



Announcement Summary

Entity name

ZIP CO LIMITED..

Date of this announcement

Tuesday November 04, 2025

The +securities the subject of this notification are:

+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

Total number of +securities to be issued/transferred

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
ZIPAN	RESTRICTED RIGHTS	379,072	28/10/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

ZIP CO LIMITED..

We (the entity named above) give notice of the issue, conversion or payment up of the following unquoted +securities.

1.2 Registered number type

ACN

Registration number

139546428

1.3 ASX issuer code

ZIP

1.4 The announcement is

New announcement

1.5 Date of this announcement

4/11/2025



Part 2 - Issue details

2.1 The +securities the subject of this notification are:

+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

2.2a This notification is given in relation to an issue of +securities in a class which is not quoted on ASX and which:

has an existing ASX security code ("existing class")



Part 3B - number and type of +securities the subject of this notification (existing class) where issue has not previously been notified to ASX in an Appendix 3B

ASX +security code and description

ZIPAN : RESTRICTED RIGHTS

Date the +securities the subject of this notification were issued

28/10/2025

Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class

Yes

Were any of the +securities issued to +key management personnel (KMP) or an +associate?

Yes

Provide details of the KMP or +associates being issued +securities.

Name of KMP	Name of registered holder	Number of +securities
Cynthia Scott	Cynthia Scott	142,018
Gordon Bell	Gordon Bell	123,266
Soraya Alali	Soraya Alali	10,936

Please provide a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms

The Equity Incentive Plan was approved at the 2022 AGM. The terms of the plan are summarised in Annexure B on pages 35-39 of the 2022 AGM Notice of Meeting:
<https://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-02573635-2A1401431&v=4a466cc3f899e00730cfbfcd5ab8940c41f474b6>

Any other information the entity wishes to provide about the +securities the subject of this notification

Issue of STVR Share Rights pursuant to the Equity Incentive Plan in connection with the 2025 Short Term Variable Reward (STVR) for executives. Rights are fully vested on grant and subject to a restriction period ending 19 September 2026. No consideration is payable. Rights will be automatically exercised at the end of the restriction period. Further details of the 2025 STVR award are set out on pages 67 - 69 of the 2025 Remuneration Report within Zip's FY25 Annual Report, which was lodged with ASX on 22 August 2025.

Issue details

Number of +securities

379,072

Part 4 - +Securities on issue

Following the issue, conversion or payment up of the +securities the subject of this notification, the +securities of the entity will comprise:

The figures in parts 4.1 and 4.2 below are automatically generated and may not reflect the entity's current issued capital if other Appendix 2A, Appendix 3G or Appendix 3H forms are currently with ASX for processing.

4.1 Quoted +securities (Total number of each +class of +securities issued and quoted on ASX)

ASX +security code and description	Total number of +securities on issue
ZIP : ORDINARY FULLY PAID	1,287,810,365

4.2 Unquoted +securities (Total number of each +class of +securities issued but not quoted on ASX)

ASX +security code and description	Total number of +securities on issue
ZIPAJ : EMPLOYEE OPTION	59,345
ZIPAN : RESTRICTED RIGHTS	672,762
ZIPAM : PERFORMANCE RIGHTS	10,422,128
ZIPAI : WARRANTS	7,307,500



Part 5 - Other Listing Rule requirements

5.1 Were the +securities issued under an exception in Listing Rule 7.2 and therefore the issue did not need any security holder approval under Listing Rule 7.1?

Yes

5.1a Select the number of the applicable exception in Listing Rule 7.2

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