Environment

4.1 Minimising environmental impact and climate resilience

4.1.1 Greenhouse gas emissions (GHG)

Refer to the FY2026 Sustainability Report (within the FY2026 Annual Report) which includes SEEK's GHG emissions (scope 1& 2) and methodology for calculation of GHG emission.

Emissions by scope (tCO2e)[1]	**2026**	2025 (baseline)
Scope 1 emissions[2]	2	4
Scope 2 emissions (location-based)[3]	1,260	1,468
Scope 2 emissions (market-based)[4]	0	0
Total emissions (market-based)[5]	**2**	**4**

(1) tCO2e represents tonnes of carbon dioxide equivalent.

(2) FY026 Scope 1 emissions are attributed to natural gas use at SEEK's Cremorne office. Emissions are calculated using the emissions factor: NGA (National Greenhouse Accounts) 2025.0.0.

(3) The location-based method for calculating scope 2 electricity emissions uses the average emission intensity of the electricity grid where the energy is consumed. It does not account for any specific renewable energy purchases. For example, if SEEK's Cremorne office consumed 100,000 kWh of electricity annually, this would be multiplied by the Victorian grid emission factor (0.93 kg CO2e/kWh), resulting in roughly 93 tonnes of CO2e in scope 2 emissions. SEEK discloses its emissions using both a location and market-based approach for scope 2 emissions in alignment with AASB S2. SEEK will continue to use a market-and location-based approach to ensure Renewable Energy Certificates (RECs) are applied against energy consumed.

(4)The market-based method for calculating scope 2 electricity emissions considers contractual instruments, such as RECs or renewable energy contracts, rather than the local grid average. For example, as SEEK's Cremorne office holds a 100% renewable energy contract, the emission factor used would be 0 kg CO2e/kWh, resulting in zero scope 2 market-based emissions despite consuming 100,000 kWh from the same physical grid. SEEK's market-based emissions are calculated by applying various renewable energy products and services against SEEK's location-based emissions. SEEK's Cremorne headquarters was powered by a 100% renewable energy contractual arrangement; and SEEK purchased RECs, via a power purchase agreement, as evidence of renewable electricity use for other facilities within the reporting boundary.

(5) In FY2026, SEEK applied the first-year transition relief for reporting scope 3 emissions as permitted by AASB S2 and has not reported scope 3 emissions.

Emissions intensity[6]	**2026**	2025
Emissions per employee (tCO2e per FTE) - Scope 1 and 2	0	Not reported
Emissions per employee (tCO2e per FTE) - Scope 1, 2 and 3	Not reported	2.7

(6) FY2026 emissions intensity is on scope 1 and 2 market-based emissions as SEEK has not reported scope 3 in FY2026.

4.1.2 Industry based metrics

Industry based metrics (where applicable) are guided by SASB standards.

Energy consumption within the organisation (market-based)	**2026**	2025
Scope 1 - Natural gas consumption (mj)	39,795	Not reported
Scope 2 - Electricity consumption (mWh)	1,833	1,814
Electricity consumption - under a renewable energy contract (mWh)	744	Not reported
Electricity consumption - matched by RECs (mWh)	1,089	1,057

4.1.3 Climate-related targets

FY2030 target (interim)	FY2050 target	**2026 progress against targets**
Reduce emissions by 50% across all emissions scopes[7]	Achieve net zero emissions across all emissions scopes[8]	On track: emissions have reduced against the FY2025 baseline
Scope 1: Zero emissions	Scope 1: Maintain zero emissions	On track: Use of natural gas has dropped against FY2025 baseline
Scope 2: Maintain zero emissions (market-based)	Scope 2: Maintain zero emissions (market-based)	On track: SEEK maintained RECs purchases and renewable energy contract
Scope 3: 50% emissions reduction	Scope 3: Net zero emissions	On track: SEEK continued to partner with suppliers that have similar emissions reduction commitments and introduced policy changes that are expected to result in reductions to travel related emissions.

(7) 50% reduction by FY2030 is a gross emissions reduction target, meaning no carbon offsets (instruments that represent the avoidance, reduction or removal of one tonne of GHG emissions) will be factored into the emissions reduction calculation. RECs, which represent one megawatt-hour of electricity generated from a renewable energy source and are not carbon offsets, will be used to meet electricity related emissions targets for market-based scope 2 emissions. Scope 3 categories included within the FY2030 interim target include goods and services, capital goods, fuel and energy-related, waste, business travel, employee commuting (including work from home) and leased assets. SEEK has not set specific annual interim milestones for its emissions reduction targets. The FY2030 target represents SEEK's primary interim milestone on the pathway to net zero by FY2050.

(8) Net zero by FY2050 is a net emissions reduction target and aligns with SBTI's definition of Net Zero. SEEK's target is to deliver a 90% reduction in absolute emissions, with verified carbon removal credits used to offset residual emissions from hard-to-abate sources. RECs will be used to offset electricity related emissions and Sustainable Aviation Fuel Certificates may be used to offset some air travel emissions. Scope 3 categories included within the FY2050 target include goods and services, capital goods, fuel and energy-related, waste, business travel, employee commuting (including work from home) and leased assets.

4.1.4 Carbon offsets

In FY2026, SEEK retired carbon offsets equivalent to its GHG inventory market-based emissions through investment in a number of carbon offset projects. The below table summarises SEEK's FY2026 carbon offsets project investments.

Project name	Location	Type of offset unit	Registry
Kuamut Rainforest Conservation Project	Sabah, Malaysia	Verified Carbon Unit	Verra Registry
Katingan Peatland Restoration and Conservation Project	Kalimantan, Indonesia	Verified Carbon Unit	Verra Registry