

Appendix 3Y

Change of Director's Interest Notice

Information or documents not available now must be given to ASX as soon as available. Information and documents given to ASX become ASX's property and may be made public.

Introduced 30/09/01 Amended 01/01/11

Name of entity	ZIP Co Limited
ABN	50 139 546 428

We (the entity) give ASX the following information under listing rule 3.19A.2 and as agent for the director for the purposes of section 205G of the Corporations Act.

Name of Director	Larry Diamond
Date of last notice	7 August 2023

Part 1 - Change of director's relevant interests in securities

In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust

Note: In the case of a company, interests which come within paragraph (i) of the definition of "notifiable interest of a director" should be disclosed in this part.

Direct or indirect interest	Direct
Nature of indirect interest (including registered holder) <small>Note: Provide details of the circumstances giving rise to the relevant interest.</small>	N/A
Date of change	19 December 2023
No. of securities held prior to change	INDIRECT <ol style="list-style-type: none">1. Diamond Venture Holdings Pty Ltd <Diamond FT A/C><ol style="list-style-type: none">a. 55,030,515 Ordinary Fully Paid Shares (ZIP)2. Mrs Ashlyn Diamond Performance Rights (ZIPAM):<ol style="list-style-type: none">a. 203,333 Performance Rights (Exercise Price Nil, Vesting 15 February 2022 as per 2018 AGM Notice of Meeting subject to conditions, Expiry 15 February 2025)b. 203,333 Performance Rights (Exercise Price Nil, Vesting 15 February 2023 as per 2018 AGM Notice of Meeting subject to conditions, Expiry 15 February 2025)c. 203,334 Performance Rights (Exercise Price Nil, Vesting 15 February 2024 as per 2018 AGM Notice of Meeting subject to conditions, Expiry 15 February 2025)

+ See chapter 19 for defined terms.

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	<p>3. Solium Nominees (Australia) Pty Ltd <VSA A/C></p> <p>a. 61,252 Ordinary Fully Paid Shares (ZIP)</p> <p>DIRECT</p> <p>4. Mr Larry Diamond</p> <p>a. 100,852 Ordinary Fully Paid Shares (ZIP)</p> <p>Performance Rights (ZIPAM):</p> <p>b. 5,063 Performance Rights (Exercise Price Nil Vesting 8 March 2024 as per 2018 AGM Notice of Meeting subject to conditions, Expiry NIA as Automatic exercise)</p> <p>c. 5,063 Performance Rights (Exercise Price Nil Vesting 8 March 2025 as per 2018 AGM Notice of Meeting subject to conditions, Expiry NIA as Automatic exercise)</p> <p>d. 105,504 Performance Rights (Exercise Price Nil, Vesting 15 September 2024 subject to performance conditions, Expiry 30 November 2027)</p> <p>e. 22,033 Performance Rights (Exercise Price Nil, Vesting 8 March 2024, Expiry 8 March 2028)</p> <p>f. 22,033 Performance Rights (Exercise Price Nil, Vesting 8 March 2025, Expiry 8 March 2028)</p> <p>g. 22,033 Performance Rights (Exercise Price Nil, Vesting 8 March 2026, Expiry 8 March 2028)</p> <p>h. 228,326 Performance Rights (Exercise Price Nil, Vesting 13 March 2026 subject to performance conditions, Expiry 13 March 2029)</p> <p>i. 99,267 Performance Rights (Exercise Price Nil, Vesting 8 March 2024, Expiry 8 March 2029)</p> <p>j. 99,266 Performance Rights (Exercise Price Nil, Vesting 8 March 2025, Expiry 8 March 2029)</p> <p>k. 99,266 Performance Rights (Exercise Price Nil, Vesting 8 March 2026, Expiry 8 March 2029)</p> <p>l. 99,266 Performance Rights (Exercise Price Nil, Vesting 8 March 2027, Expiry 8 March 2029)</p>
Class	Performance Rights (ZIPAM) (Exercise Price Nil, Vesting 15 September 2029, Expiry 15 September 2029)
Number acquired	612,880
Number disposed	
Value/Consideration <small>Note: If consideration is non-cash, provide details and estimated valuation</small>	Nil

+ See chapter 19 for defined terms.

No. of securities held after change	INDIRECT
	<ol style="list-style-type: none"> 1. Diamond Venture Holdings Pty Ltd <Diamond FT A/C> <ol style="list-style-type: none"> a. 55,030,515 Ordinary Fully Paid Shares (ZIP) 2. Mrs Ashlyn Diamond Performance Rights (ZIPAM): <ol style="list-style-type: none"> a. 203,333 Performance Rights (Exercise Price Nil, Vesting 15 February 2022 as per 2018 AGM Notice of Meeting subject to conditions, Expiry 15 February 2025) b. 203,333 Performance Rights (Exercise Price Nil, Vesting 15 February 2023 as per 2018 AGM Notice of Meeting subject to conditions, Expiry 15 February 2025) c. 203,334 Performance Rights (Exercise Price Nil, Vesting 15 February 2024 as per 2018 AGM Notice of Meeting subject to conditions, Expiry 15 February 2025) 3. Solium Nominees (Australia) Pty Ltd <VSA A/C> <ol style="list-style-type: none"> a. 61,252 Ordinary Fully Paid Shares (ZIP)
	DIRECT
	<ol style="list-style-type: none"> 4. Mr Larry Diamond <ol style="list-style-type: none"> a. 100,852 Ordinary Fully Paid Shares (ZIP) Performance Rights (ZIPAM): <ol style="list-style-type: none"> b. 5,063 Performance Rights (Exercise Price Nil Vesting 8 March 2024 as per 2018 AGM Notice of Meeting subject to conditions, Expiry NIA as Automatic exercise) c. 5,063 Performance Rights (Exercise Price Nil Vesting 8 March 2025 as per 2018 AGM Notice of Meeting subject to conditions, Expiry NIA as Automatic exercise) d. 105,504 Performance Rights (Exercise Price Nil, Vesting 15 September 2024 subject to performance conditions, Expiry 30 November 2027) e. 22,033 Performance Rights (Exercise Price Nil, Vesting 8 March 2024, Expiry 8 March 2028) f. 22,033 Performance Rights (Exercise Price Nil, Vesting 8 March 2025, Expiry 8 March 2028) g. 22,033 Performance Rights (Exercise Price Nil, Vesting 8 March 2026, Expiry 8 March 2028) h. 228,326 Performance Rights (Exercise Price Nil, Vesting 13 March 2026 subject to performance conditions, Expiry 13 March 2029) i. 99,267 Performance Rights (Exercise Price Nil, Vesting 8 March 2024, Expiry 8 March 2029) j. 99,266 Performance Rights (Exercise Price Nil, Vesting 8 March 2025, Expiry 8 March 2029) k. 99,266 Performance Rights (Exercise Price Nil, Vesting 8 March 2026, Expiry 8 March 2029) l. 99,266 Performance Rights (Exercise Price Nil, Vesting 8 March 2027, Expiry 8 March 2029) m. 612,880 Performance Rights (Exercise Price Nil, Vesting 15 September 2029, Expiry 15 September 2029)

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Nature of change <small>Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back</small>	Performance Rights issued under the terms of the Long Term Variable Reward Plan, approved at the 2023 Annual General Meeting
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Part 2 – Change of director's interests in contracts

Note: In the case of a company, interests which come within paragraph (ii) of the definition of “notifiable interest of a director” should be disclosed in this part.

Detail of contract	N/A
Nature of interest	N/A
Name of registered holder (if issued securities)	N/A
Date of change	N/A
No. and class of securities to which interest related prior to change <small>Note: Details are only required for a contract in relation to which the interest has changed</small>	N/A
Interest acquired	N/A
Interest disposed	N/A
Value/Consideration <small>Note: If consideration is non-cash, provide details and an estimated valuation</small>	N/A
Interest after change	N/A

Part 3 – ⁺Closed period

Were the interests in the securities or contracts detailed above traded during a ⁺closed period where prior written clearance was required?	No
If so, was prior written clearance provided to allow the trade to proceed during this period?	N/A
If prior written clearance was provided, on what date was this provided?	N/A

⁺ See chapter 19 for defined terms.