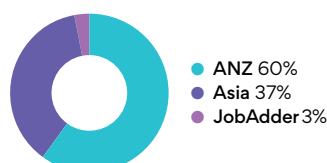
Target	FY2025 progress
FY2025 target Reduce scope 1, 2 and 3 emissions by 40% by FY2025, from a FY2022 baseline including: • Purchase 100% operational electricity from renewable sources • Purchase 100% of work-from-home electricity from renewable sources	Achieved 40% reduction on FY2022 baseline • Achieved • Achieved
FY2030 target Reduce emissions by 50% across all emissions scopes by FY2030, from the FY2025 re-baseline.	Completed science-aligned review of SEEK's emissions reduction targets.
FY2050 target Achieve net-zero emissions by FY2050: Reduce emissions by 90% across all emissions scopes, from the FY2025 re-baseline and invest in carbon removal credits for residual emissions from hard-to-abate sources (up to 10%). ⁽⁶⁾	

Emissions profile

The majority of SEEK's profile is scope 3 emissions and the main emissions sources are purchased goods and services (including IT data services), business travel and employees working from home and commuting. In FY2025, SEEK's total re-baselined emissions were 9,530 tonnes, a 35% reduction on FY2024 continuing operations emissions. The key emissions variances in FY2025 included emissions reductions in energy (100%), base building services (97%), and commute and work from home (34%). Business travel remained steady and purchased goods and services increased by approximately 15%.

SEEK continues to monitor its emissions reduction programs to identify impacts to its baseline, with strategies in place to mitigate against the rise in some emissions categories and where required re-baseline due to material business change. In readiness for AASB S2, SEEK is also assessing its scope 3 emissions categories and will update its inventory where relevant in future to align with these requirements.

FY2025 regional breakdown emissions



For more information on SEEK's climate approach and data, refer to:

- FY2025 Sustainability Databook – 'Environment' section
- FY2025 Climate Methodology: Includes assumptions and calculations methodologies applied for GHG emissions and climate resilience.



These can be found at seek.com.au/about/sustainability

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