

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	12 December 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	1. Direct 2. Direct												
Nature of indirect interest (including registered holder) <small>Note: Provide details of the circumstances giving rise to the relevant interest.</small>	-												
Date of change	1. & 2. 20 February 2026												
No. of securities held prior to change	<p>Direct</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 15%;">994,183</td> <td style="width: 10%;">Performance Rights (ZIPAM)</td> <td style="width: 75%;">(Exercise Price Nil, vesting on 13/03/2026 and expiring on 13/03/2029)</td> </tr> <tr> <td>109,127</td> <td>Performance Rights (ZIPAM)</td> <td>(Exercise Price Nil, vesting on 08/03/2026 and expiring on 08/03/2029)</td> </tr> <tr> <td>109,126</td> <td>Performance Rights (ZIPAM)</td> <td>(Exercise Price Nil, vesting on 08/03/2027 and expiring on 08/03/2029)</td> </tr> <tr> <td>2,568,741</td> <td>Performance Rights (ZIPAM)</td> <td></td> </tr> </table>	994,183	Performance Rights (ZIPAM)	(Exercise Price Nil, vesting on 13/03/2026 and expiring on 13/03/2029)	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 expiring on 08/03/2029)	2,568,741	Performance Rights (ZIPAM)	
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	<p>(Exercise Price Nil, vesting on 15/09/2026 and expiring on 15/09/2029)</p> <p>736,329 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 15/09/2027 and expiring on 15/09/2030)</p> <p>142,018 STVR Rights (ZIPAN) (Exercise Price Nil, subject to restriction period and automatically exercised on 19/09/2026)</p> <p>531,932 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 15/09/2028 and expiring on 15/09/2031)</p> <p>497,002 Fully Paid Ordinary Shares</p> <p>Indirect CELJ Pty Ltd <CELJ Family A/C 23,651 Fully Paid Ordinary Shares</p>
Class	Fully Paid Ordinary Shares (ZIP)
Number acquired	<p>1. 27,027 Fully Paid Ordinary Shares</p> <p>2. 26,315 Fully Paid Ordinary Shares</p>
Number disposed	-
Value/Consideration <small>Note: If consideration is non-cash, provide details and estimated valuation</small>	<p>1. \$50,540.49</p> <p>2. \$49,998.50</p>
No. of securities held after change	<p>Direct</p> <p>994,183 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 13/03/2026 and expiring on 13/03/2029)</p> <p>109,127 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 08/03/2026 and expiring on 08/03/2029)</p> <p>109,126 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 08/03/2027 and expiring on 08/03/2029)</p> <p>2,568,741 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 15/09/2026 and expiring on 15/09/2029)</p> <p>736,329 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 15/09/2027 and expiring on 15/09/2030)</p>

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	142,018	STVR Rights (ZIPAN) (Exercise Price Nil, subject to restriction period and automatically exercised on 19/09/2026)
	531,932	Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 15/09/2028 and expiring on 15/09/2031)
	550,344	Fully Paid Ordinary Shares
	Indirect	
	CELJ Pty Ltd <CELJ Family A/C	23,651 Fully Paid Ordinary Shares
Nature of change Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back	On market trades	

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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.