

Form 603

Corporations Act 2001
Section 671B

Notice of initial substantial holder

To Company Name/Scheme **SEEK Limited (SEK)**
ACN/ARSN **ACN 080 075 314**

1. Details of substantial holder (1)

Name **Perpetual Limited and its related bodies corporate**
ACN/ARSN (if applicable) **ACN 000 431 827**

The holder became a substantial holder on **13/04/2026**

2. Details of voting power

The total number of votes attached to all the voting shares in the company or voting interests in the scheme that the substantial holder or an associate (2) had a relevant interest (3) in on the date the substantial holder became a substantial holder are as follows:

Class of securities (4)	Number of securities	Person's votes (5)	Voting power (6)
Ordinary	18,146,058	18,146,058	5.080%

3. Details of relevant interests

The nature of the relevant interest the substantial holder or an associate had in the following voting securities on the date the substantial holder became a substantial holder are as follows:

Holder of relevant interest	Nature of relevant interest (7)	Class and number of securities
Refer to annexure B		

4. Details of present registered holders

The persons registered as holders of the securities referred to in paragraph 3 above are as follows:

Holder of relevant interest	Registered holder of securities	Person entitled to be registered as holder (8)	Class and number of securities
Refer to annexure B			

5. Consideration

The consideration paid for each relevant interest referred to in paragraph 3 above, and acquired in the four months prior to the day that the substantial holder became a substantial holder is as follows:

Holder of relevant interest	Date of acquisition	Consideration (9)		Class and number of securities
		Cash	Non-cash	
Refer to annexure A				

6. Associates

The reasons the persons named in paragraph 3 above are associates of the substantial holder are as follows:

Name and ACN/ARSN (if applicable)	Nature of association
Perpetual Investment Management Limited (PIML)	Related bodies corporate of Perpetual Limited
Perpetual Trustee Company Limited (PTCO)	Related bodies corporate of Perpetual Limited
Pendal Group Limited (PDL)	Related bodies corporate of Perpetual Limited
Pendal Institutional Limited (PIL)	Related bodies corporate of Perpetual Limited
Pendal Fund Services Limited (PFSL)	Related bodies corporate of Perpetual Limited

7. Addresses

The addresses of persons named in this form are as follows:

Name	Address
Perpetual Limited (PPT)	Level 14, 123 Pitt Street Sydney, NSW 2000
Perpetual Investment Management Limited (PIML)	Level 14, 123 Pitt Street Sydney, NSW 2000
Perpetual Trustee Company Limited (PTCO)	Level 14, 123 Pitt Street Sydney, NSW 2000
Pendal Group Limited (PDL)	Level 14, 123 Pitt Street Sydney, NSW 2000
Pendal Institutional Limited (PIL)	Level 14, 123 Pitt Street Sydney, NSW 2000
Pendal Fund Services Limited (PFSL)	Level 14, 123 Pitt Street Sydney, NSW 2000
SEEK Limited (SEK)	60 Cremorne Street Cremorne, VIC 3121

Signature

print name Sylvie Dimarco capacity Company Secretary

sign here  date 15/04/2026

DIRECTIONS

- (1) If there are a number of substantial holders with similar or related relevant interests (eg. a corporation and its related corporations, or the manager and trustee of an equity trust), the names could be included in an annexure to the form. If the relevant interests of a group of persons are essentially similar, they may be referred to throughout the form as a specifically named group if the membership of each group, with the names and addresses of members is clearly set out in paragraph 7 of the form.
 - (2) See the definition of "associate" in section 9 of the Corporations Act 2001.
 - (3) See the definition of "relevant interest" in sections 608 and 671B(7) of the Corporations Act 2001.
 - (4) The voting shares of a company constitute one class unless divided into separate classes.
 - (5) The total number of votes attached to all the voting shares in the company or voting interests in the scheme (if any) that the person or an associate has a relevant interest in.
 - (6) The person's votes divided by the total votes in the body corporate or scheme multiplied by 100.
 - (7) Include details of:
 - (a) any relevant agreement or other circumstances by which the relevant interest was acquired. If subsection 671B(4) applies, a copy of any document setting out the terms of any relevant agreement, and a statement by the person giving full and accurate details of any contract, scheme or arrangement, must accompany this form, together with a written statement certifying this contract, scheme or arrangement; and
 - (b) any qualification of the power of a person to exercise, control the exercise of, or influence the exercise of, the voting powers or disposal of the securities to which the relevant interest relates (indicating clearly the particular securities to which the qualification applies).
- See the definition of "relevant agreement" in section 9 of the Corporations Act 2001.
- (8) If the substantial holder is unable to determine the identity of the person (eg. if the relevant interest arises because of an option) write "unknown".
 - (9) Details of the consideration must include any and all benefits, money and other, that any person from whom a relevant interest was acquired has, or may, become entitled to receive in relation to that acquisition. Details must be included even if the benefit is conditional on the happening or not of a contingency. Details must be included of any benefit paid on behalf of the substantial holder or its associate in relation to the acquisitions, even if they are not paid directly to the person from whom the relevant interest was acquired.

ANNEXURE A

This is annexure 'A' referred to in Form 603, Notice of initial substantial holder, lodged for Perpetual Limited ACN 000 431 827

Sylvie Dimarco – Company Secretary, Perpetual Limited 15/04/2026

Entity	Custodian	Date	Transaction Type	Consideration (Cash)	Class (Ordinary) and number	Person's vote affected
PFSL	State Street Bank & Trust Company	2026-02-06	Sale	-2,275,758.12	-123,661	-123,661
PFSL	State Street Bank & Trust Company	2026-02-11	Sale	-61,882.80	-3,336	-3,336
PFSL	State Street Bank & Trust Company	2026-02-16	Purchase	98,778.69	5,990	5,990
PFSL	State Street Bank & Trust Company	2026-02-16	Purchase	2,291,379.13	136,193	136,193
PFSL	State Street Bank & Trust Company	2026-02-23	Purchase	273,853.85	16,915	16,915
PFSL	State Street Bank & Trust Company	2026-03-27	Purchase	2,400,841.53	174,861	174,861
PFSL	State Street Bank & Trust Company	2026-03-27	Purchase	478,545.42	34,854	34,854
PFSL	State Street Bank & Trust Company	2026-03-30	Purchase	1,178,512.02	88,146	88,146
PFSL	State Street Bank & Trust Company	2026-04-01	Purchase	654,082.51	45,406	45,406
PFSL	State Street Bank & Trust Company	2026-04-01	Purchase	1,581,809.24	110,068	110,068
PFSL	State Street Bank & Trust Company	2026-04-08	Purchase	2,017,926.82	133,444	133,444
PFSL	State Street Bank & Trust Company	2026-04-09	Purchase	2,624,437.10	177,243	177,243
PFSL	State Street Bank & Trust Company	2026-04-13	Purchase	1,988,666.42	134,974	134,974
PFSL	State Street Bank & Trust Company	2026-04-13	Purchase	755,087.39	51,249	51,249
PFSL	UBS Nominees Pty Limited	2026-04-01	Purchase	616,059.01	42,853	42,853
PIL	BNP Paribas Securities Services	2026-01-12	Sale	-333,868.26	-14,383	-14,383
PIL	BNP Paribas Securities Services	2026-02-06	Sale	-811,047.43	-44,071	-44,071
PIL	BNP Paribas Securities Services	2026-02-27	Purchase	431,017.30	26,024	26,024
PIL	BNP Paribas Securities Services	2026-03-18	Sale	-394,627.76	-26,989	-26,989
PIL	BNP Paribas Securities Services	2026-04-08	Purchase	665,377.44	43,778	43,778
PIL	BNP Paribas Securities Services	2026-04-09	Purchase	594,382.59	40,142	40,142
PIL	BNP Paribas Securities Services	2026-04-13	Purchase	666,891.46	45,263	45,263
PIL	Citibank, N.A.	2025-12-29	Purchase	237,720.81	10,248	10,248
PIL	Citibank, N.A.	2026-02-11	Sale	-239,587.19	-12,920	-12,920
PIL	Citibank, N.A.	2026-03-27	Purchase	229,950.04	16,748	16,748
PIL	Citibank, N.A.	2026-03-30	Purchase	226,193.66	16,918	16,918
PIL	Citibank, N.A.	2026-04-01	Purchase	2,816,666.14	195,927	195,927
PIL	Citibank, N.A.	2026-04-08	Purchase	399,639.88	26,294	26,294
PIL	Citibank, N.A.	2026-04-09	Purchase	348,112.57	23,510	23,510
PIL	Citibank, N.A.	2026-04-13	Purchase	373,690.83	25,363	25,363
PIL	HSBC Custody Nominees (Australia) Limited	2026-02-03	Sale	-151,364.21	-7,215	-7,215
PIL	HSBC Custody Nominees (Australia) Limited	2026-02-11	Sale	-152,115.61	-8,203	-8,203
PIL	HSBC Custody Nominees (Australia) Limited	2026-02-11	Sale	-29,095.38	-1,569	-1,569
PIL	HSBC Custody Nominees (Australia) Limited	2026-02-11	Sale	-89,863.74	-4,846	-4,846
PIL	HSBC Custody Nominees (Australia) Limited	2026-02-24	Sale	-89,516.88	-5,675	-5,675
PIL	HSBC Custody Nominees (Australia) Limited	2026-03-09	Sale	-26,493.90	-1,617	-1,617
PIL	HSBC Custody Nominees (Australia) Limited	2026-03-27	Purchase	245,341.37	17,869	17,869
PIL	HSBC Custody Nominees (Australia) Limited	2026-03-27	Purchase	46,764.38	3,406	3,406
PIL	HSBC Custody Nominees (Australia) Limited	2026-03-27	Purchase	86,073.37	6,269	6,269
PIL	HSBC Custody Nominees (Australia) Limited	2026-03-30	Purchase	137,684.26	10,298	10,298

PIL	HSBC Custody Nominees (Australia) Limited	2026-03-30	Purchase	84,672.21	6,333	6,333
PIL	HSBC Custody Nominees (Australia) Limited	2026-03-31	Purchase	770,846.47	55,259	55,259
PIL	HSBC Custody Nominees (Australia) Limited	2026-04-01	Purchase	459,338.61	31,887	31,887
PIL	HSBC Custody Nominees (Australia) Limited	2026-04-01	Purchase	74,762.99	5,190	5,190
PIL	HSBC Custody Nominees (Australia) Limited	2026-04-08	Purchase	247,802.87	16,304	16,304
PIL	HSBC Custody Nominees (Australia) Limited	2026-04-08	Purchase	1,377,856.28	90,655	90,655
PIL	HSBC Custody Nominees (Australia) Limited	2026-04-08	Purchase	149,678.77	9,848	9,848
PIL	HSBC Custody Nominees (Australia) Limited	2026-04-09	Purchase	62,544.77	4,224	4,224
PIL	HSBC Custody Nominees (Australia) Limited	2026-04-09	Purchase	347,786.82	23,488	23,488
PIL	HSBC Custody Nominees (Australia) Limited	2026-04-09	Purchase	121,076.84	8,177	8,177
PIL	HSBC Custody Nominees (Australia) Limited	2026-04-13	Purchase	391,503.88	26,572	26,572
PIL	HSBC Custody Nominees (Australia) Limited	2026-04-13	Purchase	74,640.92	5,066	5,066
PIL	HSBC Custody Nominees (Australia) Limited	2026-04-13	Purchase	139,925.95	9,497	9,497
PIL	J.P. Morgan Nominees Australia Pty Limited	2025-12-19	Sale	-495,843.87	-21,456	-21,456
PIL	J.P. Morgan Nominees Australia Pty Limited	2026-01-12	Sale	-109,053.26	-4,698	-4,698
PIL	J.P. Morgan Nominees Australia Pty Limited	2026-02-06	Sale	-245,848.35	-13,359	-13,359
PIL	J.P. Morgan Nominees Australia Pty Limited	2026-02-27	Purchase	130,693.11	7,891	7,891
PIL	J.P. Morgan Nominees Australia Pty Limited	2026-04-08	Purchase	205,215.55	13,502	13,502
PIL	J.P. Morgan Nominees Australia Pty Limited	2026-04-09	Purchase	183,384.70	12,385	12,385
PIL	J.P. Morgan Nominees Australia Pty Limited	2026-04-13	Purchase	205,682.45	13,960	13,960
PIL	JPMorgan Nominees Australia Limited	2025-12-19	Purchase	5,571,880.90	240,686	240,686
PIL	JPMorgan Nominees Australia Limited	2026-02-06	Sale	-2,948,192.64	-160,200	-160,200
PIL	JPMorgan Nominees Australia Limited	2026-02-27	Purchase	2,193,080.39	132,414	132,414
PIL	JPMorgan Nominees Australia Limited	2026-04-08	Purchase	2,458,999.63	161,788	161,788
PIL	JPMorgan Nominees Australia Limited	2026-04-09	Purchase	2,310,395.44	156,034	156,034
PIL	JPMorgan Nominees Australia Limited	2026-04-13	Purchase	2,464,240.79	167,252	167,252
PIL	Mitsubishi UFJ Investor Services & Banking (Luxembourg) S.A.	2026-04-01	Purchase	2,064,322.28	143,643	143,643
PIL	National Nominees Limited	2026-03-27	Purchase	82,901.74	6,038	6,038
PIL	National Nominees Limited	2026-04-01	Purchase	155,648.19	10,805	10,805
PIL	National Nominees Limited	2026-04-13	Purchase	132,662.23	9,004	9,004
PIL	Northern Trust Company Limited	2026-02-16	Purchase	3,240,381.60	189,496	189,496
PIL	Northern Trust Company Limited	2026-03-24	Sale	-368,081.82	-25,758	-25,758
PIL	Northern Trust Company Limited	2026-03-27	Purchase	114,810.26	8,362	8,362
PIL	Northern Trust Company Limited	2026-03-30	Purchase	112,936.39	8,447	8,447
PIL	Northern Trust Company Limited	2026-04-01	Purchase	1,753,812.32	121,995	121,995
PIL	Northern Trust Company Limited	2026-04-08	Purchase	199,409.57	13,120	13,120
PIL	Northern Trust Company Limited	2026-04-09	Purchase	174,278.39	11,770	11,770
PIL	Northern Trust Company Limited	2026-04-13	Purchase	186,631.78	12,667	12,667
PIL	State Street Bank & Trust Company	2025-12-29	Purchase	96,034.75	4,140	4,140
PIL	State Street Bank & Trust Company	2026-02-11	Sale	-95,983.23	-5,176	-5,176
PIL	State Street Bank & Trust Company	2026-03-27	Purchase	93,048.21	6,777	6,777
PIL	State Street Bank & Trust Company	2026-03-30	Purchase	91,437.43	6,839	6,839
PIL	State Street Bank & Trust Company	2026-04-08	Purchase	162,157.06	10,669	10,669
PIL	State Street Bank & Trust Company	2026-04-09	Purchase	139,437.52	9,417	9,417

PIL	State Street Bank & Trust Company	2026-04-13	Purchase	151,550.84	10,286	10,286
PIML	HSBC Custody Nominees (Australia) Limited	2026-01-07	Sale	-17,432.95	-755	-755
PIML	HSBC Custody Nominees (Australia) Limited	2026-02-02	Purchase	235,679.97	11,336	11,336
PIML	HSBC Custody Nominees (Australia) Limited	2026-02-27	Purchase	977,610.49	59,528	59,528
PIML	HSBC Custody Nominees (Australia) Limited	2026-03-02	Purchase	960,897.80	59,796	59,796
PIML	State Street Bank and Trust	2025-12-16	Purchase	731,909.64	32,186	32,186
PIML	State Street Bank and Trust	2026-02-20	Purchase	470,583.42	28,901	28,901
PTCO	Perpetual Trustee Company Limited	2026-01-22	Sale	-11,312.58	-501	-501
PTCO	Perpetual Trustee Company Limited	2026-01-22	Sale	-11,312.58	-501	-501
PTCO	Perpetual Trustee Company Limited	2026-02-23	Purchase	75,229.85	4,664	4,664
PTCO	Perpetual Trustee Company Limited	2026-03-17	Sale	-10,854.50	-751	-751
PTCO	Perpetual Trustee Company Limited	2026-03-26	Sale	-6,853.98	-501	-501
PTCO	Perpetual Trustee Company Limited	2026-03-26	Sale	-6,898.77	-499	-499

ANNEXURE B

This is annexure 'B' referred to in Form 603, Notice of initial substantial holder, lodged for Perpetual Limited ACN 000 431 827

Sylvie Dimarco – Company Secretary, Perpetual Limited 15/04/2026

Holder of relevant interest	Registered holder securities	Persons entitled to be registered holder	Number of securities	Number of votes
PFSL	State Street Bank & Trust Company	State Street Bank & Trust Company	840,033	840,033
PFSL	State Street Bank & Trust Company	State Street Bank & Trust Company	285,599	285,599
PFSL	State Street Bank & Trust Company	State Street Bank & Trust Company	272,187	272,187
PFSL	State Street Bank & Trust Company	State Street Bank & Trust Company	285,170	285,170
PFSL	State Street Bank & Trust Company	State Street Bank & Trust Company	2,659,268	2,659,268
PFSL	State Street Bank & Trust Company	State Street Bank & Trust Company	133,444	133,444
PFSL	UBS Nominees Pty Limited	UBS Nominees Pty Limited	544,973	544,973
PIL	BNP Paribas Securities Services	BNP Paribas Securities Services	834,092	834,092
PIL	Citibank, N.A.	Citibank, N.A.	2,293,592	2,293,592
PIL	Citibank, N.A.	Citibank, N.A.	465,943	465,943
PIL	Citibank, N.A.	Citibank, N.A.	88,289	88,289
PIL	HSBC Custody Nominees (Australia) Limited	HSBC Custody Nominees (Australia) Limited	433,317	433,317
PIL	HSBC Custody Nominees (Australia) Limited	HSBC Custody Nominees (Australia) Limited	1,379,360	1,379,360
PIL	HSBC Custody Nominees (Australia) Limited	HSBC Custody Nominees (Australia) Limited	82,619	82,619
PIL	HSBC Custody Nominees (Australia) Limited	HSBC Custody Nominees (Australia) Limited	172,125	172,125
PIL	HSBC Custody Nominees (Australia) Limited	HSBC Custody Nominees (Australia) Limited	78,281	78,281
PIL	HSBC Custody Nominees (Australia) Limited	HSBC Custody Nominees (Australia) Limited	252,135	252,135
PIL	J.P. Morgan Nominees Australia Pty Limited	J.P. Morgan Nominees Australia Pty Limited	3,207,209	3,207,209
PIL	J.P. Morgan Nominees Australia Pty Limited	J.P. Morgan Nominees Australia Pty Limited	180,614	180,614
PIL	J.P. Morgan Nominees Australia Pty Limited	J.P. Morgan Nominees Australia Pty Limited	260,716	260,716
PIL	Mitsubishi UFJ Investor Services & Banking (Luxembourg) S.A.	Mitsubishi UFJ Investor Services & Banking (Luxembourg) S.A.	347,059	347,059
PIL	National Nominees Limited	National Nominees Limited	146,622	146,622
PIL	National Nominees Limited	National Nominees Limited	188,990	188,990
PIL	Northern Trust Company Limited	Northern Trust Company Limited	1,421,668	1,421,668
PIL	Northern Trust Company Limited	Northern Trust Company Limited	203,190	203,190
PIL	Northern Trust Company Limited	Northern Trust Company Limited	67,140	67,140
PIL	Northern Trust Company Limited	Northern Trust Company Limited	243,862	243,862
PIML	HSBC Custody Nominees (Australia) Limited	HSBC Custody Nominees (Australia) Limited	8,513	8,513
PIML	HSBC Custody Nominees (Australia) Limited	HSBC Custody Nominees (Australia) Limited	608,696	608,696
PIML	State Street	State Street	144,620	144,620
PTCO	Perpetual Trustee Company Limited	Perpetual Trustee Company Limited	16,732	16,732