



Announcement Summary

Entity name

SEEK LIMITED

Date of this announcement

Wednesday January 14, 2026

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
SEKAQ	SHARE RIGHTS	11,893	09/10/2025
SEKAS	RECOGNITION SHARE RIGHTS	90	18/12/2025

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

14/1/2026



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

SEKAQ : SHARE RIGHTS

Date the +securities the subject of this notification were issued

9/10/2025

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

There is no document lodged with the ASX detailing the terms of the securities being issued (Matched Share Rights). A summary of the terms of the Shares@SEEK Plan is set out below.

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

Eligible employees contribute from their post-tax salary over a 12-month Contribution Period between \$1,000 and \$5,000 to purchase shares. Shares will be acquired (known as Purchased Shares) on a quarterly basis using employee contributions, rounded down to the nearest whole Share. At the same time as the Purchased Shares are acquired, employees will receive a grant of Matched Share Rights on a '2 for 1 matching ratio'. For every two shares purchased via employee contributions, the employee will receive one Matched Share Right at no cost to them. Purchased Shares will be subject to a Holding Lock during the Qualifying Period, being the 24-month period following the date the Purchased Shares are acquired. If the employee continues to remain employed by the SEEK Group and holds their Purchased Shares for 24 months from the date they acquire them, their Matched Share Rights will vest and they will be allocated one Matched Share for each Matched Share Right.

Issue details

Number of +securities

11,893

ASX +security code and description

SEKAS : RECOGNITION SHARE RIGHTS

Date the +securities the subject of this notification were issued

18/12/2025

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?

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

There is no document lodged with the ASX detailing the terms of the securities being issued (Recognition Rights Award). A summary of the terms of the Recognition Rights Award is set out below.

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

Eligible employees will receive a grant of 45 Recognition Rights. The number of Recognition Rights granted has been determined by dividing an amount of A\$1,000 by the 60-day volume weighted average price (VWAP) to 30 June 2025 (A\$22.29) and rounding up to the nearest whole share. Recognition Rights will vest following a 12 month Qualifying Period (1 September 2025 to 31 August 2026), subject to an employee's continued employment until the end of the Qualifying Period.

Issue details

Number of +securities

90



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)

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

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
SEKAK : OPTION EXPIRING VARIOUS DATES EX VARIOUS PRICES	1,416,721
SEKAQ : SHARE RIGHTS	113,024
SEKAP : RESTRICTED RIGHTS	100,033
SEKAJ : PERFORMANCE RIGHTS	1,172,023
SEKAS : RECOGNITION SHARE RIGHTS	126,765
SEKAR : EQUITY RIGHTS	8



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?

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?

1,860,229

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