

Form 603

Corporations Act 2001
Section 671B

Notice of initial substantial holder

To Company Name/Scheme **SEEK Limited (SEK)**
ACN/ARSN **ACN 080 075 314**

1. Details of substantial holder (1)

Name **Perpetual Limited and its related bodies corporate**
ACN/ARSN (if applicable) **ACN 000 431 827**

The holder became a substantial holder on **02/06/2026**

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	19,585,369	19,585,369	5.483%

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
Refer to annexure B		

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
Refer to annexure B			

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
		Cash	Non-cash	
Refer to annexure A				

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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
Perpetual Investment Management Limited (PIML)	Related bodies corporate of Perpetual Limited
Perpetual Trustee Company Limited (PTCO)	Related bodies corporate of Perpetual Limited
Pendal Group Limited (PDL)	Related bodies corporate of Perpetual Limited
Pendal Institutional Limited (PIL)	Related bodies corporate of Perpetual Limited
Pendal Fund Services Limited (PFSL)	Related bodies corporate of Perpetual Limited

7. Addresses

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

Name	Address
Perpetual Limited (PPT)	Level 14, 123 Pitt Street Sydney, NSW 2000
Perpetual Investment Management Limited (PIML)	Level 14, 123 Pitt Street Sydney, NSW 2000
Perpetual Trustee Company Limited (PTCO)	Level 14, 123 Pitt Street Sydney, NSW 2000
Pendal Group Limited (PDL)	Level 14, 123 Pitt Street Sydney, NSW 2000
Pendal Institutional Limited (PIL)	Level 14, 123 Pitt Street Sydney, NSW 2000
Pendal Fund Services Limited (PFSL)	Level 14, 123 Pitt Street Sydney, NSW 2000
SEEK Limited (SEK)	60 Cremorne Street Cremorne, VIC 3121

Signature

print name Sylvie Dimarco capacity Company Secretary

sign here *Sylvie Dimarco* date 04/06/2026

DIRECTIONS

- (1) If there are a number of substantial holders with similar or related relevant 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, money and other, that any person from whom a relevant interest was 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 or its associate in relation to the acquisitions, even if they are not paid directly to the person from whom the relevant interest was acquired.

ANNEXURE A

This is annexure 'A' referred to in Form 603, Notice of initial substantial holder, lodged for Perpetual Limited ACN 000 431 827

Sylvie Dimarco – Company Secretary, Perpetual Limited 04/06/2026

Entity	Custodian	Date	Transaction Type	Consideration (Cash)	Class (Ordinary) and number	Person's vote affected
PFSL	State Street Bank & Trust Company	2026-05-19	Purchase	811,391.57	58,081	58,081
PIL	BNP Paribas Securities Services	2026-05-21	Purchase	1,031,702.08	76,735	76,735
PIL	Citibank, N.A.	2026-05-21	Purchase	234,460.36	17,332	17,332
PIL	HSBC Custody Nominees (Australia) Limited	2026-05-21	Purchase	87,794.12	6,490	6,490
PIL	J.P. Morgan Nominees Australia Pty Limited	2026-05-21	Purchase	195,920.54	14,572	14,572
PIL	JPMorgan Nominees Australia Limited	2026-05-21	Purchase	1,622,986.29	120,713	120,713
PIL	Northern Trust Company Limited	2026-05-14	Sale	-1,186,590.66	-90,098	-90,098
PIL	Northern Trust Company Limited	2026-05-21	Purchase	117,351.93	8,675	8,675
PIL	Northern Trust Company Limited	2026-05-28	Purchase	2,818,360.80	238,440	238,440
PIL	Northern Trust Company Limited	2026-06-02	Purchase	27,155,881.50	2,061,950	2,061,950
PIL	State Street Bank & Trust Company	2026-05-21	Purchase	95,166.67	7,035	7,035
PIML	HSBC Custody Nominees (Australia) Limited	2026-05-20	Sale	-74,933.67	-5,495	-5,495
PIML	HSBC Custody Nominees (Australia) Limited	2026-05-21	Sale	-40,773.18	-3,018	-3,018
PIML	HSBC Custody Nominees (Australia) Limited	2026-05-28	Sale	-1,422,543.15	-120,321	-120,321
PTCO	Perpetual Trustee Company Limited	2026-05-29	Sale	-6,205.00	-500	-500

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ANNEXURE B

This is annexure 'B' referred to in Form 603, Notice of initial substantial holder, lodged for Perpetual Limited ACN 000 431 827

Sylvie Dimarco – Company Secretary, Perpetual Limited 04/06/2026

Holder of relevant interest	Registered holder securities	Persons entitled to be registered holder	Number of securities	Number of votes
PFSL	State Street Bank & Trust Company	State Street Bank & Trust Company	779,851	779,851
PFSL	State Street Bank & Trust Company	State Street Bank & Trust Company	298,594	298,594
PFSL	State Street Bank & Trust Company	State Street Bank & Trust Company	272,187	272,187
PFSL	State Street Bank & Trust Company	State Street Bank & Trust Company	285,170	285,170
PFSL	State Street Bank & Trust Company	State Street Bank & Trust Company	2,813,699	2,813,699
PFSL	State Street Bank & Trust Company	State Street Bank & Trust Company	133,444	133,444
PFSL	UBS Nominees Pty Limited	UBS Nominees Pty Limited	580,852	580,852
PIL	BNP Paribas Securities Services	BNP Paribas Securities Services	963,963	963,963
PIL	Citibank, N.A.	Citibank, N.A.	2,457,450	2,457,450
PIL	Citibank, N.A.	Citibank, N.A.	534,681	534,681
PIL	Citibank, N.A.	Citibank, N.A.	88,289	88,289
PIL	HSBC Custody Nominees (Australia) Limited	HSBC Custody Nominees (Australia) Limited	469,302	469,302
PIL	HSBC Custody Nominees (Australia) Limited	HSBC Custody Nominees (Australia) Limited	89,481	89,481
PIL	HSBC Custody Nominees (Australia) Limited	HSBC Custody Nominees (Australia) Limited	189,590	189,590
PIL	HSBC Custody Nominees (Australia) Limited	HSBC Custody Nominees (Australia) Limited	78,281	78,281
PIL	J.P. Morgan Nominees Australia Pty Limited	J.P. Morgan Nominees Australia Pty Limited	3,524,250	3,524,250
PIL	J.P. Morgan Nominees Australia Pty Limited	J.P. Morgan Nominees Australia Pty Limited	180,614	180,614
PIL	J.P. Morgan Nominees Australia Pty Limited	J.P. Morgan Nominees Australia Pty Limited	265,911	265,911
PIL	Mitsubishi UFJ Investor Services & Banking (Luxembourg) S.A.	Mitsubishi UFJ Investor Services & Banking (Luxembourg) S.A.	347,059	347,059
PIL	National Nominees Limited	National Nominees Limited	158,826	158,826
PIL	National Nominees Limited	National Nominees Limited	219,221	219,221
PIL	Northern Trust Company Limited	Northern Trust Company Limited	1,523,709	1,523,709
PIL	Northern Trust Company Limited	Northern Trust Company Limited	99,096	99,096
PIL	Northern Trust Company Limited	Northern Trust Company Limited	238,440	238,440
PIL	Northern Trust Company Limited	Northern Trust Company Limited	2,061,950	2,061,950
PIL	Northern Trust Company Limited	Northern Trust Company Limited	67,140	67,140
PIL	Northern Trust Company Limited	Northern Trust Company Limited	267,175	267,175
PIML	HSBC Custody Nominees (Australia) Limited	HSBC Custody Nominees (Australia) Limited	488,375	488,375
PIML	State Street	State Street	94,037	94,037
PTCO	Perpetual Trustee Company Limited	Perpetual Trustee Company Limited	14,732	14,732

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