



# **Appendix 4D and interim financial report**

For the half-year ended  
31 December 2018

Lodged with the ASX under listing Rule 4.2A  
SEEK Limited ABN 46 080 075 314

# SEEK Limited

ABN 46 080 075 314

Half-year ended 31 December 2018

(Previous corresponding period: Half-year ended 31 December 2017)

## Results for announcement to the market

		Percentage Change		Amount \$m
Total sales revenue	Up	21%	To	757.2
Total revenue from ordinary activities	Up	21%	To	766.6
Profit for the period after tax	Down	(3%)	To	111.1
Net profit for the period attributable to the owners of SEEK Limited	Down	(5%)	To	99.3

Comparative information has been restated due to adoption of AASB 15 *Revenue from Contracts with Customers*.

## Dividends

Dividends/distributions	Amount per security	Franked amount per security
2018 interim dividend paid	24.0 cents	24.0 cents
2018 final dividend paid	22.0 cents	22.0 cents
<b>2019 interim dividend (declared after balance date)</b>	<b>24.0 cents</b>	<b>24.0 cents</b>

Record date for determining entitlements to the dividend

26 March 2019

Dividend payable

12 April 2019

## Net tangible assets per share

	31 Dec 2018 cents per share	Restated 30 Jun 2018 cents per share
<b>Net tangible assets per share</b>	<b>(282.24)</b>	(264.87)
<b>Net assets per share</b>	<b>474.70</b>	463.90

A large proportion of the Group's assets are intangible in nature, including goodwill and identifiable intangible assets relating to businesses acquired. These assets are excluded from the calculation of net tangible assets per share, which results in the negative outcome.

Comparative information has been restated due to adoption of AASB 15 *Revenue from Contracts with Customers*.

## Other information required by Listing Rule 4.2A

Other information requiring disclosure to comply with Listing Rule 4.2A is contained in the following pages.

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## Basis of preparation

SEEK Limited is a for-profit entity for the purpose of preparing the interim financial report.

This condensed interim financial report for the half-year period ended 31 December 2018:

- is for the consolidated entity consisting of SEEK Limited and its controlled entities;
- is presented in Australian dollars, with all values rounded to the nearest hundred thousand dollars, or in certain cases, the nearest dollar, in accordance with the Australian Securities and Investment Commission Corporations Instrument 2016/191;
- has been prepared in accordance with Australian Accounting Standard AASB 134 *Interim Financial Reporting* and the *Corporations Act 2001*;
- has been prepared on a going concern basis notwithstanding that current liabilities exceed current assets by \$191.7m as at 31 December 2018. This is mainly due to unearned income of \$380.4m; and
- does not include all the notes of the type normally included in an annual financial report. Accordingly, this report should be read in conjunction with the Annual Report for the year ended 30 June 2018 and any public announcements made by SEEK Limited during the interim reporting period in accordance with the continuous disclosure requirements of the *Corporations Act 2001*.

Accounting policies adopted are consistent with those of the previous financial year and corresponding interim reporting period, with the exception of the areas described in Note 14 Changes in accounting policies.

# Directors' Report

Your directors present their report on the consolidated entity (referred to hereafter as the Group), consisting of SEEK Limited (the Company) and the entities it controlled at the end of, or during, the half-year ended 31 December 2018.

## Directors

The following persons were directors of the Company during the half-year and up to the date of this report:

Graham B Goldsmith	Chairman (appointed 1 January 2019), Non-Executive Director
Neil G Chatfield	Chairman (retired 31 December 2018), Non-Executive Director (retired 31 December 2018)
Andrew R Bassat	Managing Director and Chief Executive Officer
Denise I Bradley	Non-Executive Director
Julie A Fahey	Non-Executive Director
Vanessa M Wallace	Non-Executive Director
Michael H Wachtel	Non-Executive Director (appointed 1 September 2018)

## Retirement of Director

Neil Chatfield retired as Non-Executive Director and Chairman of the SEEK Board, effective 31 December 2018. As part of the SEEK Board's ongoing renewal and succession process, Graham Goldsmith became SEEK's Chairman on 1 January 2019.

## Appointment of new Director

Michael Wachtel was appointed to the SEEK Board as a Non-Executive Director on 1 September 2018.

Michael is currently a Board member of the Future Fund and a non-executive director of the Australian Centre for the Moving Image and St Vincent's Medical Research Institute.

Michael has considerable global business experience gained from advising multinational companies and involvement in numerous complex international transactions during his 35 year career in the professional services industry.

He has extensive experience in organisational leadership, finance, risk management and governance, including as the former Chairman (Asia Pacific & Oceania) of Ernst & Young (EY) and member of the EY Global Governance Council and Global Risk Executive Committee. Through his Future Fund Board role, he also has experience in global markets, geopolitical and monetary policy trends.

## 2 Changes to Board Committees

Following Neil Chatfield's retirement from the SEEK Board, Graham Goldsmith became Chairman of the Remuneration Committee on 1 January 2019.

Since joining the SEEK Board, Michael Wachtel has been appointed as Chairman of the Audit and Risk Management Committee with effect from 1 January 2019 and became a member of the Nomination Committee.

## Review of operations

	Reported currency		Constant currency	
	31 Dec 2018 \$m	Restated 31 Dec 2017 \$m	Growth %	Growth %
<b>Sales revenue</b>	<b>757.2</b>	627.5	21%	18%
<b>Segment EBITDA<sup>(1)</sup></b>	<b>238.5</b>	224.5	6%	4%
Depreciation and amortisation	(39.8)	(32.4)		
Net interest	(19.1)	(12.5)		
Share-based payments and other LTI	(9.4)	(12.9)		
Share of results of equity accounted investments	(6.3)	(1.6)		
Other items	(4.9)	(5.2)		
Income tax expense	(47.9)	(45.3)		
Non-controlling interests	(11.8)	(10.2)		
<b>Reported profit attributable to owners of SEEK Limited</b>	<b>99.3</b>	104.4	(5%)	
Add back significant items	3.2	1.0		
<b>Profit attributable to owners of SEEK Limited (before significant items)</b>	<b>102.5</b>	105.4		
Add back Early Stage Ventures	21.3	11.0		
<b>Profit attributable to owners of SEEK Limited (before significant items &amp; Early Stage Ventures)</b>	<b>123.8</b>	116.4	6%	

(1) Segment EBITDA is earnings before interest, tax, depreciation and amortisation and excludes share-based payment expense, share of results of equity accounted investments, gains/losses on investing activities, and other non-operating gains/losses.

Comparative information has been restated due to adoption of AASB 15 *Revenue from Contracts with Customers* outlined in Note 14 Changes in accounting policies.

In the half-year ended 31 December 2018 (H1 FY2019) SEEK achieved growth in sales revenue of 21% (18% constant currency) and growth in EBITDA of 6% (4% constant currency) compared to the period ended 31 December 2017 (H1 FY2018).

Profit attributable to the owners of SEEK Limited was \$99.3m (31 December 2017: \$104.4m).

### Significant items

Amounts recognised as significant items in H1 FY2019 is comprised of:

- transaction costs of \$1.9m incurred by Zhaopin (post non-controlling interest); and
- the write-off of unamortised borrowing costs of \$1.3m (net of tax) on SEEK Limited's syndicated senior debt facility which was refinanced in December 2018.

### Key drivers

- SEEK's revenue growth of 21% (compared to H1 FY2018) was driven by an acceleration in Zhaopin's revenue across online and offline services; ANZ's increasing depth product penetration and a strong result in SEEK Asia, particularly in the key markets of Hong Kong and Singapore;
- Despite strong revenue growth, EBITDA growth was more subdued at 6% as a result of aggressive reinvestment in Zhaopin, weaker results in the Latin American businesses and reinvestment in AP&A Other and OES; and
- Attributable profit for H1 FY2019 declined by 5% (decline of 3% excluding significant items) due to increased depreciation arising from the Group's investment in product and technology, and losses incurred by Early Stage Ventures. In conjunction, the impact of cash outflows relating to the privatisation of Zhaopin and the increase in SEEK Asia's ownership in FY2018, resulted in increased net debt and interest expense.

# Directors' Report

## Asia Pacific and Americas (AP&A)

The AP&A segment comprises:

**The Australia and New Zealand (ANZ) business**

**SEEK Asia**

**The Latin America businesses of Brasil Online and OCC**

**AP&A Other entities including Jora, JobAdder, SEEK Learning and Digitary**

	Reported currency			Constant currency
	31 Dec 2018 \$m	Restated 31 Dec 2017 \$m	Growth %	Growth %
<b>Sales revenue</b>	<b>360.2</b>	<b>334.4</b>	<b>8%</b>	<b>7%</b>
ANZ	221.7	199.3	11%	
SEEK Asia	84.7	71.5	18%	11%
Brasil Online	30.6	38.2	(20%)	(10%)
OCC	14.7	14.6	1%	(1%)
AP&A Other	8.5	10.8		
<b>EBITDA</b>	<b>176.8</b>	<b>170.3</b>	<b>4%</b>	<b>3%</b>
ANZ	137.5	121.9	13%	
SEEK Asia	44.6	38.1	17%	10%
Brasil Online	5.3	14.4	(63%)	(58%)
OCC	2.5	2.8	(11%)	(11%)
AP&A Other	(13.1)	(6.9)		
<b>EBITDA margin (%)</b>	<b>49%</b>	<b>51%</b>		
ANZ	62%	61%		
SEEK Asia	53%	53%		
Brasil Online	17%	38%		
OCC	17%	19%		

Comparative information has been restated due to adoption of AASB 15 *Revenue from Contracts with Customers* outlined in Note 14 Changes in accounting policies.

Revenue growth of 8% and EBITDA growth of 4% compared to H1 FY2018 were driven by the following business results:

- ANZ: revenue growth of 11% was primarily driven by increased penetration of depth products (prominence ads and Premium Talent Search);
- SEEK Asia: strong operating and financial results which reflect the benefits of prior period reinvestment and closer integration with ANZ; and

- Latin America: as anticipated, delivered weak results due to poor revenue growth and required investment in product and technology to position these businesses for the long term.

Reported results were positively impacted by the depreciation of the Australian dollar against key currencies, including the Hong Kong dollar and the Malaysian Ringgit. On a constant currency basis AP&A achieved revenue growth of 7% and EBITDA growth of 3%.

## Australia & New Zealand (ANZ)

ANZ's strong revenue and earnings result reflects our market leadership and the benefits of sustained investment. The majority of the growth came through depth products which have increased ANZ's value proposition to candidates and hirers.

Key operational highlights in H1 FY2019 included:

### *Growing value to candidates:*

- Approximately 37% of visits are from apps and approximately 68% of total traffic is now via mobile/apps;
- Career guide website now live with 300+ role specific career guides on site; and
- Approximately 450k hirer driven (talent search) connections per month.

### *Growing value to hirers:*

- New premium ad is delivering approximately 2x applications compared to the classic ad;
- Talent search offerings – Premium Talent Search now has more than 1,200 clients, representing growth of 30% compared to the prior period; and
- Strong take up of new branded ads with approximately 17,000 ads on site.

SEEK continues to be the market leader with 35% of placements, which is a lead of approximately 7 times over the nearest competitor.

## SEEK Asia

- On a constant currency basis, SEEK Asia achieved revenue growth of 11% and EBITDA growth of 10%;
- SEEK Asia saw an acceleration of revenue growth on H1 FY2018, driven by Hong Kong, Singapore, Indonesia and Thailand; and
- Ongoing reinvestment and collaboration with ANZ is expected to continue to deliver strong growth in operating metrics and financial results over the long term.

## Latin America

- Brasil Online: on a constant currency basis, revenue declined 10% and EBITDA declined 58% due to the slow recovery of the candidate pays model and a need to invest for the long term;
- OCC: on a constant currency basis, revenue declined 1% and EBITDA declined 11%, with Employment revenue growing 5% and Education revenue declining 33%;
- There are some early signs of improvement in operating metrics across both Brasil Online and OCC. However it will take time before this translates into improved financial results; and
- Ongoing investment in product, technology and data is required to capitalise on these large market opportunities over the long term.

## AP&A Other

- Jora now has a presence in 37 countries and is playing a key role in growing ad scale and supporting new product development;
- JobAdder is one of Australia's leading application tracking and client relationship tools which is helping to reduce friction for hirers in the recruitment process;
- SEEK Learning is incubating a new education business in Australia that will address a large unmet need for independent education and career insights; and
- Digitary is an online platform to issue, store and share academic documents and has 67 universities live on the platform globally.

# Directors' Report

## SEEK Investments

The SEEK Investments segment comprises:

### Zhaopin

### Online Education Services (OES)

### Early Stage Ventures (ESV)

	Reported currency			Constant currency
	31 Dec 2018 \$m	Restated 31 Dec 2017 \$m	Growth %	Growth %
<b>Sales revenue</b>	<b>397.0</b>	<b>293.1</b>	<b>35%</b>	<b>31%</b>
Zhaopin	319.0	220.4	45%	39%
OES	61.5	57.1	8%	
ESV	16.5	15.6		
<b>EBITDA</b>	<b>72.9</b>	<b>62.8</b>	<b>16%</b>	<b>13%</b>
Zhaopin	56.0	47.6	18%	13%
OES	20.0	20.0	0%	
ESV	(3.1)	(4.8)		
<b>EBITDA margin (%)</b>	<b>18%</b>	<b>21%</b>		
Zhaopin	18%	22%		
OES	33%	35%		
ESV	(19%)	(31%)		

Comparative information has been restated due to adoption of AASB 15 Revenue from Contracts with Customers outlined in Note 14 Changes in accounting policies.

SEEK Investments revenue growth of 35% and EBITDA growth of 16% compared to H1 FY2018 were driven by:

- Zhaopin: strong revenue growth from increased market penetration in what is expected to be the world's largest human capital market;
- Online Education Services: solid underlying financial result and making good progress in building a multi-partner platform;
- Early Stage Ventures: portfolio delivered strong operating metric performance; and
- Reported results were favourably impacted by the depreciation of the Australian dollar against the Chinese Renminbi (RMB). On a constant currency basis, SEEK Investments achieved revenue growth of 31% and EBITDA growth of 13%.

### Zhaopin

- On a constant currency basis, Zhaopin delivered strong revenue growth of 39% and EBITDA growth of 13%;
- The revenue result was driven by online revenue growth of 27% as a result of the successful implementation of the freemium model, which is driving an increase in hirer numbers, and strong growth in offline services revenue (up 82% on prior comparative period); and
- EBITDA growth was below revenue growth due to a focus on investment to increase market penetration across multiple segments where large long-term growth opportunities exist.

### Online Education Services (OES)

- OES delivered a good financial result despite the challenging "capped" regulatory environment for Australian undergraduate courses; and
- OES continues to focus on scaling up the number of partners on its platform and investing in technology to enhance the student experience.

### Early Stage Ventures (ESV)

SEEK Investments ESV portfolio comprises investments with robust business models and attractive long-term financial characteristics.

These ventures are in areas in which SEEK has significant experience and can therefore add value to them on a standalone basis, or over time leverage the synergies with AP&A to accelerate growth.

Some key investments in the portfolio:

**Contingent:** Sidekicker is one of Australia and New Zealand's leading on-demand staffing platforms with exposure to a large and growing contingent labour market;

**Education:** UTEL is an online university providing accessible, high-quality courses for Spanish-speaking students;

**HR Software:** GO1 helps organisations source, deliver and track employee training; and

**HR Software:** Employment Hero is a cloud-based platform combining HR software, employee benefits, financial services, compliance and payroll modules.



## Financial position

	31 Dec 2018	Restated 30 Jun 2018
	\$m	\$m
Cash and cash equivalents	364.0	361.7
Other current assets	286.6	256.5
Intangible assets	2,654.9	2,552.6
Equity accounted investments	141.6	130.9
Other non-current assets	546.7	482.3
<b>Total assets</b>	<b>3,993.8</b>	<b>3,784.0</b>
Current borrowings	146.5	80.5
Non-current borrowings	1,311.9	1,218.7
Unearned income	380.4	367.3
Current creditors and provisions	315.4	326.3
Non-current creditors and provisions	174.8	166.2
Shareholders equity	1,664.8	1,625.0
<b>Total liabilities and equity</b>	<b>3,993.8</b>	<b>3,784.0</b>

Comparative information has been restated due to adoption of AASB 15 Revenue from Contracts with Customers outlined in Note 14 Changes in accounting policies.

At 31 December 2018, SEEK had:

- Total assets of \$3,993.8m of which 66% related to long-life intangible assets (goodwill, brands and licences) arising from business combinations, with the remainder relating primarily to cash, equity accounted investments and trade receivables; and
- Total liabilities of \$2,329.0m of which 63% related to borrowings, with the remainder relating to unearned income, tax and trade and other payables.
- SEEK's current liabilities exceed its current assets by \$191.7m. This is mainly due to unearned income of \$380.4m.

## Net debt

Net debt at 31 December 2018 was \$660.1m (\$653.6m net of capitalised borrowing costs) and is further discussed in Note 5 Net debt to the Financial Statements.

SEEK's borrowings now comprises a combination of facilities across SEEK Limited and Zhaopin:

- SEEK Limited has an unsecured syndicated facility comprising of A\$625.0m and US\$575.0m, as well as an EMTN of A\$175.0m; and
- Zhaopin has entrusted loan facilities of US\$385.0m, and a working capital loan facility of RMB200.0m.

At 31 December 2018, \$1,464.9m of the total available facilities were drawn down, with \$738.9m available in undrawn capacity.

## Cash Flow

The table below summarises cash flow movements for the half-year period, before foreign exchange movements.

	31 Dec 2018	31 Dec 2017
	\$m	\$m
Cash generated from operations	211.4	197.2
Transaction costs	(2.8)	(17.9)
Finance costs and taxes paid	(68.3)	(41.6)
<b>Net cash from operating activities</b>	<b>140.3</b>	<b>137.7</b>
Disposal of equity accounted investment	-	5.2
Acquisition of subsidiaries (net of acquired cash)	(0.8)	-
Interests in equity accounted investments	(12.9)	(42.2)
Capital expenditure (intangible assets and plant and equipment)	(63.1)	(54.9)
Other investing activities	(2.9)	(32.2)
<b>Net cash used in investing activities</b>	<b>(79.7)</b>	<b>(124.1)</b>
Net change in borrowings	126.7	43.9
Dividends paid to shareholders of SEEK Limited	(77.2)	(73.5)
Dividends paid to non-controlling interests	(5.2)	(31.7)
Net change in deposits to support entrusted loan facilities	(61.4)	(272.6)
Zhaopin privatisation	(49.2)	(120.9)
Net change in short term investments	-	75.4
Advance from other related parties	8.7	-
Other financing activities	(8.9)	(4.1)
<b>Net cash used in financing activities</b>	<b>(66.5)</b>	<b>(383.5)</b>
<b>Net decrease in cash and cash equivalents</b>	<b>(5.9)</b>	<b>(369.9)</b>

## Cash Flow

Cash generated from operations increased by 7% to \$211.4m and represented an EBITDA to cash conversion ratio of 89% for the half-year ended 31 December 2018. This has been impacted by the timing of OES cash receipts related to the last teaching period of the calendar year. Adjusting for this, cash conversion was at 102%.

Net cash outflow of \$79.7m used in investing activities was primarily due to capital expenditure of \$63.1m and payments for additional interest in equity accounted investments \$12.9m.

Net cash outflow of \$66.5m from financing activities was primarily due to the net drawdown of borrowings of \$126.7m, offset by the net change of \$61.4m in deposits to support entrusted loan facilities held by Zhaopin, payment of FY2018 final dividend \$77.2m and payments associated with Zhaopin privatisation \$49.2m.

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# Directors' Report

## Events occurring after balance sheet date

In the opinion of the Directors, there are no matters or circumstances which have arisen between 31 December 2018 and the date of this report that have significantly affected or may significantly affect the operations of the Group, the results of those operations and the state of affairs of the Group in subsequent financial periods.

## Auditor's independence declaration

A copy of the Auditor's Independence Declaration as required under Section 307C of the *Corporations Act 2001* is set out on page 9.

This report is made in accordance with a resolution of the directors.



**Graham Goldsmith**

Chairman

Melbourne

27 February 2019

# Auditor's Independence Declaration



## *Auditor's Independence Declaration*

As lead auditor for the review of SEEK Limited for the half-year ended 31 December 2018, I declare that to the best of my knowledge and belief, there have been:

- (a) no contraventions of the auditor independence requirements of the *Corporations Act 2001* in relation to the review; and
- (b) no contraventions of any applicable code of professional conduct in relation to the review.

This declaration is in respect of SEEK Limited and the entities it controlled during the period.

A handwritten signature in black ink, appearing to read 'Chris Dodd', written over a light grey rectangular background.

Chris Dodd  
Partner  
PricewaterhouseCoopers

Melbourne  
27 February 2019

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## Consolidated Income Statement for the half-year ended 31 December 2018

	Notes	31 Dec 2018 \$m	Restated 31 Dec 2017 \$m
<b>Revenue</b>	2	<b>766.6</b>	635.2
Other income		1.9	3.5
<b>Operating expenses</b>			
Direct cost of services		(109.3)	(70.2)
Employee benefits expenses		(262.0)	(210.0)
Marketing related expenses		(68.3)	(60.3)
Technology, product and development expenses		(17.8)	(14.3)
Operations and administration expenses		(72.4)	(62.8)
Depreciation and amortisation expenses		(39.8)	(32.4)
Finance costs		(30.5)	(20.5)
Transaction costs		(3.1)	(6.7)
<b>Total operating expenses</b>		<b>(603.2)</b>	(477.2)
Share of results of equity accounted investments	12	(6.3)	(1.6)
<b>Profit before income tax expense</b>		<b>159.0</b>	159.9
Income tax expense	4	(47.9)	(45.3)
<b>Profit for the half-year</b>		<b>111.1</b>	114.6
<b>Profit is attributable to:</b>			
Owners of SEEK Limited		99.3	104.4
Non-controlling interests		11.8	10.2
		<b>111.1</b>	114.6
<b>Earnings per share attributable to the owners of SEEK Limited:</b>		<b>Cents</b>	<b>Cents</b>
Basic earnings per share	3	28.3	29.8
Diluted earnings per share	3	27.5	29.4

The above Consolidated Income Statement should be read in conjunction with the accompanying notes.

Comparative information has been restated due to adoption of AASB 15 *Revenue from Contracts with Customers* outlined in Note 14 Changes in accounting policies.

# Consolidated Statement of Comprehensive Income

## for the half-year ended 31 December 2018

	31 Dec 2018 \$m	Restated 31 Dec 2017 \$m
<b>Profit for the half-year</b>	<b>111.1</b>	114.6
<b>Other comprehensive income</b>		
<b>Items that may be reclassified subsequently to profit or loss:</b>		
<i>Exchange differences on translation of foreign operations</i>		
Exchange differences on translation of foreign controlled entities	55.9	(10.7)
Exchange differences on translation of foreign associates	4.9	0.3
Net investment hedge of foreign controlled entities	(20.3)	1.2
Income tax recognised in other comprehensive income	0.1	2.6
<i>Cash flow hedges</i>		
(Losses)/gains on hedge contracts of controlled entities	(1.5)	1.8
Income tax recognised in other comprehensive income	0.3	(0.5)
<b>Items that will never be reclassified to profit or loss:</b>		
<i>Investment in equity instruments</i>		
Change in fair value of financial assets	-	(2.3)
<b>Other comprehensive income for the half-year</b>	<b>39.4</b>	(7.6)
<b>Total comprehensive income for the half-year</b>	<b>150.5</b>	107.0
<b>Total comprehensive income for the half-year attributable to:</b>		
Owners of SEEK Limited	141.9	93.5
Non-controlling interests	8.6	13.5
	<b>150.5</b>	107.0

The above Consolidated Statement of Comprehensive Income should be read in conjunction with the accompanying notes.

Comparative information has been restated due to adoption of AASB 15 *Revenue from Contracts with Customers* outlined in Note 14 Changes in accounting policies.

## Consolidated Balance Sheet as at 31 December 2018

	Notes	31 Dec 2018 \$m	Restated 30 Jun 2018 \$m
<b>Current assets</b>			
Cash and cash equivalents		364.0	361.7
Trade and other receivables	7	150.4	163.3
Other financial assets	6(b)	131.6	93.2
Current tax assets		4.6	-
<b>Total current assets</b>		<b>650.6</b>	<b>618.2</b>
<b>Non-current assets</b>			
Investments accounted for using the equity method	12	141.6	130.9
Plant and equipment		44.7	39.5
Intangible assets	8	2,654.9	2,552.6
Other receivables	7	148.5	100.3
Other financial assets	6(b)	319.2	308.6
Deferred tax assets		34.3	33.9
<b>Total non-current assets</b>		<b>3,343.2</b>	<b>3,165.8</b>
<b>Total assets</b>		<b>3,993.8</b>	<b>3,784.0</b>
<b>Current liabilities</b>			
Trade and other payables		224.9	244.0
Borrowings	5(a)	146.5	80.5
Unearned income		380.4	367.3
Other financial liabilities	6(b)	25.5	8.6
Current tax liabilities		32.7	38.4
Provisions		32.3	35.3
<b>Total current liabilities</b>		<b>842.3</b>	<b>774.1</b>
<b>Non-current liabilities</b>			
Borrowings	5(a)	1,311.9	1,218.7
Other financial liabilities	6(b)	19.0	18.8
Deferred tax liabilities		132.8	124.2
Provisions		23.0	23.2
<b>Total non-current liabilities</b>		<b>1,486.7</b>	<b>1,384.9</b>
<b>Total liabilities</b>		<b>2,329.0</b>	<b>2,159.0</b>
<b>Net assets</b>		<b>1,664.8</b>	<b>1,625.0</b>
<b>Equity</b>			
Share capital	9	269.2	269.2
Foreign currency translation reserve		101.5	38.9
Hedging reserves	10(a)	(113.3)	(91.9)
Other reserves	10(b)	(15.6)	(0.1)
Retained profits		1,133.9	1,111.9
Non-controlling interests		289.1	297.0
<b>Total equity</b>		<b>1,664.8</b>	<b>1,625.0</b>

The above Consolidated Balance Sheet should be read in conjunction with the accompanying notes.

Comparative information has been restated due to adoption of AASB 15 *Revenue from Contracts with Customers* outlined in Note 14 Changes in accounting policies.

# Consolidated Statement of Changes in Equity

## for the half-year ended 31 December 2018

		Attributable to equity holders of the parent								
	Notes	Share capital \$m	Foreign currency translation reserve \$m	Hedging reserve \$m	Other reserves \$m	Retained profits \$m	Total \$m	Non- controlling interests \$m	Total equity \$m	
Balance at 1 July 2017		251.6	36.5	(86.1)	53.7	1,225.0	1,480.7	559.2	2,039.9	
Net effect of change in accounting policy		-	-	-	-	(11.0)	(11.0)	(0.3)	(11.3)	
Restated balance at 1 July 2017		251.6	36.5	(86.1)	53.7	1,214.0	1,469.7	558.9	2,028.6	
Restated profit for the half-year		-	-	-	-	104.4	104.4	10.2	114.6	
Exchange differences on translation of foreign operations		-	(13.7)	-	-	-	(13.7)	3.3	(10.4)	
Gains on hedge contracts		-	-	3.0	-	-	3.0	-	3.0	
Change in fair value of financial assets		-	-	-	(2.3)	-	(2.3)	-	(2.3)	
Income tax recognised in other comprehensive income		-	1.8	0.3	-	-	2.1	-	2.1	
Total comprehensive income for the half-year		-	(11.9)	3.3	(2.3)	104.4	93.5	13.5	107.0	
Transactions with owners:										
Contributions of equity		9	10.5	-	-	-	10.5	-	10.5	
Dividends provided for or paid		11	-	-	-	(73.5)	(73.5)	(51.9)	(125.4)	
Employee share options scheme			-	-	9.6	-	9.6	1.7	11.3	
Tax associated with employee share schemes			-	-	(2.0)	2.0	-	-	-	
Change in ownership of subsidiaries			-	-	(2.4)	-	(2.4)	0.4	(2.0)	
Settlement of employee share options			-	-	6.4	-	6.4	(14.7)	(8.3)	
Conversion of equity settled share options			-	-	(3.2)	-	(3.2)	(2.1)	(5.3)	
Zhaopin privatisation			-	-	(12.6)	-	(12.6)	(95.7)	(108.3)	
Transfer between reserves			-	-	0.2	0.4	0.6	(0.6)	-	
Balance at 31 December 2017			262.1	24.6	(82.8)	47.4	1,247.3	1,498.6	409.5	1,908.1
Balance at 1 July 2018			269.2	38.9	(91.9)	0.2	1,123.9	1,340.3	297.0	1,637.3
Net effect of change in accounting policy		14	-	-	-	(0.3)	(12.0)	(12.3)	-	(12.3)
Restated balance at 1 July 2018			269.2	38.9	(91.9)	(0.1)	1,111.9	1,328.0	297.0	1,625.0
Profit for the half-year			-	-	-	-	99.3	99.3	11.8	111.1
Exchange differences on translation of foreign operations			-	63.9	-	-	-	63.9	(3.1)	60.8
Losses on hedge contracts			-	-	(21.7)	-	-	(21.7)	(0.1)	(21.8)
Income tax recognised in other comprehensive income			-	0.1	0.3	-	-	0.4	-	0.4
Total comprehensive income for the half-year			-	64.0	(21.4)	-	99.3	141.9	8.6	150.5
Transactions with owners:										
Dividends provided for or paid		11	-	-	-	-	(77.2)	(77.2)	(5.2)	(82.4)
Employee share options scheme			-	-	-	6.7	-	6.7	1.2	7.9
Tax associated with employee share schemes			-	-	-	0.5	(1.0)	(0.5)	-	(0.5)
Change in ownership of subsidiaries			-	(0.7)	-	(0.8)	-	(1.5)	0.3	(1.2)
Share of reserve movement of associates		12	-	(0.7)	-	(1.9)	-	(2.6)	-	(2.6)
Zhaopin privatisation			-	-	-	(19.1)	-	(19.1)	(12.8)	(31.9)
Transfer between reserves			-	-	-	(0.9)	0.9	-	-	-
Balance at 31 December 2018			269.2	101.5	(113.3)	(15.6)	1,133.9	1,375.7	289.1	1,664.8

The above Consolidated Statement of Changes in Equity should be read in conjunction with the accompanying notes.

## Consolidated Statement of Cash Flows

### for the half-year ended 31 December 2018

	Notes	31 Dec 2018 \$m	31 Dec 2017 \$m
<b>Cash flows from operating activities</b>			
Receipts from customers (inclusive of goods and services tax)		793.9	661.9
Payments to suppliers and employees (inclusive of goods and services tax)		(582.5)	(464.7)
		211.4	197.2
Interest received		8.9	9.2
Interest paid		(24.9)	(15.4)
Transaction costs		(2.8)	(17.9)
Income taxes paid		(52.3)	(35.4)
<b>Net cash inflow from operating activities</b>		140.3	137.7
<b>Cash flows from investing activities</b>			
Payments for acquisition of subsidiary, net of cash acquired		(0.8)	-
Payments for interests in equity accounted investments	12	(12.9)	(42.2)
Proceeds from disposal of equity accounted investment		-	5.2
Payment for investment in financial assets		(2.9)	(32.2)
Payment for intangible assets		(51.5)	(42.2)
Payment for plant and equipment		(11.6)	(12.7)
<b>Net cash outflow from investing activities</b>		(79.7)	(124.1)
<b>Cash flows from financing activities</b>			
Proceeds from borrowings		225.7	304.6
Repayment of borrowings		(99.0)	(260.7)
Transaction costs on establishment of debt facilities		(4.6)	(0.7)
Cash placed on deposit to support entrusted loan facilities		(61.4)	(272.6)
Cash released from short-term investments		-	75.4
Proceeds from share options	9	-	10.5
Settlement of share options in subsidiaries		-	(8.3)
Zhaopin privatisation		(49.2)	(120.9)
Advance from other related party		8.7	-
Dividends paid to members of the parent	11	(77.2)	(73.5)
Dividends paid to non-controlling interests		(5.2)	(31.7)
Payment for additional interest in subsidiary		(1.2)	(2.0)
Net payment for other financing arrangements		(3.1)	(3.6)
<b>Net cash outflow from financing activities</b>		(66.5)	(383.5)
<b>Net decrease in cash and cash equivalents</b>		(5.9)	(369.9)
Cash and cash equivalents at the beginning of the half-year		361.7	652.0
Effect of exchange rate changes on cash and cash equivalents		8.2	8.5
<b>Cash and cash equivalents at the end of the half-year</b>		364.0	290.6

The above Consolidated Statement of Cash Flows should be read in conjunction with the accompanying notes.



# Notes to the Financial Statements

For the half-year ended 31 December 2018

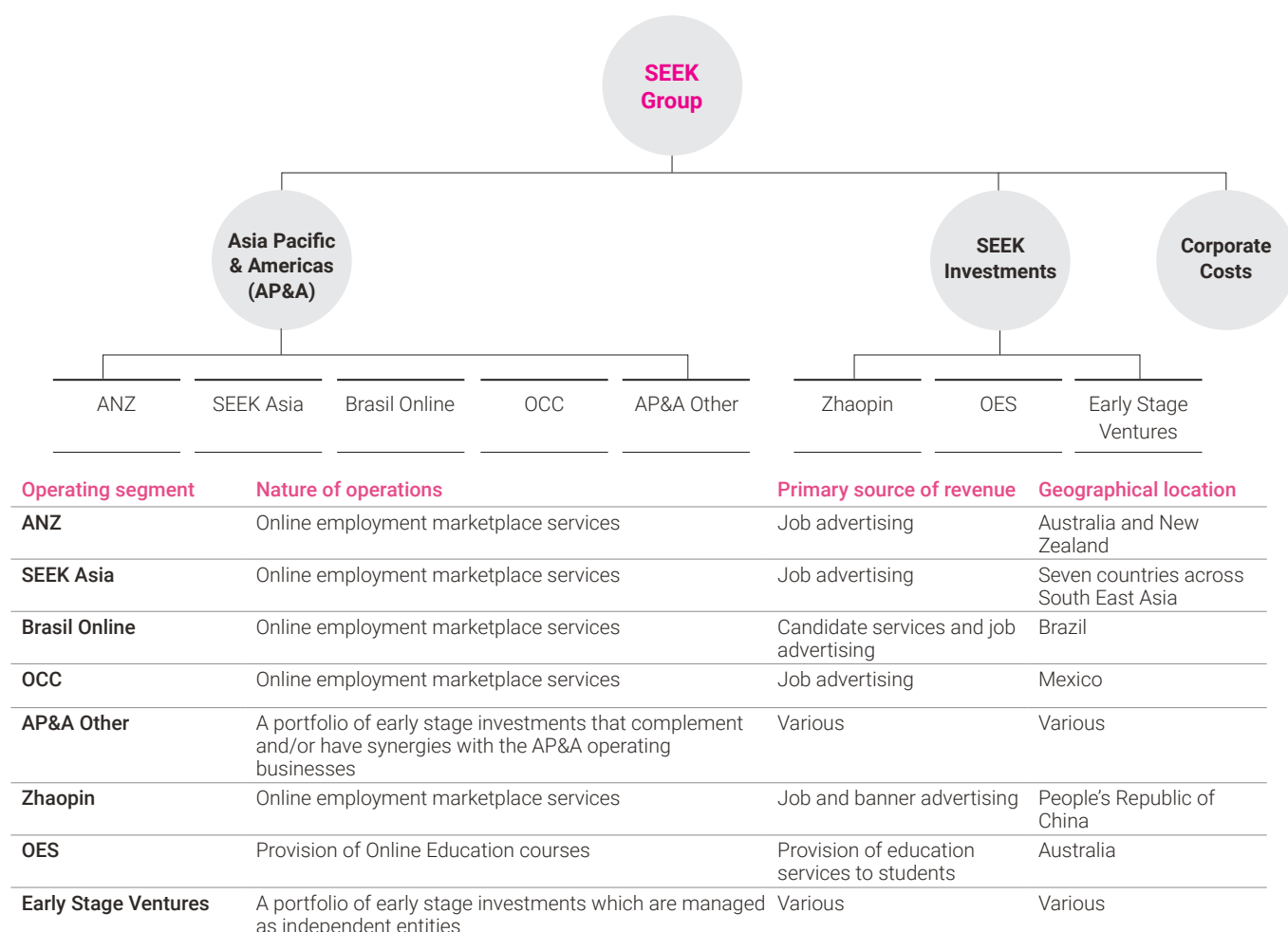
## Performance

### 1. Segment information

SEEK's operating segments are aligned with Executive responsibilities and analysis of results as provided to the Chief Operating Decision Maker (CODM).

In January 2018, SEEK reviewed and updated its financial reporting structure to align with key organisational changes. Consequently, comparative information for operating segments has been presented differently from previously published results for the half-year ended 31 December 2017.

The operating segments are as described below.



## (a) Segment information provided to the CODM

			Asia Pacific & Americas				SEEK Investments				Corporate costs		Total
			ANZ	SEEK Asia	Brasil Online	OCC	Other	Total	Zhaopin	OES	ESV	Total	
Half-year ended 31 Dec 2018	Notes		\$m	\$m	\$m	\$m	\$m	\$m	\$m	\$m	\$m	\$m	\$m
Online employment marketplace	2		221.7	83.5	30.6	13.3	1.0	350.1	229.6	-	-	229.6	579.7
Education	2		-	-	-	1.4	0.3	1.7	-	61.5	1.2	62.7	64.4
Other sales revenue	2		-	1.2	-	-	7.2	8.4	89.4	-	15.3	104.7	113.1
<b>Sales revenue</b>	2		221.7	84.7	30.6	14.7	8.5	360.2	319.0	61.5	16.5	397.0	757.2
<b>Segment EBITDA<sup>(1)</sup></b>			137.5	44.6	5.3	2.5	(13.1)	176.8	56.0	20.0	(3.1)	72.9	238.5
Depreciation			(0.8)	(1.4)	(0.6)	(0.5)	(0.2)	(3.5)	(3.3)	(0.2)	-	(3.5)	(7.9)
Amortisation	8		(15.1)	(2.9)	(1.9)	(0.6)	(2.9)	(23.4)	(3.8)	(4.4)	(0.3)	(8.5)	(31.9)
Net interest income/(expense)			0.2	(1.1)	1.7	0.2	(0.2)	0.8	(3.8)	0.5	(0.2)	(3.5)	(19.1)
Share-based payments and other LTI			(3.2)	2.2	(0.2)	(0.2)	(0.7)	(2.1)	(3.1)	-	(0.4)	(3.5)	(9.4)
Share of results of equity accounted investments	12		-	(0.1)	-	-	(0.7)	(0.8)	-	-	(5.5)	(5.5)	(6.3)
Related party services			1.8	(1.7)	-	-	(0.1)	-	-	-	-	-	-
Transaction costs from investing activities			-	-	-	-	-	-	(3.1)	-	-	(3.1)	(3.1)
Other financing activities			-	-	-	-	-	-	-	-	-	-	(1.8)
<b>Profit before income tax expense</b>			120.4	39.6	4.3	1.4	(17.9)	147.8	38.9	15.9	(9.5)	45.3	159.0
Income tax expense	4		(35.8)	(9.6)	(0.3)	(0.2)	5.1	(40.8)	(12.9)	(4.9)	0.3	(17.5)	(47.9)
<b>Profit for the half-year</b>			84.6	30.0	4.0	1.2	(12.8)	107.0	26.0	11.0	(9.2)	27.8	111.1
Non-controlling interests			-	-	-	-	0.3	0.3	(10.3)	(2.2)	0.4	(12.1)	(11.8)
<b>Profit attributable to owners of SEEK Limited</b>			84.6	30.0	4.0	1.2	(12.5)	107.3	15.7	8.8	(8.8)	15.7	99.3

(1) Segment EBITDA is earnings before interest, tax, depreciation and amortisation and excludes share of results of equity accounted investments, share-based payment expense, gains/losses on investing activities, and other non-operating gains/losses.

(a) Segment information provided to the CODM continued

Asia Pacific & Americas												SEEK Investments			Corporate costs		Total
ANZ		SEEK Asia	Brazil Online	OCC	Other	Total	Zhaopin	OES	ESV	Total							
Restated	Notes	\$m	\$m	\$m	\$m	\$m	\$m	\$m	\$m	\$m	\$m	\$m	\$m	\$m	\$m		
Half-year ended 31 Dec 2017																	
Online employment marketplace	2	199.3	70.1	38.1	12.4	0.9	320.8	173.0	-	-	173.0	-	493.8	-			
Education	2	-	-	0.1	2.2	4.8	7.1	-	-	0.7	57.8	-	64.9	-			
Other sales revenue	2	-	1.4	-	-	5.1	6.5	47.4	-	14.9	62.3	-	68.8	-			
Sales revenue	2	199.3	71.5	38.2	14.6	10.8	334.4	220.4	57.1	15.6	293.1	-	627.5	-			
Segment EBITDA <sup>(1)</sup>																	
Depreciation		121.9	38.1	14.4	2.8	(6.9)	170.3	47.6	20.0	(4.8)	62.8	(8.6)	224.5	(8.6)			
		(0.8)	(1.0)	(0.7)	(0.6)	-	(3.1)	(2.7)	(0.3)		(3.0)	(0.5)	(6.6)	(0.5)			
Amortisation	8	(12.9)	(1.3)	(1.6)	(0.9)	(2.3)	(19.0)	(2.5)	(4.0)	(0.2)	(6.7)	(0.1)	(25.8)	(0.1)			
Net interest income/(expense)		0.5	(2.3)	2.0	0.2	(0.2)	0.2	1.2	0.5	(0.1)	1.6	(14.3)	(12.5)	(14.3)			
Share-based payments and other LTI		(2.5)	(1.3)	(0.2)	(0.1)	(0.6)	(4.7)	(4.1)	-	(0.5)	(4.6)	(3.6)	(12.9)	(3.6)			
Share of results of equity accounted investments		-	-	-	-	-	-	-	-	(1.6)	(1.6)	-	(1.6)	-			
Gain on disposal of equity accounted investment		-	-	-	-	-	-	-	-	1.9	1.9	-	1.9	-			
Transaction costs from investing activities		-	-	-	-	-	-	(5.0)	-	(0.1)	(5.1)	(1.6)	(6.7)	(1.6)			
Other financing activities		-	-	-	1.0	-	1.0	-	-	-	-	(1.4)	(0.4)	(1.4)			
Profit before income tax expense		106.2	32.2	13.9	2.4	(10.0)	144.7	34.5	16.2	(5.4)	45.3	(30.1)	159.9	(30.1)			
Income tax expense	4	(29.4)	(8.6)	(3.0)	(0.6)	2.9	(38.7)	(10.4)	(4.8)	0.4	(14.8)	8.2	(45.3)	8.2			
Profit for the half-year		76.8	23.6	10.9	1.8	(7.1)	106.0	24.1	11.4	(5.0)	30.5	(21.9)	114.6	(21.9)			
Non-controlling interests		-	(3.3)	-	-	0.4	(2.9)	(5.7)	(2.3)	0.7	(7.3)	-	(10.2)	-			
Profit attributable to owners of SEEK Limited		76.8	20.3	10.9	1.8	(6.7)	103.1	18.4	9.1	(4.3)	23.2	(21.9)	104.4	(21.9)			

Comparative information has been restated as a result of the adoption of AASB 15 Revenue from Contracts with Customers outlined in Note 14 Changes in accounting policies.

(1) Segment EBITDA is earnings before interest, tax, depreciation and amortisation and excludes share of results of equity accounted investments, share-based payment expense, gains/losses on investing activities, and other non-operating gains/losses.

## 2. Revenue

### Accounting Policy

#### Recognition criteria

Revenue is measured at the fair value of the consideration received or receivable and is shown net of sales taxes (such as GST and VAT) and amounts collected on behalf of third parties.

The Group recognises revenue when the contract has been identified, it is probable that the entity will collect the consideration to which it is entitled and specific criteria have been met as described below for the material classes of revenue.

Class of revenue	Recognition criteria
<b>Online employment marketplaces</b>	
Job advertisements	over the period in which the advertisements are placed.
CV search/download	over the period in which the searches/downloads occur.
CV online	over the period in which the jobseeker can access the services.
<b>Education</b>	
Commission	when the student is registered with the education provider or when the student passes the relevant census date, depending on the arrangement.
Provision of education services to students	over the period in which the student studies a particular unit. For Higher Education it is typically four months. For Vocational Education (VET), the length of time to complete units can vary so an estimate is made.
<b>Other sales revenue</b>	
Offline employment services	when the output is delivered to the customer and the Group has the right to payment. A small number of services are unlimited in nature; in these cases revenue is recognised over the period in which the customer can access the services.
<b>Other revenue</b>	
Dividend income	when the right to receive payment is established.
Interest income	on a time proportion basis using the effective interest method.

Revenue is generally billed upon delivery, or in advance, with the exception of commission revenue, which is billed upon passing of the relevant census date.

#### Variable consideration

Certain contracts include variable amounts of consideration, dependent on the occurrence or non-occurrence of future events that are not known until after the commencement of delivering services. For these contracts the Group uses an expected value to estimate the amount of revenue that should be recognised, based on historical and forecast information. The amount of consideration allocated to the contract is regularly reassessed to ensure it represents the most recent information.

#### Allocation of transaction price to performance obligations

Where a contract includes multiple performance obligations, the consideration is allocated between them on the basis of their relative standalone selling prices. This is usually the price at which the service is sold separately.

#### Contract costs

Costs incurred in the acquisition of contracts, predominantly sales commissions, are considered to be recoverable.

Applying the practical expedient in paragraph 94 of AASB 15 *Revenue from Contracts with Customers*, the Group recognises the incremental costs of obtaining contracts as an expense when incurred because the amortisation period of the assets that the Group otherwise would have recognised is one year or less.

	31 Dec 2018 \$m	Restated 31 Dec 2017 \$m
Online employment marketplaces	579.7	493.8
Education	64.4	64.9
Other sales revenue	113.1	68.8
<b>Sales revenue</b>	<b>757.2</b>	<b>627.5</b>
Interest income	9.4	7.7
<b>Revenue</b>	<b>766.6</b>	<b>635.2</b>

### 3. Earnings per share

	31 Dec 2018 Cents	Restated 31 Dec 2017 Cents
Basic earnings per share	28.3	29.8
Diluted earnings per share	27.5	29.4

#### (a) Reconciliation of earnings used in calculating Earnings per share (EPS)

	31 Dec 2018 \$m	Restated 31 Dec 2017 \$m
Profit attributable to owners of SEEK Limited (for basic EPS)	99.3	104.4
Potential dilutive adjustment for subsidiary option plans	(2.3)	(0.9)
Adjusted profit attributable to owners of SEEK Limited (for diluted EPS)	97.0	103.5

#### (b) Weighted average number of shares used as the denominator

	31 Dec 2018 number	31 Dec 2017 number
Weighted average number of shares used as denominator in calculating basic EPS	351,112,404	350,011,860
Weighted average of potential dilutive ordinary shares:		
- LTI Options	-	478,889
- LTI Rights	1,809,096	1,330,596
- Equity Rights and Performance Rights	390,801	413,507
Weighted average number of shares used as the denominator in calculating diluted EPS	353,312,301	352,234,852

Comparative information has been restated due to adoption of AASB 15 *Revenue from Contracts with Customers* outlined in Note 14 Changes in accounting policies.

### 4. Income tax

#### Numerical reconciliation of income tax expense

	31 Dec 2018 \$m	Restated 31 Dec 2017 \$m
<b>Profit before income tax expense</b>	<b>159.0</b>	159.9
<b>Income tax calculated @ 30% (2017: 30%)</b>	<b>47.7</b>	48.0
<b>Tax effect of amounts that are not deductible/(taxable) in calculating income tax:</b>		
Financing, transaction and legal costs (a)	4.0	2.6
Post tax associate earnings (b)	1.9	0.5
Research and development claim (c)	(5.4)	(5.7)
Overseas tax rate differential (d)	(4.7)	(2.6)
Under/(over) provision in prior year	1.1	(0.4)
Other	3.3	2.9
<b>Income tax expense in the Consolidated Income Statement</b>	<b>47.9</b>	45.3

Comparative information has been restated due to adoption of AASB 15 *Revenue from Contracts with Customers* outlined in Note 14 Changes in accounting policies.

#### Explanation of key items

- Non-deductible financing, transaction and legal costs within the SEEK Group.
- SEEK's share of associates' results is taken up net of associates' tax expense.
- Research and development incentives utilised throughout the SEEK Group.
- SEEK Group's international profits are taxed at local statutory or preferential rates varying from the Australian statutory tax rate (as shown below).

#### Local statutory tax rates

Country (Business)	H1 FY2019	H1 FY2018
Australia (SEEK Australia)	30.0%	30.0%
New Zealand (SEEK NZ)	28.0%	28.0%
China (Zhaopin excluding Beijing Wangpin and Zhilian HR Services)	25.0%	25.0%
China (Beijing Wangpin)	15.0%	15.0%
China (Zhilian HR Services)	15.0%	25.0%
South East Asia (SEEK Asia)	16.5%-30.0%	16.5%-30.0%
Brazil (Brasil Online)	34.0%	34.0%
Mexico (OCC)	30.0%	30.0%

## Financing

### 5. Net debt

#### (a) Borrowings

	Current		Non-current	
	31 Dec 2018 \$m	30 Jun 2018 \$m	31 Dec 2018 \$m	30 Jun 2018 \$m
Syndicated facility (unsecured) - SEEK Limited (i)	-	-	865.8	786.6
Entrusted loan facilities - Zhaopin (ii)	128.4	79.2	277.6	261.5
Euro Medium Term Note Programme	-	-	175.0	175.0
Working capital loan - Zhaopin (iii)	18.1	1.3	-	-
Less: transaction costs capitalised	-	-	(6.5)	(4.4)
<b>Total borrowings</b>	<b>146.5</b>	<b>80.5</b>	<b>1,311.9</b>	<b>1,218.7</b>

The Group had access to \$738.9m undrawn facilities at 31 December 2018 (30 June 2018: \$354.9m).

#### (i) Syndicated facility (unsecured) - SEEK Limited

The key features of this syndicated senior debt facility are as follows:

Facility	Maturity	Drawn		Undrawn		Total	
		31 Dec 2018 \$m	30 Jun 2018 \$m	31 Dec 2018 \$m	30 Jun 2018 \$m	31 Dec 2018 \$m	30 Jun 2018 \$m
Tranche A (Revolving)	Nov 2021	A\$375.0m	A\$190.0m	-	-	A\$375.0m	A\$190.0m
Tranche B (Revolving)	Nov 2022	A\$65.0m	A\$299.0m	A\$185.0m	A\$61.0m	A\$250.0m	A\$360.0m
Tranche C (Revolving)	Nov 2023	-	US\$220.0m	US\$275.0m	US\$55.0m	US\$275.0m	US\$275.0m
Tranche D (Term Loan)	Nov 2022	US\$100.0m	n/a	-	n/a	US\$100.0m	n/a
Tranche E (Term Loan)	Nov 2023	US\$200.0m	n/a	-	n/a	US\$200.0m	n/a

In December 2018, the Group refinanced its syndicated loan facility which is now comprised of revolving facilities of A\$625.0m and US\$275.0m, and two new term loans totaling US\$300.0m. Transaction costs have been capitalised in the Consolidated Balance Sheet and will be amortised through the Consolidated Income Statement over the term of the facilities.

As at 31 December 2018, A\$865.8m principal had been drawn down against the facility, comprising A\$440.0m and US\$300.0m (30 June 2018: A\$786.6m, comprising A\$489.0m and US\$220.0m)

The SEEK Limited Borrower Group includes SEEK Limited and all subsidiaries in which its ownership is at least 90%.

#### (ii) Entrusted loan facilities - Zhaopin

The key features of the entrusted loan facilities are as follows:

Facility	Maturity	Drawn		Undrawn		Total	
		31 Dec 2018 \$m	30 Jun 2018 \$m	31 Dec 2018 \$m	30 Jun 2018 \$m	31 Dec 2018 \$m	30 Jun 2018 \$m
Revolving Credit Facility	Oct 2019	US\$63.2m	US\$28.6m	US\$11.8m	US\$46.4m	US\$75.0m	US\$75.0m
Loan Facility	Jul 2020	US\$30.0m	US\$30.0m	-	-	US\$30.0m	US\$30.0m
Loan Facility	Aug 2022	US\$70.0m	US\$70.0m	-	-	US\$70.0m	US\$70.0m
Amortising Term Loan Facility	Sep 2022	US\$110.0m	US\$110.0m	-	-	US\$110.0m	US\$110.0m
Loan Facility	Oct 2022	US\$13.5m	US\$13.5m	US\$86.5m	US\$86.5m	US\$100.0m	US\$100.0m

The facilities are supported by funds on deposit of A\$440.7m within Zhaopin Limited and are non-recourse to the SEEK Limited Borrower Group (30 June 2018: A\$368.6m).

#### (iii) Working capital loan - Zhaopin

In January 2018, Zhaopin established an onshore working capital facility of RMB200.0m. This facility matures in January 2020 and is non-recourse to the SEEK Limited Borrower Group.

## (b) Net debt

Half-year ended 31 Dec 2018	Facility limit	Borrowings \$m Note 5(a)	Cash \$m	Short-term investments \$m Note 6(b)	Funds on deposit \$m Note 7(i)	Net cash/ (debt) \$m
SEEK Limited A\$ bank debt	A\$625.0m	(440.0)				
SEEK Limited US\$ bank debt	US\$575.0m	(425.8)				
SEEK Limited A\$ EMTN	A\$175.0m	(175.0)				
<b>SEEK ANZ</b>		(1,040.8)	27.3	-	-	(1,013.5)
Brasil Online		-	54.8	-	-	54.8
OCC		-	7.7	0.1	-	7.8
SEEK Asia		-	84.3	-	-	84.3
Other		-	2.6	-	-	2.6
<b>SEEK Limited Borrower Group<sup>(1)</sup></b>		(1,040.8)	176.7	0.1	-	(864.0)
Zhaopin	RMB200.0m	(18.1)				
Zhaopin	US\$385.0m	(406.0)				
<b>Zhaopin total</b>		(424.1)	152.5	-	440.7	169.1
OES		-	31.1	-	-	31.1
Other		-	3.7	-	-	3.7
<b>Total</b>	<b>A\$2,203.8m</b>	<b>(1,464.9)</b>	<b>364.0</b>	<b>0.1</b>	<b>440.7</b>	<b>(660.1)</b>
Unamortised borrowing costs		6.5				
<b>Per Consolidated Balance Sheet</b>		<b>(1,458.4)</b>				
<b>Consolidated net interest cover<sup>(3)</sup>: EBITDA<sup>(2)</sup> / net interest</b>						<b>13.7</b>
<b>Consolidated net leverage ratio<sup>(3)</sup>: net debt / EBITDA<sup>(2)</sup></b>						<b>1.5</b>

Year ended 30 Jun 2018	Facility limit	Borrowings \$m Note 5(a)	Cash \$m	Short-term investments \$m Note 6(b)	Funds on deposit \$m Note 7(i)	Net cash/ (debt) \$m
SEEK Limited A\$ bank debt	A\$550.0m	(489.0)				
SEEK Limited US\$ bank debt	US\$275.0m	(297.6)				
SEEK Limited A\$ EMTN	A\$175.0m	(175.0)				
<b>SEEK ANZ</b>		(961.6)	27.7	-	-	(933.9)
Brasil Online		-	50.6	-	-	50.6
OCC		-	8.3	0.1	-	8.4
SEEK Asia		-	65.6	-	-	65.6
Other		-	2.5	-	-	2.5
<b>SEEK Limited Borrower Group<sup>(1)</sup></b>		(961.6)	154.7	0.1	-	(806.8)
Zhaopin	RMB200.0m	(1.3)				
Zhaopin	US\$385.0m	(340.7)				
<b>Zhaopin total</b>		(342.0)	141.3	-	368.6	167.9
OES		-	62.1	-	-	62.1
Other		-	3.6	-	-	3.6
<b>Total</b>	<b>A\$1,658.5m</b>	<b>(1,303.6)</b>	<b>361.7</b>	<b>0.1</b>	<b>368.6</b>	<b>(573.2)</b>
Unamortised borrowing costs		4.4				
<b>Per Consolidated Balance Sheet</b>		<b>(1,299.2)</b>				
<b>Consolidated net interest cover: EBITDA<sup>(2)</sup> / net interest</b>						<b>16.7</b>
<b>Consolidated net leverage ratio: net debt / EBITDA<sup>(2)</sup></b>						<b>1.3</b>

1. Borrower Group includes SEEK Limited and all subsidiaries in which its ownership is at least 90%. EBITDA (including cash dividends received from excluded subsidiaries) for the SEEK Limited Borrower Group for the 12 months to 31 December 2018 is \$336.1m (30 June 2018: \$396.7m, which includes the special dividend of \$81.8m received from Zhaopin).
2. EBITDA is defined and reconciled to consolidated profit before income tax expense in Note 1 Segment information.
3. These ratios are calculated on the basis of 12 month trailing EBITDA and net interest.

## 6. Financial instruments

### (a) Valuation methodology of financial instruments

For financial instruments measured and carried at fair value, the Group uses the following fair value measurement hierarchy:

Level 1: fair value is calculated using quoted prices (unadjusted) in active markets for identical assets or liabilities;

Level 2: fair value is estimated using inputs other than quoted prices included in Level 1 that are observable for the asset or liability, either directly (as prices) or indirectly (derived from prices); and

Level 3: the fair value is estimated using inputs for the asset or liability that are not based on observable market data (unobservable inputs).

### (b) Other financial assets and liabilities

		Current		Non-current	
	Hierarchy level	31 Dec 2018 \$m	30 Jun 2018 \$m	31 Dec 2018 \$m	30 Jun 2018 \$m
Other financial assets					
Short-term investments	n/a	0.1	0.1	-	-
Funds on deposit for entrusted loan facilities (Note 7(ii))	n/a	105.0	71.0	187.2	178.9
Convertible loans (i)	n/a	9.3	6.3	27.1	24.9
Security deposits	n/a	-	-	0.2	1.1
Hedge assets (ii)	Level 2	11.7	10.6	-	-
Additional interest in equity accounted investments (iii)	Level 2	5.5	5.2	-	-
Investment in equity instruments (iv)	Level 3	-	-	104.7	103.7
Total other financial assets		131.6	93.2	319.2	308.6

		Current		Non-current	
	Hierarchy level	31 Dec 2018 \$m	30 Jun 2018 \$m	31 Dec 2018 \$m	30 Jun 2018 \$m
Other financial liabilities					
Hedge liabilities (ii)	Level 2	19.6	3.2	-	-
Additional interest in equity accounted investments (iii)	Level 2	5.9	5.4	-	-
Put option (v)	Level 3	-	-	19.0	18.8
Total other financial liabilities		25.5	8.6	19.0	18.8

All financial assets and liabilities held by the Group as at 31 December 2018 were measured and held at fair value.

#### (i) Convertible loans

The Group has extended convertible loans to certain early stage entities. These loans are interest-bearing and are subject to variable terms.

#### (ii) Hedging

The Group is party to derivative financial instruments (forward contracts, options and swaps) in the normal course of business in order to hedge exposure to fluctuations in interest and foreign exchange rates in accordance with the Group's treasury policies.

#### (iii) Additional interest in equity accounted investments

The Group has a commitment of \$5.5m (30 June 2018: \$5.2m) to acquire an additional interest in one of its equity accounted investments, Caelum, which was subsequently completed in January 2019. A corresponding financial liability of \$5.9m (30 June 2018: \$5.4m), including accrued interest, has been recognised in relation to this investment.



#### (iv) Investment in equity instruments

This balance comprises minority investments in Maimai, 51 SheBao (Zhonghe Group), and other small investments. The Group classifies these investments as either Fair Value through Profit and Loss ('FVTPL') or Fair Value through Other Comprehensive Income ('FVTOCI').

The following table shows the movements during the half-year ended 31 December 2018.

	FVTPL \$m	FVTOCI \$m	Total \$m
Opening fair value 1 July 2018	97.7	6.0	103.7
Exchange differences	1.0	-	1.0
<b>Closing fair value at 31 December 2018</b>	<b>98.7</b>	<b>6.0</b>	<b>104.7</b>

#### (v) Put option

On 1 September 2016, the Group acquired a controlling 60% interest in JobAdder, an application tracking and client relationship tool. As part of this transaction, a put option has been recognised in relation to the remaining shares held by a non-controlling interest in JobAdder. Movements in the estimated exercise value of this put option are recognised in the Consolidated Income Statement.

## Assets and liabilities

### 7. Trade and other receivables

	Current		Non-current	
	31 Dec 2018 \$m	Restated 30 Jun 2018 \$m	31 Dec 2018 \$m	30 Jun 2018 \$m
Trade receivables	87.5	85.3	-	-
Less: Provisions for impairment of receivables	(5.5)	(5.6)	-	-
<b>Net trade receivables</b>	<b>82.0</b>	<b>79.7</b>	<b>-</b>	<b>-</b>
Other receivables	30.4	34.7	-	-
Funds on deposit for entrusted loan facilities (i)	-	18.4	148.5	100.3
Prepayments	38.0	30.5	-	-
<b>Total trade and other receivables</b>	<b>150.4</b>	<b>163.3</b>	<b>148.5</b>	<b>100.3</b>

Comparative information has been restated due to adoption of AASB 15 *Revenue from Contracts with Customers* outlined in Note 14 Changes in accounting policies.

#### (i) Funds on deposit for entrusted loan facilities

The following table shows the Zhaopin funds on deposit to support entrusted loan facilities shown in Note 5 Net debt:

	Other financial assets - Note 6(b)		Other receivables - Note 7		Total
	Current \$m	Non-current \$m	Current \$m	Non-current \$m	\$m
Opening funds on deposit as at 1 July 2018	71.0	178.9	18.4	100.3	368.6
Cash placed on deposit to support entrusted loan facilities	27.9	7.3	-	26.2	61.4
Transfer between current and non-current classification	-	-	(18.3)	18.3	-
Movement in interest received/receivable	4.8	(1.0)	-	2.0	5.8
Movement in exchange	1.3	2.0	(0.1)	1.7	4.9
<b>Closing funds on deposit as at 31 December 2018</b>	<b>105.0</b>	<b>187.2</b>	<b>-</b>	<b>148.5</b>	<b>440.7</b>

## 8. Intangible assets

	Goodwill \$m	Brands and licences \$m	Customer relationships \$m	Software and website development \$m	Work in progress \$m	Total \$m
<b>2017</b>						
<b>Cost</b>						
Opening balance at 1 July 2017	2,171.9	353.0	93.6	214.0	13.3	2,845.8
Additions	-	-	-	3.5	39.0	42.5
Exchange differences	(4.5)	0.9	(0.6)	0.1	-	(4.1)
Transfers	-	-	-	17.0	(17.0)	-
Closing balance at 31 December 2017	2,167.4	353.9	93.0	234.6	35.3	2,884.2
<b>Amortisation</b>						
Opening balance at 1 July 2017	-	(1.0)	(62.8)	(109.8)	-	(173.6)
Amortisation charge	-	-	(4.0)	(21.8)	-	(25.8)
Exchange differences	-	-	0.5	(0.3)	-	0.2
Closing balance at 31 December 2017	-	(1.0)	(66.3)	(131.9)	-	(199.2)
<b>Carrying value at 31 December 2017</b>	<b>2,167.4</b>	<b>352.9</b>	<b>26.7</b>	<b>102.7</b>	<b>35.3</b>	<b>2,685.0</b>
<b>2018</b>						
<b>Cost</b>						
Opening balance at 1 July 2018	2,192.5	358.9	95.4	288.5	27.9	2,963.2
Additions	-	-	-	2.9	48.5	51.4
Exchange differences	72.5	11.7	2.8	2.4	(0.8)	88.6
Acquisition of subsidiaries	6.3	-	-	1.2	-	7.5
Transfers	-	-	-	40.4	(40.4)	-
Closing balance at 31 December 2018	2,271.3	370.6	98.2	335.4	35.2	3,110.7
<b>Amortisation</b>						
Opening balance at 1 July 2018	(179.0)	(3.7)	(72.7)	(155.2)	-	(410.6)
Amortisation charge	-	-	(3.4)	(28.5)	-	(31.9)
Exchange differences	(9.2)	-	(2.8)	(1.3)	-	(13.3)
Closing balance at 31 December 2018	(188.2)	(3.7)	(78.9)	(185.0)	-	(455.8)
<b>Carrying value at 31 December 2018</b>	<b>2,083.1</b>	<b>366.9</b>	<b>19.3</b>	<b>150.4</b>	<b>35.2</b>	<b>2,654.9</b>

## (a) Impairment

In accordance with the Group's accounting policies and procedures, the Group assesses whether there is an indicator that goodwill and other intangible assets have suffered any impairment at each reporting date.

### (i) Brasil Online (BOL)

In FY2018 an impairment charge of \$119.0m was recognised against BOL's goodwill. The decrease in the recoverable amount reflected a deterioration in Brazil's economic and political conditions and a delay in the recovery of the candidate pays model, both of which impacted BOL's financial performance.

As part of management's impairment review for the half-year ended 31 December 2018, the carrying value of the goodwill and other indefinite life intangible assets in BOL was compared with fair value less costs of disposal ('FVLCD') discounted cash flow ('DCF') model.

BOL's recoverable amount at 31 December 2018 is marginally higher than its carrying value. As a result, any adverse movements in key assumptions may lead to a further impairment.

Consistent with 30 June 2018, the recoverable amount of BOL is sensitive to: (1) assumed improvements in the Brazilian economy, which has a significant impact on BOL's revenue growth profile; and (2) the macro-economic and political environment (specifically key inputs such as market risk premium, inflation and interest rates) which have an impact on the discount rate.

If the return to positive revenue growth were to be delayed until FY2022, or the post-tax discount rate were to increase by 1%, the valuation indicated by the FVLCD DCF model would decrease by approximately \$23m and \$17m respectively.

### (ii) OCC

In FY2018 an impairment charge of \$60.0m was recognised against OCC's goodwill. The decrease in the recoverable amount reflected Mexico's macro-economic and political uncertainty, competitive intensity, operational issues in education and the need to reinvest to evolve the business model impacting the outlook for future cashflows.

As part of management's impairment review for the half-year ended 31 December 2018, the carrying value of the goodwill and other indefinite life intangible assets in OCC was compared with FVLCD DCF model.

OCC's recoverable amount at 31 December 2018 is marginally higher than its carrying value. As a result, any adverse movements in key assumptions may lead to a further impairment.

Consistent with 30 June 2018, the recoverable amount of OCC has been based on assumed timing of recovery from cyclical downturn and operational improvement, which has a significant impact on OCC's revenue growth profile; and the macro-economic and political environment (specifically key inputs such as market risk premium, inflation and interest rates) which have an impact on the discount rate.

If the return to positive revenue growth were to be delayed until FY2022, or the post-tax discount rate were to increase by 1%, the valuation indicated by the FVLCD DCF model would decrease by approximately \$9m and \$10m respectively.

## Equity

### 9. Share capital

Movement of shares on issue	Ordinary shares (excluding Treasury shares)	Treasury shares	Total Share capital	
	No. of Shares	No. of Shares	No. of Shares	\$m
<b>Balance at 30 June 2017</b>	348,172,858	1,733,024	349,905,882	251.6
Issue of shares to satisfy future rights and option exercises	-	750,000	750,000	-
Exercise of options - proceeds received	-	-	-	10.5
Exercise of options under PROP	1,015,133	(1,015,133)	-	-
Release of restricted shares held under PROP	394,297	(394,297)	-	-
<b>Balance at 31 December 2017</b>	349,582,288	1,073,594	350,655,882	262.1
Issue of shares to satisfy future rights and option exercises	-	400,000	400,000	-
Exercise of options - proceeds received	-	-	-	7.1
Exercise of options under PROP	680,348	(680,348)	-	-
Release of restricted shares held under PROP	2,667	(2,667)	-	-
<b>Balance at 30 June 2018</b>	<b>350,265,303</b>	<b>790,579</b>	<b>351,055,882</b>	<b>269.2</b>
Issue of shares to satisfy future rights and option exercises	-	80,000	80,000	-
Exercise of options under PROP	88,173	(88,173)	-	-
Release of restricted shares held under PROP	372,359	(372,359)	-	-
<b>Balance at 31 December 2018</b>	<b>350,725,835</b>	<b>410,047</b>	<b>351,135,882</b>	<b>269.2</b>

Treasury shares are shares in the Company that are held by the Employee Share Trust for the purpose of future allocation to employees under SEEK's Performance Rights and Options Plan (PROP) and shares held by the Employee Share Trust that have been allocated to employees but are subject to a disposal restriction.

## 10. Reserves

### (a) Hedging reserves

	31 Dec 2018 \$m	30 Jun 2018 \$m
Cash flow hedge reserve	0.3	1.5
Net investment hedge reserve (i)	(113.6)	(93.4)
<b>Total Hedging reserves</b>	<b>(113.3)</b>	<b>(91.9)</b>

#### (i) Net investment hedge reserve

The movement of \$20.2m in the net investment hedge reserve for the half-year was primarily due to the appreciation of the US and Singapore dollars against the Australian dollar, and their impact on US dollar borrowings and AUD/SGD cross currency swaps designated as a net investment hedge held by the Group.

### (b) Other reserves

Other reserves comprises the following:

	31 Dec 2018 \$m	Restated 30 Jun 2018 \$m
Share-based payments reserve	90.2	83.6
Put option reserve	(18.3)	(18.3)
Investment revaluation reserve	(2.3)	(2.3)
Transactions with non-controlling interests (i)	(84.1)	(62.0)
Transfers under common control	(1.1)	(1.1)
<b>Total Other reserves</b>	<b>(15.6)</b>	<b>(0.1)</b>

Comparative information has been restated due to adoption of AASB 15 *Revenue from Contracts with Customers* outlined in Note 14 Changes in accounting policies.

#### (i) Transactions with non-controlling interests

The finalisation of Zhaopin privatisation payments during the period has resulted in a debit of \$19.1m in the transactions with non-controlling interests reserve.

## 11. Dividends

	Payment date	Amount per share	Franked amount per share	Total dividend
<b>Financial Year 2018</b>				
2017 final dividend	13 October 2017	21.0 cents	21.0 cents	\$73.5m
2018 interim dividend	13 April 2018	24.0 cents	24.0 cents	\$84.2m
Total dividends paid for the year ended 30 June 2018				\$157.7m
<b>Financial Year 2019</b>				
2018 final dividend	4 October 2018	22.0 cents	22.0 cents	\$77.2m

Dividends paid or declared by the Company after the half-year (to be paid out of retained profits at 31 December 2018):

2019 interim dividend	12 April 2019	24.0 cents	24.0 cents	\$84.3m
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## Group structure

### 12. Interests in equity accounted investments

The carrying amount of equity accounted investments has changed as follows for the half-year period ended 31 December 2018:

	Total \$m
<b>Carrying amount as at 30 June 2018</b>	130.9
Investments at cost	14.7
Share of net profits/(losses)	(6.3)
Share of other comprehensive income	4.9
Share of movement in other reserves	(2.6)
<b>Carrying amount as at 31 December 2018</b>	<b>141.6</b>

## Unrecognised items

### 13. Events occurring after balance sheet date

No matters or circumstances have arisen since the end of the financial period that have significantly affected or may significantly affect the operations of the Group, the results of those operations and the state of affairs of the Group in subsequent financial periods.

## Other information

### 14. Changes in accounting policies

The financial statements have been prepared on the basis of accounting consistent with those applied in the 30 June 2018 Annual Report, with the exception of the following new accounting standards and interpretations which became effective from 1 July 2018:

- AASB 9 *Financial Instruments (2014)*
- AASB 15 *Revenue from Contracts with Customers*

Further information regarding the impact of these changes is provided below.

#### (a) AASB 9 Financial Instruments (2014)

In FY2015 the Group early adopted AASB 9 *Financial Instruments (2013)* with an initial application date of 1 July 2014. As a result of early adopting this version of AASB 9, the Group amended its classification of financial assets and hedge accounting treatments.

The Group has now adopted AASB 9 *Financial Instruments (2014)* with a date of initial application of 1 July 2018. In addition to the above requirements which the Group had already adopted, this version of the Standard introduces a new impairment model, requiring the Group to use an expected credit loss model when assessing impairment of financial instruments. For the Group, this means a change in how the impairment of trade receivables is assessed.

The Group has concluded that the existing provision for impairment of trade receivables of \$5.5m at 31 December 2018 (30 June 2018: \$5.6m) is sufficient when compared against the new model and as a result, initial application of the above Standard has not affected any of the amounts recognised in the Financial Report.

#### (b) AASB 15 Revenue from Contracts with Customers

The Group has adopted AASB 15 *Revenue from Contracts with Customers* with an initial application date of 1 July 2018. The Group applied AASB 15 retrospectively using the practical expedient in paragraph C5(c) of AASB 15, under which the Group does not disclose the amount of consideration allocated to the remaining performance obligation or an explanation of when the Group expects to recognise that amount of revenue for all reporting periods presented before the date of initial application, i.e. 1 July 2018.

The details of the changes in accounting policies is disclosed in Note 2 Revenue, and the quantitative impacts are disclosed as follows.

## 14. Changes in accounting policies continued

### Impacts on the financial statements

The following tables summarise the impacts of adopting AASB 15 on the Group's Consolidated Financial Statements.

#### (i) Consolidated Income Statement

For the half-year ended 31 December 2017	Notes	As previously reported \$m	Adjustments \$m	As restated \$m
Revenue	2	628.0	7.2	635.2
Direct cost of services		(66.3)	(3.9)	(70.2)
Income tax expense	4	(44.5)	(0.8)	(45.3)
Other incomes and expenses		(405.1)	-	(405.1)
<b>Profit for the half-year</b>		<b>112.1</b>	<b>2.5</b>	<b>114.6</b>
<b>Profit is attributable to:</b>				
Owners of SEEK Limited		102.0	2.4	104.4
Non-controlling interests		10.1	0.1	10.2
		112.1	2.5	114.6
<b>Earnings per share attributable to the owners of SEEK Limited:</b>				
		<b>Cents</b>	<b>Cents</b>	<b>Cents</b>
Basic earnings per share	3	29.1	0.7	29.8
Diluted earnings per share	3	28.7	0.7	29.4

#### (ii) Consolidated Statement of Comprehensive Income

For the half-year ended 31 December 2017	As previously reported \$m	Adjustments \$m	As restated \$m
<b>Profit for the half-year</b>	112.1	2.5	114.6
Other comprehensive income for the half-year	(7.6)	-	(7.6)
<b>Total comprehensive income for the half-year</b>	104.5	2.5	107.0
<b>Total comprehensive income for the half-year attributable to:</b>			
Owners of SEEK Limited	91.1	2.4	93.5
Non-controlling interests	13.4	0.1	13.5

#### (iii) Consolidated Balance Sheet

As at 30 June 2018	Notes	As previously reported \$m	Adjustments \$m	As restated \$m
Deferred tax assets		29.4	4.5	33.9
Trade and other receivables - current	7	169.6	(6.3)	163.3
Other asset balances		3,586.8	-	3,586.8
<b>Total assets</b>		<b>3,785.8</b>	<b>(1.8)</b>	<b>3,784.0</b>
Unearned income		356.8	10.5	367.3
Other liability balances		1,791.7	-	1,791.7
<b>Total liabilities</b>		<b>2,148.5</b>	<b>10.5</b>	<b>2,159.0</b>
Retained profits		1,123.9	(12.0)	1,111.9
Transactions with non-controlling interests		(61.7)	(0.3)	(62.0)
Other equity balances		575.1	-	575.1
<b>Total equity</b>		<b>1,637.3</b>	<b>(12.3)</b>	<b>1,625.0</b>



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### (c) Impact of standards issued but not yet applied

AASB 16 *Leases* ('AASB 16') will affect the accounting by lessees and will result in the recognition of almost all leases on the balance sheet. The standard removes the current distinction between operating and finance leases and requires recognition of an asset (the right to use the leased item) and a financial liability to pay rentals for almost all lease contracts.

The Group will be required to recognise an asset and a financial liability for the majority of its property leases. In addition, the operating lease rental associated with these leases will no longer be recognised as an operating expense in the income statement, instead being replaced by depreciation of the lease asset and interest expense on the lease liability.

This is not expected to materially change the profit after tax over the duration of most leases, but will change the segment EBITDA (which is one of the measures utilised by the CODM to assess profitability) because the current operating lease expense is recorded within EBITDA, whereas depreciation and interest are excluded.

Due to the nature of its operations, the Group's main leased assets are office buildings. As a result, the Group's activity to date has focused on quantifying the number and size of identified leases impacted by the Standard and implementing lease management software that will assist with AASB 16's revised recognition and reporting requirements in regard to identified lease assets.

There are three transition options available upon adopting the new Standard - the 'full retrospective' approach and two 'modified retrospective' approaches. The Group intends to apply one of the two modified retrospective approaches after completing its assessment. The Group will report under AASB 16 for the full year ending 30 June 2020 (interim financial report 31 December 2019) and does not intend to adopt the Standard before its effective date.


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# Directors' Declaration

In the directors' opinion:

- a. the financial statements and notes set out on pages 9 to 31 are in accordance with the *Corporations Act 2001*, including:
  - i) complying with Accounting Standards, the *Corporations Regulations 2001* and other mandatory professional reporting requirements; and
  - ii) giving a true and fair view of the consolidated entity's financial position as at 31 December 2018 and of its performance for the half-year ended on that date; and
- b. there are reasonable grounds to believe that SEEK Limited will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the directors.



**Graham Goldsmith**

Chairman

Melbourne

27 February 2019

# Independent Auditor's Report



## Independent auditor's review report to the members of SEEK Limited

### *Report on the Half-Year Financial Report*

We have reviewed the accompanying half-year financial report of SEEK Limited (the Company), which comprises the consolidated balance sheet as at 31 December 2018, the consolidated statement of comprehensive income, consolidated statement of changes in equity, consolidated statement of cash flows and consolidated income statement for the half-year ended on that date, selected other explanatory notes and the directors' declaration for SEEK Limited. The Group comprises the Company and the entities it controlled during that half-year.

### *Directors' responsibility for the half-year financial report*

The directors of the Company are responsible for the preparation of the half-year financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Corporations Act 2001* and for such internal control as the directors determine is necessary to enable the preparation of the half-year financial report that is free from material misstatement whether due to fraud or error.

### *Auditor's responsibility*

Our responsibility is to express a conclusion on the half-year financial report based on our review. We conducted our review in accordance with Australian Auditing Standard on Review Engagements ASRE 2410 *Review of a Financial Report Performed by the Independent Auditor of the Entity*, in order to state whether, on the basis of the procedures described, we have become aware of any matter that makes us believe that the half-year financial report is not in accordance with the *Corporations Act 2001* including giving a true and fair view of the Group's financial position as at 31 December 2018 and its performance for the half-year ended on that date; and complying with Accounting Standard AASB 134 *Interim Financial Reporting* and the *Corporations Regulations 2001*. As the auditor of SEEK Limited, ASRE 2410 requires that we comply with the ethical requirements relevant to the audit of the annual financial report.

A review of a half-year financial report consists of making enquiries, primarily of persons responsible for financial and accounting matters, and applying analytical and other review procedures. A review is substantially less in scope than an audit conducted in accordance with Australian Auditing Standards and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in an audit. Accordingly, we do not express an audit opinion.

### *Independence*

In conducting our review, we have complied with the independence requirements of the *Corporations Act 2001*.

### *Conclusion*

Based on our review, which is not an audit, we have not become aware of any matter that makes us believe that the half-year financial report of SEEK Limited is not in accordance with the *Corporations Act 2001* including:

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**PricewaterhouseCoopers, ABN 52 780 433 757**  
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T: 61 3 8603 1000, F: 61 3 8603 1999, [www.pwc.com.au](http://www.pwc.com.au)

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1. giving a true and fair view of the Group's financial position as at 31 December 2018 and of its performance for the half-year ended on that date;
2. complying with Accounting Standard AASB 134 *Interim Financial Reporting* and the *Corporations Regulations 2001*.

A handwritten signature in cursive script that reads 'PricewaterhouseCoopers'.

PricewaterhouseCoopers

A handwritten signature in cursive script that reads 'Chris Dodd'.

Chris Dodd  
Partner

Melbourne  
27 February 2019

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# Corporate Directory

## Directors

Graham B Goldsmith  
*Chairman*

Andrew R Bassat  
*Managing Director and Chief Executive Officer*

Denise I Bradley  
Julie A Fahey  
Vanessa M Wallace  
Michael H Wachtel

## Company Secretary

Lynne Jensen

## Principal registered office in Australia

Level 6  
541 St Kilda Road  
MELBOURNE VIC 3004  
AUSTRALIA  
Ph: +61 3 8517 4100

## Share register

Computershare Investor Services Pty Ltd  
452 Johnston Street  
ABBOTSFORD VIC 3067  
Ph: +61 3 9415 4000

## Auditor

PricewaterhouseCoopers  
2 Riverside Quay  
SOUTHBANK VIC 3006

## Stock exchange listing

SEEK Limited shares are listed on the Australian Securities Exchange (Listing code: SEK)

## Website

[www.seek.com.au](http://www.seek.com.au)

## ABN

46 080 075 314

