



22 December 2023

The Manager  
ASX Market Announcements Office  
Australian Securities Exchange

Dear Manager

**SEEK Limited – Appendix 3Y - Ian Narev**

Please find attached an *Appendix 3Y (Change of Director's Interest Notice)* for Ian Narev for release to the market.

The Appendix 3Y for Ian Narev includes notifications in relation to the:

1. issue of 208,685 Wealth Sharing Plan (**WSP**) Options, 83,474 WSP Rights and one Equity Right to Ian Narev as approved by shareholders at SEEK's 2023 Annual General Meeting; and
2. exercise of 321,013 FY2019 Sign-On WSP Options and 184,108 FY2020 WSP Options.

Yours faithfully,

A handwritten signature in blue ink, appearing to read "R. Agnew".

**Rachel Agnew**  
Company Secretary

This announcement was authorised for release by the Company Secretary.

**For further information please contact:**

**Investors & Analysts**  
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SEEK Limited  
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SEEK Limited  
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**SEEK Limited**

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# Appendix 3Y

## Change of Director's Interest Notice

*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 30/09/01 Amended 01/01/11

<b>Name of entity</b>	SEEK LIMITED
<b>ABN</b>	46 080 075 314

We (the entity) give ASX the following information under listing rule 3.19A.2 and as agent for the director for the purposes of section 205G of the Corporations Act.

<b>Name of Director</b>	IAN NAREV
<b>Date of last notice</b>	20 October 2023

### Part 1 - Change of director's relevant interests in securities

*In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust*

Note: In the case of a company, interests which come within paragraph (i) of the definition of "notifiable interest of a director" should be disclosed in this part.

<b>Direct or indirect interest</b>	Direct
<b>Nature of indirect interest (including registered holder)</b> <small>Note: Provide details of the circumstances giving rise to the relevant interest.</small>	Not applicable
<b>Date of change</b>	Change 1: 4 December 2023 Change 2: 4 December 2023 Change 3: 21 December 2023



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No. of securities held prior to change	<p><b>SEEK Securities:</b></p> <p>Ordinary shares:  Indirect: 296,155 held by HSBC Custody Nominees (Australia) Limited  Indirect: 42,767 held by Pacific Custodians Pty Limited  <i>Total shares: 338,922</i></p> <p>Wealth Sharing Plan Options:  Direct: 1,023,780</p> <p>Wealth Sharing Plan Rights:  Direct: 189,220</p> <p>Equity Right:  Direct: 0</p>
Class	<p><b>SEEK Securities:</b></p> <p>Change 1: WSP Options and WSP Rights  Change 2: Equity Right  Change 3: Exercise of WSP Options</p>
Number acquired	<p><b>SEEK Securities:</b></p> <p><u>Change 1:</u>  208,685 WSP Options and 83,474 WSP Rights issued to the CEO, after shareholder approval was granted at the SEEK 2023 AGM. WSP Options and WSP Rights are issued under the SEEK Equity Plan, as disclosed in the Appendix 3G released on 7 December 2023.</p> <p><u>Change 2:</u>  One Equity Right (convertible to 43,612 ordinary shares on vesting) issued to the CEO, after shareholder approval was granted at the SEEK 2023 AGM. The Equity Right is issued under the SEEK Equity Plan, as disclosed in the Appendix 3G released on 7 December 2023.</p> <p><u>Change 3:</u>  Exercise of 321,013 FY19 Sign-On WSP Options and 184,108 FY20 WSP Options - 71,013 ordinary shares acquired by Ian Narev as a result of the exercise of the FY19 Sign-On WSP Options as the other WSP Options will be cash settled by SEEK Limited.</p>

+ See chapter 19 for defined terms.



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<b>Number disposed</b>	Not applicable
<b>Value/Consideration</b> Note: If consideration is non-cash, provide details and estimated valuation	Change 1 and 2: Issued for no consideration  Change 3: 250,000 FY19 Sign-On WSP Options (exercise price of \$20.95) and 184,108 FY20 WSP Options (exercise price of \$23.18) satisfied in cash at an amount of \$4.44 per option and \$2.21 per option respectively. The cash amount was determined in accordance with the terms of the SEEK Equity Plan and reflects the difference between the exercise price of the options and the weighted average market price of SEEK shares on the ASX during the 5 trading days immediately before the date of exercise (being \$25.39).
<b>No. of securities held after change</b>	<b>SEEK Securities:</b>  Ordinary shares: Direct: 71,013 Indirect: 296,155 held by HSBC Custody Nominees (Australia) Limited Indirect: 42,767 held by Pacific Custodians Pty Limited <i>Total shares: 409,935</i>  Wealth Sharing Plan Options: Direct: 727,344  Wealth Sharing Plan Rights: Direct: 272,694  Equity Right: Direct: 1
<b>Nature of change</b> Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back	Change 1 and 2: WSP Options, WSP Rights and Equity Right issued under the SEEK Equity Plan, as approved by shareholders at the SEEK 2023 AGM. Details are provided in the Appendix 3G released on 7 December 2023.  Change 3: Exercise of WSP Options

+ See chapter 19 for defined terms.



## Appendix 3Y

### Change of Director's Interest Notice

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#### Part 2 – Change of director's interests in contracts

Note: In the case of a company, interests which come within paragraph (ii) of the definition of "notifiable interest of a director" should be disclosed in this part.

<b>Detail of contract</b>	Not applicable
<b>Nature of interest</b>	Not applicable
<b>Name of registered holder (if issued securities)</b>	Not applicable
<b>Date of change</b>	Not applicable
<b>No. and class of securities to which interest related prior to change</b> <small>Note: Details are only required for a contract in relation to which the interest has changed</small>	Not applicable
<b>Interest acquired</b>	Not applicable
<b>Interest disposed</b>	Not applicable
<b>Value/Consideration</b> <small>Note: If consideration is non-cash, provide details and an estimated valuation</small>	Not applicable
<b>Interest after change</b>	Not applicable

#### Part 3 – +Closed period

<b>Were the interests in the securities or contracts detailed above traded during a +closed period where prior written clearance was required?</b>	No
<b>If so, was prior written clearance provided to allow the trade to proceed during this period?</b>	Not applicable
<b>If prior written clearance was provided, on what date was this provided?</b>	Not applicable

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+ See chapter 19 for defined terms.