



Announcement Summary

Entity name

SEEK LIMITED

Date of this announcement

Friday October 20, 2023

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
New class - code to be confirmed	Matched Share Rights	16,474	06/10/2023

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

20/10/2023



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:

☒ does not have an existing ASX security code ("new class")



Part 3C - number and type of +securities the subject of this notification (new class) where issue has not previously been notified to ASX in an Appendix 3B

ASX +security code

New class - code to be confirmed

+Security description

Matched Share Rights

+Security type

Other

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

6/10/2023

Will all the +securities issued in this class rank equally in all respects from their issue date?☒ 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 setting out the material terms of the +securities being issued.**

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.

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 relevant employee incentive scheme (Shares@SEEK). 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

16,474

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Part 4 - +Securities on issue

Following the issue, conversion or payment up of the +securities the subject of this application, the +securities of the entity will comprise:
(A discrepancy in these figures compared to your own may be due to a matter of timing if there is more than one application for quotation/issuance currently with ASX for processing.)

4.1 Quoted +Securities (Total number of each +class of +securities quoted)

ASX +security code and description	Total number of +securities on issue
SEK : ORDINARY FULLY PAID	356,220,190

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	1,712,859
SEKAP : RESTRICTED RIGHTS	8,582
SEKAJ : PERFORMANCE RIGHTS	981,180
New class - code to be confirmed : Matched Share Rights	16,474



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?

16,474

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