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19 October 2026

The Manager
ASX Market Announcements Office
Australian Securities Exchange

Dear Manager

SEEK Limited – Notice of 2026 Annual General Meeting

In accordance with the Listing Rules, attached are the following documents in relation to SEEK Limited's Annual General Meeting (**AGM**), to be held at 60 Cremorne St, Cremorne, Victoria 3121, on Wednesday, 18 November 2026 at 3.00pm (AEDT):

- Notice of 2026 AGM;
- Sample Proxy Form; and
- Notice and Access Letter.

Yours faithfully,

Rachel Agnew
Company Secretary

This announcement was authorised for release by the Company Secretary.

For further information please contact:

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SEEK Limited
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SEEK Limited
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SEEK
Notice of Annual General Meeting 2026

ABN 46 080 075 314

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Acknowledgement of Country

SEEK acknowledges the Traditional Custodians of the lands on which it operates. We extend this acknowledgement to all First Nations peoples across the Asia Pacific region in which SEEK is proud to operate.

We pay respects to their rich cultures, to Elders past and present, and the continuing custodianship of the land, waterways and community on which we all rely.

We recognise the ongoing contribution of First Nations peoples to the diverse communities in which we belong.

The gum leaf represents a symbol of welcome and it acknowledges the diverse countries[1], environments and communities.

Artist: Bitja (Dixon Patten) Gunnai, Yorta Yorta, Dhudhuroa, Gunditjmara, Bayila Creative.

(1) In this context, 'countries' refers to the tribal areas, not explicitly Australia and other countries.

Invitation to Annual General Meeting

Greg Roebuck, Chairman

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19 October 2026

Dear Shareholder,

On behalf of the SEEK Board, I am pleased to invite you to our 2026 Annual General Meeting (**AGM**) to be held on Wednesday, 18 November 2026, at our head office in Cremorne, at 3.00pm (AEDT).

For those shareholders not able to join us in person, we invite you to participate in the meeting by submitting questions and your proxy vote in advance of the meeting. You may also watch the webcast live online at ***meetnow.global/SEEK2026.***

It is an honour and a privilege to be your new Chairman and to be standing for election at the AGM this year. I thank my predecessor, Graham Goldsmith, for his leadership and significant contribution to the Board and SEEK during his seven years as Chairman, and six years before that as a non-executive director.

This is an exciting time in the evolution of SEEK. The business continues to perform strongly on our key operational metrics of placement share, yield and operating leverage. This strong performance supported a 28% increase in adjusted earnings per share compared to FY2025 and an aggregate full year FY2026 dividend of 52 cents per share.

The Board recognises that broader uncertainty in the external environment, including across the technology sector, has affected market sentiment and therefore SEEK's strong operational performance is not currently fully reflected in our share price. We believe SEEK has the right foundations and targeted product and AI investment strategy in place to continue to achieve our strong operational performance and extend our competitive advantage. In doing so we are supported by our purpose – to help people live more fulfilling and productive working lives and help organisations succeed.

Items of business

The AGM provides an opportunity to hear from our Managing Director and Chief Executive Officer (**MD and CEO**), Ian Narev, and me. You will also have the chance to ask questions of the Board or SEEK's auditor, follow discussions on key items of business, and cast your vote. The items of business to be considered at the AGM are in the Notice of Meeting, which also includes Explanatory Notes and the Board's voting recommendations on each item.

The items of business include the approval of the grant of one additional discretionary Equity Right to the MD and CEO, Ian Narev, for FY2027 (item 5). The Board, supported by the Remuneration Committee, is undertaking a comprehensive review of the SEEK executive remuneration framework, which has served us well since 2012. The objectives of the review are to make sure the framework appropriately reflects the significant changes in the SEEK business and strategy since it was first implemented, aligns executive remuneration to the shareholder experience, rewards our executives for strong performance and incentivises retention for key people.

Pending completion of the executive remuneration framework review, the proposed discretionary Equity Right grant is intended to recognise Ian's strong leadership in delivering the Board's executive priorities. These achievements include creating a unified APAC platform that has strengthened SEEK's competitive advantage through targeted AI and product investment, restructuring the organisation, and consistently delivering strong operational performance in a challenging external environment. In the Board's view, the current executive remuneration framework has not appropriately rewarded Ian for these contributions during his tenure as MD and CEO.

Invitation to Annual General Meeting

The additional Equity Right is equal to 50% of Ian's FY2027 Equity Right opportunity and is subject to the same terms and conditions as the FY2027 Equity Right, including being locked up over a two-year period. Your Board considers that a discretionary Equity Right on these terms achieves the dual purposes of a reward for performance and retention for future service. As opposed to a one-off cash payment, it also ensures strong alignment between the MD and CEO's interests and those of shareholders.

This year, the Board is also requesting that shareholders consider an increase of the aggregate non-executive director fee limit (from $2,100,000) to $2,400,000 per annum (item 6). Shareholders last approved an increase in the fee limit at the AGM in 2022. The Board does not intend to increase the number of non-executive directors on the Board on a permanent basis. The proposed increase is intended to accommodate future year-on-year modest adjustments to non-executive director fees and the temporary increases in overall fees that could arise from an orderly non-executive director succession process.

The Board is also seeking shareholder approval to appoint Ernst & Young (**EY**) as SEEK's external auditor from FY2027 (item 7). PricewaterhouseCoopers (**PwC**) has served as SEEK's external auditor since the company was listed in 2005, and the Board remains satisfied with PwC's independence and audit services. However, given the length of this relationship, the Board conducted a tender for external audit services from FY2027. Following a comprehensive process, the Board recommends appointing EY as SEEK's external auditor.

Non-executive director Michael Wachtel retired as EY Chairman for the Asia-Pacific and Oceania region on 30 June 2015 and from his global leadership role with the firm on 30 June 2016. Michael has had no active role with EY since. During the tender, the Board implemented additional protocols to manage any perceived conflict arising from Michael's former EY position and current role as Audit and Risk Management Committee (**ARMC**) Chair. These included having the then SEEK Chairman and ARMC member, Graham Goldsmith, lead the ARMC's oversight, review and recommendation to the Board.

We welcome questions in advance of the meeting. Information on how to attend the meeting, view the meeting online, submit questions and vote is set out in this Notice of Meeting.

Voting recommendations

The Board considers that resolutions 2, 3, 4, 5, 7, 8 and 9 in the Notice of Meeting are in the best interests of shareholders as a whole and recommends that you vote in favour of them. The Board does not make a recommendation on item 6 given directors' interest in this resolution. Given my interest in item 8(a), Jamal Ibrahim's interest in item 8(b) and Vanessa Wallace's interest in item 8(c), Jamal, Vanessa and I are not making any recommendation on the respective items. Given Ian Narev's interest in items 3, 4 and 5, Ian is not making any recommendation on those items.

Thank you for your continued support of SEEK and I look forward to welcoming you to our 2026 AGM.

Greg Roebuck
Chairman

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Notice of Annual General Meeting

Notice is given that the Annual General Meeting (AGM) of SEEK Limited (SEEK) will be held at 60 Cremorne Street, Cremorne, Victoria 3121, on Wednesday, 18 November 2026 at 3.00pm (AEDT).

- Registration will commence at 2.00pm (AEDT).
- A live webcast of the AGM will be available to shareholders to view online at ***meetnow.global/SEEK2026.***
- Shareholders viewing the live webcast will not be able to vote or ask questions during the meeting, however may submit questions and vote proxies prior to the meeting.
- Further information on how to ask questions and vote is set out in this Notice of Meeting.

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Items of business

1. Financial statements and reports

To receive and consider the Financial Report, the Sustainability Report, the Directors' Report, and the Auditor's Reports for the year ended 30 June 2026.

2. Adoption of the Remuneration Report

To consider and, if thought fit, to pass the following resolution as a non-binding ordinary resolution:

"That the Remuneration Report for the year ended 30 June 2026 be adopted."

3. Approval of grant of Wealth Sharing Plan Options and Wealth Sharing Plan Rights to the Managing Director and Chief Executive Officer (MD and CEO), Ian Narev, for the year ending 30 June 2027

To consider and, if thought fit, to pass the following resolution as an ordinary resolution:

"That, for the purpose of ASX Listing Rule 10.14 and all other purposes, the grant of 380,312 Wealth Sharing Plan Options and 152,125 Wealth Sharing Plan Rights to the MD and CEO, Ian Narev, under the SEEK Equity Plan as described in the Explanatory Notes be approved."

4. Approval of grant of one Equity Right to the MD and CEO, Ian Narev, for the year ending 30 June 2027

To consider and, if thought fit, to pass the following resolution as an ordinary resolution:

"That, for the purpose of ASX Listing Rule 10.14 and all other purposes, the grant of one Equity Right to the MD and CEO, Ian Narev, under the SEEK Equity Plan as described in the Explanatory Notes be approved."

5. Approval of grant of one discretionary Equity Right to the MD and CEO, Ian Narev, for the year ending 30 June 2027

To consider and, if thought fit, to pass the following resolution as an ordinary resolution:

"That, for the purpose of ASX Listing Rule 10.14 and all other purposes, the grant of one discretionary Equity Right to the MD and CEO, Ian Narev, under the SEEK Equity Plan as described in the Explanatory Notes be approved."

Items of business (continued)

6. Non-executive directors' total aggregate fees

To consider and, if thought fit, to pass the following resolution as an ordinary resolution:

"That, in accordance with article 10.7(a) of SEEK's Constitution and for the purposes of ASX Listing Rule 10.17, the maximum aggregate fees that may be provided by SEEK to the non-executive directors of SEEK as a whole be increased by $300,000 per annum from $2,100,000 per annum to $2,400,000 per annum."

7. Appointment of Auditor of SEEK Limited

To consider and, if thought fit, to pass the following resolution as an ordinary resolution:

*"That Ernst & Young be appointed as the auditor of SEEK Limited, subject to the Australian Securities and Investments Commission (**ASIC**) consenting to the resignation of PricewaterhouseCoopers as SEEK's auditor."*

8. Election and re-election of directors

To consider and, if thought fit, to pass the following resolutions as ordinary resolutions:

(a) *"That Greg Roebuck, being eligible, be elected as a Director of SEEK Limited."*

(b) *"That Jamaludin Ibrahim, being eligible, be re-elected as a Director of SEEK Limited."*

(c) *"That Vanessa Wallace, being eligible, be re-elected as a Director of SEEK Limited."*

9. Renewal of proportional takeover provision

To consider and, if thought fit, to pass the following resolution as a special resolution:

"That the proportional takeover provision in articles 6.9 to 6.14 of SEEK's Constitution be renewed for a period of three years commencing on the day this resolution is passed."

By order of the Board

Rachel Agnew
Company Secretary
19 October 2026

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Explanatory Notes

Item 1 – Financial statements and reports

The *Corporations Act 2001* (Cth) (**Corporations Act**) requires that the Financial Report, the Sustainability Report, the Directors' Report, and the Auditor's Reports, be considered at the AGM. Shareholders are not required to vote on these reports.

The Chairman of the meeting will give shareholders a reasonable opportunity to ask questions and make comments on the management of SEEK. Shareholders will also be given a reasonable opportunity to ask the Auditor (PwC) questions about the conduct of the audit of the Financial Report and review of the Sustainability Report, and the content of the Auditor's Reports.

Shareholders can access a copy of the 2026 Annual Report, which includes the Financial Report, the Sustainability Report, the Directors' Report, and the Auditor's Reports, on SEEK's website at: ***au.seek.com/about/investors/reports-presentations.***

Item 2 – Adoption of Remuneration Report

The FY2026 Remuneration Report sets out SEEK's executive remuneration framework, as well as the remuneration arrangements of SEEK's Key Management Personnel (**KMP**) for FY2026.

The FY2026 Remuneration Report is included in SEEK's 2026 Annual Report which is available on SEEK's website at ***au.seek.com/about/investors/reports-presentations.***

The Chairman of the meeting will give shareholders a reasonable opportunity to ask questions about, or make comments on, the FY2026 Remuneration Report.

The vote on the FY2026 Remuneration Report is advisory and will not bind SEEK or its directors. However, the Board will take the outcome of the vote into consideration when reviewing the future remuneration policies and practices of SEEK.

The Board recommends that shareholders vote in favour of this resolution.

Item 3 – Approval of grant of Wealth Sharing Plan Options and Wealth Sharing Plan Rights to the MD and CEO, Ian Narev, for the year ending 30 June 2027

Resolution 3 seeks shareholder approval for the grant of Wealth Sharing Plan Options (**Options**) and Wealth Sharing Plan Rights (**Rights**) to the MD and CEO, Ian Narev, under the terms of the SEEK Equity Plan, as part of his Total Remuneration Opportunity (**TRO**) for FY2027.

The Options and Rights represent the at-risk, long-term equity component of the MD and CEO's TRO. The aim of the Wealth Sharing Plan (**WSP**) is to align executive reward with long-term shareholder returns.

If resolution 3 is approved by shareholders, 380,312 Options and 152,125 Rights will be granted to Ian Narev shortly after the AGM and in any event within 12 months from the date of the AGM.

The grant value of these Options and Rights is $4,165,183, representing approximately 55% of Ian Narev's TRO for FY2027. This value is illustrative only as it assumes 100% of the WSP component of his TRO is taken as Rights rather than the combination of Options and Rights. While the grant face value of the Rights can be determined, given Options have an Exercise Price, their grant face value cannot be determined at this time.

Further information regarding the terms of the Options and Rights for FY2027 is set out below and on page 6 of this Notice of Meeting. Other information required under the ASX Listing Rules, including the MD and CEO's contractual TRO for FY2027 is set out on pages 9 and 10 of this Notice of Meeting.

Summary of key terms of Options and Rights and the SEEK Equity Plan

Subject to shareholder approval, Ian Narev will receive 50% of his WSP award as Options and 50% of his WSP award as Rights (as calculated on page 6).

Each Option and Right granted to Ian Narev entitles him, on vesting and subsequent exercise, to be allocated one ordinary share in SEEK (**Share**), subject to any adjustments permitted by the ASX and its Listing Rules. The Options and Rights will be granted at no cost. The Options have an exercise price of $13.69 and the Rights have no exercise price.

In the event that Options and Rights vest at the end of the three-year vesting period, an additional one-year exercise restriction period will apply from 1 July 2029 (**Exercise Restriction Period**), during which Ian Narev cannot exercise the Options or Rights. Following completion of the one-year exercise restriction period, Rights and Options are available to be exercised for up to six years (to 30 June 2036). At the end of the six-year exercise period, unexercised Rights will automatically be exercised and convert to Shares and unexercised Options will immediately lapse.

The realised value of the Shares allocated to Ian Narev on exercise of the Options or Rights will depend on the price of the Shares on the date on which the Options or Rights are exercised.

The Board (other than Ian Narev because of his interest in this resolution) recommends that shareholders vote in favour of this resolution.

Explanatory Notes

Item 3 – Approval of grant of Wealth Sharing Plan Options and Wealth Sharing Plan Rights to the MD and CEO, Ian Narev, for the year ending 30 June 2027 (continued)

Calculation

The number of Options and Rights (rounded down to the nearest whole number) to be granted to Ian Narev has been calculated as follows (the approach is unchanged from previous years):

$\frac{\$4,165,183}{\$13.69^{(1)}}$ x 50% = 152,125 Rights

152,125 Rights x 2.5[(2)] = 380,312 Options

(1) Based on a face value allocation methodology, this reflects the volume weighted average price (**VWAP**) at which Shares were traded on the ASX for the 60 trading days (within the meaning of the ASX Listing Rules) up to and including 30 June 2026.

(2) This considers the average ratio over the last three awards between the fair value of a Right and an Option under the WSP.

Vesting

Vesting of the Options and Rights is subject to a relative total shareholder return (**TSR**) performance hurdle.

TSR is a method of calculating the return shareholders would earn if they held a notional number of shares in a company over a period of time. TSR measures the percentage growth in a company's share price together with the value of dividends received during the period, assuming that all of those dividends are re-invested into new shares.

SEEK's TSR performance over the three-year vesting period will be assessed against the TSR performance of a comparator group. The comparator group comprises the constituents of the S&P/ASX 100 Index defined at the start of the performance period, being 30 June 2026. Vesting will occur according to the schedule below:

Relative TSR Performance (against S&P/ASX 100)	Percentage of Options and Rights vesting
Below Median	Nil
At Median	50% of Options/Rights vest
Between Median and 75th Percentile	Straight line pro-rata vesting between 50% and 100%
At or above 75th Percentile	100% of Options/Rights vest

For example, should SEEK's TSR performance be below the median of the S&P/ASX 100 peer group, no Options or Rights will vest.

Any Options and Rights that do not vest will immediately lapse and no retesting will occur.

Exercise Restriction

The Options and Rights that vest on 1 July 2029 are subject to a further one-year Exercise Restriction Period until 30 June 2030.

The Options and Rights will be exercisable from 1 July 2030 until the expiry date of 30 June 2036.

Cessation of employment

The Options and Rights will lapse in full where Ian Narev ceases employment and less than one year has elapsed since the start of the three-year vesting period, or where his employment is terminated for cause prior to the testing date. In all other circumstances, a pro-rata portion of Ian Narev's Options and Rights will remain on foot (having regard to the proportion of the vesting period elapsed at the time of cessation) and subject to their original terms.

The Board has discretion to determine a different treatment to the above as deemed appropriate in the circumstances, subject to compliance with applicable law.

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Explanatory Notes

Item 4 – Approval of grant of one Equity Right to the MD and CEO, Ian Narev, for the year ending 30 June 2027

Resolution 4 seeks shareholder approval for the grant of one Equity Right to the MD and CEO, Ian Narev, under the terms of the SEEK Equity Plan, as part of his TRO for the year ending 30 June 2027 (**FY2027**).

The provision of an Equity Right, 'locked up' over a two-year period and variable based on the SEEK share price over this time, encourages executives to think and act as shareholders. In doing so, executives focus their actions on sustainably growing the business, as well as the achievement of short-term financial targets, to ensure strong alignment with shareholders and SEEK's long-term objectives.

If shareholders approve resolution 4, one Equity Right will be granted to Ian Narev shortly after the AGM and in any event within 12 months from the date of the AGM. The grant value of this Equity Right is $1,240,105, representing approximately 16% of Ian Narev's TRO for FY2027.

Further information regarding the terms of the Equity Right for FY2027 is set out below. Other information required under the ASX Listing Rules, including the MD and CEO's contractual TRO for FY2027, is set out on pages 9 and 10 of this Notice of Meeting.

The Board (other than Ian Narev because of his interest in this resolution) recommends that shareholders vote in favour of this resolution.

Summary of key terms of the Equity Right and the SEEK Equity Plan

One Equity Right is to be granted to Ian Narev and is convertible into 90,584 Shares, subject to any adjustments permitted by the ASX and its Listing Rules, following the expiry of a qualifying period of one year starting from the effective date of 1 July 2026 (**Qualifying Period**).

Shares allocated on conversion of the Equity Right are held by a trustee and are subject to restrictions on dealing as outlined below.

No price is payable for the grant or conversion of the Equity Right. The realised value of the Shares allocated to Ian Narev following expiry of the Qualifying Period will depend on the price of the Shares on that date.

Calculation

The number of Shares (rounded down to the nearest whole number) that will be allocated following the end of the Qualifying Period has been calculated in the following manner (the approach is unchanged from previous years):

$$\frac{\$\,1{,}240{,}105}{\$\,13.69^{(1)}} = 90{,}584 \text{ Shares}$$

(1) The VWAP at which Shares were traded on the ASX for the 60 trading days (within the meaning of the ASX Listing Rules) up to and including 30 June 2026.

Disposal Restriction

The Shares allocated after the end of the one-year Qualifying Period are subject to restrictions on dealing for a further one year until 30 June 2028 (**Disposal Restriction Period**).

During this period, Ian Narev will receive the benefit of any dividends and other shareholder benefits (including voting rights) but will not be able to trade or otherwise deal with the Shares.

Cessation of employment

If Ian Narev ceases employment with SEEK before the end of the Qualifying Period:

- as a result of a Qualifying Cessation Event (death, Permanent Disablement, Retirement, Redundancy, termination of employment by mutual agreement or such other event as the SEEK Board determines as a Qualifying Cessation Event), Ian Narev will retain the Equity Right on its original terms, unless the Board determines otherwise; or
- for any other reason including resignation, the Equity Right will lapse, unless the Board determines otherwise.

Where Ian Narev retains the Equity Right post cessation of employment and the Equity Right vests, the maximum number of Shares that he may be allocated on vesting will, unless the Board determines otherwise, be reduced on a pro-rata basis having regard to the portion of the Qualifying Period that has elapsed as at the cessation date. Any allocated Shares will remain subject to the original Disposal Restriction Period.

If Ian Narev ceases employment (other than due to termination for cause) during the Disposal Restriction Period, he will retain the allocated Shares, but they will remain subject to the restrictions on dealing until 30 June 2028, unless the Board determines otherwise.

Explanatory Notes

Item 5 – Approval of grant of one discretionary Equity Right to the MD and CEO, Ian Narev, for the year ending 30 June 2027

The Board, supported by the Remuneration Committee, is undertaking a comprehensive review of the SEEK executive remuneration framework, which has served SEEK well since 2012. The objectives of the review are to ensure the framework appropriately reflects the significant changes in SEEK's business and strategy since it was first implemented, aligns executive remuneration with the shareholder experience, rewards executives for strong performance, and incentivises retention for key talent.

Against this backdrop, resolution 5 seeks shareholder approval for the grant of one discretionary Equity Right to the MD and CEO, Ian Narev, under the terms of the SEEK Equity Plan. This grant is an additional one-off discretionary award for the financial year ending 30 June 2027 and does not form part of his FY2027 TRO.

The proposed discretionary Equity Right recognises the MD and CEO's leadership through SEEK's transformation, including the implementation of the unified APAC platform, and the consistently strong underlying operational performance achieved by SEEK since that time. In FY2026, SEEK achieved its sixth consecutive year of double-digit yield growth, continued its long-term positive trajectory in placement share, and delivered double-digit earnings growth, while operating leverage improved for the fourth consecutive half-year.

In addition, aligning with the objectives of the broader executive remuneration framework review, the discretionary award supports retention of the MD and CEO through a period where rapid advances in AI, changing hirer and candidate behaviour, cyclical employment-market conditions, and heightened competition will continue to require disciplined and timely execution of SEEK's strategy to create sustainable long-term shareholder value.

The award is equal to 50% of the CEO's FY2027 Equity Right opportunity and is subject to the same terms and conditions as the FY2027 Equity Right, including being locked up over a two-year period. The Board preferred a discretionary Equity Right rather than a cash payment for the same reasons outlined in Item 4: it ensures strong alignment between executives' interests and those of shareholders and reinforces a focus on SEEK's long-term objectives over the period during which the award remains locked up.

If shareholders approve resolution 5, one discretionary Equity Right will be granted to Ian Narev shortly after the AGM and in any event within 12 months from the date of the AGM. The grant value of this Equity Right is $620,052, representing half of Ian Narev's FY2027 Equity Right opportunity or approximately 29% of his FY2027 Fixed Remuneration, locked up over a two-year period.

Further information regarding the terms of the discretionary Equity Right for FY2027 is set out below. Other information required under the ASX Listing Rules, including the MD and CEO's contractual TRO for FY2027, is set out on pages 9 and 10 of this Notice of Meeting.

The Board (other than Ian Narev because of his interest in this resolution) recommends that shareholders vote in favour of this resolution.

Summary of key terms of the discretionary Equity Right and the SEEK Equity Plan

One discretionary Equity Right is to be granted to Ian Narev and is convertible into 45,292 Shares, subject to any adjustments permitted by the ASX and its Listing Rules, following the expiry of a qualifying period of one year starting from the effective date of 1 July 2026 (**Qualifying Period**).

Shares allocated on conversion of the discretionary Equity Right are held by a trustee and are subject to restrictions on dealing as outlined on this page.

No price is payable for the grant or conversion of the discretionary Equity Right. The realised value of the Shares allocated to Ian Narev following expiry of the Qualifying Period will depend on the price of the Shares on that date.

Calculation

The number of Shares (rounded down to the nearest whole number) that will be allocated following the end of the Qualifying Period has been calculated in the following manner (consistent with the calculation of the Equity Right under item 4):

$$\frac{\$\ 620{,}052}{\$\ 13.69^{(1)}} = 45{,}292 \text{ Shares}$$

(1) The VWAP at which Shares were traded on the ASX for the 60 trading days (within the meaning of the ASX Listing Rules) up to and including 30 June 2026.

The Disposal Restriction and Cessation of Employment terms described in item 4 on page 7 also apply to the discretionary Equity Right.

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Explanatory Notes

Information relevant to Items 3, 4 and 5

Summary of additional key terms of WSP Options and Rights, Equity Right and discretionary Equity Right

Malus and clawback

At the discretion of the Board, in certain circumstances which may include fraudulent behaviour or gross misconduct, material breach of contractual obligations, or where equity awards have vested as a result of a material misstatement in the financial statements, the Board may make a determination to lapse or claw back:

- the Equity Right and/or discretionary Equity Right (collectively referred to as 'Equity Rights') and/or Shares allocated on vesting of the Equity Rights that remain in their Disposal Restriction Period; or
- unvested Options and/or Rights and/or vested but unexercised Options and/or Rights, as considered appropriate.

Change of control

In the event of a change of control of SEEK, or where the Board determines a change of control is likely to occur, the Board may exercise discretion to determine an appropriate treatment for the:

- Equity Rights and/or Shares allocated on vesting of the Equity Rights; and
- Options and/or Rights, subject to compliance with applicable law and the ASX Listing Rules.

Reorganisation of capital

In certain limited circumstances, such as a reorganisation of the share capital of SEEK (including any sub-division, consolidation, reduction or return of the share capital of SEEK), the Board may adjust the number of:

- Shares allocated on vesting of the Equity Rights; and
- Options and/or Rights and/or the number of Shares allocated on exercise of the Options and/or Rights,

to ensure no material advantage nor disadvantage to Ian Narev (and other participants in the plans), subject to the ASX Listing Rules.

Shareholder approval

SEEK is proposing to grant one Equity Right, one discretionary Equity Right, and to issue 380,312 Options and 152,125 Rights to Ian Narev under the SEEK Equity Plan. As a Director of SEEK, Ian Narev falls within the category of persons captured by ASX Listing Rule 10.14.1.

ASX Listing Rule 10.14 provides that listed companies must not permit a director or their associates to acquire equity securities by way of issue under an employee incentive scheme unless it obtains the approval of its shareholders. Resolutions 3, 4 and 5 seek the required shareholder approval for the purpose of ASX Listing Rule 10.14 and, if shareholder approval is obtained, SEEK will proceed to grant the Equity Rights and issue the Options and Rights to Ian Narev.

If shareholder approval is not obtained for the grant to Ian Narev of the:

- Equity Rights, then, subject to completion of the Qualifying Period, he will receive a cash payment following the end of the Disposal Restriction Period equivalent in value to the Shares and dividends he would have received had shareholder approval been obtained; and
- Options and/or Rights, then, subject to achievement of the relative TSR performance hurdle and the resultant vesting determination, he will receive a cash payment, following the end of the Exercise Restriction Period, equivalent in value to the Shares (less the exercise price for Options) that he would have received had shareholder approval been obtained.

MD and CEO's TRO in FY2027

In determining the appropriate MD and CEO remuneration for FY2027, the Board considered external benchmarking analysis and market movements. Taking into account these factors, the Board determined to increase Ian Narev's TRO by 3.5% for FY2027.

The 3.5% increase to TRO will be delivered proportionally across all remuneration components, with the Equity Right and WSP Options and Rights subject to shareholder approval at the AGM.

Ian Narev's FY2027 contractual TRO will be as follows:

FY2027 Total Remuneration Opportunity and remuneration mix

	$ Value	% of TRO (approximate)
Base Salary and Superannuation	2,138,111	29%
Equity Right	1,240,105	16%
Options and Rights	4,165,183[1]	55%
Total Remuneration Opportunity[2]	**7,543,399**	

(1) The grant value of these Options and Rights is $4,165,183, representing approximately 55% of Ian Narev's TRO for FY2027. This value is illustrative only as it assumes 100% of the WSP component of Ian Narev's TRO is taken as Rights rather than the combination of Options and Rights. While the grant face value of Rights can be determined, given Options have an Exercise Price, their grant face value cannot be determined at this time.

(2) The TRO is indicative, since the MD and CEO will not realise any benefit from the Equity Right, Options and Rights until a future date. The ultimate realised value of the remuneration opportunity may also differ to that outlined above, as it will be determined by vesting outcomes and the future market value of Shares. The TRO also does not represent the accounting value that will be disclosed in the FY2027 Remuneration Report. Statutory remuneration as disclosed in the Remuneration Report, and as required by Accounting Standards, includes non-monetary benefits, annual leave, long service leave and annual expense for active share-based payment plans. The TRO for FY2027 excludes the value of the discretionary Equity Right per resolution 5, which is a one-off grant, and therefore will not be included as a basis for considering future remuneration increases.

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Explanatory Notes

Information relevant to Items 3, 4 and 5 (continued)

Additional information required under the ASX Listing Rules

Since his commencement at SEEK in April 2019, 2,545,464 Options and Rights under the WSP have been issued to Ian Narev which includes 536,013 Options and 152,817 Rights allocated as part of his sign-on arrangements. No amount was paid for the grant of the Options and Rights.

In addition, one Equity Right has been issued to Ian Narev annually and one Equity Right was issued as part of his sign-on arrangements. His Equity Rights have resulted in a total of 383,355 Shares being allocated to date. No amount was paid in respect of the Equity Rights or resulting Shares.

The Board has discretion to settle vested Equity Rights and Options/Rights by way of a cash equivalent payment.

Ian Narev is the only director of SEEK who is entitled to participate in the SEEK Equity Plan. Andrew Bassat (while he was MD and CEO) was previously entitled to participate in the SEEK Equity Plan. No loans are provided by SEEK in connection with options or rights granted under the SEEK Equity Plan.

Details of any securities issued to Ian Narev under the SEEK Equity Plan in FY2027 will be published in SEEK's FY2027 Annual Report along with a statement that approval for the issue was obtained under ASX Listing Rule 10.14. No additional persons covered by ASX Listing Rule 10.14 will participate in the SEEK Equity Plan without shareholder approval being first obtained.

Item 6 – Non-executive directors' total aggregate fees

Under article 10.7(a) of SEEK's Constitution and ASX Listing Rule 10.17, the maximum fees payable by SEEK to its non-executive directors must be approved by the shareholders of SEEK in a general meeting and may not be increased without shareholder approval.

The maximum aggregate fees (including all fees and superannuation contributions) that may be provided by SEEK to the non-executive directors for their services as directors (**Fee Pool**) is currently $2,100,000 per annum. The current Fee Pool was approved by shareholders at SEEK's 2022 AGM.

The full details of the fees paid to the non-executive directors of SEEK during the financial year ended 30 June 2026 are included in the FY2026 Remuneration Report. The total fees paid to all non-executive directors during the financial year ended 30 June 2026 was $1,904,904. Non-executive director fees are benchmarked against a primary comparator group comprising ASX-listed companies of similar size to SEEK based on 50% to 200% of SEEK's 12-month average market capitalisation. SEEK's fees are positioned around the 50th percentile of fees for that group.

Non-executive directors do not receive share options or any performance-based remuneration. No securities have been issued to any non-executive director under ASX Listing Rules 10.11 or 10.14 with shareholder approval within the last three years.

Board succession and composition remain a focus of the Board, to ensure the desired skills or experience are represented, and to allow the Board to effectively represent shareholders and govern SEEK while taking into account SEEK's operations, markets and strategy. At this stage, the Board does not intend to permanently increase the number of non-executive directors above the current number of eight and is actively considering Board succession and renewal. The proposed increase is to provide capacity for any transitional arrangements where the Board may appoint an additional non-executive director before the retirement of any current non-executive directors, and to accommodate any future adjustments to directors' fees. The proposed Fee Pool increase will also better align with market benchmarks. Accordingly, the directors seek shareholder approval to increase the total aggregate Fee Pool by $300,000 per annum to a maximum of $2,400,000 per annum.

The Board (because of its interest in this resolution) does not make a recommendation as to how shareholders should vote on this resolution.

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Explanatory Notes

Item 7 – Appointment of auditor of SEEK Limited

The laws in Australia require shareholders to approve the appointment of a new auditor.

As previously disclosed, after a comprehensive tender process, in FY2025 the Board selected Ernst & Young (**EY**) to be appointed as SEEK's external auditor from the conclusion of the 2026 Annual General Meeting, subject to shareholder approval and ASIC consenting to the resignation of PwC as SEEK's auditor.

Given the length of tenure of the incumbent auditor, PwC, the Board considered it good governance to undertake a tender for the external audit and sought proposals from leading audit service providers. The timing of the change in external auditor aligns with the retirement of the PwC lead audit partner.

The period between the conclusion of the tender process in FY2025 and the planned commencement date has provided adequate time for EY to meet all relevant independence criteria before the appointment commences.

The tender process was conducted in FY2025. Non-executive director Michael Wachtel is the Chair of the ARMC and retired as the EY Chairman of the Asia Pacific and Oceania Region on 30 June 2015 and from his part-time global leadership role at EY on 30 June 2016. Michael has had no active role with EY since then. The audit tender process was undertaken by Management and overseen by the ARMC. The Board approved the appointment of EY. All ARMC members were involved in the oversight, assessment and recommendation. Having regard to Michael's former role at EY, the former SEEK Chairman (Graham Goldsmith) who was also a member of the ARMC, took a lead role in the ARMC oversight, review and recommendation to the Board. The criteria against which SEEK assessed the audit firms included team experience and expertise, audit approach, and the use of technology, data and AI. EY's past performance and their proposal clearly demonstrated strong performance against these criteria, including their external audit role with other ASX-listed marketplace businesses, the depth of subject matter expertise across their audit team and ability to leverage technology effectively. The ARMC will continue to monitor EY's performance and effectiveness of the audit process through ongoing dialogue with the audit engagement partner, presentations to the ARMC, feedback from Management and any material changes in performance or capability reported to the ARMC.

In accordance with section 328B of the Corporations Act, SEEK has received notice from a shareholder (the Company Secretary) nominating EY as the new auditor of SEEK. A copy of that notice is included in Annexure 1 to this Notice of Meeting. EY has given its written consent to act as auditor, subject to shareholder approval and ASIC consenting to PwC's resignation.

The Board recommends that shareholders vote in favour of this resolution.

Item 8(a) – Election of Greg Roebuck

Greg Roebuck joined the Board on 1 December 2025 as an independent non-executive director and Chairman-elect. He became Chairman from 1 March 2026 when Graham Goldsmith retired from the Board and as Chairman. Greg ceases to hold office at the conclusion of the AGM in accordance with article 10.6(b) of SEEK's Constitution and, being eligible, offers himself for election.

Greg is Chairman of the Board, Chairman of the Nomination Committee and a member of the ARMC and Remuneration Committee. Greg was the original architect and co-founder of CAR Group Limited, where, in his role as Chief Executive Officer, he led the transformation of the automotive sales industry in Australia and the significant growth of the company internationally.

Since stepping back from executive leadership, Greg has served in a number of non-executive and strategic positions, including his current roles. He is currently the Chairman of Pentana Solutions, a non-executive director of Walkinshaw Automotive Group Pty Ltd, and a partner in several investment funds. He was also previously a non-executive director of VicRoads.

The Board considers that Greg is effective in his role and demonstrates the level of commitment required in connection with his role and the needs of the business. Greg's deep expertise as a founder and chief executive of a leading technology marketplace business, together with his experience in non-executive and investment roles across the technology sector, provides a strong foundation for his leadership of the Board and supports SEEK's strategy and long-term growth aspirations.

Greg is a Fellow of the Australian Institute of Company Directors. He is considered an independent Director based on the criteria set out in SEEK's Director Independence Guidelines.

Comprehensive checks (including character, experience, education, criminal history and bankruptcy) were undertaken before Greg's appointment.

The Board (other than Greg Roebuck because of his interest in this resolution) recommends that shareholders vote in favour of this resolution.

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Explanatory Notes

Item 8(b) – Re-election of Jamaludin Ibrahim

Jamal Ibrahim retires by rotation in accordance with article 10.2(a) of SEEK's Constitution and, being eligible, offers himself for re-election. Jamal has been a non-executive director on the Board since July 2023 and is a member of the Remuneration Committee.

Jamal is based in Kuala Lumpur and has over 40 years of executive experience in the South-East Asia and South Asia regions, including over 16 years in information technology and 23 years in telecommunications. Following his executive retirement, Jamal has spent the last five years in non-executive roles across a range of companies.

Jamal was the Chief Executive Officer of Axiata Group Berhad for about 13 years from 2008 to 2020 and, prior to that, Chief Executive Officer of Maxis Communications Berhad for about nine years. Jamal also has executive experience with multinational companies, including IBM and Digital Equipment Corporation.

Jamal is currently the non-executive Chairman of QSR Brands Holdings Berhad and AirAsia Group Bhd, and a non-executive director of NEXTDC Limited and the Institute of Corporate Directors Malaysia. Jamal's prior roles include non-executive director of Sunway Berhad and Chairman of government-owned Prasarana Malaysia Berhad.

The Board considers that Jamal continues to be effective in his role and demonstrates the level of commitment required in connection with his role and the needs of the business. Jamal's wealth of experience in executive and non-executive roles in the information technology and telecommunications sectors across Asia, together with his experience in various roles with the Malaysian Government, provides a valuable contribution to the mix of expertise and perspectives on the Board. His continued service will support SEEK's strategy across APAC and its ongoing growth aspirations in Asia.

Jamal holds a Master of Business Administration from Portland State University and a Bachelor of Science in Business Administration from California State University.

Jamal is considered an independent Director based on the criteria set out in SEEK's Director Independence Guidelines.

The Board (other than Jamal Ibrahim because of his interest in this resolution) recommends that shareholders vote in favour of this resolution.

Item 8(c) – Re-election of Vanessa Wallace

Vanessa Wallace retires by rotation in accordance with article 10.2(a) of SEEK's Constitution and, being eligible, offers herself for re-election. Vanessa has been a non-executive director on the Board since March 2017 and is a member of the Audit and Risk Management Committee and the Remuneration Committee.

She has more than 40 years' business experience, starting with the investment bank Schroders, then as a strategy management consultant with Booz & Company (now known as Strategy&), then as the founding chair of a health B2B SaaS business on the back of unique data and analytics. Her 27 years at Booz & Company included Executive Chairman of Booz & Company (Japan) Inc, global Senior Partner, member of the global Board, lead of the financial services practice in Global Markets and lead for the strategy practice in ANZSEA.

Currently, Vanessa is the founder and Managing Director of MF Advisory, which provides coaching and advisory services to senior executives in Japan and Australia, and she supports several early-stage health-related start-ups. She is also a member of the University of New South Wales Business Advisory Council.

Vanessa has 20 years of experience as a director of listed and unlisted companies. She was formerly a non-executive director of Wesfarmers Ltd (for over 14 years), Doctor Care Anywhere Group Plc, AMP Ltd, Palladium Global Holdings Inc, and formerly Chair of AMP Capital Pty Ltd, Ecofibre Limited and Drop Bio Limited.

The Board considers that Vanessa continues to be effective in her role and demonstrates the level of commitment required in connection with her role and the needs of the business. Vanessa's extensive experience in corporate strategy development across a number of industries, together with her deep expertise in strategy management consulting and governance roles across listed and unlisted companies, provides a valuable contribution to the mix of expertise and perspectives on the Board.

Vanessa holds a Bachelor of Commerce from the University of New South Wales, a Master of Business Administration from IMD (Switzerland) and an Executive Certificate in Strategy & Innovation from MIT (Boston).

Vanessa is considered an independent Director based on the criteria set out in SEEK's Director Independence Guidelines.

The Board (other than Vanessa Wallace because of her interest in this resolution) recommends that shareholders vote in favour of this resolution.

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Explanatory Notes

Item 9 – Renewal of proportional takeover provision

This year we are also asking shareholders to approve the renewal of the proportional takeover provision in SEEK's Constitution for a further period of three years. The proportional takeover provision prohibits SEEK from registering transfers of shares acquired under a proportional takeover bid unless a resolution is passed by shareholders to approve the bid.

The Corporations Act permits a company's constitution to include a provision that enables it to refuse to register shares acquired under a proportional takeover bid unless a resolution is passed by shareholders to approve the bid. The proportional takeover provision in SEEK's current Constitution adopted on 29 November 2017 was renewed at SEEK's 2020 AGM on 19 November 2020, and 2023 AGM on 15 November 2023. As provided in article 6.14 of SEEK's Constitution, the existing proportional takeover provision will cease to have effect three years after the date of its last renewal, being 15 November 2026. If renewed, the proposed proportional takeover provision will be in exactly the same terms as the existing provision in articles 6.9 to 6.14 of SEEK's Constitution. The Board considers it is in the interests of shareholders to renew the existing proportional takeover provision for the maximum period permitted by law, being a further three years.

Proportional takeover bid

A proportional takeover bid is a type of takeover bid that is made to all shareholders for the acquisition of their shares, however, the offer made to each shareholder is only for a specified proportion of their shares (and that proportion is the same for all shareholders).

Effect of a proportional takeover bid provision

If the proportional takeover provision in articles 6.9 to 6.14 is renewed and a proportional takeover bid is made, the Board must convene a general meeting of the shareholders entitled to vote on the resolution to approve the proportional takeover bid. To be effective, the resolution must be voted on at least 14 days before the last day of the bid period. Each shareholder has one vote for each fully paid share held. The vote is decided on a simple majority. The bidder and its associates are not allowed to vote. If the resolution is not passed, no transfers of shares will be registered as a result of the proportional takeover bid and the offer will be taken to have been withdrawn. Any documents sent to the bidder accepting the offer must be returned and any contracts formed by any acceptances will be rescinded. If the resolution to approve the bid is not voted on at least 14 days before the last day of the bid period, the bid is taken to have been approved. If the bid is approved (or taken to have been approved) all valid transfers of shares must be registered provided they comply with the Corporations Act and any relevant provisions of SEEK's Constitution. If this resolution is approved, the proportional takeover provisions will only apply until 18 November 2029 (being three years from the date of approval at SEEK's 2026 AGM), unless renewed by shareholders.

The Board recommends that shareholders vote in favour of this resolution.

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Information for Shareholders

ASX Listing Rules

SEEK Limited confirms that this document complies with the notice of meeting content requirements set out in the Listing Rules. On the basis of this confirmation, ASX has not objected to this document under Listing Rule 15.1.4.

Voting exclusions

If you appoint the Chairman of the meeting as your proxy on resolutions 2, 3, 4, 5 or 6 or the Chairman of the meeting is appointed your proxy by default, and you do not direct your proxy how to vote on that resolution, you will be expressly authorising the Chairman of the meeting to exercise your proxy even though that resolution is connected directly or indirectly with the remuneration of key management personnel (**KMP**).

Resolution 2

SEEK will disregard any votes cast on resolution 2:

- by or on behalf of a member of KMP whose remuneration is disclosed in the Remuneration Report for the year ended 30 June 2026 (**FY2026**) (or their closely related parties) in any capacity; and
- as proxy by a person who is a member of the KMP at the date of the meeting (or their closely related parties).

This applies unless the vote is cast as proxy for a person entitled to vote on resolution 2:

- in accordance with a direction as to how to vote on the proxy form; or
- by the Chairman of the meeting, and the proxy appointment expressly authorises the Chairman of the meeting to exercise the proxy even though the resolution is connected directly or indirectly with the remuneration of KMP.

Resolutions 3, 4, 5 and 6

SEEK will disregard any votes:

- cast in favour of resolutions 3, 4 and 5 by or on behalf of Ian Narev or any of his associates;
- cast in favour of resolution 6 by or on behalf of any director or any of their associates; and
- cast on resolutions 3, 4, 5 and 6 as proxy by a person who is a member of the KMP at the date of the meeting (or their closely related parties).

This applies unless the vote is cast on resolutions 3, 4, 5 and 6:

- as proxy or attorney for a person entitled to vote on resolutions 3, 4, 5 and 6 in accordance with their directions on how to vote as set out in the proxy appointment;
- as proxy for a person entitled to vote on resolutions 3, 4, 5 and 6 by the Chairman, pursuant to an express authorisation to exercise the proxy to vote as the Chairman thinks fit; or
- by a holder acting solely in a nominee, trustee, custodial or other fiduciary capacity on behalf of a beneficiary provided:
  - the beneficiary provides written confirmation to the holder that the beneficiary is not excluded from voting, and is not an associate of a person excluded from voting, on resolutions 3, 4, 5 and 6; and
  - the holder votes on resolutions 3, 4, 5 and 6 in accordance with directions given by the beneficiary to the holder to vote in that way.

Other information

All resolutions will be voted on by a poll.

A shareholder is eligible to vote at the AGM if they are registered as a holder of shares in SEEK at 7.00pm (AEDT) on Monday, 16 November 2026.

Attendance

Shareholders may attend the AGM in person. Shareholders are encouraged to monitor ASX announcements for updates about the AGM, in case it becomes necessary or appropriate to change the AGM arrangements.

Viewing the AGM online

Shareholders have the option of viewing the AGM online via the webcast. The link to the webcast will be available at ***meetnow.global/SEEK2026***.

Please note that shareholders will not be able to vote, ask questions or make comments via the webcast.

Shareholder questions

If you are entitled to vote at the AGM, you may submit written questions for SEEK or the auditor before the AGM. Please ensure that your written questions are submitted online at ***www.investorvote.com.au***:

- by 5.00pm (AEDT) on 11 November 2026 for the auditor; and
- by 5.00pm (AEDT) on 13 November 2026 for SEEK.

If you are attending the AGM, you may ask your questions during the AGM.

The Chairman will endeavour to address as many of the relevant questions and comments as possible during the AGM.

However, there may not be sufficient time available at the AGM to address all questions and comments raised. Please note that individual responses will not be sent to shareholders.

The Auditor will also attend the AGM and will be available to answer questions relevant to the audit of the Financial Report, the review of the Sustainability Report and the Auditor's Reports.

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Information for Shareholders

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Proxy voting

Shareholders are encouraged to lodge a proxy vote prior to the AGM (see ***Voting before the AGM*** section below). However, where a shareholder attends the AGM after appointing a proxy, they will be asked before being admitted to the meeting whether they wish to retain or revoke their previously submitted proxy vote. If the shareholder wishes to:

- retain their previously submitted proxy vote, they will be admitted to the meeting as a non-voting shareholder;
- revoke their previously submitted proxy vote, votes will only be counted if the shareholder votes at the meeting.

Appointing proxies and powers of attorney

If you are entitled to vote at the AGM, you can appoint a proxy or attorney to attend and to vote on your behalf (see below).

A proxy or attorney does not need to be a SEEK shareholder and may be an individual or a body corporate.

If you are entitled to cast two or more votes, you may appoint two proxies and you may specify the proportion, or number of votes, each proxy or attorney is appointed to exercise. If no proportion or number is specified, each proxy or attorney may exercise half of your votes. If you wish to appoint two proxies, please contact the Share Registry, Computershare, on 1300 850 505 (within Australia) and +61 3 9415 4000 (outside Australia).

Voting before the AGM

You are encouraged to submit a proxy vote online ahead of the meeting. You may lodge your proxy vote online at ***www.investorvote.com.au*** by 3.00pm (AEDT) on Monday, 16 November 2026.

If a shareholder is unable to complete an online proxy appointment, a proxy form can be requested by contacting the Share Registry, Computershare, on 1300 850 505 (within Australia) or +61 3 9415 4000 (outside Australia).

Completed proxy forms (together with any authority under which the proxy was signed or a certified copy of the authority) must be received by the Share Registry no later than 3.00pm (AEDT) on Monday, 16 November 2026, by post or by fax.

By post: SEEK Limited
c/- Computershare Investor Services Pty Ltd
GPO Box 242
Melbourne Victoria 3001

By fax: Computershare Investor Services Pty Ltd
1800 783 447 (within Australia)
+61 3 9473 2555 (outside Australia)

Voting at the AGM

If you are entitled to vote at the AGM, you can vote at the meeting, by attorney or, in the case of corporate shareholders, by corporate representative (see the ***Corporate representative*** section below for further details).

If you attend the AGM, representatives from the Share Registry will need to verify your identity.

Voting by proxies

Under the Corporations Act, if the proxy form directs the proxy how to vote on a particular resolution:

- a proxy who is not the Chairman of the meeting does not need to vote but if the proxy does vote, the proxy must vote as directed (subject to any applicable voting restrictions); and
- if the proxy is the Chairman of the meeting, the proxy must vote and must vote as directed.

Default to the Chairman of the meeting

If:

- a shareholder has appointed a proxy other than the Chairman of the meeting and the appointment of the proxy directs the proxy how to vote on the resolution; and
- the shareholder's proxy either does not attend the AGM, or attends the AGM but does not vote on the resolution,

the Chairman of the meeting will, before voting on the resolution closes, be taken to have been appointed as the proxy for that shareholder for the purposes of voting on that resolution. In these circumstances, the Chairman of the meeting must vote in accordance with the written direction of that shareholder.

Voting intention of the Chairman

Where entitled to do so, and subject to the voting restrictions set out on page 14, the Chairman intends to vote all undirected proxies in favour of resolutions 2 to 9.

Powers of attorney

If you have appointed an attorney to attend and vote at the AGM, or if your proxy form is signed by an attorney, you must provide the power of attorney (or a certified copy of the power of attorney) to the Share Registry before 3.00pm (AEDT) on Monday, 16 November 2026, unless this document has previously been lodged with the Share Registry.

You may deliver the power of attorney to the Share Registry by post or fax using the details provided under the heading ***Voting before the AGM*** above. If you complete and return a proxy form, please attach a certified photocopy of the power of attorney to the form when you return it.

Corporate representatives

A corporate shareholder may appoint a person to act as its representative. The representative must provide a properly executed letter or other document, such as an 'Appointment of Corporate Representative' form, confirming that they are authorised to act as the shareholder's representative at the AGM. The document must be provided to the Share Registry before 3.00pm (AEDT) on Monday 16 November 2026.

Shareholders can obtain an 'Appointment of Corporate Representative' form, by calling the Share Registry on 1300 850 505 within Australia or +61 3 9415 4000 outside Australia (between 9.00am and 5.00pm (AEDT)) or by downloading the form from ***www.investorcentre.com/au*** (select 'Printable forms' then 'Corporate Forms').

Annexure 1 – Nomination of Ernst & Young as auditor of SEEK Limited

SEEK Limited
60 Cremorne St
Cremorne VIC 3121

Nomination of Ernst & Young as auditor of SEEK Limited

In accordance with section 328B of the *Corporations Act 2001* (Cth), I, Rachel Agnew, being a shareholder of SEEK Limited, nominate Ernst & Young for appointment as SEEK Limited's auditor at SEEK Limited's next Annual General Meeting or any postponement or adjournment of that Annual General Meeting.

Yours sincerely

Rachel Agnew

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seek

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au.seek.com
nz.seek.com
jobsdb.com
jobstreet.com
jora.com
seekpass.co
seekbusiness.com.au
volunteer.com.au
au.gradconnection.com
seekrecruiterprofile.com
jobadder.com
sidekicker.com

SEEK Limited
ABN 46 080 075 314

Need assistance?

Phone:
1300 850 505 (within Australia)
+61 3 9415 4000 (outside Australia)

Online:
www.investorcentre.com/contact

YOUR VOTE IS IMPORTANT

For your proxy appointment to be effective it must be received by **3.00pm (AEDT) on Monday 16 November 2026.**

Proxy Form

How to Vote on Items of Business

All your securities will be voted in accordance with your directions.

APPOINTMENT OF PROXY

Voting 100% of your holding: Direct your proxy how to vote by marking one of the boxes opposite each item of business. If you do not mark a box your proxy may vote or abstain as they choose (to the extent permitted by law). If you mark more than one box on an item your vote will be invalid on that item, unless you are only voting a portion of your holding (see below).

Voting a portion of your holding: Indicate a portion of your voting rights by inserting the percentage or number of securities you wish to vote in the For, Against or Abstain box or boxes. The sum of the votes cast must not exceed your voting entitlement or 100%.

Appointing a second proxy: You are entitled to appoint up to two proxies to attend the meeting and vote on a poll. If you appoint two proxies you must specify the percentage of votes or number of securities for each proxy, otherwise each proxy may exercise half of the votes. When appointing a second proxy write both names and the percentage of votes or number of securities for each in step 1 overleaf.

A proxy need not be a securityholder of the Company.

SIGNING INSTRUCTIONS FOR POSTAL FORMS

Individual: Where the holding is in one name, the securityholder must sign.

Joint Holding: Where the holding is in more than one name, all of the securityholders should sign.

Power of Attorney: If you have not already lodged the Power of Attorney with Computershare, please attach a certified photocopy of the Power of Attorney to this form when you return it.

Companies: Where the company has a Sole Director who is also the Sole Company Secretary, this form must be signed by that person. If the company (pursuant to section 204A of the Corporations Act 2001) does not have a Company Secretary, a Sole Director can sign alone. Otherwise this form must be signed by a Director jointly with either another Director or a Company Secretary. Please sign in the appropriate place to indicate the office held. Delete titles as applicable.

PARTICIPATING IN THE MEETING

Corporate Representative
If a representative of a corporate securityholder or proxy is to participate in the meeting you will need to provide the appropriate "Appointment of Corporate Representative" form. A form may be obtained from Computershare or online at www.investorcentre.com/au after selecting "Printable forms".

Lodge your Proxy Form:

Online:

Lodge your vote online at www.investorvote.com.au using your secure access information or use your mobile device to scan the personalised QR code.

Your secure access information is

Control Number: 189222

SRN/HIN:

For Intermediary Online subscribers (custodians) go to www.intermediaryonline.com

By Mail:

SEEK Limited
c/- Computershare Investor Services Pty Limited
GPO Box 242
Melbourne VIC 3001
Australia

By Fax:

1800 783 447 within Australia or
+61 3 9473 2555 outside Australia

PLEASE NOTE: For security reasons it is important that you keep your SRN/HIN confidential.

You may elect to receive meeting-related documents, or request a particular one, in electronic or physical form and may elect not to receive annual reports. To do so, contact Computershare.

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☐ **Change of address.** If incorrect, mark this box and make the correction in the space to the left. Securityholders sponsored by a broker (reference number commences with '**X**') should advise the broker of any changes.

Proxy Form

Please mark ☒ to indicate your directions

Step 1 Appoint a Proxy to Vote on Your Behalf

I/We being a member/s of SEEK Limited hereby appoint

☐ **the Chairman of the Meeting** **OR** ☐ **PLEASE NOTE:** Leave this box blank if you have selected the Chairman of the Meeting. Do not insert your own name(s).

or failing the individual or body corporate named, or if no individual or body corporate is named, the Chairman of the Meeting, as my/our proxy to act generally at the meeting on my/our behalf and to vote in accordance with the following directions (or if no directions have been given, and to the extent permitted by law, as the proxy sees fit) at the Annual General Meeting of SEEK Limited to be held at 60 Cremorne Street, Cremorne Victoria 3121 on Wednesday 18 November 2026 at 3.00pm (AEDT) and at any adjournment or postponement of that meeting.

Chairman authorised to exercise undirected proxies on remuneration related resolutions: Where I/we have appointed the Chairman of the Meeting as my/our proxy (or the Chairman becomes my/our proxy by default), I/we expressly authorise the Chairman to exercise my/our proxy on Items 2, 3, 4, 5 and 6 (except where I/we have indicated a different voting intention in step 2) even though Items 2, 3, 4, 5 and 6 are connected directly or indirectly with the remuneration of a member of key management personnel, which includes the Chairman.

Important Note: If the Chairman of the Meeting is (or becomes) your proxy you can direct the Chairman to vote **For** or **Against** or **Abstain** from voting on the items by marking the appropriate box in step 2.

Step 2 Items of Business

PLEASE NOTE: If you mark the **Abstain** box for an item, you are directing your proxy not to vote on your behalf on a poll and your votes for that item will not be counted.

		For	Against	Abstain
2	Adoption of the Remuneration Report	☐	☐	☐
3	Approval of grant of Wealth Sharing Plan Options and Wealth Sharing Plan Rights to the Managing Director and Chief Executive Officer (MD and CEO), Ian Narev, for the year ending 30 June 2027	☐	☐	☐
4	Approval of grant of one Equity Right to the MD and CEO, Ian Narev, for the year ending 30 June 2027	☐	☐	☐
5	Approval of grant of one discretionary Equity Right to the MD and CEO, Ian Narev, for the year ending 30 June 2027	☐	☐	☐
6	Non-executive directors' total aggregate fees	☐	☐	☐
7	Appointment of Auditor of SEEK Limited	☐	☐	☐
8a	Election of Director – Greg Roebuck	☐	☐	☐
8b	Re-election of Director – Jamaludin Ibrahim	☐	☐	☐
8c	Re-election of Director – Vanessa Wallace	☐	☐	☐
9	Renewal of proportional takeover provision	☐	☐	☐

The Chairman of the Meeting intends to vote undirected proxies in favour of each item of business. In exceptional circumstances, the Chairman of the Meeting may change his voting intention on any resolution, in which case an ASX announcement will be made.

Step 3 Signature of Securityholder(s)

This section must be completed.

Individual or Securityholder 1	Securityholder 2	Securityholder 3	
			/ /
Sole Director & Sole Company Secretary	Director	Director/Company Secretary	Date

Update your communication details *(Optional)*

By providing your email address, you consent to receive future Notice of Meeting & Proxy communications electronically

Mobile Number	Email Address

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SAMPLE ONLY

SEK
MR SAM SAMPLE
FLAT 123
123 SAMPLE STREET
THE SAMPLE HILL
SAMPLE ESTATE
SAMPLEVILLE VIC 3030

Control Number: 999999

SRN/HIN: I9999999999

PIN: 99999

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SEEK Limited (SEEK) 2026 Annual General Meeting

Dear Shareholder,

We will be holding our Annual General Meeting (**AGM**) in person at 60 Cremorne Street, Cremorne, Victoria, 3121, on Wednesday, 18 November 2026 at 3.00pm (AEDT). A live webcast of the meeting will also be available to view online at ***meetnow.global/SEEK2026***.

If any changes are made to our AGM arrangements, we will give shareholders as much notice as possible via an ASX announcement and information made available at ***au.seek.com/about/investors/annual-general-meeting***.

Notice of Meeting

The Notice of Meeting, Annual Report and other meeting-related documents are available on SEEK's website at ***au.seek.com/about/investors/annual-general-meeting***.

If you haven't already done so, you can make an election to receive certain documents including annual reports and meeting-related documents (for example, notices of meeting, proxy forms and voting forms) in physical or electronic form. For more information on how to make this election, please visit: ***au.seek.com/about/investors/shareholder-access***.

Viewing the AGM online

We encourage your attendance at our 2026 AGM.

If you choose not to attend the AGM, you will be able to view the live webcast of the meeting. The link to the webcast will be available at ***meetnow.global/SEEK2026.***

Shareholders viewing the live webcast will not be able to vote or ask questions during the meeting, however, there is the opportunity for shareholders to submit questions and cast proxy votes before the meeting.

Voting

We encourage you to cast proxy votes ahead of the meeting at ***www.investorvote.com.au***. To access this site, you will need the six-digit Control Number and your holder number (SRN/HIN) located on this letter. Casting your proxy vote ahead of the meeting will not prevent you from attending the AGM.

Further instructions on voting are set out in SEEK's Notice of Meeting.

Shareholder questions

If you are entitled to vote at the AGM, you may submit written questions for SEEK or the Auditor before the AGM online at ***www.investorvote.com.au***:

- by 5.00pm (AEDT) on 11 November 2026 for the Auditor; and
- by 5.00pm (AEDT) on 13 November 2026 for SEEK.

I look forward to your participation at the upcoming AGM and thank you for your ongoing support.

Yours sincerely

Greg Roebuck
Chairman

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