



## Announcement Summary

**Entity name**

ZIP CO LIMITED..

**Date of this announcement**

Thursday January 15, 2026

**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
ZIPAM	PERFORMANCE RIGHTS	2,670,063	23/12/2025

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:**

+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**

23/12/2025

**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?**

No

**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**

The terms of the Equity Incentive Plan are summarised in Annexure A on pages 27-32 of the 2025 AGM Notice of Meeting:

<https://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-02998114-2A1623878&v=undefined>

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

Issue of Long-Term Equity Performance Rights under the Equity Incentive Plan

---

Issue details

---

**Number of +securities**

2,670,063

---

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	59,345
ZIPAN : RESTRICTED RIGHTS	672,762
ZIPAM : PERFORMANCE RIGHTS	14,880,497
ZIPAI : WARRANTS	5,480,625



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?**

Yes

**5.1a Select the number of the applicable exception in Listing Rule 7.2**

13