



18 February 2025

The Manager
ASX Market Announcements Office
Australian Securities Exchange

Dear Manager

SEEK Limited – FY2025 Half Year Results Announcement

In accordance with the Listing Rules, I enclose SEEK's FY2025 Half Year Results Announcement 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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ASX Announcement
18 February 2025

**Strength in all strategic priorities in H1 FY2025:
placement share, yield and operating leverage**

Capital return from the SEEK Growth Fund

H1 FY2025 Highlights

- Strong trajectory across all brand metrics: further improvement in ANZ placement share; return to leading placement share in all Asia markets
- Double digit yield growth from variable pricing largely offsetting weaker market volumes
- Reduction in total expenditure (operating and capital costs) with flexibility in the cost base post Platform Unification providing the foundation for operating leverage
- Increase in free cash flow through a reduction in capital expenditure and improved cash conversion, enabling higher interim dividend
- Increase in valuation of the SEEK Growth Fund (“the Fund”); with the Fund’s partial sell-down of its Employment Hero stake providing clear support for valuations

H1 FY2025 Financial Results

A\$m	H1 25	H1 24 ¹	Growth %
Continuing Operations			
ANZ	416.3	435.0	(4%)
Asia	119.9	123.0	(3%)
Sales revenue	536.2	558.0	(4%)
Operating expenses	(312.3)	(312.0)	(0%)
Capital expenditure	(60.8)	(86.0)	29%
Total expenditure	(373.1)	(398.0)	6%
EBITDA	223.9	246.0	(9%)
Adjusted Profit²	77.0	107.6	(28%)
SEEK Growth Fund	63.4	(72.3)	n/m
Significant items ³	(0.6)	-	n/m
Reported Profit²	139.8	29.9	n/m
Free cash flow	81.8	42.4	93%
Total Operations – continued and discontinued			
Adjusted Profit	85.2	107.5	(21%)
Reported Profit	143.5	29.8	n/m
Basic earnings per share	40.2	8.4	n/m
Interim dividend per share	24.0	19.0	26%

¹ H1 FY2024 has been restated to reflect the sale of Latin American assets and a tax adjustment related to the Fund.

² Adjusted Profit is Reported Profit excluding the results from SEEK’s interest in the Fund and significant items.

³ H1 FY2025 Significant items comprise: \$0.6m of transaction costs associated with the terminated scheme of arrangement with Xref Limited.

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SEEK CEO and Managing Director, Ian Narev said:

“Operational outcomes in this half were uniformly strong. Placement share in ANZ continued to grow, reaching its highest level since 2020. Product innovation and sales execution led to placement share gains that enabled us to regain the number one position in Singapore and the Philippines, and retain that position in our other Asia markets. Overall market metrics on both sides of the marketplace were strong across the board.

Revenue for the period was slightly lower due to market volumes; continuing yield growth offset much of the impact. Efficiency opportunities post Platform Unification, including moving to a simpler more unified organisation structure, meant we could continue high levels of product innovation in priority areas such as AI and trust whilst reducing total expenditure. This led to a significant increase in free cash flow despite the weaker revenue environment.

The Growth Fund continues to perform well with look-through revenue growth of 9% while the portfolio valuation increased 5%. The valuation achieved for the partial sell-down of the Employment Hero stake supported the increase in the overall valuation as well as our ability to reallocate capital to debt reduction.”

H1 FY2025 Performance Overview

ANZ revenue declined by 4% to A\$416m, reflecting a 14% drop in job ad volumes, partially offset by an increase in average yield. In Australia, job ad volumes were down 12%, though the rate of decline vs pcp slowed in the half. New Zealand volumes were weaker, down 26%. Yield increased by 10% across ANZ, driven by variable pricing and depth adoption.

Asia revenue declined by 3% to A\$120m due to a 14% reduction in paid ad volumes, mostly offset by an increase in average yield. Hong Kong saw the largest volume decline. Average yield increased by 19% across Asia, driven by the rollout of variable pricing and the continued increase in adoption of premium ad products, both enabled by Platform Unification. The new freemium model, which is now live in the Philippines, Thailand and Indonesia, delivered encouraging early results, with higher ad scale and better than expected revenue impact.

Total expenditure declined by 6%, with operating expenses stable and capital expenditure down 29%. With the platform now unified, the velocity of product releases increased across APAC, driving growth in placements and yield. This includes a new mid-tier ad product to help hirers optimise their budget, ad enhancements to help hirers target the right candidates, and simple free-to-paid upgrades. Initiatives to deliver more relevant job recommendations to candidates also produced positive results. Despite this continued investment, total expenditure declined due to the completion of Platform Unification in FY24.

The Fund valuation was 5% higher this period, bringing the total growth to 30% since the Fund was created. The uplift this period reflects transaction activity within the HR SaaS assets which includes the planned partial sell down of Employment Hero and FX gains. The assets in the HR SaaS sector in particular continue to perform well, delivering look-through revenue growth of 23% and supporting an overall portfolio look-through revenue growth of 9% despite economic conditions remaining subdued.

Dividend

The Board determined an interim dividend of 24 cents per share fully franked, representing 100% of Cash Profit less capex and a 26% increase compared to the prior period. The interim dividend has a record date of 19 March 2025 and will be paid on 2 April 2025.

FY2025 Guidance

FY2025 guidance (excluding the Fund and significant items)

- Revenue of approximately A\$1.06bn to A\$1.10bn
- Total expenditure of A\$750m to A\$770m
 - Operating expenses of approximately A\$620m to A\$630m
 - Capital expenditure of approximately A\$130m to A\$140m
- EBITDA of approximately A\$440m to A\$470m
- Adjusted Profit of approximately A\$135m to A\$160m

Please refer to SEEK's H1 FY2025 results presentation lodged with the ASX on 18 February 2025 for detail on SEEK's FY2025 guidance including key assumptions, which are applicable to the guidance stated above.

Ian Narev said:

"Labour market conditions vary across our APAC markets. Job ad volumes are relatively stable in Australia, whilst in Malaysia and some of our emerging markets there may be moderate increases. However, we expect volumes in New Zealand and Hong Kong to remain weaker. As a result, while the contribution from each market is likely to be different than initially anticipated, the overall mid-point of our FY2025 revenue guidance is unchanged.

Our first half result showed the foundation we have built for operating leverage following the completion of Platform Unification. Total expenditure for the full year is now expected to be lower than original guidance, which should also support growth in free cash flow. As noted in the November AGM, a review of total expenditure has changed the mix between capex and opex and this has led to EBITDA and Adjusted Profit guidance being updated.

The operational outcomes of the first half against all of our strategic priorities – placements, yield and operating leverage – give us the confidence and capacity to continue executing against our key strategic initiatives, which will position us well as market conditions improve."

SEEK Growth Fund to sell down part of its Employment Hero stake

The Fund has announced an agreement to sell down part of its holding in the HR and employment platform, Employment Hero, to funds managed by KKR, a leading global investment firm. The Fund will receive A\$95m with SEEK's share of proceeds to be approximately A\$79m. This implies a valuation for Employment Hero that is approximately 19% above the valuation recorded in the Fund's accounts at 30 June 2024. This higher valuation has now been used in the Fund's accounts at 31 December 2024. The transaction is expected to settle by March 2025, following which the Fund will retain a meaningful stake in Employment Hero. SEEK will allocate the proceeds to reduce debt.

Looking ahead, the Fund will open a liquidity window in the 2026 calendar year, following which the Fund must use reasonable endeavours to fulfil a liquidity request within 12 to 24 months⁴, potentially generating further capital returns to SEEK.

Authorised for release by SEEK's Board of Directors.

For further information or to arrange an interview please contact:

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⁴ For further information refer to the ASX announcement on 18 October 2021 "Update on the SEEK Growth Fund".

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 announcement also includes certain non-IFRS measures including "Adjusted Profit", "total expenditure", "EBITDA", and "significant items". These measures are 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. Non-IFRS measures have not been subject to audit or review.