



Announcement Summary

Entity name

ZIP CO LIMITED..

Date of this announcement

Wednesday July 01, 2026

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	33,872	29/06/2026
ZIPAM	PERFORMANCE RIGHTS	213,283	29/06/2026

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

1/7/2026



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

ZIPAM : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

29/6/2026

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
Gordon Bell	Gordon Bell	213,283

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 terms of the Equity Incentive Plan are summarised in Annexure A on pages 27-32 of the 2025 AGM Notice of Meeting:
<https://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-02998114-2A1623878&v=undefined>

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

Issue of Long Term Equity Performance Rights under the Equity Incentive Plan

Issue details

Number of +securities

213,283

ASX +security code and description

ZIPAN : RESTRICTED RIGHTS

Date the +securities the subject of this notification were issued

29/6/2026

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
Meredith Scott	Meredith Scott	9,678
Matthew W. Schuyler	Matthew W. Schuyler	24,194

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 terms of the NED Equity Plan are summarised in Annexure A on pages 28-30 of the 2024 AGM Notice of Meeting: <https://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-02857575-2A1550882&v=fc9bdb61fe50ea61f8225e24ce041a0e155a9400>

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

Issue of Restricted Rights issued under the NED Equity Plan

Issue details

Number of +securities

33,872



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	1,254,154,264

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	58,345
ZIPAN : RESTRICTED RIGHTS	706,634
ZIPAM : PERFORMANCE RIGHTS	12,890,953
ZIPAI : WARRANTS	5,480,625



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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