



Announcement Summary

Entity name

ZIP CO LIMITED..

Date of this announcement

Friday March 13, 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	513,976	09/03/2026
ZIP	ORDINARY FULLY PAID	994,183	13/03/2026

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

13/3/2026



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

513,976

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

9/3/2026

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

9/3/2026

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

No

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
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Cynthia Scott	Cynthia Alicia Scott	109,127
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Date the +securities the subject of this notification were issued/transferred

9/3/2026

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

Vesting and automatic exercise of Long-Term Equity rights under the Equity Incentive Plan on 9 March 2026.

Issue details

Number of +securities

513,976



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

994,183

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

13/3/2026

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

13/3/2026

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

No

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	994,183

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

13/3/2026

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

Exercise of 994,183 vested Long Term Incentive Performance Rights under the Equity Incentive Plan on 13 March 2026. The terms of the performance rights are summarised in the 2022 AGM Notice of Meeting: https://yourir.info/ezapi/announcements/dbc6d3e76afbc820/2A1401431/ZIP_Notice_of_Annual_General_Meeting_Proxy_Form.pdf

Issue details

Number of +securities

994,183

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	1,270,683,586

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	672,762
ZIPAM : PERFORMANCE RIGHTS	13,131,543
ZIPAI : WARRANTS	5,480,625