



4 April 2023

The Manager
ASX Market Announcements Office
Australian Securities Exchange

Dear Manager

SEEK Limited – FY23 Trading and Guidance Update

In accordance with the Listing Rules, I enclose SEEK's FY23 Trading and Guidance Update for immediate 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

For further information please contact:

Investors & Analysts

Dan McKenna
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Media

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**ASX Announcement
4 April 2023**

FY23 trading and guidance update

In conjunction with the release to the ASX of SEEK's strategy update presentation today, we are taking the opportunity to provide a brief trading update and revision to revenue guidance.

SEEK's FY23 EBITDA and NPAT guidance provided in SEEK's H1 FY23 results presentation on 21 February 2023 remain current. Based on trading momentum for the third quarter, revenue for the full year may be slightly lower than assumed in our guidance (approximately A\$15m lower) due to continued moderation of job ad volumes. However, at this stage we expect this lower full year revenue to be offset by lower than assumed operating expenditure.

UPDATE: FY23 guidance (excluding significant items) for SEEK's Continuing Operations

1. **UPDATE:** Revenue of approximately A\$1.245bn
2. **AFFIRM:** EBITDA of approximately A\$560m
3. **AFFIRM:** NPAT of approximately A\$250m

Further detail on SEEK's FY23 guidance including key assumptions is provided in SEEK's H1 FY23 results presentation.

Authorised for release by SEEK's Board of Directors.

For further information or to arrange an interview please contact:

Investors and Analysts

**Dan McKenna
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Mob: 0404 868 465**

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Forward-looking statements

This announcement contains certain "forward-looking statements". Forward looking words such as, "expect", "should", "could", "may", "predict", "plan", "will", "believe", "forecast", "estimate", "target", "continue", "anticipate", "guidance", "outlook", "aim" and other similar expressions are intended to identify forward-looking statements. Indications of, and guidance on, future earnings and financial position and performance are also forward-looking statements. Forward-looking statements, opinions and estimates provided in this announcement are based on assumptions and contingencies which are subject to change without notice, as are statements about market and industry trends, which are based on interpretations of current market conditions.

Forward-looking statements including projections, guidance on future earnings and estimates are provided as a general guide only and should not be relied upon as an indication or guarantee of future performance. This announcement contains such statements that are subject to risk factors associated with the markets in which SEEK operates. SEEK believes the expectations reflected in these statements are reasonable, but they may be affected by a range of uncertainties and variables, many of which are beyond the control of SEEK, which could cause results, trends or circumstances to differ materially. Such forward-looking statements only speak as to the date of this announcement and SEEK assumes no obligation to update such information. No representation or warranty is or will be made by any legal or natural person in relation to the currency, accuracy, reliability or completeness of all or part of this document, or the accuracy, likelihood of achievement or reasonableness of any forecasts, prospects or returns contained in, or implied by, the information or any part of it. To the full extent permitted by law, SEEK disclaims any obligation or undertaking to release any updates or revisions to the information contained in this document to reflect any change in expectations or assumptions.

You are cautioned not to place undue reliance on any forward-looking statements regarding our belief, intent or expectations with respect to SEEK's businesses, market conditions and/or results of operations (particularly in light of the current economic uncertainties and volatility and continued disruption in connection with COVID-19).

Not advice

Information in this announcement, including forecast financial information, should not be considered as investment, legal, tax or other advice. You should make your own assessment and seek independent professional advice in connection with any investment decision.

Non-IFRS Financial Information

SEEK's results are reported under International Financial Reporting Standards (IFRS). This document also makes reference to the non-IFRS measure "EBITDA". This measure is used internally by management to assess the performance of our business, our associates and joint ventures, make decisions on the allocation of our resources and assess operational management.

"EBITDA" is earnings before interest, tax, depreciation and amortisation and excluding share of net profits of associates and jointly controlled entities accounted for using the equity method, dividend income and amortisation of share-based payments and other long-term incentive schemes.

Non-IFRS financial information is calculated based on underlying IFRS financial information extracted from SEEK's financial statements. Non-IFRS measures have not been subject to audit or review.