



Announcement Summary

Entity name

ZIP CO LIMITED..

Date of this announcement

Thursday January 15, 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	171,695	17/12/2025
ZIP	ORDINARY FULLY PAID	1,000	22/12/2025

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

15/1/2026



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

171,695

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

8/12/2025

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

17/12/2025

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?

No

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

17/12/2025

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 between the dates of 8 December 2025 to 17 December 2025

Issue details

Number of +securities

171,695

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

ZIPAJ : EMPLOYEE OPTION

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

1,000

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

22/12/2025

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

22/12/2025

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?

No

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

22/12/2025

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

Exercise of 1,000 vested options with an exercise price of AUD 0.49 per option. The terms of the options are summarised in Annexure A on pages 36-39 of the 2020 EGM Notice of Meeting: https://yourir.info/ezapi/announcements/dbc6d3e76afbc820/2A1239453/ZIP_Note_of_Extraordinary_General_Meeting_Proxy_Form.pdf

Issue details

Number of +securities

1,000



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	12,038,739
ZIPAI : WARRANTS	5,480,625