



25 July 2024

The Manager
ASX Market Announcements Office
Australian Securities Exchange

Dear Manager

SEEK Limited – Impairment of investment in Zhaopin

In accordance with the Listing Rules, I enclose an announcement of an impairment of SEEK's investment in Zhaopin for immediate release to the market.

Yours faithfully,

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

Rachel Agnew
Company Secretary

Authorised for release by the Board of Directors of SEEK Limited

For further information please contact:

Investors & Analysts
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Media
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ASX Announcement
25 July 2024

Impairment of investment in Zhaopin

Consistent with its usual practice for the end of a financial year, SEEK Limited (**SEEK**) has undertaken a review of the carrying values of its assets as at 30 June 2024 in accordance with SEEK's accounting policies and the applicable accounting standards. As a result, SEEK will recognise a A\$141m total impairment charge related to its investment in Zhaopin in its FY2024 financial results, comprising an impairment of the carrying value and the net consideration receivable.

A A\$120m impairment of the carrying value of SEEK's 23.5% equity accounted investment in Zhaopin will be recognised in Continuing Operations. The key factors that contributed to this impairment are:

- The Chinese economy had previously been expected to return quickly to broad-based growth after the easing of COVID restrictions in January 2023.¹ Instead, the recovery has been modest with no clear visibility on sustained recovery. In terms of employment markets, blue-collar employment has performed considerably better than the white-collar market in which Zhaopin primarily operates.
- Competition in the white-collar market has intensified in this period of lower than anticipated volumes.¹
- As a result, Zhaopin's revenue has declined, as have revenue and cash flow forecasts in the near to medium term.

In addition, a A\$21m impairment of the Zhaopin net consideration receivable will be recognised in Discontinued Operations. The net consideration receivable, which relates to the disposal of SEEK's controlling interest in Zhaopin in May 2021², is partially backed by recourse to equity. The fair value of the net consideration receivable has decreased due to the overall reduction in the valuation of Zhaopin.

Following the impairment, SEEK's carrying value of the equity accounted investment in Zhaopin will be A\$433m and the net proceeds outstanding will be A\$75m.

SEEK's Adjusted NPAT will be impacted by a lower share of earnings from Zhaopin during the period of approximately A\$5m relative to FY2023.

SEEK will release its FY2024 financial results on 13 August 2024.

Authorised for release by SEEK's Board of Directors.

For further information or to arrange an interview please contact:

Investors & Analysts

Dan McKenna
SEEK Limited
Phone: 0404 868 465

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SEEK Limited
Phone: 0417 447 291

¹ Source: SEEK analysis.

² Refer to the ASX announcement dated 4 May 2021 "Zhaopin Completion, Dividend and Guidance Upgrade".

Forward-looking statements

This announcement contains certain "forward-looking statements". Forward looking words such as, "expect", "should", "could", "may", "predict", "plan", "will", "believe", "forecast", "estimate", "target", "continue", "anticipate", "guidance", "outlook", "aim" and other similar expressions are intended to identify forward-looking statements. Indications of, and guidance on, future earnings and financial position and performance are also forward-looking statements. Forward-looking statements, opinions and estimates provided in this announcement are based on assumptions and contingencies which are subject to change without notice, as are statements about market and industry trends, which are based on interpretations of current market conditions.

Forward-looking statements including projections, guidance on future earnings and estimates are provided as a general guide only and should not be relied upon as an indication or guarantee of future performance. This announcement contains such statements that are subject to risk factors associated with the markets in which SEEK operates. SEEK believes the expectations reflected in these statements are reasonable, but they may be affected by a range of uncertainties and variables, many of which are beyond the control of SEEK, which could cause results, trends or circumstances to differ materially. Such forward-looking statements only speak as to the date of this announcement and SEEK assumes no obligation to update such information. No representation or warranty is or will be made by any legal or natural person in relation to the currency, accuracy, reliability or completeness of all or part of this document, or the accuracy, likelihood of achievement or reasonableness of any forecasts, prospects or returns contained in, or implied by, the information or any part of it. To the full extent permitted by law, SEEK disclaims any obligation or undertaking to release any updates or revisions to the information contained in this document to reflect any change in expectations or assumptions.

You are cautioned not to place undue reliance on any forward-looking statements regarding our belief, intent or expectations with respect to SEEK's businesses, market conditions and/or results of operations (particularly in light of the current economic uncertainties and volatility).

Not advice

Information in this announcement, including forecast financial information, should not be considered as investment, legal, tax or other advice. You should make your own assessment and seek independent professional advice in connection with any investment decision.

Non-IFRS Financial Information

SEEK's results are reported under International Financial Reporting Standards (IFRS). This document also makes reference to the non-IFRS measure "EBITDA". This measure is used internally by management to assess the performance of our business, our associates and joint ventures, make decisions on the allocation of our resources and assess operational management.

"EBITDA" is earnings before interest, tax, depreciation and amortisation and excluding share of net profits of associates and jointly controlled entities accounted for using the equity method, dividend income and amortisation of share-based payments and other long-term incentive schemes.

Non-IFRS financial information is calculated based on underlying IFRS financial information extracted from SEEK's financial statements. Non-IFRS measures have not been subject to audit or review.