

# Appendix 3B

## New issue announcement, application for quotation of additional securities and agreement

*Information or documents not available now must be given to ASX as soon as available. Information and documents given to ASX become ASX's property and may be made public.*

Introduced 01/07/96 Origin: Appendix 5 Amended 01/07/98, 01/09/99, 01/07/00, 30/09/01, 11/03/02, 01/01/03, 24/10/05, 01/08/12, 04/03/13

Name of entity

SEEK LIMITED

ABN

46 080 075 314

We (the entity) give ASX the following information.

### Part 1 - All issues

*You must complete the relevant sections (attach sheets if there is not enough space).*

- |   |   |   |
|---|---|---|
| 1 | *Class of *securities issued or to be issued  | <p>Issue 1: Long Term Incentive rights issued under the SEEK Performance Rights and Options Plan (<b>LTI Rights</b>)</p> <p>Issue 2: Performance rights issued under the SEEK Performance Rights and Options Plan (<b>Executive Performance Rights</b>)</p> <p>Issue 3: Performance rights issued under the SEEK Performance Rights and Options Plan – FY16 Senior Management offer (<b>Senior Management Performance Rights</b>)</p> |
| 2 | Number of *securities issued or to be issued (if known) or maximum number which may be issued | <p>Issue 1: <b>LTI Rights: 29,395</b></p> <p>Issue 2: <b>Executive Performance Rights: 1</b></p> <p>Issue 3: <b>Senior Management Performance Rights: 2</b></p>   |
| 3 | Principal terms of the *securities (e.g. if options, exercise price and expiry date; if       | <p>Issue 1: <b>LTI Rights</b></p> <p>(a) Exercise price – Nil</p> <p>(b) Vest date – 1 July 2018</p> <p>(c) Exercise date – 1 July 2019</p>   |

partly paid +securities, the amount outstanding and due dates for payment; if +convertible securities, the conversion price and dates for conversion)

(d) Expiry date – 1 July 2020

Each LTI Right entitles the holder to acquire one fully paid ordinary share in SEEK. The LTI Rights are subject to a performance condition (the “Exercise Entitlement Percentage”) which is measured over a three year testing period (1 July 2015 to 30 June 2018). All of the LTI Rights will lapse if the performance condition is not satisfied. If the LTI Rights vest, they will be subject to an exercise restriction period until 1 July 2019.

**Issue 2: Executive Performance Rights**

Each Executive Performance Right entitles the holder to acquire a number of fully paid ordinary shares in SEEK if the performance right vests. The number of shares that will be provided if an Executive Performance Right vests will be determined in accordance with a conversion formula as set out in the SEEK 2015 Notice of Meeting. The Executive Performance Rights are automatically exercised following vesting. There is no amount payable by a holder on issue or exercise of an Executive Performance Right. The shares provided on exercise of each Executive Performance Right will be subject to a 12 month disposal restriction period ending on 1 July 2017

**Issue 3: Senior Management Performance Rights**

Each Senior Management Performance Right entitles the holder to acquire a number of fully paid ordinary shares in SEEK if the performance right vests. A Senior Management Performance Right will be eligible to vest if the holder continues to be employed by the SEEK group until the end of a 1 year period (1 July 2015 to 30 June 2016).

The number of shares that will be provided if a Senior Management Performance Right vests will be determined in accordance with a conversion formula which is based on a volume weighted average price of SEEK shares for the 10 trading days prior to 30 June 2016 and the individual performance rating of a holder as at 1 July 2016.

The Performance Rights are automatically exercised following vesting. There is no amount payable by a holder on issue or exercise of a Senior Management Performance Right. The shares provided on exercise of each Senior Management Performance Right will be subject to a 12 month disposal restriction period ending on 1 July 2017.

---

+ See chapter 19 for defined terms.

4	<p>Do the *securities rank equally in all respects from the *issue date with an existing *class of quoted *securities?</p> <p>If the additional *securities do not rank equally, please state:</p> <ul style="list-style-type: none"> <li>• the date from which they do</li> <li>• the extent to which they participate for the next dividend, (in the case of a trust, distribution) or interest payment</li> <li>• the extent to which they do not rank equally, other than in relation to the next dividend, distribution or interest payment</li> </ul>	<p>Prior to exercise, the LTI Rights, Executive Performance Rights and Senior Management Performance Rights do not carry a right to vote or receive dividends or distributions. The ordinary shares provided on exercise of the LTI Rights, Executive Performance Rights and Senior Management Performance Rights will rank equally with the fully paid ordinary shares then on issue.</p>
5	<p>Issue price or consideration</p>	<p>Issue 1: <b>LTI Rights</b>: Nil consideration  Issue 2: <b>Executive Performance Rights</b>: Nil consideration  Issue 3: <b>Senior Management Performance Rights</b>: Nil consideration</p>
6	<p>Purpose of the issue  (If issued as consideration for the acquisition of assets, clearly identify those assets)</p>	<p>Issue 1: <b>LTI Rights</b>  The LTI Rights are issued to executives as part of SEEK's Long Term Incentive. LTI Rights are issued under the Performance Rights and Options Plan.</p> <p>Issue 2: <b>Executive Performance Rights</b>  The Executive Performance Rights are issued to executives as part of SEEK's FY16 executive remuneration plan.</p> <p>Issue 3: <b>Senior Management Performance Rights</b>  Senior Management Performance Rights are issued to senior managers as part of SEEK's FY16 senior management remuneration plan.</p>
6a	<p>Is the entity an *eligible entity that has obtained security holder approval under rule 7.1A?</p> <p>If Yes, complete sections 6b – 6h in relation to the *securities the subject of this Appendix 3B, and comply with section 6i</p>	<p>Not applicable</p>

6b	The date the security holder resolution under rule 7.1A was passed	Not applicable
6c	Number of +securities issued without security holder approval under rule 7.1	Not applicable
6d	Number of +securities issued with security holder approval under rule 7.1A	Not applicable
6e	Number of +securities issued with security holder approval under rule 7.3, or another specific security holder approval (specify date of meeting)	Not applicable
6f	Number of +securities issued under an exception in rule 7.2	Not applicable
6g	If +securities issued under rule 7.1A, was issue price at least 75% of 15 day VWAP as calculated under rule 7.1A.3? Include the +issue date and both values. Include the source of the VWAP calculation.	Not applicable
6h	If +securities were issued under rule 7.1A for non-cash consideration, state date on which valuation of consideration was released to ASX Market Announcements	Not applicable
6i	Calculate the entity's remaining issue capacity under rule 7.1 and rule 7.1A – complete Annexure 1 and release to ASX Market Announcements	Not applicable
7	<p>+Issue dates</p> <p>Note: The issue date may be prescribed by ASX (refer to the definition of issue date in rule 19.12). For example, the issue date for a pro rata entitlement issue must comply with the applicable timetable in Appendix 7A.</p> <p>Cross reference: item 33 of Appendix 3B.</p>	<p>Issue 1: <b>LTI Rights</b>: 30 May 2016</p> <p>Issue 2: <b>Executive Performance Rights</b>: 30 May 2016</p> <p>Issue 3: <b>Senior Management Performance Rights</b>: 27 May and 30 May 2016</p>

+ See chapter 19 for defined terms.

8	Number and <sup>+</sup> class of all <sup>+</sup> securities quoted on ASX (including the <sup>+</sup> securities in section 2 if applicable)	Number	<sup>+</sup> Class
		Ordinary shares	344,437,882

9	Number and <sup>+</sup> class of all <sup>+</sup> securities not quoted on ASX (including the <sup>+</sup> securities in section 2 if applicable)	Number	<sup>+</sup> Class
		Options LTI Rights Performance Rights	6,923,843 652,380 62

10	Dividend policy (in the case of a trust, distribution policy) on the increased capital (interests)	
----	--	--

## Part 2 - Pro rata issue

11	Is security holder approval required?	Not applicable
12	Is the issue renounceable or non-renounceable?	Not applicable
13	Ratio in which the <sup>+</sup> securities will be offered	Not applicable
14	<sup>+</sup> Class of <sup>+</sup> securities to which the offer relates	Not applicable
15	<sup>+</sup> Record date to determine entitlements	Not applicable
16	Will holdings on different registers (or subregisters) be aggregated for calculating entitlements?	Not applicable
17	Policy for deciding entitlements in relation to fractions	Not applicable

18	Names of countries in which the entity has security holders who will not be sent new offer documents  Note: Security holders must be told how their entitlements are to be dealt with.  Cross reference: rule 7.7.	Not applicable
19	Closing date for receipt of acceptances or renunciations	Not applicable
20	Names of any underwriters	Not applicable
21	Amount of any underwriting fee or commission	Not applicable
22	Names of any brokers to the issue	Not applicable
23	Fee or commission payable to the broker to the issue	Not applicable
24	Amount of any handling fee payable to brokers who lodge acceptances or renunciations on behalf of security holders	Not applicable
25	If the issue is contingent on security holders' approval, the date of the meeting	Not applicable
26	Date entitlement and acceptance form and offer documents will be sent to persons entitled	Not applicable
27	If the entity has issued options, and the terms entitle option holders to participate on exercise, the date on which notices will be sent to option holders	Not applicable
28	Date rights trading will begin (if applicable)	Not applicable
29	Date rights trading will end (if applicable)	Not applicable

+ See chapter 19 for defined terms.

- |    |   |                |
|----|---|----------------|
| 30 | How do security holders sell their entitlements <i>in full</i> through a broker?                            | Not applicable |
| 31 | How do security holders sell <i>part</i> of their entitlements through a broker and accept for the balance? | Not applicable |
| 32 | How do security holders dispose of their entitlements (except by sale through a broker)?                    | Not applicable |
| 33 | *Issue date   | Not applicable |

### Part 3 - Quotation of securities

*You need only complete this section if you are applying for quotation of securities*

- 34 Type of \*securities  
(tick one)

(a) ☐ \*Securities described in Part 1

(b) ☐ All other \*securities

Example: restricted securities at the end of the escrowed period, partly paid securities that become fully paid, employee incentive share securities when restriction ends, securities issued on expiry or conversion of convertible securities

### Entities that have ticked box 34(a)

#### Additional securities forming a new class of securities

*Tick to indicate you are providing the information or documents*

- 35 ☐ If the \*securities are \*equity securities, the names of the 20 largest holders of the additional \*securities, and the number and percentage of additional \*securities held by those holders
- 36 ☐ If the \*securities are \*equity securities, a distribution schedule of the additional \*securities setting out the number of holders in the categories
- 1 - 1,000
  - 1,001 - 5,000
  - 5,001 - 10,000
  - 10,001 - 100,000
  - 100,001 and over

37 ☐ A copy of any trust deed for the additional +securities

### Entities that have ticked box 34(b)

38 Number of +securities for which +quotation is sought 

Not applicable
----------------

39 +Class of +securities for which quotation is sought 

Not applicable
----------------

40 Do the +securities rank equally in all respects from the +issue date with an existing +class of quoted +securities?

If the additional +securities do not rank equally, please state:

- the date from which they do
- the extent to which they participate for the next dividend, (in the case of a trust, distribution) or interest payment
- the extent to which they do not rank equally, other than in relation to the next dividend, distribution or interest payment

Not applicable
----------------

41 Reason for request for quotation now

Example: In the case of restricted securities, end of restriction period

(if issued upon conversion of another +security, clearly identify that other +security)

Not applicable
----------------

	Number	+Class
42 Number and +class of all +securities quoted on ASX (including the +securities in clause 38)	Not applicable	Not applicable

+ See chapter 19 for defined terms.



## Quotation agreement

1 +Quotation of our additional +securities is in ASX's absolute discretion. ASX may quote the +securities on any conditions it decides.

2 We warrant the following to ASX.

- The issue of the +securities to be quoted complies with the law and is not for an illegal purpose.
- There is no reason why those +securities should not be granted +quotation.
- An offer of the +securities for sale within 12 months after their issue will not require disclosure under section 707(3) or section 1012C(6) of the Corporations Act.

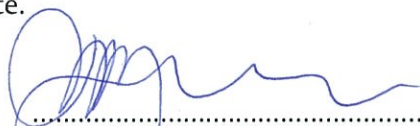
Note: An entity may need to obtain appropriate warranties from subscribers for the securities in order to be able to give this warranty

- Section 724 or section 1016E of the Corporations Act does not apply to any applications received by us in relation to any +securities to be quoted and that no-one has any right to return any +securities to be quoted under sections 737, 738 or 1016F of the Corporations Act at the time that we request that the +securities be quoted.
- If we are a trust, we warrant that no person has the right to return the +securities to be quoted under section 1019B of the Corporations Act at the time that we request that the +securities be quoted.

3 We will indemnify ASX to the fullest extent permitted by law in respect of any claim, action or expense arising from or connected with any breach of the warranties in this agreement.

4 We give ASX the information and documents required by this form. If any information or document is not available now, we will give it to ASX before +quotation of the +securities begins. We acknowledge that ASX is relying on the information and documents. We warrant that they are (will be) true and complete.

Sign here:



.....  
(Company secretary)

Date: 31/5/2016

Print name:

Lynne Jensen

== == == == ==

---

+ See chapter 19 for defined terms.

