

Announcement Summary

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**Entity name**

SEEK LIMITED

**Date of this announcement**

Thursday December 07, 2023

**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	211,742	04/12/2023
SEKAB	EQUITY RIGHTS	1	04/12/2023
SEKAJ	PERFORMANCE RIGHTS	84,699	04/12/2023

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**

7/12/2023



## 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

**ASX +security code and description**

SEKAK : OPTION EXPIRING VARIOUS DATES EX VARIOUS PRICES

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

4/12/2023

**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?**☒ Yes**Provide details of the KMP or +associates being issued +securities.**

Name of KMP	Name of registered holder	Number of +securities
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Ian Narev	Ian Narev	208,685
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**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 24 of SEEK's 2023 Annual Report:

<https://www.seek.com.au/content/media/2023-10-16-SEK-2023-Annual-Report.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 - \$23.29

(b) Earliest exercise date - 1 July 2027

(c) Expiry date - 30 June 2033

Each WSP Option is a conditional right to be allocated one fully paid ordinary share in SEEK. Vesting of the WSP Options is subject to a relative Total Shareholder Return (TSR) performance hurdle. SEEK's TSR performance over the 3-year vesting period (1 July 2023 to 30 June 2026) will be assessed against the TSR performance of constituents of the S&P/ASX100 Index as at 30 June 2023. Vesting will occur if SEEK's relative TSR performance is between the 50th and 75th percentile. If the WSP Options vest, they will be subject to an exercise restriction period until 30 June 2027.



## Issue details

## Number of +securities

211,742

## ASX +security code and description

SEKAB : EQUITY RIGHTS

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

4/12/2023

## 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?

☒ Yes

## Provide details of the KMP or +associates being issued +securities.

Name of KMP	Name of registered holder	Number of +securities
Ian Narev	Ian Narev	1

## 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 24 of SEEK's 2023 Annual Report:

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

Equity Rights:

(a) Qualifying Period - 1 July 2023 to 30 June 2024

(b) Disposal restriction until 30 June 2025

Each Equity Right is a conditional right to be allocated a number of fully paid ordinary shares in SEEK. Vesting of the Equity Right is subject to an employment condition. The maximum number of shares that will be provided at the end of the Qualifying Period if an Equity Right vests has been determined by dividing the allocation value of the Equity Right by the 60 day volume weighted average share price (VWAP) up to and including 30 June 2023. There is no amount payable by a holder on issue or following vesting of an Equity Right. The shares provided following vesting of each Equity Right will be subject to a disposal restriction period ending on 30 June 2025.



## Issue details

## Number of +securities

1

## ASX +security code and description

SEKAJ : PERFORMANCE RIGHTS

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

4/12/2023

## 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?

☒ Yes

## Provide details of the KMP or +associates being issued +securities.

Name of KMP	Name of registered holder	Number of +securities
Ian Narev	Ian Narev	83,474

## 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

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## 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 2027
- (c) Expiry date - 30 June 2033

Each WSP Right is a conditional right to be allocated one fully paid ordinary share in SEEK. Vesting of the WSP Rights is subject to a relative Total Shareholder Return (TSR) performance hurdle. SEEK's TSR performance over the 3-year vesting period (1 July 2023 to 30 June 2026) will be assessed against the TSR performance of constituents of the S&P/ASX100 Index as at 30 June 2023. Vesting will occur if SEEK's relative TSR performance is between the 50th and 75th percentile. If the WSP Rights vest, they will be subject to an exercise restriction period until 30 June 2027.



## Issue details

### Number of +securities

84,697

### ASX +security code and description

SEKAJ : PERFORMANCE RIGHTS

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

4/12/2023

### 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 24 of SEEK's 2023 Annual Report:

<https://www.seek.com.au/content/media/2023-10-16-SEK-2023-Annual-Report.pdf>

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

#### Performance Rights:

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 (1 July 2023 to 30 June 2024). 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 2023. 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 FY24.



Issue details

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**Number of +securities**

2

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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 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)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
SEK : ORDINARY FULLY PAID	356,220,190

**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	1,833,791
SEKAB : EQUITY RIGHTS	8
SEKAQ : SHARE RIGHTS	16,474
SEKAP : RESTRICTED RIGHTS	13,582
SEKAJ : PERFORMANCE RIGHTS	1,417,179



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?**

344,344

**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