



## Announcement Summary

**Entity name**

SEEK LIMITED

**Date of this announcement**

Thursday December 11, 2025

**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	225,680	08/12/2025
SEKAP	RESTRICTED RIGHTS	10,127	08/12/2025
SEKAP	RESTRICTED RIGHTS	81,665	29/10/2025
SEKAJ	PERFORMANCE RIGHTS	90,272	08/12/2025
SEKAR	EQUITY RIGHTS	1	08/12/2025

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**

11/12/2025

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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")

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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**

8/12/2025

**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	225,680

**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**

Please refer to Note 25 of SEEK's 2025 Annual Report:

<https://www.seek.com.au/content/media/2025-SEEK-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: \$22.29
- (b) Earliest exercise date: 1 July 2029
- (c) Expiry date: 30 June 2035

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 2025 to 30 June 2028) will be assessed against the TSR performance of constituents of the S&P/ASX 100 index without exclusions as at 30 June 2025. 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 2029.

Issue details

**Number of +securities**

225,680

**ASX +security code and description**

SEKAJ : PERFORMANCE RIGHTS

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

8/12/2025

**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	90,272

**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**

Please refer to Note 25 of SEEK's 2025 Annual Report:

<https://www.seek.com.au/content/media/2025-SEEK-Annual-Report.pdf>**Any other information the entity wishes to provide about the +securities the subject of this notification**

Wealth Sharing Plan (WSP) Rights:

- (a) Exercise price: Nil
- (b) Earliest exercise date: 1 July 2029
- (c) Expiry date: 30 June 2035

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 2025 to 30 June 2028) will be assessed against the TSR performance of constituents of the S&P/ASX 100 index without exclusions as at 30 June 2025. 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 2029.

Issue details

**Number of +securities**

90,272

**ASX +security code and description**

SEKAR : EQUITY RIGHTS

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

8/12/2025

**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**

Please refer to Note 25 of SEEK's 2025 Annual Report:

<https://www.seek.com.au/content/media/2025-SEEK-Annual-Report.pdf>**Any other information the entity wishes to provide about the +securities the subject of this notification**

Equity Rights:

- (a) Qualifying Period - 1 July 2025 to 30 June 2026
- (b) Disposal restriction until 30 June 2027

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 VWAP up to and including 30 June 2025. 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 2027.

## Issue details

**Number of +securities**

1

**ASX +security code and description**

SEKAP : RESTRICTED RIGHTS

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

8/12/2025

**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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Kendra Banks	Kendra Banks	10,127
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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

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<https://www.seek.com.au/content/media/2025-SEEK-Annual-Report.pdf>

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

Restricted Rights:

Restricted Rights are subject to the continued employment over a 12 month vesting period. Upon vesting, each Restricted Right converts into one share and the resulting shares are not subject to a disposal restriction period.

Issue details

Number of +securities

10,127

ASX +security code and description

SEKAP : RESTRICTED RIGHTS

Date the +securities the subject of this notification were issued

29/10/2025

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

Please refer to Note 25 of SEEK's 2025 Annual Report:

<https://www.seek.com.au/content/media/2025-SEEK-Annual-Report.pdf>

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

Restricted Rights:

Restricted Rights are subject to the continued employment over a 12 month vesting period. Upon vesting, each Restricted Right converts into one share and the resulting shares are not subject to a disposal restriction period.



Issue details

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**Number of +securities**

81,665

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## Part 4 - +Securities on issue

**Following the issue, conversion or payment up of the +securities the subject of this notification, the +securities of the entity will comprise:**

The figures in parts 4.1 and 4.2 below are automatically generated and may not reflect the entity's current issued capital if other Appendix 2A, Appendix 3G or Appendix 3H forms are currently with ASX for processing.

**4.1 Quoted +securities (Total number of each +class of +securities issued and quoted on ASX)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
SEK : ORDINARY FULLY PAID	357,220,190

**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	1,416,721
SEKAQ : SHARE RIGHTS	101,131
SEKAP : RESTRICTED RIGHTS	100,033
SEKAJ : PERFORMANCE RIGHTS	1,172,023
SEKAS : RECOGNITION SHARE RIGHTS	126,675
SEKAR : EQUITY RIGHTS	8



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?**

1848246

**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

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