

Announcement Summary

Entity name

ZIP CO LIMITED..

Date of this announcement

Friday September 25, 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	428,778	18/09/2026

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

25/9/2026

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

ZIPAN : RESTRICTED RIGHTS

Date the +securities the subject of this notification were issued

18/9/2026

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	132,485
Soraya Alali	Soraya Alali	105,665

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

2026 Zip Remuneration Report Pages 71-72 https://go.zip.co/2026_Annual_Report

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

Issue of Restricted Rights pursuant to the Equity Incentive Plan in connection with the 2026 Short Term Variable Reward (STVR) for executives. Rights are fully vested on grant and subject to a restriction period ending 15 September 2027. No consideration is payable. Rights will be automatically exercised at the end of the restriction period. Further details of the 2026 STVR award are set out on pages 71 - 72 of the 2026 Remuneration Report within Zip's FY26 Annual Report, which was lodged with ASX on 20 August 2026.

Issue details
Number of +securities

428,778

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	1,245,921,802

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	57,595
ZIPAN : RESTRICTED RIGHTS	1,135,412
ZIPAM : PERFORMANCE RIGHTS	12,879,447
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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