

Form 604
Corporations Act 2001
Section 671B
Notice of change of interests of substantial holder

To Company Name/Scheme ZIP CO LIMITED

ACN/ARSN 139 546 428

1. Details of substantial holder (1)

Name State Street Corporation and subsidiaries named in paragraph 6 to this form

ACN/ARSN (if applicable) _____

There was a change in the interests of the substantial holder on 30/12/2025

The previous notice was given to the company on 08/12/2025

The previous notice was dated 04/12/2025

2. Previous and present voting power

The total number of votes attached to all the voting shares in the company or voting interests in the scheme that the substantial holder or an associate (2) had a relevant interest (3) in when last required, and when now required, to give a substantial holding notice to the company or scheme, are as follows:

Class of securities (4)	Previous notice		Present notice	
	Person's votes	Voting power (5)	Person's votes	Voting power (5)
Ordinary	100,239,125	7.82%	80,004,104	6.30%

3. Changes in relevant interests

Particulars of each change in, or change in the nature of, a relevant interest of the substantial holder or an associate in voting securities of the company or scheme, since the substantial holder was last required to give a substantial holding notice to the company or scheme are as follows:

Date of change	Person whose relevant interest changed	Nature of change (6)	Consideration given in relation to change (7)	Class and number of securities affected	Person's votes affected
	Annexure A, B & C				

4. Present relevant interests

Particulars of each relevant interest of the substantial holder in voting securities after the change are as follows:

Holder of relevant interest	Registered holder of securities	Person entitled to be registered as holder (8)	Nature of relevant interest (6)	Class and number of securities	Person's votes
STATE STREET GLOBAL ADVISORS EUROPE LIMITED	JPMorgan AG	n/a	Power to control the exercise of a right to vote attached to securities and/or the power to dispose of securities as investment manager or trustee	21,076 Ordinary	21,076
STATE STREET GLOBAL ADVISORS EUROPE LIMITED	State Street Bank and Trust Co	n/a	Power to control the exercise of a right to vote attached to securities and/or the power to dispose of securities as investment manager or trustee	223,157 Ordinary	223,157
STATE STREET GLOBAL ADVISORS EUROPE LIMITED	Bank of New York Mellon	n/a	Power to control the exercise of a right to vote attached to securities and/or the power to dispose of securities as investment manager or trustee	169,096 Ordinary	169,096
STATE STREET GLOBAL ADVISORS EUROPE LIMITED	Citibank NA	n/a	Power to control the exercise of a right to vote attached to securities and/or the power to dispose of securities as investment manager or trustee	126,273 Ordinary	126,273
STATE STREET BANK AND TRUST COMPANY	THE REGENTS OF THE UNIVERSITY OF CALIFORNIA	THE REGENTS OF THE UNIVERSITY OF CALIFORNIA	For Lent securities: Relevant interest under section 608(8A) being the holder of securities subject to an obligation to return under a securities lending agreement. State Street Bank and Trust Company has lent the securities and retains a relevant interest	119,446 Ordinary	119,446
STATE STREET BANK AND TRUST COMPANY	AWARE SUPER PTY LTD AS TRUSTEE OF THE AWARE SUPER	AWARE SUPER PTY LTD AS TRUSTEE OF THE AWARE SUPER	For Lent securities: Relevant interest under section 608(8A) being the holder of securities subject to an obligation to return under a securities lending agreement. State Street Bank and Trust Company has lent the securities and retains a relevant interest	4,931,332 Ordinary	4,931,332
STATE STREET BANK AND TRUST COMPANY	POLICE AND FIREMENS RETIREMENT SYSTEM OF NEW JERSEY	POLICE AND FIREMENS RETIREMENT SYSTEM OF NEW JERSEY	For Lent securities: Relevant interest under section 608(8A) being the holder of securities subject to an obligation to return under a securities lending agreement. State Street Bank and Trust Company has lent the securities and retains a relevant interest	457,401 Ordinary	457,401
STATE STREET BANK AND TRUST COMPANY	UNKNOWN	STATE STREET BANK AND TRUST COMPANY	For borrowed securities: Relevant interest under section 608(1) being the holder of securities subject to an obligation to return under a securities lending agreement. STATE STREET BANK AND TRUST COMPANY has on-lent the securities and retains a relevant interest	48,396 Ordinary	48,396
STATE STREET BANK AND TRUST COMPANY	SSGA SPDR ETFs EUROPE II PLC	SSGA SPDR ETFs EUROPE II PLC	For Lent securities: Relevant interest under section 608(8A) being the holder of securities subject to an obligation to return under a securities lending agreement. State Street Bank and Trust Company has lent the securities and retains a relevant interest	188,262 Ordinary	188,262
STATE STREET BANK AND TRUST COMPANY	SSGA	SSGA	For Lent securities: Relevant interest under section 608(8A) being the holder of securities subject to an obligation to return under a securities lending agreement. State Street Bank and Trust Company has lent the securities and retains a relevant interest	6,700 Ordinary	6,700
STATE STREET BANK AND TRUST COMPANY	SSGA SPDR ETFs EUROPE I PLC	SSGA SPDR ETFs EUROPE I PLC	For Lent securities: Relevant interest under section 608(8A) being the holder of securities subject to an obligation to return under a securities lending agreement. State Street Bank and Trust Company has lent the securities and retains a relevant interest	23,736 Ordinary	23,736

STATE STREET BANK AND TRUST COMPANY	AMERICAN CENTURY INVESTMENT MANAGEMENT, INC.	AMERICAN CENTURY INVESTMENT MANAGEMENT, INC.	For Lent securities:Relevant interest under section 608(8A) being the holder of securities subject to an obligation to return under a securities lending agreement.State Street Bank and Trust Company has lent the securities and retains a relevant interest	600,000	Ordinary	600,000
STATE STREET BANK AND TRUST COMPANY	SSGA FUNDS	SSGA FUNDS	For Lent securities:Relevant interest under section 608(8A) being the holder of securities subject to an obligation to return under a securities lending agreement.State Street Bank and Trust Company has lent the securities and retains a relevant interest	173,176	Ordinary	173,176
STATE STREET BANK AND TRUST COMPANY	DIMENSIONAL FUND ADVISORS	DIMENSIONAL FUND ADVISORS	For Lent securities:Relevant interest under section 608(8A) being the holder of securities subject to an obligation to return under a securities lending agreement.State Street Bank and Trust Company has lent the securities and retains a relevant interest	542,935	Ordinary	542,935
STATE STREET BANK AND TRUST COMPANY	TEACHER RETIREMENT SYSTEM OF TEXAS	TEACHER RETIREMENT SYSTEM OF TEXAS	For Lent securities:Relevant interest under section 608(8A) being the holder of securities subject to an obligation to return under a securities lending agreement.State Street Bank and Trust Company has lent the securities and retains a relevant interest	808,242	Ordinary	808,242
STATE STREET BANK AND TRUST COMPANY	SACRAMENTO COUNTY EMPLOYEES' RETIREMENT SYSTEM	SACRAMENTO COUNTY EMPLOYEES' RETIREMENT SYSTEM	For Lent securities:Relevant interest under section 608(8A) being the holder of securities subject to an obligation to return under a securities lending agreement.State Street Bank and Trust Company has lent the securities and retains a relevant interest	212,568	Ordinary	212,568
STATE STREET BANK AND TRUST COMPANY	SSGA SPDR INDEX SHARE FUNDS	SSGA SPDR INDEX SHARE FUNDS	For Lent securities:Relevant interest under section 608(8A) being the holder of securities subject to an obligation to return under a securities lending agreement.State Street Bank and Trust Company has lent the securities and retains a relevant interest	1,117,577	Ordinary	1,117,577
STATE STREET BANK AND TRUST COMPANY	CALSTRS	CALSTRS	For Lent securities:Relevant interest under section 608(8A) being the holder of securities subject to an obligation to return under a securities lending agreement.State Street Bank and Trust Company has lent the securities and retains a relevant interest	678,436	Ordinary	678,436
STATE STREET GLOBAL ADVISORS TRUST COMPANY	State Street Bank and Trust Co	n/a	Power to control the exercise of a right to vote attached to securities and/or the power to dispose of securities as investment manager or trustee	7,776,715	Ordinary	7,776,715
STATE STREET GLOBAL ADVISORS TRUST COMPANY	Bank of New York Mellon	n/a	Power to control the exercise of a right to vote attached to securities and/or the power to dispose of securities as investment manager or trustee	315,463	Ordinary	315,463
STATE STREET GLOBAL ADVISORS TRUST COMPANY	Northern Trust Company	n/a	Power to control the exercise of a right to vote attached to securities and/or the power to dispose of securities as investment manager or trustee	58,623	Ordinary	58,623
SSGA FUNDS MANAGEMENT, INC.	State Street Bank and Trust Co	n/a	Power to control the exercise of a right to vote attached to securities and/or the power to dispose of securities as investment manager or trustee	2,684,177	Ordinary	2,684,177
STATE STREET GLOBAL ADVISORS LIMITED	State Street Bank and Trust Co	n/a	Power to control the exercise of a right to vote attached to securities and/or the power to dispose of securities as investment manager or trustee	68,277	Ordinary	68,277
STATE STREET GLOBAL ADVISORS LIMITED	Northern Trust Company	n/a	Power to control the exercise of a right to vote attached to securities and/or the power to dispose of securities as investment manager or trustee	3,838	Ordinary	3,838
STATE STREET GLOBAL ADVISORS, AUSTRALIA, LIMITED	JPMorgan AG	n/a	Power to control the exercise of a right to vote attached to securities and/or the power to dispose of securities as investment manager or trustee	4,715,381	Ordinary	4,715,381
STATE STREET GLOBAL ADVISORS, AUSTRALIA, LIMITED	State Street Bank and Trust Co	n/a	Power to control the exercise of a right to vote attached to securities and/or the power to dispose of securities as investment manager or trustee	44,763,833	Ordinary	44,763,833
STATE STREET GLOBAL ADVISORS, AUSTRALIA, LIMITED	BNP Paribas	n/a	Power to control the exercise of a right to vote attached to securities and/or the power to dispose of securities as investment manager or trustee	329,576	Ordinary	329,576
STATE STREET GLOBAL ADVISORS, AUSTRALIA, LIMITED	Citibank NA	n/a	Power to control the exercise of a right to vote attached to securities and/or the power to dispose of securities as investment manager or trustee	4,456,486	Ordinary	4,456,486
STATE STREET GLOBAL ADVISORS, AUSTRALIA, LIMITED	Northern Trust Company	n/a	Power to control the exercise of a right to vote attached to securities and/or the power to dispose of securities as investment manager or trustee	4,383,926	Ordinary	4,383,926

5. Changes in association

The persons who have become associates (2) of, ceased to be associates of, or have changed the nature of their association (9) with, the substantial holder in relation to voting interests in the company or scheme are as follows:


Name and ACN/ARSN (if applicable)	Nature of association
STATE STREET BANK AND TRUST COMPANY	Subsidiary of State Street Corporation
STATE STREET GLOBAL ADVISORS EUROPE LIMITED	Subsidiary of State Street Corporation
SSGA FUNDS MANAGEMENT, INC.	Subsidiary of State Street Corporation
STATE STREET GLOBAL ADVISORS TRUST COMPANY	Subsidiary of State Street Corporation
STATE STREET GLOBAL ADVISORS LIMITED	Subsidiary of State Street Corporation
STATE STREET GLOBAL ADVISORS, AUSTRALIA, LIMITED	Subsidiary of State Street Corporation

6. Addresses

The addresses of persons named in this form are as follows:

Name	Address
STATE STREET BANK AND TRUST COMPANY	ONE CONGRESS STREET, SUITE 1, BOSTON MA 02114, UNITED STATES
STATE STREET GLOBAL ADVISORS EUROPE LIMITED	78 SIR JOHN ROGERSON'S QUAY, DUBLIN 2, IRELAND
SSGA FUNDS MANAGEMENT, INC.	1 CONGRESS STREET, BOSTON MA 02114, UNITED STATES
STATE STREET GLOBAL ADVISORS TRUST COMPANY	1 CONGRESS STREET, BOSTON MA 02114, UNITED STATES
STATE STREET GLOBAL ADVISORS LIMITED	20 CHURCHILL PLACE, LONDON, ENGLAND, E14 5HJ, UNITED KINGDOM
STATE STREET GLOBAL ADVISORS, AUSTRALIA, LIMITED	LEVEL 15, 420 GEORGE STREET, SYDNEY NSW 2000, AUSTRALIA

Signature

print name	Elizabeth Schaefer	capacity	Authorised signatory
sign here		date	02/01/2026

DIRECTIONS

- (1) If there are a number of substantial holders with similar or related relevant interests (eg. a corporation and its related corporations, or the manager and trustee of an equity trust), the names could be included in an annexure to the form. If the relevant interests of a group of persons are essentially similar, they may be referred to throughout the form as a specifically named group if the membership of each group, with the names and ADDRESSES of members is clearly set out in paragraph 6 of the form.
- (2) See the definition of "associate" in section 9 of the Corporations Act 2001.
- (3) See the definition of "relevant interest" in sections 608 and 671B(7) of the Corporations Act 2001.
- (4) The voting shares of a company constitute one class unless divided into separate classes.
- (5) The person's votes divided by the total votes in the body corporate or scheme multiplied by 100.
- (6) Include details of:
- (a) any relevant agreement or other circumstances because of which the change in relevant interest occurred. If subsection 671B(4) applies, a copy of any document setting out the terms of any relevant agreement, and a statement by the person giving full and accurate details of any contract, scheme or arrangement, must accompany this form, together with a written statement certifying this contract, scheme or arrangement; and
 - (b) any qualification of the power of a person to exercise, control the exercise of, or influence the exercise of, the voting powers or disposal of the securities to which the relevant interest relates (indicating clearly the particular securities to which the qualification applies).
- See the definition of "relevant agreement" in section 9 of the Corporations Act 2001.
- (7) Details of the consideration must include any and all benefits, money and other, that any person from whom a relevant interest was acquired has, or may, become entitled to receive in relation to that acquisition. Details must be included even if the benefit is conditional on the happening or not of a contingency. Details must be included of any benefit paid on behalf of the substantial holder or its associate in relation to the acquisitions, even if they are not paid directly to the person from whom the relevant interest was acquired.
- (8) If the substantial holder is unable to determine the identity of the person (eg. if the relevant interest arises because of an option) write "unknown".
- (9) Give details, if appropriate, of the present association and any change in that association since the last substantial holding notice.

Annexure A

This is Annexure A referred to in Form 604, Notice of change of interest of substantial holder



Elizabeth Schaefer

Authorised signatory

Dated the

02/01/2026

Date of change	Person whose relevant interest changed	Nature of change	Consideration given in relation to change	Class and number of securities affected		Person's votes affected
05/12/2025	STATE STREET GLOBAL ADVISORS, AUSTRALIA, LIMITED	Transfer in	2.98	8,640	Ordinary	8,640
05/12/2025	STATE STREET BANK AND TRUST COMPANY	Lend - for stock lend	n/a	28,667	Ordinary	28,667
05/12/2025	STATE STREET BANK AND TRUST COMPANY	Lend - for stock lend	n/a	6,340	Ordinary	6,340
05/12/2025	STATE STREET BANK AND TRUST COMPANY	Lend - for stock lend	n/a	-226,295	Ordinary	-226,295
05/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	58,143	Ordinary	58,143
05/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-4,007	Ordinary	-4,007
05/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-396	Ordinary	-396
05/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-2,533	Ordinary	-2,533
05/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-13,729	Ordinary	-13,729
05/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-10,772	Ordinary	-10,772
05/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-2,049	Ordinary	-2,049
05/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-492	Ordinary	-492
05/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-10,750	Ordinary	-10,750
05/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-406	Ordinary	-406
05/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-73,071	Ordinary	-73,071
05/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-240	Ordinary	-240
05/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-246	Ordinary	-246
05/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-65,568	Ordinary	-65,568
05/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-3,753	Ordinary	-3,753
05/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-7,648	Ordinary	-7,648
08/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-59,271	Ordinary	-59,271
08/12/2025	SSGA FUNDS MANAGEMENT, INC.	Transfer in	3.15	217	Ordinary	217
09/12/2025	STATE STREET BANK AND TRUST COMPANY	Lend - for stock lend	n/a	27,223	Ordinary	27,223
09/12/2025	STATE STREET BANK AND TRUST COMPANY	Lend - for stock lend	n/a	-27,223	Ordinary	-27,223
09/12/2025	STATE STREET BANK AND TRUST COMPANY	Lend - for stock lend	n/a	151,317	Ordinary	151,317
09/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	33,417	Ordinary	33,417
09/12/2025	STATE STREET GLOBAL ADVISORS TRUST COMPANY	Transfer out	3.13	-9,122	Ordinary	-9,122
10/12/2025	STATE STREET BANK AND TRUST COMPANY	Lend - for stock lend	n/a	-235,619	Ordinary	-235,619
10/12/2025	STATE STREET BANK AND TRUST COMPANY	Lend - for stock lend	n/a	-122,093	Ordinary	-122,093
10/12/2025	STATE STREET BANK AND TRUST COMPANY	Lend - for stock lend	n/a	-180,005	Ordinary	-180,005
10/12/2025	STATE STREET BANK AND TRUST COMPANY	Lend - for stock lend	n/a	-257,943	Ordinary	-257,943
10/12/2025	STATE STREET BANK AND TRUST COMPANY	Lend - for stock lend	n/a	-29,340	Ordinary	-29,340
10/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	46,863	Ordinary	46,863
10/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	53	Ordinary	53
10/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	22,568	Ordinary	22,568
10/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	127	Ordinary	127
10/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	355	Ordinary	355
10/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	178	Ordinary	178
10/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	4,513	Ordinary	4,513
10/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	8,979	Ordinary	8,979
10/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	231	Ordinary	231
10/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	2	Ordinary	2
10/12/2025	STATE STREET BANK AND TRUST COMPANY	Borrow - for stock borrows	n/a	-48,396	Ordinary	-48,396
10/12/2025	STATE STREET BANK AND TRUST COMPANY	Borrow - for stock borrows	n/a	48,396	Ordinary	48,396
10/12/2025	STATE STREET GLOBAL ADVISORS, AUSTRALIA, LIMITED	Transfer in	3.06	105,067	Ordinary	105,067
11/12/2025	STATE STREET GLOBAL ADVISORS, AUSTRALIA, LIMITED	Transfer out	3.00	-6,917	Ordinary	-6,917

11/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-162,580	Ordinary	-162,580
11/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-53	Ordinary	-53
11/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-22,568	Ordinary	-22,568
11/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-127	Ordinary	-127
11/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-355	Ordinary	-355
11/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-178	Ordinary	-178
11/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-4,513	Ordinary	-4,513
11/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-8,979	Ordinary	-8,979
11/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-231	Ordinary	-231
11/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-2	Ordinary	-2
11/12/2025	SSGA FUNDS MANAGEMENT, INC.	Transfer out	3.00	-5,472	Ordinary	-5,472
12/12/2025	STATE STREET GLOBAL ADVISORS, AUSTRALIA, LIMITED	Transfer in	3.01	8,640	Ordinary	8,640
12/12/2025	STATE STREET BANK AND TRUST COMPANY	Lend - for stock lend	n/a	200,101	Ordinary	200,101
12/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	22,029	Ordinary	22,029
12/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	204	Ordinary	204
12/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	86,418	Ordinary	86,418
12/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	681	Ordinary	681
12/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	17,238	Ordinary	17,238
12/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	886	Ordinary	886
12/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	8	Ordinary	8
12/12/2025	STATE STREET BANK AND TRUST COMPANY	Borrow - for stock borrows	n/a	-48,396	Ordinary	-48,396
12/12/2025	STATE STREET BANK AND TRUST COMPANY	Borrow - for stock borrows	n/a	48,396	Ordinary	48,396
15/12/2025	STATE STREET BANK AND TRUST COMPANY	Lend - for stock lend	n/a	-63,901	Ordinary	-63,901
15/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	25	Ordinary	25
15/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-1	Ordinary	-1
15/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	65,103	Ordinary	65,103
15/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-1	Ordinary	-1
15/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-19	Ordinary	-19
15/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-4	Ordinary	-4
16/12/2025	STATE STREET BANK AND TRUST COMPANY	Lend - for stock lend	n/a	-87,416	Ordinary	-87,416
16/12/2025	STATE STREET BANK AND TRUST COMPANY	Lend - for stock lend	n/a	-458,013	Ordinary	-458,013
16/12/2025	STATE STREET BANK AND TRUST COMPANY	Lend - for stock lend	n/a	2,972	Ordinary	2,972
16/12/2025	STATE STREET BANK AND TRUST COMPANY	Lend - for stock lend	n/a	-2,972	Ordinary	-2,972
16/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-17,263	Ordinary	-17,263
16/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-885	Ordinary	-885
16/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-8	Ordinary	-8
16/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-203	Ordinary	-203
16/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-86,399	Ordinary	-86,399
16/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-677	Ordinary	-677
16/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	13,992	Ordinary	13,992
16/12/2025	STATE STREET GLOBAL ADVISORS, AUSTRALIA, LIMITED	Transfer out	2.94	-153,858	Ordinary	-153,858
16/12/2025	STATE STREET GLOBAL ADVISORS, AUSTRALIA, LIMITED	Transfer out	2.94	-138,886	Ordinary	-138,886
16/12/2025	STATE STREET GLOBAL ADVISORS TRUST COMPANY	Transfer out	2.94	-37,480	Ordinary	-37,480
17/12/2025	STATE STREET BANK AND TRUST COMPANY	Lend - for stock lend	n/a	43,967	Ordinary	43,967
17/12/2025	STATE STREET BANK AND TRUST COMPANY	Lend - for stock lend	n/a	55,255	Ordinary	55,255
17/12/2025	STATE STREET BANK AND TRUST COMPANY	Lend - for stock lend	n/a	2,070	Ordinary	2,070
17/12/2025	STATE STREET BANK AND TRUST COMPANY	Lend - for stock lend	n/a	-101,292	Ordinary	-101,292
17/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	194,527	Ordinary	194,527
18/12/2025	STATE STREET GLOBAL ADVISORS, AUSTRALIA, LIMITED	Transfer out	3.01	-4,800	Ordinary	-4,800
18/12/2025	STATE STREET BANK AND TRUST COMPANY	Lend - for stock lend	n/a	71,371	Ordinary	71,371
18/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	83	Ordinary	83
18/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	94,859	Ordinary	94,859
18/12/2025	STATE STREET GLOBAL ADVISORS EUROPE LIMITED	Transfer out	2.93	-12,818	Ordinary	-12,818

18/12/2025	SSGA FUNDS MANAGEMENT, INC.	Transfer in	3.01	436	Ordinary	436
18/12/2025	SSGA FUNDS MANAGEMENT, INC.	Transfer in	3.01	436	Ordinary	436
19/12/2025	STATE STREET GLOBAL ADVISORS, AUSTRALIA, LIMITED	Transfer in	3.11	226,032	Ordinary	226,032
19/12/2025	STATE STREET GLOBAL ADVISORS, AUSTRALIA, LIMITED	Transfer in	3.11	112,737	Ordinary	112,737
19/12/2025	STATE STREET GLOBAL ADVISORS, AUSTRALIA, LIMITED	Transfer out	3.11	-1,920	Ordinary	-1,920
19/12/2025	STATE STREET GLOBAL ADVISORS, AUSTRALIA, LIMITED	Transfer out	3.11	-6,916	Ordinary	-6,916
19/12/2025	STATE STREET GLOBAL ADVISORS, AUSTRALIA, LIMITED	Transfer in	3.11	1,153	Ordinary	1,153
19/12/2025	STATE STREET GLOBAL ADVISORS, AUSTRALIA, LIMITED	Transfer in	3.11	17,796	Ordinary	17,796
19/12/2025	STATE STREET BANK AND TRUST COMPANY	Lend - for stock lend	n/a	130,354	Ordinary	130,354
19/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-83	Ordinary	-83
19/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-1,190,617	Ordinary	-1,190,617
19/12/2025	STATE STREET GLOBAL ADVISORS TRUST COMPANY	Transfer in	3.11	641,925	Ordinary	641,925
19/12/2025	STATE STREET GLOBAL ADVISORS, AUSTRALIA, LIMITED	Transfer in	3.11	444,781	Ordinary	444,781
22/12/2025	STATE STREET GLOBAL ADVISORS, AUSTRALIA, LIMITED	Transfer in	3.24	1,912	Ordinary	1,912
22/12/2025	STATE STREET BANK AND TRUST COMPANY	Lend - for stock lend	n/a	198,598	Ordinary	198,598
22/12/2025	STATE STREET BANK AND TRUST COMPANY	Lend - for stock lend	n/a	6,700	Ordinary	6,700
22/12/2025	STATE STREET BANK AND TRUST COMPANY	Lend - for stock lend	n/a	829	Ordinary	829
22/12/2025	STATE STREET BANK AND TRUST COMPANY	Lend - for stock lend	n/a	24,427	Ordinary	24,427
22/12/2025	STATE STREET BANK AND TRUST COMPANY	Lend - for stock lend	n/a	119,446	Ordinary	119,446
22/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	506	Ordinary	506
22/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	4,692	Ordinary	4,692
22/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	4,263	Ordinary	4,263
22/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	604	Ordinary	604
22/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	1,374	Ordinary	1,374
22/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	19,010	Ordinary	19,010
22/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	11,590	Ordinary	11,590
22/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	3,341	Ordinary	3,341
22/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	575	Ordinary	575
22/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	29,121	Ordinary	29,121
22/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	2,800	Ordinary	2,800
22/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	99,783	Ordinary	99,783
22/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	26,478	Ordinary	26,478
22/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	1,135,610	Ordinary	1,135,610
22/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	295	Ordinary	295
22/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	1,033	Ordinary	1,033
22/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	1,766	Ordinary	1,766
22/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	3,100	Ordinary	3,100
22/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	6,242	Ordinary	6,242
22/12/2025	STATE STREET GLOBAL ADVISORS TRUST COMPANY	Transfer in	3.16	44,186	Ordinary	44,186
22/12/2025	STATE STREET GLOBAL ADVISORS TRUST COMPANY	Transfer in	3.24	12,163	Ordinary	12,163
23/12/2025	STATE STREET BANK AND TRUST COMPANY	Lend - for stock lend	n/a	-63,500	Ordinary	-63,500
23/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-506	Ordinary	-506
23/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-4,692	Ordinary	-4,692
23/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-4,263	Ordinary	-4,263
23/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-604	Ordinary	-604
23/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-1,374	Ordinary	-1,374
23/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-19,010	Ordinary	-19,010
23/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-11,590	Ordinary	-11,590
23/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-3,341	Ordinary	-3,341
23/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-575	Ordinary	-575
23/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-29,121	Ordinary	-29,121
23/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-2,800	Ordinary	-2,800

23/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-99,783	Ordinary	-99,783
23/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-26,478	Ordinary	-26,478
23/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-295	Ordinary	-295
23/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-1,033	Ordinary	-1,033
23/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-1,766	Ordinary	-1,766
23/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-3,100	Ordinary	-3,100
23/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-6,242	Ordinary	-6,242
23/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-2,605,889	Ordinary	-2,605,889
23/12/2025	STATE STREET BANK AND TRUST COMPANY	Borrow - for stock borrows	n/a	-48,396	Ordinary	-48,396
23/12/2025	STATE STREET BANK AND TRUST COMPANY	Borrow - for stock borrows	n/a	48,396	Ordinary	48,396
24/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	329,604	Ordinary	329,604
26/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	356,682	Ordinary	356,682
26/12/2025	STATE STREET BANK AND TRUST COMPANY	Borrow - for stock borrows	n/a	-48,396	Ordinary	-48,396
26/12/2025	STATE STREET BANK AND TRUST COMPANY	Borrow - for stock borrows	n/a	48,396	Ordinary	48,396
29/12/2025	STATE STREET GLOBAL ADVISORS, AUSTRALIA, LIMITED	Transfer out	3.32	-1,038	Ordinary	-1,038
29/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-1,049,110	Ordinary	-1,049,110
30/12/2025	STATE STREET BANK AND TRUST COMPANY	Collateral received	n/a	-17,783,640	Ordinary	-17,783,640

Annexure B

This is Annexure B referred to in Form 604, Notice of change of interest of substantial holder



Elizabeth Schaefer

Authorised signatory

Dated the 02/01/2026

State Street Bank and Trust Company will, if requested by the company or responsible entity to whom this form must be given under the Corporations Act 2001 (Cth) or if requested by the Australian Securities and Investment Commission (ASIC), provide a copy of the master securities lending agreement/s and security agreement/s referred to below to the company, responsible entity or ASIC.

Part A: For relevant interests arising out of lending securities - State Street Bank and Trust Company acquires relevant interest as lender of the securities under securities lending authorisation agreement, subject to obligation to return under the agreement. (State Street Bank and Trust Company has lent the securities and retains relevant interest as per Part B of this Annexure.)

Type of agreement:	Securities Lending Authorisation Agreement/ Global Master Securities Lending Agreement/ Securities Loan Agreement. A pro forma copy of the agreement will be given if requested by the ASIC or the company or responsible entity to whom the prescribed report is given.
Parties to agreement:	(1) State Street Bank and Trust Company (2) Counterparty / entities details to be shared, as and when requested.
Holder of voting rights	BORROWER
Are there any restrictions on voting rights?	(1) No (2) Yes. (Borrower has the right to vote, but may on-lend securities)
If yes, in what detail?	(1) Only if instructed to by the borrower (2) As determined by the owner of the securities
Date on which the securities were (or are) expected to be delivered to the borrower or its nominee (ie borrow date):	The dates on which the securities were delivered by State Street Bank and Trust Company as borrower are set out in Annexure A to this notice
Scheduled date (if any) when the securities are expected to be returned to the lender or its nominee (ie return date)	No scheduled return date
Does the borrower have the right to return the securities early? [Yes/No]	No scheduled return date. Borrower can return securities or equivalent securities at any time subject to giving notice
If yes, in which circumstances?	Borrower can return securities or equivalent securities at any time subject to giving notice
Does the lender have the right to recall the securities early (ie before the scheduled return date)? [Yes/No]	No scheduled return date. Lender can require return of securities or equivalent securities at any time subject to giving notice
If yes, in which circumstances?	Lender can require return of securities or equivalent securities at any time subject to giving notice
Are there circumstances in which the borrower will not be required to return the securities on settlement? [Yes/No]	No
If yes, in which circumstances?	n/a

Part B: For relevant interests arising out of lending securities - State Street Bank and Trust Company acquires a relevant interest in securities through taking a security interest ("title transfer") over the securities as collateral to secure a securities loan. (See Part A of this Annexure for securities loan details.)

Type of agreement:	Global Master Securities Lending Agreement Securities Lending Authorisation Agreement If requested, a pro forma copy of the agreement will be given to the ASIC or the company or responsible entity to whom the prescribed report was given.
Parties to agreement:	(1) State Street Bank and Trust Company (2) Counterparty / entities details to be shared, as and when requested.
Holder of voting rights	LENDER
Are there any restrictions on voting rights?	(1) Yes, but only if the borrower defaults and ownership is enforce; (2) Yes
If yes, in what detail?	(1) Only if the borrower defaults and ownership is enforced;
Date on which the securities were (or are) expected to be delivered to the borrower or its nominee (ie borrow date):	The dates on which the securities were transferred, as indicated in Annexure A to this notice
Scheduled date (if any) when the securities are expected to be returned to the lender or its nominee (ie return date)	No scheduled return date. Securities collateral is returned on termination of related securities loan
Does the borrower have the right to return the securities early? [Yes/No]	At any time subject to returning the borrowed securities or equivalent securities or providing alternative collateral
If yes, in which circumstances?	At any time subject to returning the borrowed securities or equivalent securities or providing alternative collateral
Does the lender have the right to recall the securities early (ie before the scheduled return date)? [Yes/No]	No, assuming the borrower returns the borrowed securities or equivalent securities
If yes, in which circumstances?	n/a (lender must return securities collateral if the borrower returns the borrowed securities or equivalent securities)

Annexure C

This is Annexure C referred to in Form 604, Notice of change of interest of substantial holder



Elizabeth Schaefer

Authorised signatory

Dated the 02/01/2026

State Street Bank and Trust Company will, if requested by the company or responsible entity to whom this form must be given under the Corporations Act 2001 (Cth) or if requested by the Australian Securities and Investment Commission (ASIC), provide a copy of the master securities lending agreement/s and security agreement/s referred to below to the company, responsible entity or ASIC.

Part A: For relevant interests arising out of lending securities - State Street Bank and Trust Company acquires relevant interest as borrower of the securities under securities lending agreement, subject to obligation to return under the agreement. (State Street Bank and Trust Company has on-lent the securities and retains relevant interest as per Part A of this Annexure.)

Type of agreement:	Global Master Securities Lending Agreement/Master Securities Loan Agreement/Securities Loan Agreement. If requested, a pro forma copy of the agreement will be given to the ASIC or the company or responsible entity to whom the prescribed report was given.
Parties to agreement:	(1) State Street Bank and Trust Company (2) Counterparty / entities details to be shared, as and when requested.
Holder of voting rights	BORROWER
Are there any restrictions on voting rights?	(1) Yes (if the borrower is the registered holder. However the securities are on-lent by the borrower as per Part B of this Annexure) (2) No, not during term of securities loan
If yes, in what detail?	(1) Only if the borrower is the registered holder. However the securities are on-lent by the borrower as per Part B of this Annexure (2) n/a
Date on which the securities were (or are) expected to be delivered to the borrower or its nominee (ie borrow date):	The dates on which the securities were delivered to State Street Bank and Trust Company as borrower are set out in Annexure A to this notice
Scheduled date (if any) when the securities are expected to be returned to the lender or its nominee (ie return date)	No scheduled return date
Does the borrower have the right to return the securities early? [Yes/No]	No scheduled return date. Borrower can return securities or equivalent securities at any time subject to giving notice
If yes, in which circumstances?	Borrower can return securities or equivalent securities at any time subject to giving notice
Does the lender have the right to recall the securities early (ie before the scheduled return date)? [Yes/No]	No scheduled return date. Lender can require return of securities or equivalent securities at any time subject to giving notice
If yes, in which circumstances?	Lender can require return of securities or equivalent securities at any time subject to giving notice
Are there circumstances in which the borrower will not be required to return the securities on settlement? [Yes/No]	No
If yes, in which circumstances?	n/a

Part B: For relevant interests arising out of lending securities - State Street Bank and Trust Company lends the securities under securities lending agreement, and retains relevant interest through the right to recall the securities or equivalent securities.

Type of agreement:	Global Master Securities Lending Agreement/Master Securities Loan Agreement. If requested, a pro forma copy of the agreement will be given to the ASIC or the company or responsible entity to whom the prescribed report was given.
Parties to agreement:	(1) State Street Bank and Trust Company (2) Counterparty / entities details to be shared, as and when requested.
Holder of voting rights	LENDER
Are there any restrictions on voting rights?	(1) Yes, but only if the lender recalls the loan and exercises its right to become the registered holder (2) Yes (while registered holder)
If yes, in what detail?	(1) Only if the lender recalls the loan and exercises its right to become the registered holder (2) Borrower may exercise voting rights (while registered holder)
Date on which the securities were (or are) expected to be delivered to the borrower or its nominee (ie borrow date):	The dates on which the securities were delivered to the borrower are set out in Annexure A to this notice
Scheduled date (if any) when the securities are expected to be returned to the lender or its nominee (ie return date)	No scheduled return date
Does the borrower have the right to return the securities early? [Yes/No]	No scheduled return date. Borrower can return securities or equivalent securities at any time subject to giving notice
If yes, in which circumstances?	Borrower can return securities or equivalent securities at any time subject to giving notice
Does the lender have the right to recall the securities early (ie before the scheduled return date)? [Yes/No]	No scheduled return date. Lender can require return of securities or equivalent securities at any time subject to giving notice
If yes, in which circumstances?	Lender can require return of securities or equivalent securities at any time subject to giving notice
Are there circumstances in which the borrower will not be required to return the securities on settlement? [Yes/No]	No
If yes, in which circumstances?	n/a

Part C: For relevant interests arising out of lending securities - State Street Bank and Trust Company acquires a relevant interest in securities through taking a security interest ("pledge") over the securities as collateral to secure a securities loan. (See Part B of this Annexure for securities loan details.)

Type of agreement:	Global Master Securities Lending Agreement Security Agreement: If requested, a pro forma copy of the agreement will be given to the ASIC or the company or responsible entity to whom the prescribed report was given.
Parties to agreement:	(1) State Street Bank and Trust Company (2) Counterparty / entities details to be shared, as and when requested.
Holder of voting rights	LENDER
Are there any restrictions on voting rights?	(1) Yes, but only if the borrower defaults and pledge is enforced
If yes, in what detail?	(1) Only if the borrower defaults and pledge is enforced (2) In accordance with ordinary rights as registered holder, either directly or through nominee holder
Date on which the securities were (or are) expected to be delivered to the borrower or its nominee (ie borrow date):	The dates on which the securities were pledged, as indicated in Annexure A to this notice
Scheduled date (if any) when the securities are expected to be returned to the lender or its nominee (ie return date)	No scheduled release date. Securities are released from pledge on termination of related securities loan
Does the borrower have the right to return the securities early? [Yes/No]	No scheduled release date. Securities are released from pledge on termination of related securities loan or the provision of alternative collateral
If yes, in which circumstances?	At any time subject to returning the borrowed securities or equivalent securities or providing alternative collateral
Does the lender have the right to recall the securities early (ie before the scheduled return date)? [Yes/No]	No, assuming the borrower returns the borrowed securities or equivalent securities
If yes, in which circumstances?	n/a (lender must release pledged securities if the borrower returns the borrowed securities or equivalent securities)