

Announcement Summary

Entity name

ZIP CO LIMITED..

Date of this announcement

Friday September 25, 2026

The +securities the subject of this notification are:

Unquoted options that have been exercised or other unquoted +convertible securities that have been converted

Total number of +securities to be issued/transferred

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
ZIP	ORDINARY FULLY PAID	156,736	18/09/2026
ZIP	ORDINARY FULLY PAID	379,072	21/09/2026
ZIP	ORDINARY FULLY PAID	2,568,741	23/09/2026

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:

Unquoted options that have been exercised or other unquoted +convertible securities that have been converted

2.2b The +securities being issued, transferred or re-classified as a result of the options being exercised or other +convertible securities being converted are:

securities that have already been quoted on ASX ("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

The right of the holder of the options or other +convertible securities to receive the +underlying securities is being satisfied by:

A transfer of existing +securities

The underlying securities being received by the holder are:

Already quoted by ASX

Existing +securities converting into an existing class

FROM (Existing Class)

ASX +Security code and description

ZIPAM : PERFORMANCE RIGHTS

TO (Existing Class)

ASX +Security code and description

ZIP : ORDINARY FULLY PAID

Please state the number of options that were exercised or other +convertible securities that were converted

156,736

The first date the options were exercised or other +convertible securities were converted

18/9/2026

The last date the options were exercised or other +convertible securities were converted

18/9/2026

Is this all of the options or other +convertible securities on issue of that type?

Yes

Were the options being exercised or other +convertible securities being converted issued under an +employee incentive scheme?

Yes

Are any of the options being exercised or other +convertible securities being converted held by +key management personnel (KMP) or an +associate?

Yes

Provide details of the KMP or +associates who are exercising options or converting +convertible securities.

Name of KMP	Name of registered holder	Number of +securities
Joseph Heck	Joseph Dean Heck	156,736

Date the +securities the subject of this notification were issued/transferred

18/9/2026

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

Vesting & automatic exercise of Long Term Equity rights under the Equity Incentive Plan on 18 September 2026

Issue details

Number of +securities

156,736

The right of the holder of the options or other +convertible securities to receive the +underlying securities is being satisfied by:

A transfer of existing +securities

The underlying securities being received by the holder are:

Already quoted by ASX

Existing +securities converting into an existing class

FROM (Existing Class)

ASX +Security code and description

ZIPAN : RESTRICTED RIGHTS

TO (Existing Class)

ASX +Security code and description

ZIP : ORDINARY FULLY PAID

Please state the number of options that were exercised or other +convertible securities that were converted

379,072

The first date the options were exercised or other +convertible securities were converted

21/9/2026

The last date the options were exercised or other +convertible securities were converted

21/9/2026

Is this all of the options or other +convertible securities on issue of that type?

Yes

Were the options being exercised or other +convertible securities being converted issued under an +employee incentive scheme?

Yes

Are any of the options being exercised or other +convertible securities being converted held by +key management personnel (KMP) or an +associate?

Yes

Provide details of the KMP or +associates who are exercising options or converting +convertible securities.

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

Date the +securities the subject of this notification were issued/transferred

21/9/2026

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

Automatic exercise of the FY25 Short Term Variable Reward Restricted Rights under the Equity Incentive Plan on 21 September 2026 following the end of the applicable restriction period.

Issue details

Number of +securities

379,072

The right of the holder of the options or other +convertible securities to receive the +underlying securities is being satisfied by:

A transfer of existing +securities

The underlying securities being received by the holder are:

Already quoted by ASX

Existing +securities converting into an existing class

FROM (Existing Class)

ASX +Security code and description

ZIPAM : PERFORMANCE RIGHTS

TO (Existing Class)

ASX +Security code and description

ZIP : ORDINARY FULLY PAID

Please state the number of options that were exercised or other +convertible securities that were converted

2,568,741

The first date the options were exercised or other +convertible securities were converted

23/9/2026

The last date the options were exercised or other +convertible securities were converted

23/9/2026

Is this all of the options or other +convertible securities on issue of that type?

Yes

Were the options being exercised or other +convertible securities being converted issued under an +employee incentive scheme?

Yes

Are any of the options being exercised or other +convertible securities being converted held by +key management personnel (KMP) or an +associate?

Yes

Provide details of the KMP or +associates who are exercising options or converting +convertible securities.

Name of KMP	Name of registered holder	Number of +securities
Cynthia Scott	Cynthia Alicia Scott	2,568,741

Date the +securities the subject of this notification were issued/transferred

23/9/2026

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

Exercise of vested FY24 Long Term Variable Reward Performance Rights under the Equity Incentive Plan on 23 September 2026.

Issue details

Number of +securities

2,568,741

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	327,562
ZIPAM : PERFORMANCE RIGHTS	10,153,970
ZIPAI : WARRANTS	5,480,625