Announcement Summary

Entity name

SEEK LIMITED

Date of this announcement

Thursday April 16, 2026

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
SEKAQ	SHARE RIGHTS	14,009	12/01/2026
SEKAP	RESTRICTED RIGHTS	3,870	24/03/2026
SEKAJ	PERFORMANCE RIGHTS	1,707	24/03/2026

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	**Registration number**
ABN	46080075314

1.3 ASX issuer code

SEK

1.4 The announcement is
New announcement

1.5 Date of this announcement

16/4/2026

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:
has an existing ASX security code ("existing class")

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

ASX +security code and description

SEKAQ : SHARE RIGHTS

Date the +securities the subject of this notification were issued

12/1/2026

Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class

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 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 securities being issued (Matched Share Rights). 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

14,009

ASX +security code and description

SEKAJ : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

24/3/2026

Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class

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 detailing the terms of the +employee incentive scheme or a summary of the terms

Please refer to Note 25 of SEEK's 2025 Annual Report:

https://www.seek.com.au/content/media/2025-SEEK-Annual-Report.pdf

Any other information the entity wishes to provide about the +securities the subject of this notification

Wealth Sharing Plan (WSP) Rights:

(a) Exercise price: Nil
(b) Earliest exercise date: 1 July 2029
(c) Expiry date: 30 June 2035

Each WSP Right is a conditional right to be allocated one fully paid ordinary share in SEEK. Vesting of the WSP Rights is subject to a relative Total Shareholder Return (TSR) performance hurdle. SEEK's TSR performance over the 3 year vesting period (1 July 2025 to 30 June 2028) will be assessed against the TSR performance of constituents of the S&P/ASX 100 index without exclusions as at 30 June 2025. Vesting will occur if SEEK's relative TSR performance is between the 50th and 75th percentile. If the WSP Rights vest, they will be subject to an exercise restriction period until 30 June 2029.

Issue details

Number of +securities

1,706

ASX +security code and description

SEKAP : RESTRICTED RIGHTS

Date the +securities the subject of this notification were issued

24/3/2026

Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class
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 detailing the terms of the +employee incentive scheme or a summary of the terms

Please refer to Note 25 of SEEK's 2025 Annual Report:

https://www.seek.com.au/content/media/2025-SEEK-Annual-Report.pdf

Any other information the entity wishes to provide about the +securities the subject of this notification

Restricted Rights:

Restricted Rights are subject to the performance of the individual and continued employment over the vesting period. Upon vesting, each Restricted Right converts into one share and the resulting shares are not subject to a disposal restriction period.

Issue details

Number of +securities

3,870

ASX +security code and description

SEKAJ : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

24/3/2026

Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class

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 detailing the terms of the +employee incentive scheme or a summary of the terms

Please refer to Note 25 of SEEK's 2025 Annual Report:

https://www.seek.com.au/content/media/2025-SEEK-Annual-Report.pdf

Any other information the entity wishes to provide about the +securities the subject of this notification

Performance Rights:

Each Performance Right is a conditional right to be allocated a number of fully paid ordinary shares in SEEK. Vesting of the Performance Right is subject to a minimum individual performance condition, as well as continued employment, over the Qualifying Period (1 July 2025 to 30 June 2026). The maximum number of shares that will be provided at the end of the Qualifying Period if a Performance Right vests has been determined by dividing the allocation value of the Performance Right by the 60 day VWAP up to and including 30 June 2025. The actual number of shares provided following vesting will be determined by applying a percentage based on the individual performance rating of a holder for FY26.

Issue details

Number of +securities

1

Part 4 - +Securities on issue

Following the issue, conversion or payment up of the +securities the subject of this notification, the +securities of the entity will comprise:

The figures in parts 4.1 and 4.2 below are automatically generated and may not reflect the entity's current issued capital if other Appendix 2A, Appendix 3G or Appendix 3H forms are currently with ASX for processing.

4.1 Quoted +securities (Total number of each +class of +securities issued and quoted on ASX)

ASX +security code and description	Total number of +securities on issue
SEK : ORDINARY FULLY PAID	357,220,190

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	1,411,285
SEKAQ : SHARE RIGHTS	111,241
SEKAP : RESTRICTED RIGHTS	99,782
SEKAJ : PERFORMANCE RIGHTS	1,163,677
SEKAS : RECOGNITION SHARE RIGHTS	123,210
SEKAR : EQUITY RIGHTS	8

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?

1868899

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