



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**

<b>ASX +security code</b>	<b>Security description</b>	<b>Total number of +securities to be issued/transferred</b>	<b>Issue date</b>
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

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**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

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**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

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**Number of +securities**

251,177

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Part 4 - +Securities on issue

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**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)**

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

**4.2 Unquoted +Securities (Total number of each +class of +securities issued but not quoted on ASX)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
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

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**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