AUSTRALIAN SHAREHOLDERS' ASSOCIATION

SEEK 2026 AGM Report

ASX code	**SEK**
Meeting date	**Wednesday, 18 November 2026**
Type of meeting	Webcast and live
Monitor	Mike Robey
Pre AGM-meeting	Yes, with Chair Mr Roebuck

Meeting Statistics

Number of holdings represented by ASA	45
Number of shares represented by ASA	248,123
Value of shares represented by ASA	$3.36m
Total number attending meeting	TBC
Market capitalisation	$4.93b
ASA open proxies voted	ASA voted in favour of all the resolutions

Monitor Shareholding: The individual involved in the preparation of this voting intention has no shareholding in this company.

The Chairman and CEO's speeches were published on the ASX prior to the meeting and can be found here and here.

Forward guidance remained unchanged and is as follows:

Net Revenue: $1.21b-$1.28b

Total Expenditure $825m-$860m

EBITDA $530m-$580m

Adjusted profit $185m-$215m

The results of the meeting are given here:

The highlights were:

1. The remuneration report received a strike, with only 63.3% for
2. Resolution 4, the FY2027 Equity Right (their version of STI, but with no hurdles, and deferred two years), received 75.5% favourability.
3. The discretionary equity grant, which in effect was a bonus retention payment for a CEO, who had missed the past three years' long term variable awards, received only 46.9% for, and so failed to pass. The Chair stated that they would pay this as cash in lieu, at the share price when it falls due in two years.
4. Two directors seeking re-election received only 72-73% for, and in response to a question from the ASA, implied that this was not related to their performance, but to that of the SEEK business, on their watch.
5. All other resolutions received over 90% favourable votes.

The ASA and an ASA member asked nearly all of the questions, covering the remaining accounting equity for their Zhaopin share in China (Answer: we will audit every year), the challenge of the use of AI to send tsunamis of AI-generated applications with inbuilt selection filter bypass features (our software and validation processes can eliminate these, ironically also using AI!), and our request to change the remuneration structure to remove the un-hurdled equity grant which received the lead balloon vote and to add in a financial measure to the long term plan, which currently only uses rTSR (we have committed to change the remuneration structure this year and will examine all your recommendations, as we discuss with all stakeholders).

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