



11 December 2025

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 issue of 225,680 Wealth Sharing Plan (**WSP**) Options, 90,272 WSP Rights and one Equity Right to Ian Narev, as approved by Shareholders at SEEK's 2025 Annual General Meeting.

Yours faithfully,

A handwritten signature in blue ink that reads "R. Agnew".

**Rachel Agnew**  
Company Secretary

This announcement was authorised for release by the Company Secretary.

**For further information please contact:**

**Investors & Analysts**  
Dan McKenna  
SEEK Limited  
Phone: 0404 868 465

**Media**  
Daniel Ellis  
SEEK Limited  
Phone: 0400 587 232

**SEEK Limited**

60 Cremorne Street, Cremorne, Victoria, 3121 | Tel: +613 8517 4100 | Fax: +613 9510 7244 | ABN 46 080 075 314

For personal use only

# 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>	25 November 2025

### 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> Note: Provide details of the circumstances giving rise to the relevant interest.	Not applicable.
<b>Date of change</b>	Change 1: 8 December 2025 Change 2: 8 December 2025

+ See chapter 19 for defined terms.

For personal use only

**Appendix 3Y**  
**Change of Director's Interest Notice**

<p><b>No. of securities held prior to change</b></p>	<p><b>SEEK Securities:</b></p> <p><b>Ordinary shares:</b>          Indirect: 347,353 held by HSBC Custody Nominees (Australia) Limited          Indirect: 45,255 held by CPU Share Plans Pty Ltd          Total shares: 392,608</p> <p><b>WSP Options:</b>          Direct: 425,232</p> <p><b>WSP Rights:</b>          Direct: 170,093</p> <p><b>Equity Right:</b>          Direct: 0</p>
<p><b>Class</b></p>	<p>Change 1: WSP Options and WSP Rights</p> <p>Change 2: Equity Right</p>
<p><b>Number acquired</b></p>	<p><b>SEEK Securities</b></p> <p><b>Change 1</b>          225,680 WSP Options and 90,272 WSP Rights issued to the CEO, after shareholder approval was granted at the SEEK 2025 AGM. WSP Options and WSP Rights are issued under the SEEK Equity Plan, as disclosed in the Appendix 3G released on 11 December 2025.</p> <p><b>Change 2</b>          One Equity Right (convertible to 53,753 ordinary shares on vesting) issued to the CEO, after shareholder approval was granted at the SEEK 2025 AGM. The Equity Right is issued under the SEEK Equity Plan, as disclosed in the Appendix 3G released on 11 December 2025.</p>
<p><b>Number disposed</b></p>	<p>Not Applicable</p>

+ See chapter 19 for defined terms.

For personal use only

**Appendix 3Y**  
**Change of Director's Interest Notice**

<b>Value/Consideration</b> Note: If consideration is non-cash, provide details and estimated valuation	<u>Change 1 and 2</u> Issued for no consideration.
<b>No. of securities held after change</b>	<b>SEEK Securities:</b>  <b>Ordinary shares:</b> Indirect: 347,353 held by HSBC Custody Nominees (Australia) Limited Indirect: 45,255 held by CPU Share Plans Pty Ltd Total shares: 392,608  <b>WSP Options:</b> Direct: 650,912  <b>WSP Rights:</b> Direct: 260,365  <b>Equity Right:</b> 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 2025 AGM. Details are provided in the Appendix 3G released on 11 December 2025.

**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

+ See chapter 19 for defined terms.

For personal use only

**Appendix 3Y**  
**Change of Director's Interest Notice**

---

<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

---

+ See chapter 19 for defined terms.

For personal use only