

**Form 603**  
Corporations Act 2001  
Section 671B

**Notice of initial substantial holder**

To Company Name/Scheme SEEK Limited

ACN/ARSN 080 075 314

**1. Details of substantial holder (1)**

Name The Vanguard Group, Inc.

ACN/ARSN (if applicable) N/A

The holder became a substantial holder on 13 December 2018

**2. Details of voting power**

The total number of votes attached to all the voting shares in the company or voting interests in the scheme that the substantial holder or an associate (2) had a relevant interest (3) in on the date the substantial holder became a substantial holder are as follows:

Class of securities (4)	Number of securities	Person's votes (5)	Voting power (6)
Ordinary	17,760,331	17,760,331	5.058%

**3. Details of relevant interests**

The nature of the relevant interest the substantial holder or an associate had in the following voting securities on the date the substantial holder became a substantial holder are as follows:

Holder of relevant interest	Nature of relevant interest (7)	Class and number of securities
Vanguard Investments Australia Ltd.	Beneficial Owner	Ordinary – 8,255,019
The Vanguard Group, Inc.	Beneficial Owner	Ordinary – 9,505,312

**4. Details of present registered holders**

The persons registered as holders of the securities referred to in paragraph 3 above are as follows:

Holder of relevant interest	Registered holder of securities	Person entitled to be registered as holder (8)	Class and number of securities
Vanguard Investments Australia Ltd	JP Morgan Chase Bank, N.A. and various other Custodians	Vanguard Investments Australia Ltd is the manager of various superannuation funds, institutional investor portfolios and unit trusts and in that capacity can exercise the power to vote and/or dispose of the shares	Ordinary – 8,255,019
The Vanguard Group, Inc.	Brown Brothers Harriman	The Vanguard Group, Inc., is the manager of various Mutual funds and accounts and in that capacity has the power to dispose of the shares	Ordinary – 781,084
The Vanguard Group, Inc.	JP Morgan Chase Bank, N.A.	The Vanguard Group, Inc., is the manager of various Mutual funds and accounts and in that capacity has the power to dispose of the shares	Ordinary – 5,313,301
The Vanguard Group, Inc.	State Street Bank and Trust Company	The Vanguard Group, Inc., is the manager of various Mutual funds and accounts and in that capacity has the power to dispose of the shares	Ordinary – 2,443,959
The Vanguard Group, Inc.	Citibank	The Vanguard Group, Inc., is the manager of various Mutual funds and accounts and in that capacity has the power to dispose of the shares	Ordinary – 2,361
The Vanguard Group, Inc.	BNY Mellon	The Vanguard Group, Inc., is the manager of various Mutual funds and accounts and in that capacity has the power to dispose of the shares	Ordinary – 964,607

**5. Consideration**

The consideration paid for each relevant interest referred to in paragraph 3 above, and acquired in the four months prior to the day that the substantial holder became a substantial holder is as follows:

Holder of relevant interest	Date of acquisition	Consideration (9)	Class and number of securities
See Annexure A			

**6. Associates**

The reasons the persons named in paragraph 3 above are associates of the substantial holder are as follows:


Name and ACN/ARSN (if applicable)	Nature of association
N/A	N/A

**7. Addresses**

The addresses of persons named in this form are as follows:

Name	Address
The Vanguard Group, Inc.	P.O. Box 2600, V26 Valley Forge, PA 19482 USA
Vanguard Investments Australia Ltd	Level 34, 2 Southbank Blvd, Southbank 3006 VIC

print name SHAWN ACKER capacity MANAGER

sign here  date 17 December 2018

## DIRECTIONS

- (1) If there are a number of substantial holders with similar or related interests (eg. a corporation and its related corporations, or the manager and trustee of an equity trust), the names could be included in an annexure to the form. If the relevant interests of a group of persons are essentially similar, they may be referred to throughout the form as a specifically named group if the membership of each group, with the names and addresses of members is clearly set out in paragraph 7 of the form.
  - (2) See the definition of "associate" in section 9 of the Corporations Act 2001.
  - (3) See the definition of "relevant interest" in sections 608 and 671B(7) of the Corporations Act 2001.
  - (4) The voting shares of a company constitute one class unless divided into separate classes.
  - (5) The total number of votes attached to all the voting shares in the company or voting interests in the scheme (if any) that the person or an Associate has a relevant interest in.
  - (6) The person's votes divided by the total votes in the body corporate or scheme multiplied by 100.
  - (7) Include details of:
    - (a) any relevant agreement or other circumstances by which the relevant interest was acquired. If subsection 671B(4) applies, a copy of any document setting out the terms of any relevant agreement, and a statement by the person giving full and accurate details of any contract, scheme or arrangement, must accompany this form, together with a written statement certifying this contract, scheme or arrangement; and
    - (b) any qualification of the power of a person to exercise, control the exercise of, or influence the exercise of, the voting powers or disposal of the securities to which the relevant interest relates (indicating clearly the particular securities to which the qualification applies).
- See the definition of "relevant agreement" in section 9 of the Corporations Act 2001.
- (8) If the substantial holder is unable to determine the identity of the person (eg. if the relevant interest arises because of an option) write "unknown".
  - (9) Details of the consideration must include any and all benefits, moneys and other, that any person from whom a relevant interest has acquired has, or may, become entitled to receive in relation to that acquisition. Details must be included even if the benefit is conditional on the happening or not of a contingency. Details must be included of any benefit paid on behalf of the substantial holder of its associate in relation to the acquisitions, even if they are not paid directly to the person from whom the relevant interest was acquired.

To Company  
ACN/ARSN

SEEK Limited  
080 075 314

Substantial Holder Name  
ACN/ARSN

The Vanguard Group, Inc.  
N/A

Date of change	Person whose relevant interest changed	Nature of Change(6)	Consideration given in relation to change(7)	Class	Number of securities affected	Person's votes affected
13-Aug-2018	The Vanguard Group, Inc.	BUY	20.14	Ordinary	1,798	1,798
14-Aug-2018	The Vanguard Group, Inc.	BUY	20.25	Ordinary	834	834
14-Aug-2018	The Vanguard Group, Inc.	BUY	20.25	Ordinary	432	432
15-Aug-2018	The Vanguard Group, Inc.	SELL	21.18	Ordinary	(4,680)	(4,680)
16-Aug-2018	The Vanguard Group, Inc.	SELL	21.97	Ordinary	(6,765)	(6,765)
17-Aug-2018	The Vanguard Group, Inc.	BUY	22.20	Ordinary	31,617	31,617
17-Aug-2018	The Vanguard Group, Inc.	BUY	22.24	Ordinary	2,317	2,317
21-Aug-2018	The Vanguard Group, Inc.	BUY	21.93	Ordinary	534	534
24-Aug-2018	The Vanguard Group, Inc.	BUY	21.59	Ordinary	3,641	3,641
27-Aug-2018	The Vanguard Group, Inc.	BUY	21.96	Ordinary	559	559
28-Aug-2018	The Vanguard Group, Inc.	BUY	22.17	Ordinary	408	408
5-Sep-2018	The Vanguard Group, Inc.	BUY	22.25	Ordinary	87,651	87,651
5-Sep-2018	The Vanguard Group, Inc.	SELL	22.21	Ordinary	(398)	(398)
7-Sep-2018	The Vanguard Group, Inc.	BUY	21.23	Ordinary	39,024	39,024
7-Sep-2018	The Vanguard Group, Inc.	BUY	21.32	Ordinary	4,636	4,636
7-Sep-2018	The Vanguard Group, Inc.	BUY	21.32	Ordinary	2,044	2,044
10-Sep-2018	The Vanguard Group, Inc.	BUY	21.37	Ordinary	557	557
12-Sep-2018	The Vanguard Group, Inc.	BUY	21.14	Ordinary	3,066	3,066
12-Sep-2018	The Vanguard Group, Inc.	SELL	21.26	Ordinary	(20,779)	(20,779)
17-Sep-2018	The Vanguard Group, Inc.	BUY	20.97	Ordinary	2,747	2,747
18-Sep-2018	The Vanguard Group, Inc.	BUY	20.93	Ordinary	388	388
20-Sep-2018	The Vanguard Group, Inc.	BUY	20.47	Ordinary	1,296	1,296
21-Sep-2018	The Vanguard Group, Inc.	SELL	20.47	Ordinary	(65,736)	(65,736)
21-Sep-2018	The Vanguard Group, Inc.	SELL	20.47	Ordinary	(5,415)	(5,415)
21-Sep-2018	The Vanguard Group, Inc.	SELL	20.47	Ordinary	(1,102)	(1,102)
21-Sep-2018	The Vanguard Group, Inc.	SELL	20.47	Ordinary	(11,738)	(11,738)
21-Sep-2018	The Vanguard Group, Inc.	SELL	20.47	Ordinary	(395)	(395)
21-Sep-2018	The Vanguard Group, Inc.	SELL	20.47	Ordinary	(1,870)	(1,870)
21-Sep-2018	The Vanguard Group, Inc.	BUY	20.47	Ordinary	2,176	2,176
26-Sep-2018	The Vanguard Group, Inc.	BUY	20.47	Ordinary	2,020	2,020
26-Sep-2018	The Vanguard Group, Inc.	BUY	20.47	Ordinary	4,040	4,040
26-Sep-2018	The Vanguard Group, Inc.	BUY	20.47	Ordinary	5,050	5,050
28-Sep-2018	The Vanguard Group, Inc.	BUY	20.76	Ordinary	408	408
1-Oct-2018	The Vanguard Group, Inc.	BUY	20.63	Ordinary	3,030	3,030
2-Oct-2018	The Vanguard Group, Inc.	BUY	20.46	Ordinary	8,080	8,080
2-Oct-2018	The Vanguard Group, Inc.	SELL	20.70	Ordinary	(264)	(264)
3-Oct-2018	The Vanguard Group, Inc.	BUY	20.43	Ordinary	3,030	3,030
3-Oct-2018	The Vanguard Group, Inc.	BUY	20.43	Ordinary	2,838	2,838
5-Oct-2018	The Vanguard Group, Inc.	BUY	20.68	Ordinary	53,548	53,548
9-Oct-2018	The Vanguard Group, Inc.	BUY	20.10	Ordinary	8,041	8,041
11-Oct-2018	The Vanguard Group, Inc.	BUY	19.68	Ordinary	2,322	2,322
15-Oct-2018	The Vanguard Group, Inc.	BUY	19.14	Ordinary	3,870	3,870
19-Oct-2018	The Vanguard Group, Inc.	BUY	19.08	Ordinary	2,322	2,322
19-Oct-2018	The Vanguard Group, Inc.	BUY	19.08	Ordinary	3,030	3,030
23-Oct-2018	The Vanguard Group, Inc.	BUY	18.66	Ordinary	2,083	2,083
24-Oct-2018	The Vanguard Group, Inc.	BUY	18.72	Ordinary	56,893	56,893
25-Oct-2018	The Vanguard Group, Inc.	BUY	18.21	Ordinary	2,525	2,525
26-Oct-2018	The Vanguard Group, Inc.	BUY	17.94	Ordinary	662	662
30-Oct-2018	The Vanguard Group, Inc.	BUY	18.24	Ordinary	6,173	6,173
31-Oct-2018	The Vanguard Group, Inc.	BUY	17.94	Ordinary	3,535	3,535
31-Oct-2018	The Vanguard Group, Inc.	SELL	17.86	Ordinary	(3,308)	(3,308)
1-Nov-2018	The Vanguard Group, Inc.	BUY	18.02	Ordinary	50,228	50,228
1-Nov-2018	The Vanguard Group, Inc.	BUY	18.26	Ordinary	5,050	5,050
1-Nov-2018	The Vanguard Group, Inc.	SELL	18.26	Ordinary	(21,851)	(21,851)
2-Nov-2018	The Vanguard Group, Inc.	SELL	18.37	Ordinary	(7,499)	(7,499)
5-Nov-2018	The Vanguard Group, Inc.	SELL	17.97	Ordinary	(2,508)	(2,508)
7-Nov-2018	The Vanguard Group, Inc.	BUY	17.72	Ordinary	4,040	4,040
9-Nov-2018	The Vanguard Group, Inc.	SELL	17.81	Ordinary	(704)	(704)
12-Nov-2018	The Vanguard Group, Inc.	BUY	17.63	Ordinary	3,030	3,030
13-Nov-2018	The Vanguard Group, Inc.	BUY	17.50	Ordinary	1,072	1,072

## Annexure A

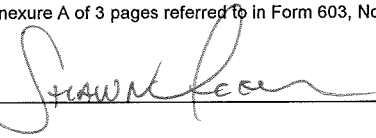
Date of change	Person whose relevant interest changed	Nature of Change(6)	Consideration given in relation to change(7)	Class	Number of securities affected	Person's votes affected
13-Nov-2018	The Vanguard Group, Inc.	BUY	17.60	Ordinary	1,936	1,936
14-Nov-2018	The Vanguard Group, Inc.	BUY	17.67	Ordinary	3,030	3,030
14-Nov-2018	The Vanguard Group, Inc.	BUY	17.67	Ordinary	4,040	4,040
21-Nov-2018	The Vanguard Group, Inc.	BUY	17.80	Ordinary	4,040	4,040
28-Nov-2018	The Vanguard Group, Inc.	BUY	18.69	Ordinary	387	387
28-Nov-2018	The Vanguard Group, Inc.	BUY	18.69	Ordinary	2,322	2,322
28-Nov-2018	The Vanguard Group, Inc.	BUY	18.69	Ordinary	2,525	2,525
28-Nov-2018	The Vanguard Group, Inc.	BUY	18.69	Ordinary	3,311	3,311
30-Nov-2018	The Vanguard Group, Inc.	BUY	18.56	Ordinary	281	281
30-Nov-2018	The Vanguard Group, Inc.	SELL	18.50	Ordinary	(9,675)	(9,675)
3-Dec-2018	The Vanguard Group, Inc.	BUY	18.85	Ordinary	562	562
4-Dec-2018	The Vanguard Group, Inc.	BUY	18.34	Ordinary	4,040	4,040
4-Dec-2018	The Vanguard Group, Inc.	BUY	18.59	Ordinary	3,371	3,371
5-Dec-2018	The Vanguard Group, Inc.	BUY	18.24	Ordinary	1,797	1,797
5-Dec-2018	The Vanguard Group, Inc.	BUY	18.00	Ordinary	2,388	2,388
6-Dec-2018	The Vanguard Group, Inc.	BUY	17.38	Ordinary	2,117	2,117
6-Dec-2018	The Vanguard Group, Inc.	SELL	17.38	Ordinary	(423)	(423)
7-Dec-2018	The Vanguard Group, Inc.	BUY	17.34	Ordinary	47,165	47,165
7-Dec-2018	The Vanguard Group, Inc.	BUY	16.88	Ordinary	4,040	4,040
7-Dec-2018	The Vanguard Group, Inc.	BUY	16.88	Ordinary	3,535	3,535
10-Dec-2018	The Vanguard Group, Inc.	BUY	16.39	Ordinary	1,994	1,994
11-Dec-2018	The Vanguard Group, Inc.	BUY	16.95	Ordinary	4,040	4,040
11-Dec-2018	The Vanguard Group, Inc.	BUY	16.95	Ordinary	3,030	3,030
12-Dec-2018	The Vanguard Group, Inc.	BUY	17.44	Ordinary	3,030	3,030
12-Dec-2018	The Vanguard Group, Inc.	BUY	17.44	Ordinary	8,585	8,585
12-Dec-2018	The Vanguard Group, Inc.	BUY	17.44	Ordinary	3,030	3,030
12-Dec-2018	The Vanguard Group, Inc.	SELL	16.94	Ordinary	(338)	(338)
12-Dec-2018	The Vanguard Group, Inc.	BUY	17.44	Ordinary	1,892	1,892
13-Dec-2018	The Vanguard Group, Inc.	BUY	17.70	Ordinary	3,311	3,311
13-Dec-2018	The Vanguard Group, Inc.	BUY	17.75	Ordinary	124	124
15-Aug-2018	Vanguard Investments Australia Ltd.	BUY	21.29	Ordinary	1,854	1,854
15-Aug-2018	Vanguard Investments Australia Ltd.	BUY	21.29	Ordinary	6,099	6,099
16-Aug-2018	Vanguard Investments Australia Ltd.	SELL	21.97	Ordinary	(2,744)	(2,744)
21-Aug-2018	Vanguard Investments Australia Ltd.	BUY	21.93	Ordinary	3,160	3,160
28-Aug-2018	Vanguard Investments Australia Ltd.	BUY	22.17	Ordinary	17,286	17,286
31-Aug-2018	Vanguard Investments Australia Ltd.	BUY	22.45	Ordinary	848	848
4-Sep-2018	Vanguard Investments Australia Ltd.	BUY	22.52	Ordinary	3,399	3,399
10-Sep-2018	Vanguard Investments Australia Ltd.	BUY	21.37	Ordinary	3,090	3,090
11-Sep-2018	Vanguard Investments Australia Ltd.	SELL	21.52	Ordinary	(3,546)	(3,546)
17-Sep-2018	Vanguard Investments Australia Ltd.	BUY	20.97	Ordinary	3,399	3,399
21-Sep-2018	Vanguard Investments Australia Ltd.	BUY	20.47	Ordinary	8,811	8,811
21-Sep-2018	Vanguard Investments Australia Ltd.	BUY	20.47	Ordinary	2,577	2,577
21-Sep-2018	Vanguard Investments Australia Ltd.	BUY	20.47	Ordinary	9,781	9,781
21-Sep-2018	Vanguard Investments Australia Ltd.	BUY	20.47	Ordinary	4,851	4,851
21-Sep-2018	Vanguard Investments Australia Ltd.	BUY	20.47	Ordinary	21,756	21,756
26-Sep-2018	Vanguard Investments Australia Ltd.	BUY	20.50	Ordinary	1,770	1,770
27-Sep-2018	Vanguard Investments Australia Ltd.	BUY	20.86	Ordinary	5,358	5,358
27-Sep-2018	Vanguard Investments Australia Ltd.	BUY	20.86	Ordinary	5,844	5,844
27-Sep-2018	Vanguard Investments Australia Ltd.	BUY	20.91	Ordinary	22,715	22,715
1-Oct-2018	Vanguard Investments Australia Ltd.	BUY	20.62	Ordinary	2,655	2,655
8-Oct-2018	Vanguard Investments Australia Ltd.	BUY	20.55	Ordinary	2,655	2,655
10-Oct-2018	Vanguard Investments Australia Ltd.	BUY	20.51	Ordinary	1,584	1,584
10-Oct-2018	Vanguard Investments Australia Ltd.	SELL	20.51	Ordinary	(2,460)	(2,460)
11-Oct-2018	Vanguard Investments Australia Ltd.	BUY	19.83	Ordinary	3,540	3,540
12-Oct-2018	Vanguard Investments Australia Ltd.	BUY	19.74	Ordinary	46,677	46,677
17-Oct-2018	Vanguard Investments Australia Ltd.	BUY	19.48	Ordinary	5,151	5,151
24-Oct-2018	Vanguard Investments Australia Ltd.	BUY	18.60	Ordinary	3,636	3,636
25-Oct-2018	Vanguard Investments Australia Ltd.	BUY	18.02	Ordinary	8,396	8,396
25-Oct-2018	Vanguard Investments Australia Ltd.	SELL	18.02	Ordinary	(2,489)	(2,489)
25-Oct-2018	Vanguard Investments Australia Ltd.	BUY	18.02	Ordinary	4,242	4,242
31-Oct-2018	Vanguard Investments Australia Ltd.	BUY	17.86	Ordinary	909	909
31-Oct-2018	Vanguard Investments Australia Ltd.	BUY	17.86	Ordinary	4,848	4,848
1-Nov-2018	Vanguard Investments Australia Ltd.	BUY	18.26	Ordinary	7,273	7,273
1-Nov-2018	Vanguard Investments Australia Ltd.	BUY	18.26	Ordinary	606	606
2-Nov-2018	Vanguard Investments Australia Ltd.	BUY	18.37	Ordinary	3,939	3,939
6-Nov-2018	Vanguard Investments Australia Ltd.	BUY	18.03	Ordinary	11,053	11,053
12-Nov-2018	Vanguard Investments Australia Ltd.	BUY	17.82	Ordinary	3,965	3,965

## Annexure A

Date of change	Person whose relevant interest changed	Nature of Change(6)	Consideration given in relation to change(7)	Class	Number of securities affected	Person's votes affected
15-Nov-2018	Vanguard Investments Australia Ltd.	SELL	17.82	Ordinary	(2,654)	(2,654)
19-Nov-2018	Vanguard Investments Australia Ltd.	SELL	17.66	Ordinary	(12,297)	(12,297)
22-Nov-2018	Vanguard Investments Australia Ltd.	BUY	18.34	Ordinary	4,270	4,270
23-Nov-2018	Vanguard Investments Australia Ltd.	BUY	18.11	Ordinary	6,707	6,707
29-Nov-2018	Vanguard Investments Australia Ltd.	BUY	18.76	Ordinary	3,443	3,443
3-Dec-2018	Vanguard Investments Australia Ltd.	BUY	18.91	Ordinary	3,965	3,965
3-Dec-2018	Vanguard Investments Australia Ltd.	BUY	18.91	Ordinary	6,656	6,656
4-Dec-2018	Vanguard Investments Australia Ltd.	BUY	18.59	Ordinary	58,679	58,679
7-Dec-2018	Vanguard Investments Australia Ltd.	BUY	17.06	Ordinary	7,223	7,223
11-Dec-2018	Vanguard Investments Australia Ltd.	BUY	16.94	Ordinary	3,648	3,648
11-Dec-2018	Vanguard Investments Australia Ltd.	BUY	16.94	Ordinary	6,080	6,080
12-Dec-2018	Vanguard Investments Australia Ltd.	BUY	17.47	Ordinary	249,820	249,820

This is Annexure A of 3 pages referred to in Form 603, Notice of initial substantial holder.

Signature



Date

17-Dec-2018