



Announcement Summary

**Entity name**  
SEEK LIMITED

**Date of this announcement**  
Friday August 22, 2025

**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
SEKAQ	SHARE RIGHTS	11,408	07/07/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

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**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**

ABN

**Registration number**

46080075314

**1.3 ASX issuer code**

SEK

**1.4 The announcement is**

New announcement

**1.5 Date of this announcement**

22/8/2025



## Part 2 - Issue details

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### **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

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**ASX +security code and description**

SEKAQ : SHARE RIGHTS

**Date the +securities the subject of this notification were issued**

7/7/2025

**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**

There is no document lodged with the ASX detailing the terms of the securities being issued (Matched Share Rights). A summary of the terms of the Shares@SEEK Plan is set out below.

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

Eligible employees contribute from their post-tax salary over a 12-month Contribution Period between \$1,000 and \$5,000 to purchase shares. Shares will be acquired (known as Purchased Shares) on a quarterly basis using employee contributions, rounded down to the nearest whole Share. At the same time as the Purchased Shares are acquired, employees will receive a grant of Matched Share Rights on a '2 for 1 matching ratio'. For every two shares purchased via employee contributions, the employee will receive one Matched Share Right at no cost to them. Purchased Shares will be subject to a Holding Lock during the Qualifying Period, being the 24-month period following the date the Purchased Shares are acquired. If the employee continues to remain employed by the SEEK Group and holds their Purchased Shares for 24 months from the date they acquire them, their Matched Share Rights will vest and they will be allocated one Matched Share for each Matched Share Right.

Issue details

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**Number of +securities**

11,408

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Part 4 - +Securities on issue

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

The figures in parts 4.1 and 4.2 below are automatically generated and may not reflect the entity's current issued capital if other Appendix 2A, Appendix 3G or Appendix 3H forms are currently with ASX for processing.

**4.1 Quoted +securities (Total number of each +class of +securities issued and quoted on ASX)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
SEK : ORDINARY FULLY PAID	357,220,190

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

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
SEKAK : OPTION EXPIRING VARIOUS DATES EX VARIOUS PRICES	740,776
SEKAC : EQUITY RIGHTS	8
SEKAQ : SHARE RIGHTS	103,223
SEKAP : RESTRICTED RIGHTS	13,111
SEKAJ : PERFORMANCE RIGHTS	817,656



Part 5 - Other Listing Rule requirements

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**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 Are any of the +securities being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?**

Yes

**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?**

11408

**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