

Announcement Summary

Entity name

SEEK LIMITED

Date of this announcement

Tuesday September 08, 2026

The +securities the subject of this notification are:

Unquoted options that have been exercised or other unquoted +convertible securities that have been converted

Total number of +securities to be issued/transferred

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
SEK	ORDINARY FULLY PAID	204,408	01/09/2026
SEK	ORDINARY FULLY PAID	12,366	06/07/2026

Refer to next page for full details of the announcement

Part 1 - Entity and announcement details

1.1 Name of entity

SEEK LIMITED

We (the entity named above) give notice of the issue, conversion or payment up of the following unquoted +securities.

1.2 Registered number type

ABN

Registration number

46080075314

1.3 ASX issuer code

SEK

1.4 The announcement is

New announcement

1.5 Date of this announcement

8/9/2026

Part 2 - Issue details

2.1 The +securities the subject of this notification are:

Unquoted options that have been exercised or other unquoted +convertible securities that have been converted

2.2b The +securities being issued, transferred or re-classified as a result of the options being exercised or other +convertible securities being converted are:

securities that have already been quoted on ASX ("existing class")

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

The right of the holder of the options or other +convertible securities to receive the +underlying securities is being satisfied by:

A transfer of existing +securities

The underlying securities being received by the holder are:

Already quoted by ASX

Existing +securities converting into an existing class

FROM (Existing Class)

ASX +Security code and description

SEKAP : RESTRICTED RIGHTS

TO (Existing Class)

ASX +Security code and description

SEK : ORDINARY FULLY PAID

Please state the number of options that were exercised or other +convertible securities that were converted

89,343

The first date the options were exercised or other +convertible securities were converted

1/9/2026

The last date the options were exercised or other +convertible securities were converted

1/9/2026

Is this all of the options or other +convertible securities on issue of that type?

Yes

Were the options being exercised or other +convertible securities being converted issued under an +employee incentive scheme?

Yes

Are any of the options being exercised or other +convertible securities being converted held by +key management personnel (KMP) or an +associate?

Yes

Provide details of the KMP or +associates who are exercising options or converting +convertible securities.

Name of KMP	Name of registered holder	Number of +securities
Kendra Banks	Kendra Banks	10,127

Date the +securities the subject of this notification were issued/transferred

1/9/2026

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

Restricted Rights are subject to the continued employment over a 12 month vesting period which expired on 31 August 2026. Upon vesting, each Restricted Right converts into one share and the resulting shares are not subject to a disposal restriction period.

Issue details

Number of +securities

89,343

The right of the holder of the options or other +convertible securities to receive the +underlying securities is being satisfied by:

A transfer of existing +securities

The underlying securities being received by the holder are:

Already quoted by ASX

Existing +securities converting into an existing class

FROM (Existing Class)

ASX +Security code and description

SEKAQ : SHARE RIGHTS

TO (Existing Class)

ASX +Security code and description

SEK : ORDINARY FULLY PAID

Please state the number of options that were exercised or other +convertible securities that were converted

12,366

The first date the options were exercised or other +convertible securities were converted

6/7/2026

The last date the options were exercised or other +convertible securities were converted

6/7/2026

Is this all of the options or other +convertible securities on issue of that type?

Yes

Were the options being exercised or other +convertible securities being converted issued under an +employee incentive scheme?

Yes

Are any of the options being exercised or other +convertible securities being converted held by +key management personnel (KMP) or an +associate?

No

Date the +securities the subject of this notification were issued/transferred

6/7/2026

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

Shares were transferred by the Employee Share Trust to equity plan participants.

Issue details

Number of +securities

12,366

The right of the holder of the options or other +convertible securities to receive the +underlying securities is being satisfied by:

A transfer of existing +securities

The underlying securities being received by the holder are:

Already quoted by ASX

Existing +securities converting into an existing class**FROM (Existing Class)****ASX +Security code and description**

SEKAS : RECOGNITION SHARE RIGHTS

TO (Existing Class)**ASX +Security code and description**

SEK : ORDINARY FULLY PAID

Please state the number of options that were exercised or other +convertible securities that were converted

115,065

The first date the options were exercised or other +convertible securities were converted

1/9/2026

The last date the options were exercised or other +convertible securities were converted

1/9/2026

Is this all of the options or other +convertible securities on issue of that type?

Yes

Were the options being exercised or other +convertible securities being converted issued under an +employee incentive scheme?

Yes

Are any of the options being exercised or other +convertible securities being converted held by +key management personnel (KMP) or an +associate?

No

Date the +securities the subject of this notification were issued/transferred

1/9/2026

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

Eligible employees received a grant of 45 Recognition Rights. The number of Recognition Rights granted was determined by dividing an amount of A\$1,000 by the 60-day volume weighted average price (VWAP) to 30 June 2025 (A\$22.29) and rounded up to the nearest whole share. Recognition Rights vested following a 12 month Qualifying Period (1 September 2025 to 31 August 2026), subject to an employee's continued employment until the end of the Qualifying Period.

Issue details

Number of +securities

115,065

Part 4 - +Securities on issue

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

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

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

ASX +security code and description	Total number of +securities on issue
SEK : ORDINARY FULLY PAID	357,970,190

4.2 Unquoted +securities (Total number of each +class of +securities issued but not quoted on ASX)

ASX +security code and description	Total number of +securities on issue
SEKAK : OPTION EXPIRING VARIOUS DATES EX VARIOUS PRICES	1,035,416
SEKAQ : SHARE RIGHTS	93,178
SEKAP : RESTRICTED RIGHTS	7,990
SEKAJ : PERFORMANCE RIGHTS	769,874
SEKAS : RECOGNITION SHARE RIGHTS	1,755