



Announcement Summary

Entity name

ZIP CO LIMITED..

Date of this announcement

Friday December 29, 2023

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	251,177	19/12/2023
ZIPAM	PERFORMANCE RIGHTS	6,613,618	19/12/2023

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

29/12/2023



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

ZIPAM : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

19/12/2023

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
Cynthia Scott	Cynthia Scott	2,568,741
Peter Gray	Peter Gray	588,037
Larry Diamond	Larry Diamond	612,880
Gordon Bell	Gordon Bell	590,931

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

<https://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-02717808-2A1476830>

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

1,338,490 Performance Rights issued under the Long Term Equity Plan, 5,275,128 Performance Rights issued under the Long Term Variable Reward Plan.



Issue details

Number of +securities

6,613,618

ASX +security code and description

ZIPAN : RESTRICTED RIGHTS

Date the +securities the subject of this notification were issued

19/12/2023

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
Diane Smith Gander	Diane Smith Gander	125,589
John Batistich	John Batistich	62,794
Meredith Scott	Meredith Scott	62,794

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

<https://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-02717808-2A1476830>

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

Restricted Rights under the NED Equity Plan



Issue details

Number of +securities
251,177

Part 4 - +Securities on issue

Following the issue, conversion or payment up of the +securities the subject of this application, the +securities of the entity will comprise:
(A discrepancy in these figures compared to your own may be due to a matter of timing if there is more than one application for quotation/issuance currently with ASX for processing.)

4.1 Quoted +Securities (Total number of each +class of +securities quoted)

ASX +security code and description	Total number of +securities on issue
ZIP : ORDINARY FULLY PAID	971,984,648

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
ZIPAL : CONVERTIBLE NOTES	159,934
ZIPAJ : EMPLOYEE OPTION	489,799
ZIPAN : RESTRICTED RIGHTS	338,896
ZIPAM : PERFORMANCE RIGHTS	20,527,881
ZIPAI : WARRANTS	9,134,375



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?

☒ No

5.2 Has the entity obtained, or is it obtaining, +security holder approval for the issue under listing rule 7.1?

☒ Yes

5.2a Date of meeting or proposed meeting to approve the issue under listing rule 7.1

9/11/2023