SEEK
Modern Slavery Statement 2026

Contents

Scope of this Statement

This Modern Slavery Statement (Statement) addresses the requirements of the *Modern Slavery Act 2018* (Cth) for SEEK Limited (ABN: 46 080 075 314) and the entities it owns or controls. For more information on SEEK's structure, refer to the 'Structure' section of this Statement and to SEEK's FY2026 Financial Report Note 19 Interests in controlled entities. This Statement covers the period from 1 July 2025 to 30 June 2026, which aligns with SEEK's financial year. Refer to page 17 for an overview of where each of the mandatory criteria have been addressed. All monetary values are in Australian dollars. This Statement contains references to SEEK's future plans and commitments, which reflect intentions at the time of publication and may be subject to change.

Acknowledgement of Country

SEEK acknowledges the Traditional Custodians of the lands on which it operates. We extend this acknowledgement to all First Nations peoples across the Asia Pacific region in which SEEK is proud to operate.

We pay respects to their rich cultures, to Elders past and present, and the continuing custodianship of the land, waterways and community on which we all rely.

We recognise the ongoing contribution of First Nations peoples to the diverse communities in which we belong.

The gum leaf represents a symbol of welcome and it acknowledges the diverse countries[1], environments and communities.

Artist: Bitja (Dixon Patten) Gunnai, Yorta Yorta, Dhudhuroa, Gunditjmara, Bayila Creative

(1) In this context, 'countries' refers to the tribal areas, not explicitly Australia and other countries.

Message from the Managing Director and Chief Executive Officer

Ian Narev, Managing Director and Chief Executive Officer

SEEK's purpose – to help people live more fulfilling and productive working lives and help organisations succeed – requires a focus on modern slavery and fair hiring risks. Our aspiration goes beyond basic compliance. Beyond doing our best to be a responsible and compliant business, which in itself requires continuous vigilance, we aim to play a more active role in raising awareness of these critical human rights issues, and partnering with others to explore new practices and standards. This Modern Slavery Statement gives us the opportunity each year to share our progress in this area, and highlight challenges that we are endeavouring to address in relation to our core platform, workforce and supply chain.

In FY2026, we engaged more externally, whilst continuing to strengthen trust and safety standards on our platform. We scanned 100% of direct and indirect job ads across APAC for fair hiring risks and continued to build on our detection and response capabilities to protect candidates from exploitative recruitment and job scams. We will never be able to say that we have been completely successful in eliminating these risks from our platform. But as this Statement shows, each year we try harder, allocate more resources to this area, and hopefully improve outcomes.

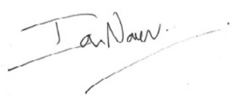
In our supply chains, we continued to cover all direct suppliers in our modern slavery risk analysis and increased our focus on indirect suppliers in high-risk industries. We have now audited all incumbent cleaning contractors, and have developed an audit process for hotels used by our people, due to be implemented in FY2027. We also introduced training to help relevant people understand when and how to consider modern slavery risks when selecting and engaging suppliers.

Modern slavery and exploitation risks cannot be addressed by any organisation alone. During FY2026, we worked with relevant government agencies, non-government organisations and specialist partners across APAC to share data and experience, and explore partnership opportunities.

This year we also included Sidekicker in our modern slavery reporting following our re-acquisition of that business in FY2025. As employer of record for contingent workers across Australia and New Zealand, Sidekicker has in place worker protections that help address exploitation risks, including continuous job feedback channels and contractual obligations on hirer clients.

We recognise that tackling modern slavery and fair hiring risks requires ongoing effort. We remain committed to strengthening our platform protections and working with our customers, suppliers, and other stakeholders to continue to address these complex challenges as they evolve over time. We will continue to look for opportunities to use our unique position to influence employment market practices and to improve the way we address modern slavery in our supply chains.

We welcome comments on this Statement, which you can provide by emailing sustainability@seek.com.au.



Ian Narev
Managing Director and Chief Executive Officer

Highlights

Automatically scanned **100%** of direct and indirect job ads for fair hiring risks with approximately 7% escalated for manual review

Excluded **1,031** hirers during onboarding because of high-risk indicators (representing less than 1% of hirers)

Removed **10,854** job ads following manual review or verified customer complaints (representing less than 1% of job ads)

Analysed **100%** of SEEK's direct supply chain for modern slavery risk

Completed modern slavery risk assessments of **92%** of inherent risk suppliers and audits for all incumbent cleaning contractors

Continued improving platform controls and broadened SEEK's fair hiring strategy to increase the potential for impact

SEEK overview

Our purpose

We help people live more fulfilling and productive working lives and help organisations succeed.

About SEEK

- Operates market-leading online employment marketplaces in Australia, New Zealand and six markets in Asia.
- Focuses on providing candidates with all the job opportunities relevant to them and enabling hirers to reach all relevant prospective employees.
- Develops and applies innovative, data driven and AI-enabled technology tools to facilitate high-quality matching and improve reliability of marketplace information.
- Has minority investments in employment marketplaces in China, South Korea and Bangladesh.
- Listed on the Australian Securities Exchange with headquarters in Melbourne, Australia.

SEEK operations[1]

(1) Geographical coverage represents the countries of operation of SEEK's controlled core APAC marketplaces. Control refers to entities that meet the definition of a consolidated subsidiary under Australian Accounting Standards. For more information on SEEK's online employment marketplaces in ANZ and Asia, refer to the 'Structure, operations and supply chains' section on page 4.

Reporting suite

SEEK's FY2026 Reporting Suite includes the following:

- Annual Report (including the Sustainability Report);
- Corporate Governance Statement;
- Impact Report; and
- Modern Slavery Statement (this Statement).

All reports are available at au.seek.com/about/investors

Structure, operations and supply chains

Structure

SEEK Limited is listed on the Australian Securities Exchange (ASX:SEK) with headquarters in Melbourne, Australia. Founded in 1997, SEEK operates online employment marketplaces in eight countries across the Asia Pacific region (APAC).

SEEK Limited is the ultimate parent company of the SEEK group of companies and is the only reporting entity under the *Modern Slavery Act 2018* (Cth).

The APAC online employment marketplaces are held under the subsidiary SEEK AP&A Pty Ltd (ABN 41 626 880 037). SEEK also has an interest in the SEEK Growth Fund (the Fund) which is held under the subsidiary SEEK International Investments Pty Ltd (ABN 15 121 858 231).

The Fund is a unit trust that holds a portfolio of investments in the human capital management industry. The Fund and SEEK's minority investments are excluded from this Statement because they are operated independently of SEEK and are not under SEEK's control.

Operations

Online employment marketplaces

SEEK facilitates the matching of candidates with job opportunities and provides related products and services via websites and apps referred to as online employment marketplaces. This activity focuses on innovative products that use data, AI and technology to facilitate high quality matching and improve reliability of marketplace information. These products connect candidates with relevant, personalised job opportunities and enable hirers to fill vacancies and streamline their recruitment processes.

SEEK's workforce

SEEK employs a professional workforce in a hybrid-working model. At the end of FY2026, SEEK's APAC workforce comprised 3,091 employees (excluding JobAdder and Sidekicker – reported separately below), distributed broadly evenly across ANZ and Asia. Most employees were employed permanently, with 5% employed on either a fixed-term or casual basis. Full-time employees accounted for 95% of the workforce, with part-time employees comprising 4%. People who work for SEEK are employed directly and the majority of SEEK's workforce are on permanent contracts in professional roles. SEEK also maintains a contingent workforce of contractors and business partners to provide flexible access to specialised skills and short-term capabilities.

Online employment marketplaces in ANZ and Asia

Core APAC marketplaces

seek

jobsdb by seek

jobstreet by seek

Expanded sourcing solutions and other businesses

seekbusiness, seek pass, JobAdder, seekvolunteer, Jora, SIDEKICKER(2), seek grad, seek recruiter profile

Non-controlled investments(1)

Zhaopin(3)

智联招聘

Other(4)

A small portfolio of associated businesses including BDjobs and Worxphere

SEEK Growth Fund(5)

HR SaaS: employmenthero, Go1, HiBob, Sonder

Online Education: ALUN, coursera, Manifest Global, oes, Utel, Gizmo, Cadmus

Contingent Labour: Florence, Hireup, workana

(1) Control refers to entities that meet the definition of a consolidated subsidiary under Australian Accounting Standards. Non-controlled investments are entities that do not meet this definition.
(2) SEEK reacquired Sidekicker on 30 May 2025. SEEK's ownership in Sidekicker is 100.0%. Refer to SEEK's FY2026 Financial Report Note 20 Business combination.
(3) SEEK's equity accounted ownership in Beijing Wangpin Consulting Co. Ltd (Zhaopin) (headquartered in Beijing, China) is 23.5%.
(4) SEEK holds a 37.0% investment in BDJobs (headquartered in Dhaka, Bangladesh) and a 10.0% investment in Worxphere (formerly JobKorea) (headquartered in Seoul, South Korea). SEEK equity accounts for its BDJobs investment and holds its Worxphere investment as a financial asset.
(5) SEEK's equity accounted ownership in the Fund is 83.8%. SEEK does not control the Fund. This shows a selection of the Fund's investments.

At the end of FY2026, JobAdder comprised 173 employees. Sidekicker comprised 50 head office employees, and its temporary workforce (casual workers placed with businesses via the Sidekicker platform) totalled 14,647 employees who worked at least one shift during FY2026.

Structure, operations and supply chains (continued)

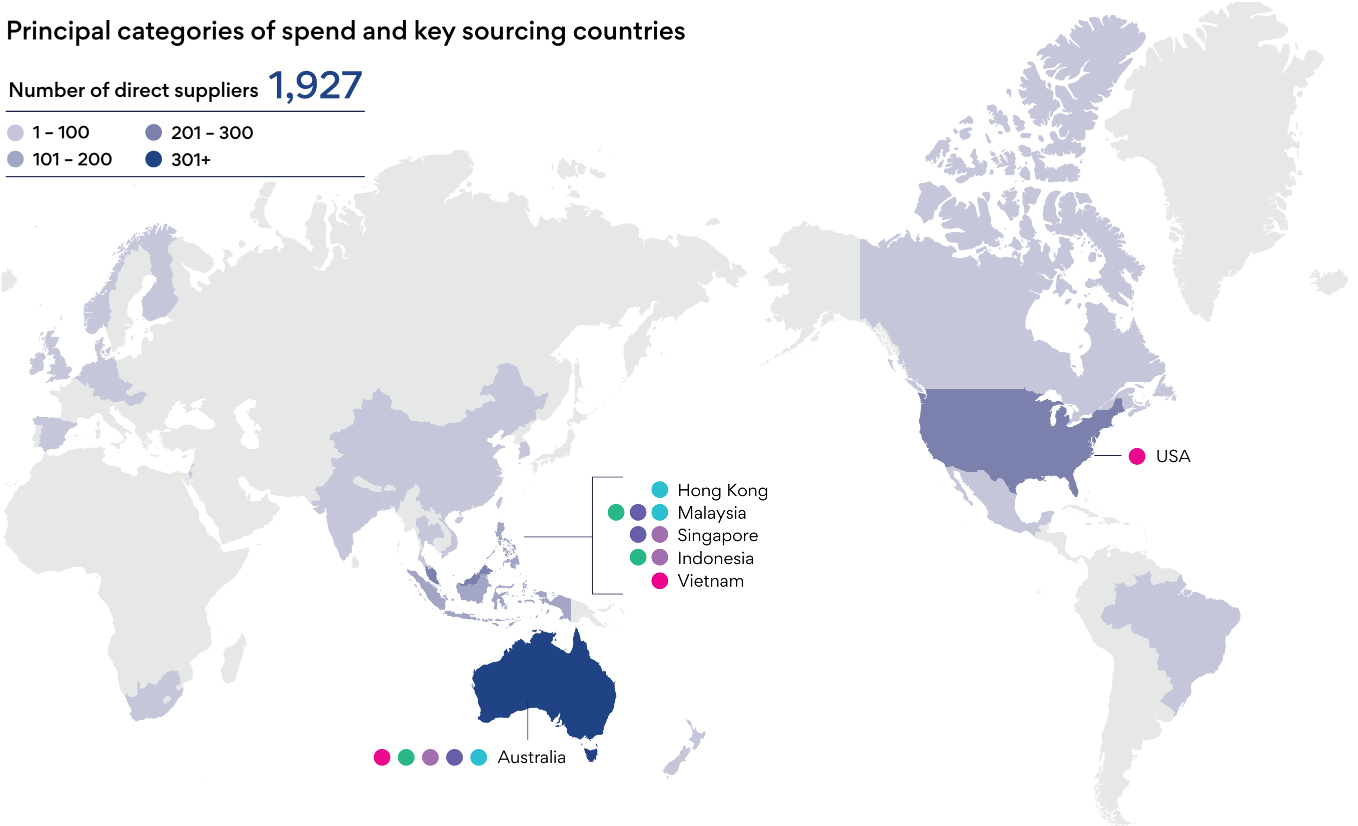
Supply chains

During FY2026, SEEK's total value of spend with suppliers was approximately A$286 million, comprising over 1,900 suppliers located in approximately 30 countries.

SEEK has a centralised Procurement team, responsible for procurement of high-value goods and services. This team supports the Risk and Assurance team in managing supply chain risks, including modern slavery risk. Lower value procurement is decentralised across the business, however controls are in place to manage modern slavery risk regardless of value. These controls are designed and monitored by the Procurement team.

As an online business, SEEK's principal categories of spend are technology (software and support services), marketing and business services. During FY2026, these represented approximately 78% of SEEK's global procurement spend and 58% of its suppliers. As an Australian-headquartered business, 69% of SEEK's FY2026 spend was with Australian suppliers. The majority of the remaining spend was with suppliers located in South East Asia and the United States, the former reflecting the regions in which SEEK operated in FY2026 and the latter reflecting technology spend.

Principal categories of spend and key sourcing countries



Technology (software and support services)

36% of FY2026 spend

SEEK relies on a diverse technology supply chain to develop, maintain and deliver products and services to customers and employees in a way that promotes service reliability and the protection of candidate, hirer, employee and business data. Includes:
- software licences and services (communications, data and security services); and
- cloud and data centre storage.

Marketing

24% of FY2026 spend

SEEK works with a broad range of creative and media suppliers, across both digital and traditional media channels, to reach and engage candidates and hirers across key segments. Includes:
- digital (media and advertising, creative agencies, public relations);
- content production; and
- promotional products and events.

Business services

18% of FY2026 spend

SEEK leverages business and professional service suppliers to obtain specialist resources and expertise to meet specific technical and product needs, working in conjunction with its employees. Includes:
- technical consulting services;
- systems implementation services;
- legal, professional and audit services; and
- specialist contractor agencies.

Facilities

12% of FY2026 spend

SEEK engages a range of suppliers to deliver goods and services integral to the provision of a safe, productive and enjoyable work environment for its employees. Includes:
- office space lease and fit-out;
- services (cleaning and maintenance, security services, waste management); and
- goods (office furniture and fixtures).

Other

10% of FY2026 spend

This category includes:
- IT hardware and peripherals;
- business travel;
- office supplies;
- food and beverage; and
- other operations equipment.

Modern slavery risks and risk management

SEEK implements targeted strategies to prevent exploitative recruitment on its employment platform and to identify, prevent and manage modern slavery risk in its supply chains, operations and workforce.

The following table sets out modern slavery risk areas for SEEK's operations and supply chains and the key actions that SEEK is taking to manage those risks.

	Risk	Actions to manage risks	Type of potential impact – UNGPs continuum of involvement[1]
Operations – online employment marketplaces	SEEK's online employment marketplaces could be used to advertise job ads by fraudulent hirers to coerce candidates into situations of modern slavery. Hirers may post job ads for opportunities which involve: • illegal or illegitimate jobs; • deceptive recruitment leading to modern slavery; • workers paying for jobs; or • discrimination.	SEEK's fair hiring program is designed to prevent exploitative recruitment and modern slavery on its employment platform. Information on the processes and controls in the fair hiring program is set out on pages 8 to 11.	Contribute
Supply chains	Modern slavery could occur at various tiers within SEEK's supply chain. This risk is influenced by factors such as the supplier's industry and location of operation. The majority of SEEK's direct suppliers have been assessed as having low modern slavery risk as they are operating in industries that employ skilled workers. Industries of particular concern to SEEK in secondary levels of its supply chain are real estate, construction, computer related services and hotels.	SEEK applies its Supply Chain Risk Framework to analyse, assess and address modern slavery risk within its supply chains. Information on the Supply Chain Risk Framework is set out on pages 12 to 14. SEEK's Supplier Code of Conduct requires suppliers to take all reasonable steps to identify and eliminate modern slavery in their operations and supply chains. Sidekicker and JobAdder each maintain their own codes of conduct, reflecting their distinct business models and supplier relationships, with the same core requirement.	**Tier 1 suppliers[2]:** Contribute **Tier 2 suppliers[3]:** Directly linked
Operations – workforce	SEEK's office operations could directly result in modern slavery practices through modern slavery being present in SEEK's direct or indirect workforce. This risk is low for SEEK due to the composition and locations of its workforce. JobAdder also engages third party developers in Vietnam, who are skilled workers reporting directly to JobAdder employees. As employer of record for its contingent workers, Sidekicker operates primarily in Australia and New Zealand, which are considered to be low-risk jurisdictions. Sidekicker applies a risk matrix to guide decisions about which industries it operates in, including decisions not to operate in certain sectors where human rights risks are assessed as too high. Information on workforce composition is set out on page 4.	SEEK undertakes pre-hire checks to ensure that candidates have appropriate legal rights to work as part of the recruitment process. This includes verifying valid identity documents and visas. For contingent workers, SEEK's procurement processes apply, and external providers are requested to acknowledge SEEK's Supplier Code of Conduct. JobAdder and Sidekicker have additional controls to manage modern slavery risks specific to their operations and workforce structures. For example, JobAdder maintains contractual commitments with its Vietnam-based contingent workforce provider covering working conditions and modern slavery standards. Sidekicker holds labour hire licences in relevant locations with compliance and reporting requirements, and its agreements with hirer clients include requirements for job description accuracy, restrictions on on-hiring workers without consent and site visits rights.	Cause

(1) SEEK aligns its approach to understanding and assessing its modern slavery risks with the United Nations Guiding Principles on Business and Human Rights (UNGPs). The UNGPs establish a three-part 'continuum of involvement' that explains that a company may:
- 'cause' modern slavery or impact human rights through their operational activities where its actions directly result in modern slavery occurring;
- 'contribute' to modern slavery or human rights impacts through operational activities where its actions or omissions facilitate or incentivise modern slavery; or
- be 'directly linked' to modern slavery or human rights impacts through its business relationships, services, products or operations (this includes situations where modern slavery may occur in businesses' extended supply chain).

(2) Tier one suppliers: Suppliers directly engaged by SEEK.
(3) Tier two suppliers: Suppliers that provide goods or services to direct suppliers of SEEK.

Modern slavery risks and risk management (continued)

Risk Management Framework

SEEK's human rights risks are managed in accordance with SEEK's Risk Management Framework. Modern slavery risk is considered as part of SEEK's principal risk relating to 'Social and environmental'. Refer to the 'Principal risks' section of SEEK's FY2026 Annual Report for more information on SEEK's principal risks.

SEEK's fair hiring risk assessments are used to assess the risk to candidates and SEEK of breaches of fair hiring practices in each country in which SEEK operates. Risk assessments are also used when identifying and assessing suspicious hirers and deciding what action to take.

SEEK's Supply Chain Risk Framework is used to identify and assess modern slavery risk in SEEK's supply chain. The framework was developed in collaboration with SEEK's Risk and Assurance team and is aligned with SEEK's overarching Risk Management Framework.

Governance of modern slavery risks

SEEK's fair hiring and modern slavery approach is integrated into SEEK's broader governance structure. The Board, through the Audit and Risk Management Committee (ARMC), is responsible for oversight and management of material risks, including sustainability risks and opportunities such as modern slavery risk. The Board reviews and approves SEEK's Modern Slavery Statement annually.

The ARMC receives updates on SEEK's modern slavery risk environment, SEEK's actions to manage risk and changes to the regulatory landscape.

The fair hiring program is led by the Managing Director and Chief Executive Officer and is overseen by the Fair Hiring and Modern Slavery Steering Committee. This Committee is chaired by the Managing Director and Chief Executive Officer and comprises senior leaders across SEEK's APAC business, including Risk and Assurance, Governance, Finance, Trust and Safety, Technology, Commercial and People and Culture. The Fair Hiring and Modern Slavery Steering Committee's role is to review the operational performance of SEEK's fair hiring and supply chain risk management controls. Relevant metrics are tracked and reported to this Committee quarterly.

The Procurement team is responsible for coordinating the programs to manage modern slavery risk in the supply chain, including the application of the Supply Chain Risk Framework. Supply chain metrics are tracked and reported to management and the Fair Hiring and Modern Slavery Steering Committee on a quarterly basis.

SEEK's Risk and Assurance team supports the fair hiring and modern slavery programs by:

- performing risk reviews of the countries that SEEK's employment platform operates;
- assessing the control effectiveness of hirer and job ad screening processes;
- tracking operational metrics;
- identifying areas for improvement;
- coordinating the Fair Hiring and Modern Slavery Steering Committee; and
- recording and tracking agreed actions related to modern slavery risk.

SEEK's Chief Financial Officer is accountable for modern slavery reporting, which is the responsibility of SEEK's Governance, Compliance and Sustainability team.

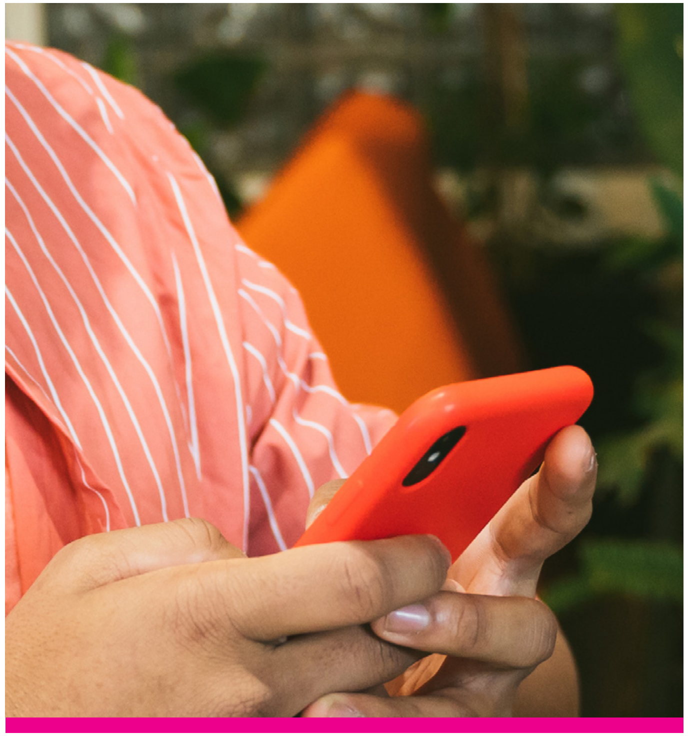
Grievance management

SEEK's externally managed whistleblower channel is a key mechanism for reporting illegal or unethical practices, including in relation to modern slavery. In FY2026, SEEK consolidated its whistleblower channel into a single APAC-wide service, streamlining access and ensuring consistent coverage across all SEEK's operating markets.

SEEK's Whistleblower Protection Policy applies across SEEK. The policy covers anyone who is or has been connected to SEEK, with information about potential wrongdoing at SEEK, including SEEK's current or former employees, officers, directors, contractors, consultants and suppliers, and their relatives, dependants or spouses. It sets out how to raise concerns, the protections that a person making a report will receive and SEEK's processes for dealing with reports of wrongdoing. Where whistleblower reports are received, they are investigated and appropriate actions are taken. SEEK is committed to protecting whistleblowers from reprisal and other detriment. This policy is available on SEEK's website and to employees on SEEK's intranet. The whistleblower channels are also communicated across SEEK offices to increase accessibility and awareness for all stakeholders, such as cleaning contractors.

The ARMC receives notifications regarding material whistleblower reports and updates on whistleblower investigations. The ARMC is supported by SEEK's Compliance Officer, who oversees the response to whistleblower reports.

Additional grievance and reporting mechanisms operate across SEEK's entities and platform, including candidate complaint reporting on SEEK's employment marketplaces and specific channels for Sidekicker's temporary workforce, including post-job worker feedback forms. These are described further in the 'Modern slavery risks and risk management' and 'Operations – fair hiring' sections on pages 6 to 11.



Operations – fair hiring

SEEK's fair hiring program aims to improve working lives by preventing exploitative recruitment and modern slavery.

SEEK has an important role to play in eliminating unfair hiring practices.

Walk Free's Global Slavery Index[1] identifies APAC as the third most vulnerable region to modern slavery. The APAC region is home to many migrant workers who are particularly exposed to exploitation. These workers face a range of threats, including abuse by recruitment and employment agencies, debt bondage, restricted movement and withheld travel documents.

SEEK's fair hiring program aims to promote fair, safe and ethical recruitment, and prevent exploitative recruitment practices, modern slavery and discrimination in employment. This includes job ads and application processes that are free from:

- illegitimate or illegal jobs, for example roles at scamming call centres;
- deceptive or manipulative practices, for example requiring a passport to be handed over;
- unethical or unlawful charges or placement fees, where workers pay for a job; and
- discriminatory language or requirements.

Fair hiring strategy refresh

In FY2026, SEEK broadened its fair hiring strategy to increase the potential for impact. SEEK's approach is organised around three pillars to address root causes and manage platform risk:

- deepening trust in SEEK's platform through strengthened controls and verification;
- responding with care by ensuring people in high-risk situations or potential victims of exploitation receive direct human support; and
- increasing awareness and impact by partnering with frontline organisations and engaging broader communities on fair hiring challenges.

SEEK continuously reviews and adapts its fair hiring approach to reflect the fair hiring risk environment across the APAC region and any emerging trends. For example, there continues to be an increase in the use and sophistication of AI from illegitimate hirers, and an increase in the number of scammers imitating SEEK and contacting candidates through SMS, messaging apps and social media platforms. To respond to these trends, SEEK continues to improve its fraud detection measures including:

- automated blocking systems and improved verification processes;
- working with government and non-government bodies to facilitate knowledge and intelligence sharing; and
- raising candidates' awareness of job scam trends and other threats, including through its regularly updated Job Seeker Security Hub.

Fair hiring controls

SEEK's fair hiring controls for its core employment platform are described below. These apply to both direct job ads (posted directly to the SEEK platform) and indirect job ads (posted by hirers through a third-party platform). Metrics are tracked against each of these controls. Fraud metrics and incidents are reported to the Fair Hiring and Modern Slavery Steering Committee quarterly. Other SEEK businesses that are adjacent to the core platform also operate controls and processes to make sure hirers are legitimate and job ads are genuine before job ads are posted live.

In FY2026, SEEK's Trust and Safety team became a part of Finance and Business Services, strengthening its alignment with the Risk and Assurance, Governance and Compliance functions. Relevant capabilities and oversight have been centralised. Content moderation expanded in FY2026, with the Trust and Safety team commencing moderation of candidate profile photos to help ensure they meet SEEK's Community Guidelines, and prioritising expanded moderation across other SEEK products in FY2027.

As part of SEEK's FY2026 Internal Audit Program, an independent internal audit was undertaken of SEEK's fair hiring controls. The audit acknowledged existing strengths, including governance forums supporting oversight of SEEK's fair hiring program and weekly Trust and Safety workshops to analyse fraud and scam incidents, and identified opportunities to strengthen controls as SEEK scales its Trust and Safety capabilities. In response, SEEK's FY2027 priorities include development of automated verification processes and enhanced technology-driven content moderation across all SEEK products, making verification faster, more scalable and less reliant on manual review while retaining escalation pathways for higher-risk cases requiring human assessment.

Hirer onboarding

Hirer onboarding services act as SEEK's first line of defence in preventing fraudulent hirers from entering SEEK's platform.

SEEK's Trust and Safety team operates detailed checks and procedures to ensure hirers are legitimate.

Content moderation

Job ad quality control processes allow SEEK to capture fraud, scams and discrimination.

SEEK's platform provides automated tools and recommendations to help hirers produce informative job ads while avoiding discriminatory or otherwise offensive content.

Where appropriate, hirers are educated on how to improve the content of their ads to eliminate discriminatory terms, or ads are blocked where they contravene SEEK's Advertising Terms of Use or Community Guidelines.

Complaint management

Candidates can report job ads to SEEK directly from any job ad on desktop, web and mobile. There are three reporting reasons available across all markets – fraudulent, discrimination or misleading – with an additional option in ANZ to report ads that advertise below minimum salary.

SEEK reviews all reports and determines whether action is required.

Candidates can also report a hirer where off-platform communications do not align with the original job ad.

(1) The Global Slavery Index is published by Walk Free, an Australian-based human rights organisation. It measures the prevalence of modern slavery across 160 countries using nationally representative surveys and vulnerability indicators.

Operations – fair hiring (continued)

Employment platform risk assessments

SEEK assesses the modern slavery risk in each country in which it operates, prioritising its employment platform assurance activities based on the outcomes of this assessment. In FY2026, SEEK continued to apply the country risk ratings established in FY2025, with each local employment marketplace assigned a risk rating based on external data from the Walk Free Global Slavery Index and the Trafficking in Persons Report produced by the United States Department of State. Local recruitment practices associated with each employment marketplace contribute to the risk rating, for example overseas recruitment, placement fees and prevalence of recruitment scams.

In FY2026, SEEK implemented improvements to Jora's hirer onboarding and verification, job ad quality control and the monitoring and escalation of complaints and fraud. Verification controls were strengthened through blocking access from sanctioned countries, the deployment of multi-factor authentication for account login and the introduction of a centralised scam dictionary capturing IP addresses of known scam accounts as an additional step in the verification process.

Jora also deployed Databricks-driven proactive content moderation, using automated keyword reporting to identify potentially discriminatory job ads and edge-case workarounds, exceeding SEEK's minimum content standards. To reduce direct hirer risk, Jora exited the majority of high-risk countries for direct job postings during FY2026, with new hirer onboarding now limited to Australia and New Zealand. A Trust and Safety continuous improvement programme was also established, with monthly reviews to share insights and track the progress of improvement initiatives.

JobAdder identified the use of deceptive business identities to gain platform access as a key fraud risk in FY2026. In response, it strengthened payment verification processes as an indicator of account legitimacy and increased internal education for its sales team to help identify high-risk accounts during onboarding, before fraudulent activity can reach candidates.

Sidekicker verifies all hirer clients before they are granted access to the platform. In FY2026, Sidekicker strengthened its governance framework by expanding its work health and safety team and centralising records management to improve oversight of worker safety across its operations.

Taking action on modern slavery – actions to prevent exploitative recruitment

SEEK continues to identify and report potential instances of modern slavery on its employment platform. Examples of actions taken by SEEK in FY2026 include:

- SEEK identified, through fraud detection systems, a coordinated business impersonation campaign in Asia where fraudulent actors impersonated legitimate businesses in major employment sectors to post approximately 50 fake job advertisements on SEEK's platform, designed to defraud job seekers. This case formed part of a broader pattern of increasingly sophisticated business impersonation attempts observed across Asian markets during FY2026. SEEK removed all identified fraudulent advertisements, blocked associated accounts, and implemented enhanced verification processes for new hirer accounts in response to this emerging threat.
- SEEK identified, through quality control systems, a fraudulent business sale advertisement within 12 hours of posting on the SEEK Business platform. A buyer, who had already engaged with the fraudulent advertiser, was directly contacted and informed of the scam. SEEK suspended the advertiser account immediately and blocked all pending advertisements from going live. In response, SEEK Business implemented a fundamental change to its verification process, requiring all new listings to complete verification before going live. Since implementing this enhanced pre-publication verification, SEEK Business has not detected any live fraudulent business sale advertisements on the platform.
- SEEK identified, through its monitoring systems, a pattern of hirer account compromises linked to coordinated phishing campaigns targeting legitimate employers. Fraudulent actors used stolen credentials to access genuine hirer accounts and posted fraudulent job advertisements that appeared more credible due to the legitimate account history. SEEK identified and secured all compromised accounts, removed the fraudulent advertisements, and strengthened account security protocols in response to this emerging pattern. SEEK also conducted pattern analysis to improve early detection of similar campaigns.

Operations – fair hiring (continued)

Candidate security measures

In FY2026, SEEK continued to strengthen candidate safety across its platform. This included the rollout of a refreshed Job Seeker Security Hub across its APAC candidate sites. The hub gives candidates access to more localised, market-relevant protection, including market-specific current scam alerts, clear actions if they have been scammed, direct SEEK contact channels and reporting pathways. It also connects to localised external scam-awareness resources and support contacts, including local authorities and anti-scam industry groups.

SEEK also participates in monthly forums convened by the National Anti-Scam Centre, which provide updates on emerging scam trends, upcoming legislative developments and threat intelligence, with external speakers presenting on current and evolving threats.

Protecting candidates from SEEK Impersonation scams

During FY2026, scammers continued to target candidates with fake employment offers impersonating SEEK's brand. These scams, primarily conducted via messaging applications, use convincing fabricated documents including visa grant notices, invitation letters and official-looking employment offers to build false credibility. Victims are asked to pay registration fees and submit personal documents, putting them at risk of financial loss and identity theft.

This happens off-platform and SEEK has no connection to these scams and limited ability to intervene directly on third-party messaging platforms, so spreading awareness is key to preventing harm. As SEEK becomes aware of new activity, it updates its Job Seeker Security Hub to provide timely warnings and advice for candidates, including that SEEK will never ask candidates to pay fees or charges as part of a job application or hiring process.

For more information on the current scams page within the Job Seeker Security Hub, refer to https://au.seek.com/security-hub/category/current-scams

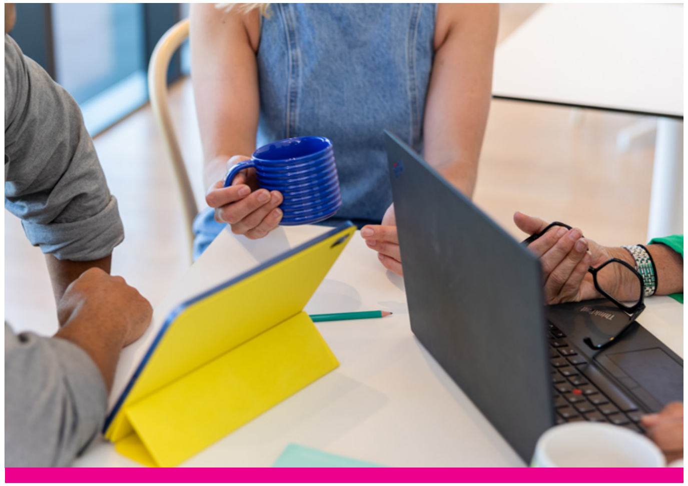
Candidates can report suspicious, misleading or discriminatory job advertisements directly on SEEK's platform via the website or app. SEEK investigates reports, then works with legitimate hirers to correct advertisements where needed, or removes fraudulent hirers and directs candidates to appropriate authorities, including the local workplace regulator, where concerns relate to workplace rights, or unfair hiring practices or law enforcement where they relate to illegal activities.

SEEK has implemented additional measures to help candidates protect themselves from fraudulent job ads. Warnings to protect personal and financial information are embedded in the online job application process. Candidates are also encouraged to use SEEK Pass to verify claims made in job applications without directly sharing sensitive personal documents with hirers – reducing exposure to identity-related fraud. In FY2026, SEEK introduced a single identity system, allowing candidates to move between SEEK and SEEK Pass without needing to separately establish or connect their accounts.

For more information on SEEK Pass and its FY2026 initiatives, refer to seekpass.co

Employee training and awareness

In FY2026, SEEK shifted its approach to building internal awareness of modern slavery and fair hiring risks. Rather than delivering organisation-wide formal training programs, SEEK focused on deeper, targeted engagement with the people and teams best placed to embed fair hiring principles into their work. This included direct engagement with the Learning and Development, People and Culture (who manage SEEK's Small Change workplace giving program), SEEK Volunteer and SEEK Grad teams. This internal work was complemented with collaboration on training and awareness initiatives with external fair hiring partners, including fair hiring workshops with the Migrant Workers Centre.



Partnering for wider fair hiring impact

In FY2026, SEEK launched the Fair Hiring Partnership Program, supporting organisations that address modern slavery, worker exploitation and unfair hiring practices across APAC. SEEK's focus is on active collaboration, contributing its expertise, tools and people alongside financial support, while also learning from partners and their deep community knowledge.

In FY2026, SEEK partnered with three organisations to support its fair hiring work:

- **Australian Red Cross:** SEEK is working with the Red Cross Work Right Hub team, whose work supporting migrant workers and vulnerable communities aligns closely with SEEK's fair hiring objectives;
- **Migrant Workers Centre:** the Migrant Workers Centre works with overseas-born migrants in Victoria, who are disproportionately exposed to employment scams and exploitation; and
- **Humanity Research Consultancy:** Humanity Research Consultancy is an investigative research organisation focused on intelligence gathering on trafficking and scam compounds across Asia.

Operations – fair hiring (continued)

FY2026 was the first year of SEEK's refreshed fair hiring strategy, and working directly with partner organisations helped to shape it. Partners' insights deepened SEEK's understanding of where it can contribute most meaningfully – informing how SEEK will select and support partners across APAC going forward. In FY2027, SEEK will prioritise organisations with regional reach across Asia, reflecting both what it has learned and its commitment to addressing fair hiring challenges across the APAC region.

In FY2026, SEEK also developed an academic competition scheduled to launch in FY2027, inviting university students to develop practical solutions to real-world fair hiring challenges provided by SEEK's partner organisations – building awareness and capability around modern slavery and unfair hiring practices in the next generation of workers and hirers.

In FY2026, SEEK reached an agreement to divest the WorkAbroad business, which is the Philippines' leading platform for Filipino workers seeking employment abroad. Given the heightened fair hiring risks associated with overseas labour migration, SEEK conducted an 18-month process to identify a purchaser with relevant expertise, and a commitment to the platform's mission and providing accessible employment. SEEK's priority was ensuring WorkAbroad's customers would continue to be protected and well-served under new ownership.

Collaboration in action: supporting international students

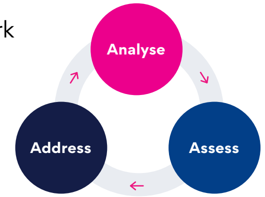
In FY2026, members of SEEK's Sustainability and Learning and Development teams delivered a workshop for international students in Melbourne, in partnership with the Migrant Workers Centre. The session covered safe job searching, navigating SEEK's platform, standing out in the job search and scam awareness and brought SEEK's employment marketplace expertise directly into the Migrant Workers Centre's community programs.

The partnership was also an opportunity for SEEK to listen and learn, with students sharing first-hand insights into the challenges most affecting their job search, including scams they had encountered, and the unique vulnerabilities that come with visa uncertainty and working rights limitations. These insights directly inform how SEEK continues to develop its fair hiring approach for migrant and international job seekers.

Supply chains

SEEK applies its Supply Chain Risk Framework to identify and address modern slavery risk within its supply chains.

Supply Chain Risk Framework



SEEK's Supply Chain Risk Framework involves a three-step approach – analyse, assess and address. SEEK analyses its direct suppliers, both new and existing, for inherent modern slavery risk. Suppliers with inherent risk, along with those in priority high-risk industries or with identified concerns, are then assessed through targeted due diligence and audits to determine their residual risk. Where residual risk is identified, SEEK works with suppliers to address it through remediation support. Where remediation support is not possible or a supplier declines to participate, SEEK will consider ending the relationship.

Inherent risk supplier

A supplier has inherent risk of modern slavery taking place in its operations or supply chains if it has undergone Fair Supply's supply chain risk analysis and met the following criteria:

- the estimated number of people in the business' supply chain in forced labour is equal to or greater than 0.1 people per million dollars spent; and
- SEEK has spent over A$1,000 with the supplier over the previous 12 months[(4)].

Residual risk supplier

A supplier has residual risk of modern slavery taking place in its operations or supply chains if it meets the following criteria:

- supplier has received a score of 'Basic' in the modern slavery due diligence questionnaire; or
- supplier has undergone a modern slavery audit and been found to have major non-compliance(s).

Analyse

SEEK partners with third-party platform, Fair Supply[(1)], which conducts modern slavery risk analysis on SEEK's existing and potential suppliers. The analysis is based on a range of risk factors, including the country where the supplier is located, supplier industry and the type of goods or services purchased[(2)]. All direct suppliers are re-analysed for modern slavery risk every two years. Suppliers with inherent risk are progressed to the 'Assess' stage of the framework.

During FY2026, SEEK analysed 100% of its direct suppliers for modern slavery risk[(3)]. 292 suppliers (15% of SEEK's total suppliers) were classified as having inherent modern slavery risk.

Assess

SEEK requires that existing and potential suppliers that meet any of the following criteria undergo a modern slavery due diligence assessment:

- suppliers with inherent risk of modern slavery;
- suppliers that have had accusations of modern slavery incidents made against them; or
- suppliers in priority high-risk industries such as cleaning and hotels.

These suppliers are required to complete a modern slavery due diligence questionnaire and receive a residual risk score based on their responses.

Suppliers from priority high-risk industries may be asked to undergo a modern slavery audit. This involves an independent auditor reviewing the supplier's governance processes and interviewing workers to confirm whether these processes are adhered to. Following the questionnaire or audit, suppliers found to have residual risk, progress to the 'Address' stage of the framework.

In FY2026, SEEK assessed 92% of its inherent risk suppliers (FY2025: 72%). Of those assessed, 69 suppliers (4% of SEEK's total suppliers) were classified as having residual risk. Three potential suppliers were not engaged by SEEK as they declined to complete SEEK's due diligence questionnaire or their due diligence scores were too low.

Address

SEEK works with residual risk suppliers to remediate their identified risks. The engagement can be performed directly by SEEK, or training and guidance can be provided through a third party.

Consistent with SEEK's Supplier Code of Conduct and Modern Slavery Remediation Strategy, if an existing or potential supplier is unable or unwilling to take satisfactory steps to address gaps in controls, SEEK may take proportionate remedial steps. This may result in contract termination, or in the case of potential suppliers, the contract will not progress.

In FY2026, SEEK supported more than 61 suppliers to improve their processes and align with SEEK's Supplier Code of Conduct. This included meeting with suppliers to discuss opportunities for improvement and providing guidance documents which contained examples of best practice. In some cases, the auditor met with suppliers and provided guidance.

(1) Fair Supply is an Australian based sustainability risk management and compliance platform. It uses internationally recognised data sets to quantify modern slavery risk within supply chains.

(2) Fair Supply's supply chain risk analysis is performed using supply chain data from 214 countries in over 42,800 industry sectors. Risk is quantified using a range of economic and human rights standards including: The United Nations System of National Accounts and the Walk Free Global Slavery Index. This information and SEEK's spend data are used to quantify the estimated number of people in forced labour per million dollars spent with a supplier.

(3) Direct supplier refers to a person, company, or organisation that sells goods or services to SEEK entities, including JobAdder and Sidekicker. Spend through credit cards is not included.

(4) This methodology is managed by the Procurement team and was developed in consultation with Fair Supply and SEEK's Risk and Assurance team.

Supply chains (continued)

Applying the Supply Chain Risk Framework to tier two suppliers

SEEK recognises that modern slavery risks exist in the secondary levels of its supply chain. For example, a supplier providing data services to SEEK may have a low inherent risk of modern slavery, however a manufacturer who supplies IT equipment to the data services business may have an elevated risk of modern slavery.

SEEK manages its indirect risk through assessment processes that require direct suppliers to answer a range of questions relating to the due diligence of their own supply chains. Particular attention is paid to suppliers with high risk in their own supply chains such as construction, IT equipment and hospitality. During FY2027, SEEK will prioritise extending this elevated due diligence to other high risk areas, including contingent workers and hotels.

Modern slavery audits – identifying and addressing risk in SEEK's supply chain

Cleaners

During FY2026, SEEK conducted modern slavery due diligence audits of two incumbent cleaning suppliers. The audits were conducted by Bureau Veritas, an independent third-party specialist. The audits consisted of an onsite review of the suppliers' governance processes and face-to-face interviews with their employees when required. Following each audit, employee interview responses were anonymised, and findings reported back to SEEK.

Of the suppliers audited, one was found to be operating in ways that did not meet SEEK's expectations. The issues identified related to employees being required to pay for medical check-ups and training and not always receiving the correct hourly wage. As a result, SEEK initiated its Modern Slavery Remediation Strategy and worked with the supplier to develop a remediation plan that addressed the findings within an agreed timeline.

A follow up audit found that the supplier had not made the required changes. As a result, SEEK has audited a potential replacement supplier to ensure that they meet SEEK's requirements prior to engagement.

All of SEEK's incumbent cleaning suppliers have now undergone a modern slavery due diligence audit. Going forward, all new cleaning suppliers will be audited prior to engagement.

Hotels

Hotels are a high-risk industry for modern slavery due to the sector's reliance on vast subcontracting networks, a high concentration of migrant workers, and complex, global supply chains.

In FY2026 SEEK collaborated with its auditing partner, Bureau Veritas, to develop a modern slavery due diligence audit approach for hotels used by SEEK personnel. The audit plan focuses on the areas of hotel operations particularly vulnerable to modern slavery including cleaning, kitchen and security staff.

SEEK will begin auditing its most frequently used hotels in FY2027 and, if issues are identified, work with them to address and improve their practices.

Supply chains (continued)

Managing modern slavery risk when engaging new suppliers

SEEK manages the risk of engaging a new supplier with links to modern slavery in a number of ways, including:

- Procurement Policy – provides guidance on responsible spending that balances commercial value with risk, security, sustainability and legal requirements;
- Procurement ESG Playbook – provides guidance for SEEK's Procurement team on how and when modern slavery controls should be included in SEEK's procurement processes (e.g. supplier due diligence questions and evaluation score weightings);
- SEEKers Who Buy training materials – educating SEEK employees on when and how to consider modern slavery risks when selecting and engaging suppliers;
- Corporate Credit Card Policy – corporate credit cards cannot be used to purchase goods or services from businesses with suspected links to forced labour, modern slavery or other unethical labour practices;
- Ethical Procurement training – all members of SEEK's Procurement team are required to complete training in ethical and responsible procurement;
- Supplier Code of Conduct – defines standards and practices that SEEK expects suppliers to observe when interacting with SEEK, other organisations and the wider community;
- Fit-for-purpose modern slavery contract requirements – provide assurance that a supplier's operations, sub-contractors and supply chains do not contravene modern slavery laws and standards; and
- Onboarding process – checks all new suppliers added to SEEK's Enterprise Resource Planning platform for modern slavery risk.

Sidekicker and JobAdder have their own procurement processes and supplier requirements, reflecting their distinct business models and the same core expectation that suppliers take reasonable steps to identify and address modern slavery risks. As of FY2026, the suppliers of both businesses have been integrated into SEEK's Supply Chain Risk Framework.

Tailoring due diligence for high-risk supply chains

In FY2026 SEEK engaged a supplier to manage the refurbishment of SEEK's Singapore office. The supplier was responsible for engaging any sub-contractors required for the project, including trades such as electrical, mechanical, and fit-out works. This arrangement meant that SEEK would potentially have had little oversight of the employment practices of these sub-contractors and therefore an elevated risk of modern slavery taking place in their operations.

Construction is a high risk industry for modern slavery, particularly in South East Asia, due the industry's reliance on migrant labour, complex multi-tier subcontracting practices and the common use of recruitment fees. SEEK managed this risk by developing a supplier assessment process specifically designed around Singapore's regulatory requirements and labour risks within the construction industry.

As part of the tender process, SEEK required all bidders to answer detailed questions relating to modern slavery and human rights practices such as worker accommodation, welfare and grievance mechanisms. As part of the contract with the successful bidder, the supplier was required to provide SEEK with information relating to sub-contractors and worker welfare whenever requested.

This process allowed SEEK to assess whether its direct supplier had appropriate controls in place to identify and manage modern slavery risk within its sub-contractor network while also setting clear expectations that the supplier had its own control and due diligence mechanisms in place.

Employee training program

During FY2026, SEEK introduced a range of employee training resources to help teams understand the risk of modern slavery occurring in SEEK's supply chains and how they are responsible for minimising this risk. Training and engagement focused on key groups, including employees responsible for purchasing goods and services on behalf of SEEK, and members of SEEK's Procurement team.

Assessing effectiveness

Operations – fair hiring

Effectiveness for SEEK in addressing fair hiring risks in its operations is defined as:

- **the controls and processes implemented to manage fair hiring risks are operating as intended;**
- **improvements to the processes and controls that manage fair hiring risks are identified and implemented; and**
- **providing meaningful support to external organisations that contribute to fair and ethical hiring practices.**

SEEK's fair hiring program includes controls and processes to address the risks to candidates as they search for jobs. These are set out on pages 8 to 11 and aim to identify high-risk hirers and job ads as early as possible in the process, both to prevent illegitimate or illegal job ads from being posted on SEEK's platform and to minimise the time any such ads remain live.

SEEK obtains independent assurance that the controls and processes are operating effectively. As part of SEEK's FY2026 Internal Audit Program, an independent internal audit was undertaken of SEEK's fair hiring controls in Q4 FY2026, with a human rights expert included on the audit team. Findings from the audit are informing a program of control uplift work planned for FY2027, including consideration of extending relevant controls to other SEEK businesses.

Controls and processes

Metrics that SEEK uses to assess the effectiveness of its fair hiring controls are set out in the table below.

Metric	FY2026	FY2025
Hirer onboarding • Number of hirers deactivated due to failed onboarding process assessment • Number of hirer accounts closed due to fraud/scam or other high-risk activity	• 6,624 • 1,031 (representing approximately 1% of new hirers)	• 3,644 • 651 (representing approximately 1% of new hirers)
Content moderation • % of job ads scanned • % job ads escalated for manual review • Number of high-risk job ads removed after investigation for suspected fraud or non-compliance with SEEK's Advertising Terms of Use or Community Guidelines	• 100% (4.8m job ads) • 7% (approximately 341,000 job ads) • 10,854 (representing less than 1% of job ads)	• 100% (4.3m job ads) • 8% (approximately 338,000 job ads) • 2,797 (representing less than 1% of job ads)
Complaint management • Number of job ads reported by candidates regarding fraud or scams	• 23,201	• 21,882

SEEK also uses qualitative metrics to assess effectiveness, including the reach and outcomes of projects and initiatives delivered with external partners and government organisations, and feedback from those partners on the value and impact of the collaboration.

Identification and implementation of improvements

SEEK continually works to identify and implement improvements that enhance candidate protection and address deceptive recruitment on its employment platform. Key improvements in FY2026 included:

- delivery of the FY2026 – FY2028 fair hiring strategic roadmap, broadening SEEK's fair hiring strategy beyond internal platform controls toward greater external impact;
- implementation of Jora screening improvements, including strengthened hirer onboarding and verification controls, multi-factor authentication, a centralised scam dictionary and Databricks-driven proactive content moderation;
- embedding the Trust and Safety team within Finance and Business Services to strengthen alignment with risk, governance and compliance functions;
- expansion of content moderation to include candidate profile photos;
- launch of the Fair Hiring Partnership Program with three APAC partner organisations; and
- targeted employee engagement on fair hiring and modern slavery risks with key teams across SEEK.

Metrics are captured to measure the effectiveness of these improvements. During FY2026, there was an increase in the number of hirers excluded during onboarding because of high-risk indicators, and the number of job ads removed after investigation for suspected fraud or non-compliance with SEEK's Advertising Terms of Use or Community Guidelines. These trends are likely due in part to enhancements in the hirer onboarding and content moderation processes.

Assessing effectiveness (continued)

Supply chains

Effectiveness for SEEK in addressing modern slavery risks in its supply chains is defined as:

- **SEEK's Supply Chain Risk Framework is delivered across its supply chains;**
- **suppliers with high residual risk are supported to improve their processes; and**
- **improvements to SEEK's modern slavery supply chain program are identified and implemented.**

SEEK monitors and measures the effectiveness of its supply chain work. This monitoring increases confidence that the Supply Chain Risk Framework is being implemented effectively, highlights opportunities for improvement and ensures that suppliers are supported to improve their practices.

Delivering SEEK's Supply Chain Risk Framework

SEEK measures the effectiveness of its Supply Chain Risk Framework based on the metrics set out below.

Metric	FY2026	FY2025
Analyse		
• % of suppliers analysed for modern slavery risk	• 100% (1,927 suppliers)	• 100% (2,017 suppliers)
• Number of suppliers found to have inherent risk following modern slavery risk analysis	• 292 (representing 15% of SEEK's total suppliers)	• 411 (representing 20% of SEEK's total suppliers)
Assess		
• % of inherent risk suppliers that have completed a modern slavery risk assessment or audit	• 92% (268 inherent risk suppliers)	• 72% (294 inherent risk suppliers)
• Number of modern slavery related incidents identified in SEEK's supply chain	• 0	• 0

Supporting suppliers with residual risk to improve

SEEK works with suppliers with high residual risk to support them to improve practices and protect workers. Effectiveness is defined as a supplier committing to improve, engaging with SEEK's remediation process, and delivering on its commitments.

Metric	FY2026	FY2025
Address		
• Number of suppliers with residual risk following assessment or audit	• 69 (representing 24% of SEEK's inherent risk suppliers)	• 67 (representing 16% of SEEK's inherent risk suppliers)
• Number of residual risk suppliers completed remediation	• 61 (representing 88% of SEEK's residual risk suppliers)	• 43 (representing 64% of SEEK's residual risk suppliers)

Continuous improvement of modern slavery supply chain program

SEEK continually enhances and develops processes to effectively manage modern slavery risk. SEEK refers to a range of sources to identify opportunities for improvement, including engaging with third-party experts, suppliers and at-risk communities, obtaining feedback from stakeholders and learning from past experiences.

During FY2026, SEEK improved its supply chain due diligence processes by:

- integrating Sidekicker's suppliers into SEEK's Supply Chain Risk Framework;
- introducing modern slavery training for relevant SEEK personnel involved in procurement;
- developing an audit process for hotels that supply accommodation for SEEK personnel;
- improving SEEK's modern slavery due diligence of indirect suppliers in high-risk industries; and
- engaging with organisations specialising in addressing the causes and impacts of modern slavery to identify opportunities for improvement in SEEK's processes.

While more can always be done, these improvements enhanced the accuracy, maturity, and effectiveness of SEEK's supply chain due diligence processes.

Consultation and collaboration

Consultation with SEEK's owned and controlled entities

The fair hiring and modern slavery programs of work are managed across APAC. Consultation with relevant SEEK-owned and controlled entities and across functions occurs on a continuous basis through formal and informal channels. Relevant functions include Procurement, Risk and Assurance, Governance and Sustainability, Finance, People and Culture and operational areas. For example, working groups with JobAdder and Sidekicker representatives focus on each entity's sustainability-related programs, including in relation to modern slavery.

Collaboration and engagement

SEEK works with and learns from customers, suppliers, industry, government agencies and the community to improve SEEK's understanding of modern slavery risks, controls and the evolving external environment.

Fair hiring

Examples of SEEK's collaboration in relation to fair hiring include:

- working with government agencies and workplace regulators to support fairer hiring practices. In FY2026, this included continued engagement with the Fair Work Ombudsman in Australia and New Zealand's Ministry of Business, Innovation and Employment;
- engaging with non-government organisations and experts. In FY2026, this included participation in regional roundtables as part of the Bali Process – a globally recognised forum where public and private sectors develop strategies to prevent trafficking into online scam centres. Sidekicker also maintained corporate membership with the Recruitment, Consulting & Staffing Association, which requires members to protect job seekers from exploitation including modern slavery; and
- launching the Fair Hiring Partnership Program in FY2026, partnering with the Red Cross Work Right Hub, the Migrant Workers Centre and Humanity Research Consultancy to support work combating modern slavery, worker exploitation and unfair hiring practices across APAC.

Supply chains

Examples of SEEK's continued collaboration in relation to supply chains include:

- participating in professional networks focussed on sustainability, including modern slavery. In FY2026, this included the University of Technology Sydney's Social Procurement Community of Practice, the Sustainability Leaders Network and the ESG Procurement Network – networks made up of sustainability professionals across large Australian organisations;
- providing guidance materials and direct support to help suppliers to meet SEEK's modern slavery standards and improve their approach to addressing modern slavery risk; and
- partnering with independent experts to conduct modern slavery risk analysis and onsite audits, helping ensure SEEK's key supply chain activities are delivered impartially, effectively and using substantiated information.

Index to disclosures

This Statement has been prepared in line with the requirements of the Australian *Modern Slavery Act 2018* (Cth). The following table outlines where information related to the mandatory reporting criteria is located within this Statement.

Mandatory reporting criteria	Topic heading and location
Identify the reporting entity	Scope of this Statement: page 1 Structure, operations and supply chains – Structure: page 4
Describe the reporting entity's structure, operations and supply chains	SEEK overview: page 3 Structure, operations and supply chains: pages 4 to 5
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	Modern slavery risks and risk management: pages 6 to 7
Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes	Modern slavery risks and risk management: pages 6 to 7 Operations – fair hiring: pages 8 to 11 Supply chains: pages 12 to 14
Describe how the reporting entity assesses the effectiveness of these actions	Assessing effectiveness: pages 15 to 16
Describe the process of consultation with any entities the reporting entity owns or controls	Consultation and collaboration – Consultation with SEEK's owned and controlled entities: page 17
Any other information that the reporting entity considers relevant	Consultation and collaboration – Collaboration and engagement: page 17

This Statement was approved by the Board of SEEK in their capacity as principal governing body of SEEK Limited on 12 August 2026.

Greg Roebuck
Chairman
Dated 12 August 2026

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