

Form 603Corporations Act 2001
Section 671B**Notice of initial substantial holder**

To Company Name/Scheme Seek Limited
 ACN/ARSN 080 075 314

1. Details of substantial holder (1)

Name Vanguard Group (The Vanguard Group, Inc. and its controlled entities including those listed in Annexure A)
 ACN/ARSN (if applicable) N/A

The holder became a substantial holder on 20 September 2023

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	17,839,231	17,839,231	5.008%

Note: Vanguard Group also holds 22,448 shares Seek Limited ADR

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
Vanguard Group	Vanguard Group is the manager of various Mutual funds and accounts and in that capacity has the power to dispose of the shares. The other members of Vanguard Group have a relevant interest under section 608(3) of the Corporations Act.	Ordinary – 17,839,231

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
Vanguard Group	Brown Brothers Harriman	Various funds and other accounts of Vanguard Group	Ordinary – 1,099,631
Vanguard Group	BNY Mellon	Various funds and other accounts of Vanguard Group	Ordinary – 1,143,556
Vanguard Group	JP Morgan Chase Bank, N.A.	Various funds and other accounts of Vanguard Group	Ordinary – 12,383,169
Vanguard Group	State Street Bank and Trust Company	Various funds and other accounts of Vanguard Group	Ordinary – 3,208,069
Vanguard Personalized Indexing Management LLC	Various Others	Various funds and other accounts of Vanguard Group	Ordinary – 4,806

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
See Annexure A			

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
N/A	N/A

7. Addresses

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

Name	Address
Vanguard Group	P.O. Box 2600, V26 Valley Forge, PA 19482 USA

print name Shawn Acker capacity Compliance Manager

sign here  date 25 September 2023

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DIRECTIONS

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

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To Company	Seek Limited
ACN/ARSN	080 075 314
Substantial Holder Name	Vanguard Group
ACN/ARSN	N/A

Date of change	Person whose relevant interest changed	Nature of Change(6)	Consideration given in relation to change(7)	Class	Number of securities affected	Person's votes affected
23-May-23	The Vanguard Group, Inc.	BUY	24.06	Ordinary	2,844	2,844
23-May-23	The Vanguard Group, Inc.	BUY	24.06	Ordinary	1,760	1,760
24-May-23	The Vanguard Group, Inc.	BUY	24.15	Ordinary	1,920	1,920
26-May-23	The Vanguard Group, Inc.	BUY	24.30	Ordinary	2,370	2,370
31-May-23	The Vanguard Group, Inc.	BUY	23.53	Ordinary	15,315	15,315
31-May-23	The Vanguard Group, Inc.	SELL	23.50	Ordinary	(8,892)	(8,892)
1-Jun-23	The Vanguard Group, Inc.	BUY	23.66	Ordinary	360	360
2-Jun-23	The Vanguard Group, Inc.	BUY	23.57	Ordinary	1,310	1,310
2-Jun-23	The Vanguard Group, Inc.	BUY	23.57	Ordinary	58	58
7-Jun-23	The Vanguard Group, Inc.	BUY	22.69	Ordinary	200	200
9-Jun-23	The Vanguard Group, Inc.	BUY	21.68	Ordinary	11,253	11,253
13-Jun-23	The Vanguard Group, Inc.	BUY	21.84	Ordinary	960	960
13-Jun-23	The Vanguard Group, Inc.	BUY	21.84	Ordinary	888	888
16-Jun-23	The Vanguard Group, Inc.	BUY	22.15	Ordinary	104	104
16-Jun-23	The Vanguard Group, Inc.	SELL	22.15	Ordinary	(5,292)	(5,292)
16-Jun-23	The Vanguard Group, Inc.	BUY	22.15	Ordinary	25,868	25,868
16-Jun-23	The Vanguard Group, Inc.	BUY	22.15	Ordinary	9,779	9,779
16-Jun-23	The Vanguard Group, Inc.	SELL	22.15	Ordinary	(1,607)	(1,607)
16-Jun-23	The Vanguard Group, Inc.	SELL	22.15	Ordinary	(3,371)	(3,371)
16-Jun-23	The Vanguard Group, Inc.	BUY	22.15	Ordinary	996	996
16-Jun-23	The Vanguard Group, Inc.	BUY	22.15	Ordinary	377	377
23-Jun-23	The Vanguard Group, Inc.	BUY	21.62	Ordinary	23,854	23,854
26-Jun-23	The Vanguard Group, Inc.	BUY	21.60	Ordinary	7,360	7,360
26-Jun-23	The Vanguard Group, Inc.	BUY	21.60	Ordinary	1,600	1,600
26-Jun-23	The Vanguard Group, Inc.	BUY	21.66	Ordinary	12,367	12,367
27-Jun-23	The Vanguard Group, Inc.	BUY	21.51	Ordinary	102	102
28-Jun-23	The Vanguard Group, Inc.	BUY	21.21	Ordinary	102	102
5-Jul-23	The Vanguard Group, Inc.	BUY	22.65	Ordinary	102	102
6-Jul-23	The Vanguard Group, Inc.	SELL	22.63	Ordinary	(1,680)	(1,680)
6-Jul-23	The Vanguard Group, Inc.	BUY	22.63	Ordinary	103	103
6-Jul-23	The Vanguard Group, Inc.	BUY	22.43	Ordinary	1,600	1,600
7-Jul-23	The Vanguard Group, Inc.	BUY	22.24	Ordinary	1,344	1,344
10-Jul-23	The Vanguard Group, Inc.	BUY	22.20	Ordinary	3,056	3,056
10-Jul-23	The Vanguard Group, Inc.	BUY	22.37	Ordinary	3,040	3,040
10-Jul-23	The Vanguard Group, Inc.	BUY	22.20	Ordinary	74	74
11-Jul-23	The Vanguard Group, Inc.	BUY	23.02	Ordinary	2,400	2,400
12-Jul-23	The Vanguard Group, Inc.	BUY	22.90	Ordinary	672	672
12-Jul-23	The Vanguard Group, Inc.	BUY	23.07	Ordinary	1,600	1,600
13-Jul-23	The Vanguard Group, Inc.	BUY	23.69	Ordinary	3,664	3,664
18-Jul-23	The Vanguard Group, Inc.	BUY	24.29	Ordinary	7,737	7,737
19-Jul-23	The Vanguard Group, Inc.	BUY	24.47	Ordinary	578	578
21-Jul-23	The Vanguard Group, Inc.	BUY	23.30	Ordinary	3,664	3,664
21-Jul-23	The Vanguard Group, Inc.	BUY	23.30	Ordinary	3,206	3,206
21-Jul-23	The Vanguard Group, Inc.	BUY	23.30	Ordinary	2,400	2,400
24-Jul-23	The Vanguard Group, Inc.	BUY	23.76	Ordinary	3,680	3,680
25-Jul-23	The Vanguard Group, Inc.	BUY	23.83	Ordinary	672	672
27-Jul-23	The Vanguard Group, Inc.	BUY	24.24	Ordinary	2,163	2,163
31-Jul-23	The Vanguard Group, Inc.	BUY	24.90	Ordinary	578	578
2-Aug-23	The Vanguard Group, Inc.	SELL	24.61	Ordinary	(2,290)	(2,290)
3-Aug-23	The Vanguard Group, Inc.	BUY	24.58	Ordinary	2,748	2,748
3-Aug-23	The Vanguard Group, Inc.	BUY	24.58	Ordinary	7,920	7,920
4-Aug-23	The Vanguard Group, Inc.	BUY	24.58	Ordinary	4,960	4,960
4-Aug-23	The Vanguard Group, Inc.	BUY	24.69	Ordinary	18,596	18,596
4-Aug-23	The Vanguard Group, Inc.	BUY	24.76	Ordinary	119	119
7-Aug-23	The Vanguard Group, Inc.	BUY	24.87	Ordinary	2,880	2,880
8-Aug-23	The Vanguard Group, Inc.	BUY	25.06	Ordinary	103	103
10-Aug-23	The Vanguard Group, Inc.	BUY	25.39	Ordinary	1,681	1,681
11-Aug-23	The Vanguard Group, Inc.	BUY	25.75	Ordinary	25,000	25,000
14-Aug-23	The Vanguard Group, Inc.	BUY	25.76	Ordinary	867	867

Date of change	Person whose relevant interest changed	Nature of Change(6)	Consideration given in relation to change(7)	Class	Number of securities affected	Person's votes affected
16-Aug-23	The Vanguard Group, Inc.	BUY	23.40	Ordinary	2,766	2,766
16-Aug-23	The Vanguard Group, Inc.	BUY	23.40	Ordinary	2,400	2,400
21-Aug-23	The Vanguard Group, Inc.	BUY	23.52	Ordinary	2,720	2,720
22-Aug-23	The Vanguard Group, Inc.	BUY	23.09	Ordinary	3,227	3,227
22-Aug-23	The Vanguard Group, Inc.	BUY	23.09	Ordinary	2,400	2,400
23-Aug-23	The Vanguard Group, Inc.	BUY	23.05	Ordinary	204	204
23-Aug-23	The Vanguard Group, Inc.	BUY	23.16	Ordinary	1,050	1,050
23-Aug-23	The Vanguard Group, Inc.	BUY	23.16	Ordinary	2,555	2,555
25-Aug-23	The Vanguard Group, Inc.	BUY	23.19	Ordinary	2,690	2,690
30-Aug-23	The Vanguard Group, Inc.	SELL	23.47	Ordinary	(2,688)	(2,688)
30-Aug-23	The Vanguard Group, Inc.	SELL	23.47	Ordinary	(1,695)	(1,695)
30-Aug-23	The Vanguard Group, Inc.	BUY	23.47	Ordinary	102	102
31-Aug-23	The Vanguard Group, Inc.	BUY	23.11	Ordinary	35,172	35,172
31-Aug-23	The Vanguard Group, Inc.	BUY	23.04	Ordinary	2,560	2,560
6-Sep-23	The Vanguard Group, Inc.	BUY	22.56	Ordinary	103	103
6-Sep-23	The Vanguard Group, Inc.	BUY	22.56	Ordinary	44	44
15-Sep-23	The Vanguard Group, Inc.	BUY	22.36	Ordinary	5,650	5,650
15-Sep-23	The Vanguard Group, Inc.	SELL	22.36	Ordinary	(2,132)	(2,132)
15-Sep-23	The Vanguard Group, Inc.	SELL	22.36	Ordinary	(1,146)	(1,146)
15-Sep-23	The Vanguard Group, Inc.	SELL	22.36	Ordinary	(1,644)	(1,644)
15-Sep-23	The Vanguard Group, Inc.	SELL	22.36	Ordinary	(884)	(884)
15-Sep-23	The Vanguard Group, Inc.	BUY	22.36	Ordinary	4,491	4,491
18-Sep-23	The Vanguard Group, Inc.	SELL	21.78	Ordinary	(16,251)	(16,251)
18-Sep-23	The Vanguard Group, Inc.	BUY	21.78	Ordinary	176	176
19-Sep-23	The Vanguard Group, Inc.	SELL	21.62	Ordinary	(2,213)	(2,213)
20-Sep-23	The Vanguard Group, Inc.	BUY	21.87	Ordinary	33,407	33,407
8-Sep-23	Vanguard Personalized Indexing Management LLC, a wholly owned subsidiary of The Vanguard Group, Inc.	IN SPECIE	22.53	Ordinary	(538)	(538)
1-Jun-23	Vanguard Investments Australia Ltd.	BUY	23.66	Ordinary	3,100	3,100
1-Jun-23	Vanguard Investments Australia Ltd.	SELL	23.66	Ordinary	(8,370)	(8,370)
6-Jun-23	Vanguard Investments Australia Ltd.	SELL	22.96	Ordinary	(6,531)	(6,531)
7-Jun-23	Vanguard Investments Australia Ltd.	BUY	22.69	Ordinary	2,177	2,177
9-Jun-23	Vanguard Investments Australia Ltd.	BUY	21.60	Ordinary	2,496	2,496
15-Jun-23	Vanguard Investments Australia Ltd.	BUY	21.56	Ordinary	2,799	2,799
15-Jun-23	Vanguard Investments Australia Ltd.	BUY	21.56	Ordinary	528	528
16-Jun-23	Vanguard Investments Australia Ltd.	BUY	22.15	Ordinary	1,705	1,705
16-Jun-23	Vanguard Investments Australia Ltd.	BUY	22.15	Ordinary	645	645
22-Jun-23	Vanguard Investments Australia Ltd.	BUY	21.61	Ordinary	789	789
23-Jun-23	Vanguard Investments Australia Ltd.	BUY	21.59	Ordinary	789	789
26-Jun-23	Vanguard Investments Australia Ltd.	BUY	21.69	Ordinary	2,456	2,456
27-Jun-23	Vanguard Investments Australia Ltd.	BUY	21.51	Ordinary	2,745	2,745
3-Jul-23	Vanguard Investments Australia Ltd.	BUY	21.75	Ordinary	4,784	4,784
3-Jul-23	Vanguard Investments Australia Ltd.	BUY	21.75	Ordinary	786	786
4-Jul-23	Vanguard Investments Australia Ltd.	SELL	21.80	Ordinary	(19,435)	(19,435)
5-Jul-23	Vanguard Investments Australia Ltd.	SELL	22.65	Ordinary	(14,750)	(14,750)
5-Jul-23	Vanguard Investments Australia Ltd.	SELL	22.65	Ordinary	(2,950)	(2,950)
6-Jul-23	Vanguard Investments Australia Ltd.	BUY	22.63	Ordinary	35,453	35,453
7-Jul-23	Vanguard Investments Australia Ltd.	BUY	22.24	Ordinary	2,930	2,930
10-Jul-23	Vanguard Investments Australia Ltd.	BUY	22.20	Ordinary	4,981	4,981
11-Jul-23	Vanguard Investments Australia Ltd.	BUY	22.90	Ordinary	1,310	1,310
17-Jul-23	Vanguard Investments Australia Ltd.	BUY	24.22	Ordinary	34,087	34,087
19-Jul-23	Vanguard Investments Australia Ltd.	BUY	24.47	Ordinary	2,920	2,920
20-Jul-23	Vanguard Investments Australia Ltd.	BUY	24.23	Ordinary	1,460	1,460
24-Jul-23	Vanguard Investments Australia Ltd.	BUY	23.59	Ordinary	2,336	2,336
26-Jul-23	Vanguard Investments Australia Ltd.	SELL	24.01	Ordinary	(5,240)	(5,240)
31-Jul-23	Vanguard Investments Australia Ltd.	SELL	24.90	Ordinary	(786)	(786)
3-Aug-23	Vanguard Investments Australia Ltd.	BUY	24.68	Ordinary	2,360	2,360
9-Aug-23	Vanguard Investments Australia Ltd.	BUY	25.80	Ordinary	2,950	2,950
10-Aug-23	Vanguard Investments Australia Ltd.	BUY	25.39	Ordinary	2,950	2,950
16-Aug-23	Vanguard Investments Australia Ltd.	BUY	23.52	Ordinary	2,368	2,368
16-Aug-23	Vanguard Investments Australia Ltd.	BUY	23.52	Ordinary	2,960	2,960
17-Aug-23	Vanguard Investments Australia Ltd.	BUY	23.45	Ordinary	2,970	2,970
18-Aug-23	Vanguard Investments Australia Ltd.	BUY	23.51	Ordinary	2,960	2,960
22-Aug-23	Vanguard Investments Australia Ltd.	BUY	23.16	Ordinary	25,330	25,330
23-Aug-23	Vanguard Investments Australia Ltd.	BUY	23.05	Ordinary	8,372	8,372
23-Aug-23	Vanguard Investments Australia Ltd.	BUY	23.05	Ordinary	1,196	1,196

Annexure A

Date of change	Person whose relevant interest changed	Nature of Change(6)	Consideration given in relation to change(7)	Class	Number of securities affected	Person's votes affected
23-Aug-23	Vanguard Investments Australia Ltd.	BUY	23.05	Ordinary	13,156	13,156
23-Aug-23	Vanguard Investments Australia Ltd.	BUY	23.05	Ordinary	2,990	2,990
25-Aug-23	Vanguard Investments Australia Ltd.	BUY	23.19	Ordinary	3,000	3,000
30-Aug-23	Vanguard Investments Australia Ltd.	BUY	23.47	Ordinary	2,990	2,990
30-Aug-23	Vanguard Investments Australia Ltd.	BUY	23.47	Ordinary	8,073	8,073
30-Aug-23	Vanguard Investments Australia Ltd.	BUY	23.47	Ordinary	1,315	1,315
1-Sep-23	Vanguard Investments Australia Ltd.	BUY	23.13	Ordinary	2,493	2,493
6-Sep-23	Vanguard Investments Australia Ltd.	BUY	22.56	Ordinary	4,172	4,172
11-Sep-23	Vanguard Investments Australia Ltd.	BUY	22.41	Ordinary	1,188	1,188
12-Sep-23	Vanguard Investments Australia Ltd.	BUY	22.18	Ordinary	2,960	2,960
12-Sep-23	Vanguard Investments Australia Ltd.	SELL	22.18	Ordinary	(2,933)	(2,933)
14-Sep-23	Vanguard Investments Australia Ltd.	BUY	22.09	Ordinary	3,835	3,835
14-Sep-23	Vanguard Investments Australia Ltd.	SELL	22.09	Ordinary	(1,325)	(1,325)
15-Sep-23	Vanguard Investments Australia Ltd.	SELL	22.36	Ordinary	(2,461)	(2,461)
15-Sep-23	Vanguard Investments Australia Ltd.	SELL	22.36	Ordinary	(4,580)	(4,580)
19-Sep-23	Vanguard Investments Australia Ltd.	BUY	21.62	Ordinary	2,960	2,960
19-Sep-23	Vanguard Investments Australia Ltd.	SELL	21.62	Ordinary	(2,919)	(2,919)

This is Annexure A of 3 pages referred to in Form 603, Notice of initial substantial holder.

Signature: 

Name: Shawn Acker

Capacity: Compliance Manager

Date: 25 September 2023