

Announcement Summary

Entity name

SEEK LIMITED

Date of this announcement

Wednesday December 07, 2022

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
SEKAA	EQUITY RIGHTS	1	05/12/2022
SEKAK	OPTION EXPIRING VARIOUS DATES EX VARIOUS PRICES	184,102	05/12/2022
SEKAJ	PERFORMANCE RIGHTS	75,790	05/12/2022

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

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

7/12/2022



Part 2 - Issue details

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

5/12/2022

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	184,102

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 2022 Annual Report:
<https://wcsecure.weblink.com.au/pdf/SEK/02583802.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 - \$23.75
- (b) Earliest exercise date - 1 July 2026
- (c) Expiry date - 30 June 2027

Each WSP Option is a conditional right to be allocated one fully paid ordinary share in SEEK. The WSP Options are subject to a Threshold Share Price Hurdle vesting condition which is measured over a three year vesting period (1 July 2022 to 30 June 2025). There is a graduated vesting schedule with 50% vesting occurring at a Threshold Share Price Hurdle (\$25.95), 100% vesting occurring at a Stretch Share Price Hurdle (\$28.29) and pro-rata vesting taking place between these points. All of the WSP Options will lapse if the Threshold Share Price Hurdle vesting condition is not satisfied. Any WSP Options that do not vest following application of the graduated vesting schedule also lapse. If the WSP Options vest, they will be subject to an exercise restriction period until 30 June 2026.



Issue details

Number of +securities

184,102

ASX +security code and description

SEKAJ : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

5/12/2022

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	75,788

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 2022 Annual Report:
<https://wcsecure.weblink.com.au/pdf/SEK/02583802.pdf>

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 2026
- (c) Expiry date - 30 June 2027

Each WSP Right is a conditional right to be allocated one fully paid ordinary share in SEEK. The WSP Rights are subject to a Threshold Share Price Hurdle vesting condition which is measured over a three year vesting period (1 July 2022 to 30 June 2025). There is a graduated vesting schedule with 50% vesting occurring at a Threshold Share Price Hurdle (\$25.95), 100% vesting occurring at a Stretch Share Price Hurdle (\$28.29) and pro-rata vesting taking place between these points. All of the WSP Rights will lapse if the Threshold Share Price Hurdle vesting condition is not satisfied. Any WSP Rights that do not vest following application of the graduated vesting schedule also lapse. If the WSP Rights vest, they will be subject to an exercise restriction period until 30 June 2026.



Issue details

Number of +securities

75,788

ASX +security code and description

SEKAA : EQUITY RIGHTS

Date the +securities the subject of this notification were issued

5/12/2022

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 2022 Annual Report:
<https://wcsecure.weblink.com.au/pdf/SEK/02583802.pdf>

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

Equity Rights:
(a) Qualifying Period - 1 July 2022 to 30 June 2023
(b) Disposal restriction until 30 June 2024
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 2022. 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 2024.



Issue details

Number of +securities

1

ASX +security code and description

SEKAJ : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

5/12/2022

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 2022 Annual Report:

<https://wcsecure.weblink.com.au/pdf/SEK/02583802.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 2022 to 30 June 2023). 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 2022. 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 FY23.



Issue details

Number of +securities

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Part 4 - +Securities on issue

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)

ASX +security code and description	Total number of +securities on issue
SEK : ORDINARY FULLY PAID	354,720,190

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

ASX +security code and description	Total number of +securities on issue
SEKAA : EQUITY RIGHTS	8
SEKAK : OPTION EXPIRING VARIOUS DATES EX VARIOUS PRICES	1,895,094
SEKAP : RESTRICTED RIGHTS	8,126
SEKAJ : PERFORMANCE RIGHTS	1,487,722
SEKAL : RESTRICTED RIGHTS (MALAYSIA)	16,792



Part 5 - Other Listing Rule requirements

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?

☒ Yes

5.1a Select the number of the applicable exception in Listing Rule 7.2

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