Rule 3.19A.2

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 | Cynthia Scott |
|---------------------|------------------|
| Date of last notice | 27 February 2025 |

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 | Indire Direc | |
|---|---|--|
| Nature of indirect interest (including registered holder) Note: Provide details of the circumstances giving rise to the relevant interest. | Solium Nominees (Australia) Pty Ltd | |
| Date of change | 11 March 2025 | |
| No. of securities held prior to change | Direct | |
| | 994,183 | Performance Rights (ZIPAM) |
| | | (Exercise Price Nil, vesting on 13/03/2026 and expiring on 13/03/2029) |
| | 10,118 | Performance Rights (ZIPAM) |
| | | (Exercise Price Nil, vesting on 06/12/2025 and expiring on 06/12/2027) |
| | 109,127 | Performance Rights (ZIPAM) |
| | | (Exercise Price Nil, vesting on 08/03/2025 and expiring on 08/03/2029) |
| | 109,127 | Performance Rights (ZIPAM) |

⁺ See chapter 19 for defined terms.

| 1. Fully Paid Ordinary Shares (ZIP) Direct 2. Performance Rights (ZIPAM) Number acquired Indirect 1. 109,127 Fully Paid Ordinary Shares Number disposed Direct 2. 109,127 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 08/03/2025 and expiring on 08/03/2029) Value/Consideration Note: If consideration is non-cash, provide details and estimated valuation | | | | |
|---|--|--|--|----------------------------------|
| (Exercise Price NiI, vesting on 08/03/2027 and expiring on 08/03/2029) 2,568,741 Performance Rights (ZIPAM) (Exercise Price NiI, vesting on 15/09/2026 and expiring on 15/09/2026 and expiring on 15/09/2027 and expiring on 15/09/2030) Indirect CELI Pty Ltd <celi (australia)="" (exercise="" (zip)="" (zipam)="" 03="" 06="" 08="" 1.="" 10,118="" 109,126="" 109,127="" 12="" 13="" 2.="" 2025="" 2026="" 2027="" 2027)="" 2029)="" 2029)<="" 23,651="" 526,517="" 994,183="" acquired="" after="" and="" change="" direct="" disposed="" expiring="" family="" fully="" held="" indirect="" nii,="" no.="" nominees="" number="" of="" on="" ordinary="" paid="" performance="" price="" rights="" securities="" shares="" solium="" th="" vesting=""><th></th><th></th><th></th><th>_</th></celi> | | | | _ |
| and expiring on 08/03/2029) 2,568,741 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 15/09/2026 and expiring on 15/09/2029) 736,329 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 15/09/2027 and expiring on 15/09/2030) Indirect (ELI Pty Ltd <celi (australia)="" (exercise="" (zip)="" (zipam)="" 03="" 06="" 08="" 1.="" 10,118="" 109,126="" 109,127="" 12="" 13="" 2.="" 2025="" 2026="" 2027="" 2027)="" 2029="" 2029)="" 2029)<="" 23,651="" 526,517="" acquired="" and="" direct="" expiring="" family="" fully="" indirect="" nil,="" nominees="" number="" on="" ordinary="" paid="" performance="" price="" rights="" shares="" solium="" th="" vesting=""><th></th><th>109,126</th><th colspan="2" rowspan="2">Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 08/03/2027</th></celi> | | 109,126 | Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 08/03/2027 | |
| (Exercise Price Nil, vesting on 15/09/2026 and expiring on 15/09/2026 and expiring on 15/09/2029) 736,329 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 15/09/2027 and expiring on 15/09/2030) Indirect CELI Pty Ltd <celi (australia)="" (exercise="" (zip)="" (zipam)="" 03="" 06="" 08="" 1.="" 10,118="" 109,126="" 109,127="" 12="" 13="" 2.="" 2025="" 2026="" 2027="" 2027)="" 2029)="" 2029)<="" 23,651="" 526,517="" 994,183="" a="" after="" and="" c="" change="" direct="" disposed="" expiring="" family="" fully="" held="" indirect="" nil,="" nominees="" not.="" number="" of="" on="" ordinary="" paid="" performance="" price="" rights="" securities="" shares="" solium="" th="" vesting=""><th></th><th></th></celi> | | | | |
| and expiring on 15/09/2029) 736,329 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 15/09/2027 and expiring on 15/09/2030) Indirect CELI Pty Ltd <celi (australia)="" (exercise="" (zip)="" (zipam)="" 03="" 06="" 08="" 1.="" 10,118="" 109,126="" 109,127="" 12="" 13="" 2.="" 2025="" 2026="" 2027="" 2027)="" 2029)="" 2029)<="" 23,651="" 526,517="" 994,183="" a="" after="" and="" c="" change="" consideration="" direct="" disposed="" expiring="" family="" fully="" held="" indirect="" ini="" nil,="" no.="" nominees="" number="" of="" on="" ordinary="" paid="" performance="" price="" rights="" securities="" shares="" solium="" th="" value="" vesting=""><th></th><th>2,568,741</th><th>Performan</th><th>ce Rights (ZIPAM)</th></celi> | | 2,568,741 | Performan | ce Rights (ZIPAM) |
| Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 15/09/2027 and expiring on 15/09/2027) | | | (Exercise Price Nil, vesting on 15/09/2026 and expiring on 15/09/2029) Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 15/09/2027 and | |
| CELL Pty Ltd <cell (australia)="" (exercise="" (zip)="" (zipam)="" 03="" 06="" 08="" 1.="" 10,118="" 109,126="" 109,127="" 12="" 13="" 2.="" 2025="" 2026="" 2027="" 2027)="" 2029)="" 2029)<="" 23,651="" 526,517="" acquired="" after="" and="" change="" consideration="" details="" direct="" disposed="" estimated="" expiring="" family="" fully="" held="" if="" indirect="" is="" nil,="" no.="" nominees="" non-cash,="" note:="" number="" of="" on="" ordinary="" paid="" performance="" price="" provide="" rights="" securities="" shares="" solium="" th="" valuation="" value="" vesting=""><th></th><th>736,329</th></cell> | | 736,329 | | |
| Pty Ltd Shares | | CELJ Pty Ltd <celj< th=""><th>Family</th><th>-</th></celj<> | Family | - |
| 1. Fully Paid Ordinary Shares (ZIP) Direct 2. Performance Rights (ZIPAM) Number acquired Indirect 1. 109,127 Fully Paid Ordinary Shares Number disposed Direct 2. 109,127 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 08/03/2025 and expiring on 08/03/2029) Value/Consideration Note: It consideration is non-cash, provide details and estimated valuation No. of securities held after change Direct 994,183 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 13/03/2026 and expiring on 13/03/2029) 10,118 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 06/12/2025 and expiring on 06/12/2027) 109,127 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 08/03/2026 and expiring on 08/03/2029) 109,126 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 08/03/2027 and | | | (Australia) | • |
| 2. Performance Rights (ZIPAM) Indirect 1. 109,127 Fully Paid Ordinary Shares Number disposed Direct 2. 109,127 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 08/03/2025 and expiring on 08/03/2029) Value/Consideration Note: if consideration is non-cash, provide details and estimated valuation No. of securities held after change Direct 994,183 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 13/03/2026 and expiring on 13/03/2029) 10,118 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 06/12/2025 and expiring on 06/12/2027) 109,127 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 08/03/2026 and expiring on 08/03/2029) 109,126 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 08/03/2027 and | Class | | | |
| Number disposed Direct 1. 109,127 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 08/03/2025 and expiring on 08/03/2029) Value/Consideration Note: If consideration is non-cash, provide details and estimated valuation No. of securities held after change Direct 994,183 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 13/03/2026 and expiring on 13/03/2029) 10,118 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 06/12/2025 and expiring on 06/12/2027) 109,127 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 08/03/2026 and expiring on 08/03/2029) 109,126 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 08/03/2027 and | | | | |
| 2. 109,127 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 08/03/2025 and expiring on 08/03/2029) Nalue/Consideration Note: if consideration is non-cash, provide details and estimated valuation No. of securities held after change Direct 994,183 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 13/03/2026 and expiring on 13/03/2029) 10,118 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 06/12/2025 and expiring on 06/12/2027) 109,127 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 08/03/2026 and expiring on 08/03/2029) 109,126 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 08/03/2027 and | Number acquired | | | |
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| 994,183 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 13/03/2026 and expiring on 13/03/2029) 10,118 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 06/12/2025 and expiring on 06/12/2027) 109,127 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 08/03/2026 and expiring on 08/03/2029) 109,126 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 08/03/2027 and | Value/Consideration Note: If consideration is non-cash, provide details and estimated valuation | Nil | | |
| (Exercise Price Nil, vesting on 13/03/2026 and expiring on 13/03/2029) 10,118 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 06/12/2025 and expiring on 06/12/2027) 109,127 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 08/03/2026 and expiring on 08/03/2029) 109,126 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 08/03/2027 and | No. of securities held after change | Direct | | |
| (Exercise Price Nil, vesting on 13/03/2026 and expiring on 13/03/2029) 10,118 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 06/12/2025 and expiring on 06/12/2027) 109,127 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 08/03/2026 and expiring on 08/03/2029) 109,126 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 08/03/2027 and | | 994,183 F | Performance | Rights (ZIPAM) |
| (Exercise Price Nil, vesting on 06/12/2025 and expiring on 06/12/2027) 109,127 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 08/03/2026 and expiring on 08/03/2029) 109,126 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 08/03/2027 and | | (| Exercise Price | e Nil, vesting on 13/03/2026 and |
| (Exercise Price Nil, vesting on 06/12/2025 and expiring on 06/12/2027) 109,127 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 08/03/2026 and expiring on 08/03/2029) 109,126 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 08/03/2027 and | | | | |
| (Exercise Price Nil, vesting on 08/03/2026 and expiring on 08/03/2029) 109,126 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 08/03/2027 and | | , | | |
| expiring on 08/03/2029) 109,126 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 08/03/2027 and | | 109,127 F | Performance | Rights (ZIPAM) |
| (Exercise Price Nil, vesting on 08/03/2027 and | | | | - |
| • | | 109,126 F | Performance | Rights (ZIPAM) |
| expiring on oo/oo/2023 | | - | | = |

⁺ See chapter 19 for defined terms.

| | 2,568,741 | Performance Rights (ZIPAM) | |
|---|--|--|--|
| | (Exercise Price Nil, vesting on 15/09/2026 a expiring on 15/09/2029) | | |
| | 736,329 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 15/09/2027 and expiring on 15/09/2030) | | |
| | Indirect CELJ Pty Ltd <ci a="" c<="" family="" th=""><th>ELJ 23,651 Fully Paid Ordinary Shares</th></ci> | ELJ 23,651 Fully Paid Ordinary Shares | |
| | Solium Nomine (Australia) Pty I | ,, | |
| Nature of change Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back | Vesting and exercise of Performance Rights (ZIPAM) which converted into Fully Paid Ordinary Shares, with the shares held in trust by Solium Nominees (Australia) Pty Ltd | | |

⁺ See chapter 19 for defined terms.

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