



SEEK Climate
Statement 2024



SEEK Climate Statement 2024

SEEK is committed to reducing its environmental impacts and is preparing for impacts of climate change and the transition to a low-carbon future.

The purpose of the Climate Statement is to demonstrate SEEK's continued progress in its climate disclosures in response to best practice standards and frameworks. In FY2024, SEEK continues to align with the Task Force on Climate-Related Financial Disclosures (TCFD), while also commencing readiness to align with the proposed new Australian Sustainability Reporting Standards (ASRS) and a shift to the International Sustainability Standards Board (ISSB) reporting approach to provide comparable, consistent and transparent data. SEEK also continues to consider industry-based climate requirements including Sustainability Accounting Standards Board (SASB) requirements and reviews the interdependencies of climate-related matters in other areas, such as SEEK's material Environment, Social and Governance (ESG) topics and Principal Risks.

Climate Statement basis of preparation

The Climate Statement FY2024 has been prepared with the following considerations:

- Prepared for the consolidated entity consisting of SEEK Limited and its controlled entities. In FY2024 SEEK sold its Latin American businesses, Brasil Online (Brazil) and OCC (Mexico) effective June 2024.
- The ASRS Exposure Draft as issued by the Australian Accounting Standards Board (AASB).
- Includes information that is deemed to be material and relevant to SEEK's climate approach for its financial year ended 30 June 2024.
- Is to be read in conjunction with SEEK's [FY2024 Sustainability Databook](#).
- Includes climate-related and other forward-looking statements, metrics and estimates about SEEK. These statements are subject to uncertainties and contingencies outside of SEEK's control and should therefore not be considered guarantees, predictions or forecasts of future-climate related outcomes or financial performance. The statements presented here represent potential climate exposures in the future and were built upon multiple climate models that informed plausible futures to help SEEK identify and prepare for climate-related risks and opportunities. Where analysis relates to the future (such as a projection or forecast) actual results are likely to be different from those produced by the analysis and those differences may be material.
- Climate scenario analysis conducted in FY2023 used two widely adopted reference climate scenario types for physical and transition climate assessments. For the physical assessment, SEEK measured climate trends using the Shared Socio-economic Pathways (SSPs) and Representative

Concentration Pathways (RCPs) associated with the Intergovernmental Panel on Climate Change (IPCC). SEEK used the Network for Greening the Financial System (NGFS) for the transition assessment. Findings represent potential future climate exposures in line with the TCFD and the ISSB standards. The analysis and reporting do not predict or suggest likely future global warming outcomes, timing of meteorological events, possible regulatory environments, or forecast future carbon pricing or provide direct financial liability. Where analysis relates to the future (such as a projection or forecast), actual results are likely to be different from those produced by the analysis and those differences may be material.

- Prepared based on current assumptions and available information at the time of preparing this report.

Climate progress

SEEK is preparing to navigate current and emerging climate reporting standards. It has now completed the key activities in the implementation roadmap including:

- established SEEK's climate governance model;
- established climate risk management processes aligned with SEEK's Risk Management Framework;
- performed physical and transition climate scenario analysis across operations and major regions;
- developed an Emissions Reduction Strategy for scope 1, 2 and 3 emissions including an interim emissions target; and
- achieved and maintained carbon neutral certification under Climate Active for global business operations.

SEEK's climate focus is now on its readiness and alignment with mandatory climate reporting standards. SEEK's reporting has aligned with the TCFD since FY2021, for more information, a TCFD index can also be found in the [FY2024 Sustainability Databook](#).

Key achievements

SEEK achieved the following climate progress and key milestones for its climate program in FY2024.

- Finalised negotiation of renewable energy arrangements that commenced from July 2024 across SEEK's geographies as follows:
 - renewable electricity certificates for scope 2 office emissions; and
 - renewable electricity certificates for scope 3 work-from-home emissions.
- Enhanced climate risk management processes to include regional ratings and prioritisation aligned with the Risk Management Framework, captured in a new SEEK climate risk register.
- Transitioned to new office buildings with sustainable features in the Philippines, Indonesia and Brisbane as part of SEEK's workspaces strategy that includes Environmental, Social and Governance (ESG) selection criteria and fit-out requirements.
- Commenced a review of its supply chain emissions including strategic suppliers.
- Continued regular supplier engagement with key suppliers (e.g. data services).
- Maintained carbon neutral certification for SEEK business operations under Climate Active for FY2023.
- Continued overall progress towards the SEEK-wide 40% emissions reduction target across all scopes by 2025.

Sustainability reporting

For more information on SEEK's overall sustainability approach refer to [SEEK's Sustainability Report 2024](#).

Governance

Governance processes, controls and procedures

The Board oversees SEEK's social, governance and environmental responsibilities including climate change. The Board has the appropriate expertise to oversee SEEK's sustainability and climate responsibilities and receives updates throughout the year on emerging reporting standards. Climate change is regularly assessed by the Board including in relation to SEEK's climate change strategy, risk management approach, progress against targets and public disclosures. The Board is supported by the Audit and Risk Management Committee (ARMC) in monitoring SEEK's climate-related risks and opportunities and overseeing SEEK's systems of risk management and controls, including in relation to climate-related risk. The ARMC also reviews and makes recommendations to the Board in relation to SEEK's environmental, social and governance reporting and public financial disclosures related to sustainability matters including climate change.

This year, SEEK continued to embed climate governance into Board and management activities through the following measures:

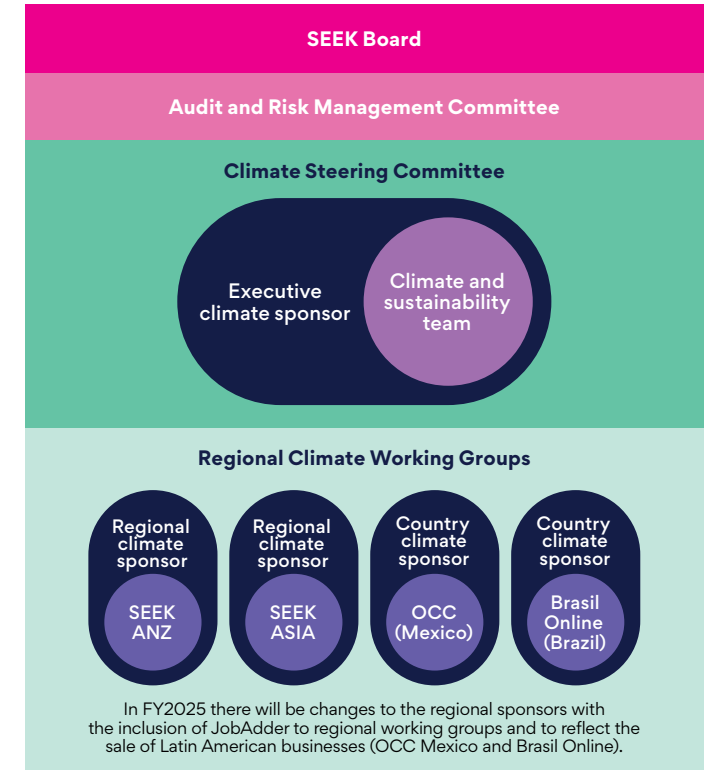
- built understanding of the impact of new climate-reporting frameworks;
- continued to include climate change as a regular item on ARMC and Board meeting agendas; and
- made clear in the Board skills matrix the social and environmental skills and experience desirable on the Board.

SEEK's Climate Change Strategy includes the governance, monitoring and management of emissions reduction and climate resilience. The strategy is implemented through the **Climate Steering Committee**, consisting of the following supporting functions.

- **Executive climate sponsor and the Committee's Chair** is the Chief Financial Officer (CFO) who is responsible for managing and monitoring emissions reduction and climate resilience.
- **Climate governance team** is responsible for governance of SEEK's climate strategy, and facilitating, monitoring and reviewing climate programs of work. The team consists of sustainability specialists and during FY2024 a new sustainability financial specialist role was appointed within the Sustainability team.
- **Regional climate sponsors** are responsible for reporting on progress of regional climate-related initiatives including key climate risks and issues.

The Committee meets quarterly and monitors emissions reduction initiatives and climate resilience-related risks and opportunities. This includes advice on the progress of regional climate-related initiatives, updates on controls and risk actions to inform quarterly reporting to the ARMC. At a local level, SEEK continues to engage on climate-related issues that focus on climate engagement and knowledge sharing via its regional working groups.

SEEK continues to engage external climate experts to support its carbon accounting processes and its climate scenario analysis. SEEK has also commenced an assurance readiness program for its climate-related disclosures and data in preparation for the for the proposed new ASRS.



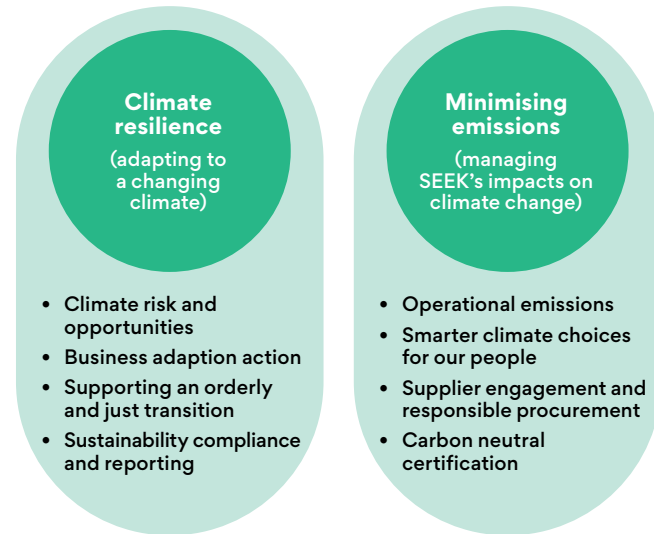
Outlook

- Continue to monitor and update management and the Board on the progress of SEEK's climate-related reporting standards alignment.
- Implement SEEK's assurance program for sustainability and climate change-related data.
- Continue to increase employee climate awareness and engagement.
- Continue to collaborate with cross-industry working groups.

Strategy

The SEEK Climate Change Strategy has two main objectives:

- Climate resilience** – evaluation of climate risks and opportunities, business adaptation action and compliance and reporting.
- Minimising emissions** – monitoring and lowering operational emissions, smarter climate choices for SEEK's people, supplier engagement, responsible procurement and maintaining carbon neutral certification.



Climate risks and opportunities

A changing climate poses both transition and physical risks and opportunities for SEEK. Assessing these risks involves identifying the hazards, assessing SEEK's exposure to them and related impacts across operations, assets, personnel and SEEK's overall financial position, performance and cash flow. SEEK's climate risk and opportunity management focuses on:

- assets and infrastructure (including key leased offices);
- key suppliers and services (including data services – data centres and cloud providers);
- employees; and
- SEEK's key customer segments and geographies.

In FY2023, SEEK performed a physical and transition climate scenario analysis to better understand its climate exposures under a range of plausible scenarios. The analysis informed and stress tested SEEK's corporate strategy and aligned with emerging requirements in the draft ASRS and ISSB standards.

In FY2024, SEEK continued to work to understand its climate risks and opportunities on a local level through workshops across key operating regions in Australia, New Zealand, Asia and Latin America and the JobAdder business. The regional climate working groups help to better understand both historical climate-related impacts experienced by SEEK and how SEEK is implementing or investigating new climate-related opportunities and adaptation measures for climate resilience. In FY2025, SEEK will complete a climate scenario analysis to assess its key customers and sectors to understand market transition challenges and opportunities.

Overall, SEEK's climate risk is currently considered low under its climate risk management rating process and as part of SEEK's social and environmental principal risk. SEEK continues to grow in its maturity and understanding of future climate resilience as a business.

SEEK manages its climate-related risks and opportunities from short (0-10 years) to long-term (20+ years) time horizons. SEEK's prioritised risks and opportunities are highlighted below and were refined during FY2024 as part of its annual climate risk review and prioritisation process.

Risk/opportunity and associated impacts	Impact area	Timeframe ⁽¹⁾	SEEK's response
Physical risks and opportunities			
Increases in frequency of extreme heat, fires and flooding resulting in interruptions to service delivery and/or increasing difficulty in accessing reliable supplies of electricity for facilities and key service providers ⁽²⁾ and potentially worsening working conditions and wellbeing for employees	Employees, data services	● Short to long term	<ul style="list-style-type: none"> Site selection and ESG requirements criteria in place for SEEK APAC workspaces Health and safety policies focused on support around events, including a Post-Emergency Support Guideline Engagement with suppliers to understand their climate resilience
Increases in frequency and severity of flooding and extreme heat leading to energy outages, causing disruption to IT communication systems and provision of services to customers	Data services, customers (hirers and candidates)	● Medium to long term	<ul style="list-style-type: none"> SEEK's Business Continuity Management Framework includes consideration of climate-related events
Transition risks and opportunities			
Increasing energy prices and market volatility ⁽²⁾	Office operations, data services	● ● Medium to long term	<ul style="list-style-type: none"> Procured renewable energy contract for SEEK's Cremorne headquarters and renewable energy certificates across APAC offices to start from July 2024 until 2030 Business stress testing incorporates climate-related events
Alignment with employee and customer values on climate change to support retention and attraction of top talent and customers	Employees, customers, investors	● ● Medium term	<ul style="list-style-type: none"> Maintenance of Climate Active carbon neutral certification Building employee awareness to deliver on emissions reduction strategy and targets
Increasing cost to collaborate and engage with key suppliers on their climate transition and emissions reduction pathways	Suppliers, SEEK's Strategic Sourcing team	● Medium term	<ul style="list-style-type: none"> Commenced analysis of decarbonisation of key supplier emissions in SEEK's supply chain Working with data service providers to understand cloud energy consumption, efficiency opportunities and services optimisation
Sufficient exposure to hirers and candidates to meet changing consumer preferences and economic transition to greener employment marketplaces	Customers (hirers and candidates)	● ● Short to medium term	<ul style="list-style-type: none"> Engaged climate experts to support climate scenario analysis of this customer risk (planned for FY2025)

Risk ● Opportunity ●

(1) Timeframe indicates when the risk/opportunity is likely to start to impact SEEK for short (0-10 years), medium (10-20 years) and/or long (20+ years) term.

(2) Energy reliability is both a physical and transition risk due to the current uncertainty regarding transition from coal generation.

Strategy (continued)

Business model and climate

SEEK continues to consider the potential impacts of climate on its business model and strategy. The current and anticipated effect on SEEK's business strategy and value chain is assessed as a low-risk impact. SEEK's current strategies within its value chain are focused on engagement with key suppliers to reduce climate impact as well as confirm their climate resilience.

Financial materiality and climate

In readiness for the ASRS and ISSB standards, SEEK piloted a financial materiality sustainability assessment process across climate-related risks and opportunities. As part of the financial impact assessment, SEEK assessed its financial exposure to physical and transition climate risk.

Climate resilience and scenario analysis

SEEK continues to improve its understanding of its future climate resilience through quantitative and qualitative scenario analysis. In FY2023, SEEK performed physical and transition climate scenario analysis to better understand SEEK's exposures under a range of scenarios and time horizons for its key risks and opportunities across its operations (offices and data centres) and work-from-home locations. The below image summarises the key climate scenarios and time horizons considered in scenario analysis.



Climate scenarios

Low emission
(aggressive mitigation
1.5°C scenario)

Moderate emission
(current targets and
pledges 2°C scenario)

High emission
(no climate action
4°C scenario)



Time horizons

2030
Short term

2050
Medium to long term

Scenario analysis informs SEEK's strategy and risk management processes

During FY2024, the key findings from this scenario analysis were embedded into SEEK's Climate Strategy. This helped to enhance risk management processes across key geographies and improve SEEK's climate metrics and targets (such as development of a pilot internal carbon price). In FY2025, SEEK will conduct a second phase of scenario analysis focused on its customer geographies and value chain to further assess its climate risks and opportunities. SEEK will engage external experts to support this analysis.

SEEK's assessment of its resilience to climate-related changes and impacts is assessed as low risk. Climate resilience will continue to be reviewed annually. In FY2025, the annual review will be further informed by the next phase of climate scenario analysis. SEEK remains highly alert to changing climate risk and reviews its risk assessment annually.

Physical risks – extreme weather impacts

SEEK is already being impacted by extreme weather events such as extreme rainfall and flooding, fires, heatwaves and drought, thunderstorms and cyclones. In the future, all SEEK's operating regions will be exposed to increases in the severity of physical climate hazards. In particular, Australia will be exposed to increases in extreme heat and fire and Asia to extreme rain.

During FY2024, a new APAC Post-emergency Support Guideline captured how SEEK supports employees in the event of a natural disaster or other major disruption in or around key SEEK locations. The guideline aligns with SEEK's Crisis Management Framework, providing guidance on how to ensure the health, safety and wellbeing of employees in these situations. SEEK continues to evaluate its operational resilience to such hazards for projected increases in physical climate exposures (such as extreme heat) when assessing changes to its office spaces.

Transition risks – market volatility

Indonesia, Malaysia, Thailand, Singapore, the Philippines and Australia are the highest exposed countries for SEEK's energy price and market risks and opportunities. Potential operational and workforce risks to SEEK include: increased costs for office electricity and office spaces; increased cost of data centres and cloud services; and increased cost of utilities for work-from-home employees.

Climate opportunities

Transition opportunities for SEEK exist from increased market investment in renewables, potentially decreasing SEEK's scope 2 emissions and reducing costs for renewable energy certificates to meet SEEK's renewable energy target. In FY2025, SEEK will further explore the opportunity of the market transition to greener employment marketplaces (i.e. the green jobs transition).

Outlook



- Complete climate scenario analysis of SEEK's key customers and sectors to understand market transition challenges and opportunities.
- Integrate scenario findings into the climate strategy (where required).
- Expand financial impact assessment to include value chain impacts in addition to physical and transition risks.
- Assess SEEK's nature and biodiversity impacts aligned to the Task Force on Nature-related Financial Disclosures (TNFD).

Risk management

Identifying and managing climate risks and opportunities

SEEK identifies and manages climate-related risks and opportunities within its Risk Management Framework. The ARMC monitors SEEK's climate reporting approach and annually reviews SEEK's Risk Management Framework and Business Continuity Management Framework. The SEEK risk management process is as follows:



During FY2024, SEEK continued to evolve its processes to identify, assess, prioritise and monitor its climate risks and opportunities. This included:

- engaging regional Climate Working Groups on climate risk and the Risk Management Framework;
- developing an annual risk rating and prioritisation process for SEEK's key climate risks, assessing in accordance with SEEK's Risk Management Framework (impact and likelihood matrix);
- recording key climate risks in SEEK's risk management system (governance risk and compliance system); and
- expanding the climate risk and opportunity register to capture regional ratings and further local context.

Climate risk assessment

Climate scenario analysis identified risk management processes that SEEK will focus on in the future for integrating climate risks and opportunities. This includes continuing to evaluate operational resilience to physical hazards, enhancing data capabilities, monitoring emission targets, considering potential impacts to carbon price, continuing to evaluate energy transition in higher risk regions and integrating scenario findings into SEEK's strategy. SEEK will continue to review and update climate risks and opportunities via stakeholder engagement, climate scenario analysis findings and feedback from senior leaders.

Integrating risk and opportunity management

During FY2024, SEEK also continued to:

- report its environment principal risk rating to the ARMC, which monitors SEEK's management of risk against the Risk Management Framework, including whether it is operating within the risk appetite set by the Board;
- review climate change through internal frameworks and policies including the Risk Management Framework, Business Continuity Management Framework and Business Continuity Plan; and
- assess and integrate actions and recommendations from the results of climate scenario analysis.

These activities help SEEK to better integrate climate into the Risk Management Framework. SEEK continues to review and update climate risks and opportunities, assessing these along with other environmental risks via stakeholder engagement across the value chain and through feedback from the Climate Steering Committee and senior leaders. Senior leaders are now owners of various climate risk management actions and controls.

Outlook

- Continue to embed climate risk management into each of SEEK's key geographies.
- Continue to apply climate risk management, analysis and findings in operational policy and decision making (where relevant).
- Enhance climate data management to support reporting including potential financial climate impacts.
- Consider potential impacts to carbon price and continue to evaluate transition costs in higher risk regions.

Metrics and targets

Climate reporting

SEEK currently reports scope 1, 2 and relevant scope 3 greenhouse gas (GHG) emissions. Since FY2021, SEEK has participated in the Australian Government's Climate Active carbon neutral program. SEEK's annual Public Disclosure Statements are available on the [Climate Active website](#).

Since 2019, SEEK has also engaged an independent sustainability consultant to calculate its emissions in line with the GHG Protocol Corporate Accounting and Reporting Standard. Emissions have been calculated based on an operational control approach and are aligned with the Climate Active carbon neutral standard.

In FY2024, SEEK introduced a Sustainability Databook to include its climate data. This summarises SEEK's progress on key climate metrics and targets. SEEK's climate metrics have been prepared as follows:

- SEEK's climate performance is for the financial year ended 30 June 2024.
- Emissions have been calculated using 12 months of actual data where available. In some cases nine months of actual data (1 July to 30 April 24) and three months of extrapolated data has been used where actual data was not available.
- Emissions have been prepared in line with the governing standard within Australia for carbon neutral certification, Climate Active. The calculations use the most recent templates and factors available as at the time of publishing.
- Emissions are represented as tonnes of carbon dioxide equivalent (tCO₂e-) which includes seven greenhouse gases.
- Scope 1 emissions are direct emissions from operations that are owned or controlled by SEEK.
- Scope 2 emissions are indirect emissions from purchased electricity consumed by SEEK.
- Scope 3 emissions are indirect emissions that occur in SEEK's supply chain, including upstream emissions where relevant to business operations.
- Climate data excludes investments by SEEK not under its operational control including the SEEK Growth Fund, and assets owned by SEEK and managed by the SEEK Growth Fund's Manager.

Emissions profile

Scope 1 emissions include a small vehicle fleet from Mexican operations representing less than 1% of SEEK's emissions profile. Scope 2 emissions include the purchase of electricity for SEEK's offices.

SEEK has reported on scope 3 emissions categories since FY2019. These include purchased goods and services (primarily international and local data services and food and catering); embodied carbon in capital goods (IT equipment); fuel and energy-related emissions; waste generation; business travel (flights and vehicles); employee commuting and emissions associated with employees working from home; and base-building services (electricity and natural gas for leased buildings).

In FY2024, SEEK emitted 16,570 tonnes, a 2% reduction on FY2023. The key emissions variances in FY2024 included emissions reductions in business travel (7%) and purchased goods and services (10%). Electricity consumption and base-building services remained steady.

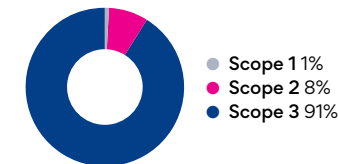
(Tonnes CO ₂ e-)	FY2024	FY2023	FY2022 ⁽¹⁾
Scope 1 – direct emissions	87	88	68
Scope 2 – electricity-related emissions	1,422	1,389	1,042
Scope 3 – indirect emissions	15,061	15,348	9,943
Total emissions	16,570	16,825	11,053
Continuing Operations (APAC)	14,624	14,793	9,714
Discontinued Operations ⁽²⁾	1,946	2,032	1,339
Total emissions	16,570	16,825	11,053
Total emissions per employee (FTE)	4.4	4.4	3.1
Total emissions by revenue (A\$m)⁽³⁾	14.3	12.0	9.9

(1) FY2022 is SEEK's baseline year for emissions reduction targets.

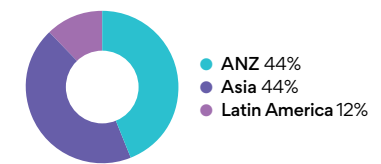
(2) In FY2024 SEEK sold its Latin American businesses (Brasil Online and OCC). For the purpose of this report, reported emissions have been split between Continuing Operations and Discontinued Operations (for Latin American businesses) to clearly show the emissions from SEEK's core APAC operations.

(3) FY2024 Total Operations Revenue and FY2023 Revenue (restated) have been used per the SEEK Annual Report 2024.

FY2024 emissions profile

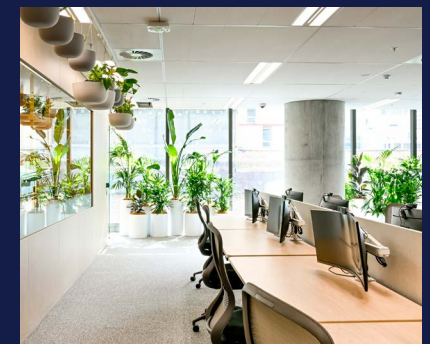


FY2024 regional breakdown emissions



SEEK workspaces and sustainability

In FY2024, the Jobstreet Indonesia, Jobstreet Philippines and SEEK Australia Queensland teams moved to new buildings in Jakarta, Manila and Brisbane. The Jakarta building holds a Platinum Green Building Rating from the Green Building Council Indonesia (GBCI), Manila has a Silver Green Building Index (GBI) Leadership in Energy and Environmental Design (LEED) building certification and the Brisbane building has a 5.5 Star National Australian Built Environment Rating System (NABERS) Energy Rating, 4 Star NABERS Water Rating and 6 Star Green Star Rating. SEEK workspaces also incorporate a range of standard sustainability features such as sensor lighting, indoor planting and environmentally certified furniture and finishes.



Metrics and targets (continued)

Emission reduction

Over the past three years, SEEK has committed to achieve net zero emissions across all scopes by 2030 and has set a short-term emissions reduction target of 40% by 2025 (on a 2022 baseline). SEEK has been certified carbon neutral under Climate Active for its global business operations since FY2022.

In FY2024, SEEK achieved the following:

- Finalised procurement of renewable energy for SEEK's scope 2 office emissions to start from July 2024.
- Finalised procurement of renewable energy certificates for the calculated work-from-home energy impacts of SEEK employees (scope 3 work-from-home emissions) to start from July 2024.
- Platform Unification reduced SEEK's data service requirements due to the consolidation of data centre services in Asia as well as the employment platform and other services being predominantly run via cloud services (these emissions reductions are expected to be realised in FY2025).

Since its baseline year in FY2022, SEEK's emissions have returned to a slightly higher normalised operational emissions footprint. The baseline of emissions was completed when SEEK was still impacted by office closures and reduced business travel due to COVID-19 restrictions. SEEK continues to monitor its emissions reduction strategies to identify increased emissions since its baseline, with strategies in place to mitigate against the rise in some emissions categories.

Office emissions and renewable energy

From July 2024, SEEK's key Australian operations will be powered by renewable energy in a new partnership with ZEN Energy. The Cremorne headquarters will be supplied by 100% renewable energy from three wind farms in regional Victoria. SEEK has also committed to purchasing further renewable energy certificates annually, which will contribute to reducing its energy emissions across its international operations in New Zealand and Asia. The Renewable Energy Certificates (RECs), which are traceable under Australia's Renewable Energy Target program and overseen by the Australian Government's Clean Energy Regulator, support SEEK's goal of achieving net zero

emissions. As a result, SEEK will reduce its carbon impact by approximately 1,400 tonnes annually (approximately 9% of SEEK's emissions in FY2024).

In addition to SEEK's commitment across its offices, SEEK's Cremorne headquarters has also committed to 100% renewable energy for the landlord base building services from July 2024.

Working-from-home emissions

As part of its emissions reduction priorities, SEEK has now finalised the purchase of renewable energy certificates across APAC for employees' work-from-home emissions from FY2025. This program has been designed to abate the scope 3 emissions related to the estimated energy usage of the hybrid work model that includes an ongoing working-from-home component. The program also engages employees on a periodic basis via the employee engagement survey on their work-from-home practices. The program is expected to reduce SEEK's global emissions by approximately 19% annually based on FY2024 emissions.

Supplier emissions

A key component of SEEK's indirect emissions are its scope 3 supplier emissions. During FY2024, SEEK partnered with an external expert to assess and map the trajectory to net zero of its key suppliers. SEEK is now prioritising engagement with suppliers that represent the largest opportunity to reduce scope 3 emissions. The analysis is also a key input into the FY2025 review of SEEK's science aligned target and climate transition plan. SEEK is also expanding its supplier management and selections processes to include environmental assessment criteria.

Emissions targets review

SEEK monitors its emissions profile and targets annually using an online tool supported by SEEK's external climate consultant. The tool enables climate metrics and dashboards for internal reporting. Progress reporting is provided to the Climate Steering Committee and the ARMC/Board. Monitoring is expanding in FY2025 to more regular emissions collection

and progress reporting. SEEK's emissions targets are also due for review in FY2025 with the review of its science aligned plan and target for net zero. The review will incorporate scope 3 emissions assumptions and analysis for net zero including key supplier assessments. Further updates on SEEK's targets and transition plans will be provided in FY2025.

Working with technology providers to reduce impact and engage employees

SEEK predominantly stores its data in cloud-based platforms and its connectivity services in external data centres in Australia, Singapore, Hong Kong, the United States and Brazil. During FY2024, SEEK further transitioned from data centres to cloud-based IT services as part of Platform Unification with some key legacy data services decommissioned by mid-2024.

SEEK works with key suppliers on understanding their climate transition and identifying efficiency and optimisation opportunities. SEEK regularly monitors usage of Amazon Web Services (AWS) cloud data services and their renewable energy transition as an input to SEEK's emissions reduction plans. SEEK also holds regular employee events on sustainability in technology such as engineering for a low-carbon footprint.

Sustainability Databook

For more information on SEEK's sustainability-related data refer to [SEEK's Sustainability Databook 2024](#). The Databook covers FY2024 and the prior comparative periods.

Metrics and targets (continued)

Climate metrics and targets

SEEK continues to improve its climate-related metrics and targets. The below table summarises the progress to defining overall climate-related metrics and targets.

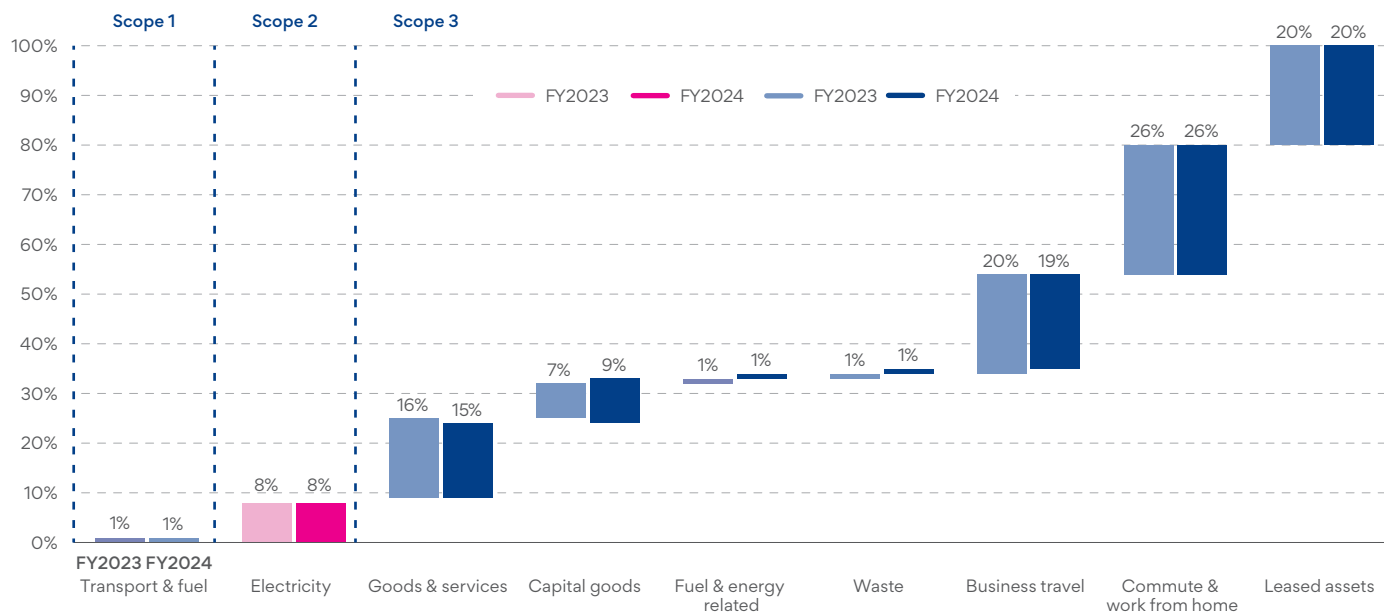
Metric	Target
Scope 1, 2 and 3 GHG emissions (tCO ₂ e-)	<ul style="list-style-type: none"> Interim target (all scopes): 40% reduction by 2025 Achieve net zero emissions by 2030 (all scopes)
Scope 1 and 2 GHG emissions (tCO ₂ e-)	<ul style="list-style-type: none"> Interim target: 95% reduction by 2025 (operational emissions scopes 1 and 2) <ul style="list-style-type: none"> Scope 1: 20% reduction by 2025 Scope 2: 100% reduction by 2025
Scope 3 GHG emissions (tCO ₂ e-)	<ul style="list-style-type: none"> Interim target: 30% reduction by 2025
Transition risks	<ul style="list-style-type: none"> Purchase of 100% of operational electricity from renewable sources by 2025 (scope 2) Purchase of 100% of work-from-home electricity from renewable sources by 2025 (scope 3) Implement the pilot of an internal carbon price
Physical risks	SEEK is looking to develop targets related to physical risks
Industry-based metrics	Aligned to SASB Standards (refer to SEEK's Sustainability Databook 2024 for more information)

Resource management: energy, water and waste

SEEK also has a commitment to minimise its use of natural resources including energy, water and waste. For new offices, SEEK includes specific sustainability criteria across APAC for new buildings for energy, waste and water management. In APAC, this has resulted in introducing various waste streams in Asia and reviewing the energy and water efficiency credentials such as LED lighting and fixtures in SEEK offices.

SEEK's energy consumption in FY2024 was 7,679 GJ, a 3% increase on the previous year. Water emissions decreased by approximately 5% due to calculation improvements, however water consumption increased by 13% due to further return to office locations. SEEK's estimated overall waste from landfill diversion rate was 30%, a 6% improvement on FY2023 (improvements in the calculation approach partly contributed to the improved diversion rate). Employee engagement is focused on improving general awareness, continuing to introduce new recycling programs and waste auditing at SEEK's Cremorne headquarters.

Emissions by scope and category



Outlook

- Commence key emissions reduction programs for renewable electricity from mid-2024.
- Assess transition to renewable electricity for scope 3 emission for SEEK's key base buildings outside Australia.
- Continue sustainable technology services transition (cloud services and data centres) post Platform Unification.
- Implement a pilot program for internal carbon pricing.
- Assess SEEK's emissions footprint to reflect updates to SEEK's climate reporting boundary from the sale of Latin American businesses.
- Review SEEK's science aligned target and climate transition plan.
- Continue improvements in collection and monitoring of climate-related data.
- Further develop metrics and targets for SEEK's physical and transition risks and opportunities




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