



22 May 2024

The Manager
ASX Market Announcements Office
Australian Securities Exchange

Dear Manager

SEEK Limited – CFO Appointment and Changes to Organisational Structure and Executive Team

In accordance with the Listing Rules, I enclose an announcement of the appointment of Kendra Banks as SEEK Limited's Chief Financial Officer and Changes to Organisational Structure and Executive Leadership Team for immediate release to the market.

Yours faithfully,

A handwritten signature in blue ink, appearing to read "R. Agnew".

Rachel Agnew
Company Secretary

Authorised for release by the Board of Directors of SEEK Limited

For further information please contact:

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ASX Announcement
22 May 2024

SEEK announces new CFO and Changes to Organisational Structure and Executive Team Roles

SEEK Limited (**SEEK**) today announces the appointment of Kendra Banks as its Chief Financial Officer, following the resignation of Kate Koch, which was announced to the market on 26 March 2024. Kendra joined SEEK in 2015 and is currently SEEK's Managing Director for Australia and New Zealand.

SEEK also announces the following changes to its organisational structure and Executive Leadership Team:

- Following the successful completion of the Unification project, SEEK's two commercial divisions, SEEK Australia and New Zealand and SEEK Asia, will be merged into a single Asia-Pacific (**APAC**) division. This will align sales and marketing functions with the unified product and technology structure. Peter Bithos will lead this combined division. Peter joined SEEK in 2020 and has led the SEEK Asia business since then.
- In recognition of the increasing importance of Artificial Intelligence (**AI**) to SEEK's products and internal processes, Grant Wright will be promoted to the Executive Leadership Team in the role of Group Executive, Artificial Intelligence. Grant joined SEEK in 2016, and since 2018 has led SEEK's AI team within the product function. Grant will continue in that role, which will remain integrated in the product team led by Simon Lusted and will assume the additional responsibility of leading a new initiative to improve the effectiveness and efficiency of SEEK's internal processes, including through the application of artificial intelligence capabilities.

All changes will be effective from 1 July 2024. SEEK's financial results for the 2024 financial year will be reported against the existing structure, and pro forma guidance will be disclosed on changes necessary to reflect the new structure from 1 July 2024.

From 1 July 2024, SEEK's Executive Leadership Team will be as follows:

- Emmett Sheppard – Group Executive, Corporate Strategy and Investments
- Grant Wright – Group Executive, Artificial Intelligence
- Ian Narev – Chief Executive Officer
- Kathleen McCudden – Group Executive, People and Culture
- Kendra Banks – Chief Financial Officer

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- Lisa Tobin – Group Executive, Technology
- Peter Bithos – Group Executive, Commercial
- Simon Lusted – Group Executive, Product

Ian Narev, SEEK CEO, said: *“Our focus on executive development over a number of years means we are in the pleasing position of appointing internal talent to key positions in our modified structure post the completion of the Unification project, and following Kate Koch’s resignation. Kendra’s extensive knowledge of the business will bring an enhanced focus to our capital allocation and budgeting. Peter’s expanded role helps us capitalise on the opportunities of the unified platform, whilst recognising that our investments in SEEK Asia require leadership continuity. Grant Wright’s promotion to the Executive Leadership Team will heighten our focus on AI, both through his continued work with Simon Lusted’s team in integrating AI capability into our products, and through his leadership of a new initiative identifying opportunities to streamline the way we work inside SEEK.”*

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