



20 February 2024

The Manager  
ASX Market Announcements Office  
Australian Securities Exchange

Dear Manager

**SEEK Limited – Appendix 3Y - Ian Narev**

Please find attached an *Appendix 3Y (Change of Director's Interest Notice)* for Ian Narev for release to the market.

The Appendix 3Y for Ian Narev includes a notification in relation to the on-market sale of 30,000 ordinary shares in SEEK Limited to meet Ian's expected personal tax obligations that have arisen in relation to SEEK equity awards.

Yours faithfully,

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

**Rachel Agnew**  
Company Secretary

This announcement was authorised for release by the Company Secretary.

**For further information please contact:**

**Investors & Analysts**

Dan McKenna  
SEEK Limited  
Phone: 0404 868 465

**Media**

Daniel Ellis  
SEEK Limited  
Phone: 0400 587 232

**SEEK Limited**

60 Cremorne Street, Cremorne, Victoria, 3121 | Tel: +613 8517 4100 | Fax: +613 9510 7244 | ABN 46 080 075 314

# Appendix 3Y

## Change of Director's Interest Notice

*Information or documents not available now must be given to ASX as soon as available. Information and documents given to ASX become ASX's property and may be made public.*

Introduced 30/09/01 Amended 01/01/11

|                       |                |
|-----------------------|----------------|
| <b>Name of entity</b> | SEEK LIMITED   |
| <b>ABN</b>            | 46 080 075 314 |

We (the entity) give ASX the following information under listing rule 3.19A.2 and as agent for the director for the purposes of section 205G of the Corporations Act.

|                            |                  |
|----------------------------|------------------|
| <b>Name of Director</b>    | IAN NAREV        |
| <b>Date of last notice</b> | 22 December 2023 |

### Part 1 - Change of director's relevant interests in securities

*In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust*

Note: In the case of a company, interests which come within paragraph (i) of the definition of "notifiable interest of a director" should be disclosed in this part.

| Direct or indirect interest                                                                                                                                             | Indirect                                                                                     |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| <b>Nature of indirect interest<br/>(including registered holder)</b><br><small>Note: Provide details of the circumstances giving rise to the relevant interest.</small> | HSBC Custody Nominees (Australia) Limited<br>is the registered holder on behalf of Ian Narev |
| <b>Date of change</b>                                                                                                                                                   | 15 February 2024                                                                             |

**Appendix 3Y**  
**Change of Director's Interest Notice**

---

|                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                          |
|--------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>No. of securities held prior to change</b>                                                                      | <p>Ordinary shares:<br/> Direct: 71,013<br/> Indirect: 296,155 held by HSBC Custody Nominees (Australia) Limited<br/> Indirect: 42,767 held by Pacific Custodians Pty Limited<br/> <i>Total shares: 409,935</i></p> <p>Wealth Sharing Plan Options:<br/> Direct: 727,344</p> <p>Wealth Sharing Plan Rights:<br/> Direct: 272,694</p> <p>Equity Right:<br/> Direct: 1</p> |
| <b>Class</b>                                                                                                       | <p><b>SEEK Securities:</b></p> <p>Ordinary shares</p>                                                                                                                                                                                                                                                                                                                    |
| <b>Number acquired</b>                                                                                             | Not applicable                                                                                                                                                                                                                                                                                                                                                           |
| <b>Number disposed</b>                                                                                             | 30,000 ordinary shares sold to meet Ian's expected personal tax obligations that have arisen in relation to SEEK equity awards.                                                                                                                                                                                                                                          |
| <p><b>Value/Consideration</b><br/> Note: If consideration is non-cash, provide details and estimated valuation</p> | Sale of 30,000 ordinary shares at an average price of \$24.8304 per share.                                                                                                                                                                                                                                                                                               |

---

+ See chapter 19 for defined terms.

**Appendix 3Y**  
**Change of Director's Interest Notice**

---

|                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                               |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>No. of securities held after change</b></p>                                                                                                                                   | <p><b>SEEK Securities:</b></p> <p>Ordinary shares:<br/>Indirect: 337,168 held by HSBC Custody Nominees (Australia) Limited<br/>Indirect: 42,767 held by Pacific Custodians Pty Limited<br/><i>Total shares: 379,935</i></p> <p>Wealth Sharing Plan Options:<br/>Direct: 727,344</p> <p>Wealth Sharing Plan Rights:<br/>Direct: 272,694</p> <p>Equity Right:<br/>Direct: 1</p> |
| <p><b>Nature of change</b><br/>Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back</p> | <p>On-market trade</p> <p>In addition, 71,013 shares previously held directly have been transferred to HSBC Custody Nominees (Australia) Limited.</p>                                                                                                                                                                                                                         |

---

+ See chapter 19 for defined terms.

## Appendix 3Y

### Change of Director's Interest Notice

---

#### Part 2 – Change of director's interests in contracts

Note: In the case of a company, interests which come within paragraph (ii) of the definition of "notifiable interest of a director" should be disclosed in this part.

|                                                                                                                                                                                                     |                |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|
| <b>Detail of contract</b>                                                                                                                                                                           | Not applicable |
| <b>Nature of interest</b>                                                                                                                                                                           | Not applicable |
| <b>Name of registered holder<br/>(if issued securities)</b>                                                                                                                                         | Not applicable |
| <b>Date of change</b>                                                                                                                                                                               | Not applicable |
| <b>No. and class of securities to which<br/>interest related prior to change</b><br><small>Note: Details are only required for a contract in<br/>relation to which the interest has changed</small> | Not applicable |
| <b>Interest acquired</b>                                                                                                                                                                            | Not applicable |
| <b>Interest disposed</b>                                                                                                                                                                            | Not applicable |
| <b>Value/Consideration</b><br><small>Note: If consideration is non-cash, provide details<br/>and an estimated valuation</small>                                                                     | Not applicable |
| <b>Interest after change</b>                                                                                                                                                                        | Not applicable |

#### Part 3 – <sup>+</sup>Closed period

|                                                                                                                                                                       |                |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|
| <b>Were the interests in the securities or contracts detailed above<br/>traded during a <sup>+</sup>closed period where prior written clearance<br/>was required?</b> | No             |
| <b>If so, was prior written clearance provided to allow the trade to<br/>proceed during this period?</b>                                                              | Not applicable |
| <b>If prior written clearance was provided, on what date was this<br/>provided?</b>                                                                                   | Not applicable |

---

<sup>+</sup> See chapter 19 for defined terms.