

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	24 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 and Indirect
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	1. and 2. 7 December 2023 3. and 4. 19 December 2023

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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)
	10,117	Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 06/12/2023 and expiring on 06/12/2027)
	10,118	Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 06/12/2024 and expiring on 06/12/2027)
	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 08/03/2024 and expiring on 08/03/2029)
	109,127	Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 08/03/2025 and expiring on 08/03/2029)
	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)
	Indirect	
	CELJ Pty Ltd <CELJ Family A/C	5,302 Fully Paid Ordinary Shares
	Solium Nominees (Australia) Pty Ltd	10,117 Fully Paid Ordinary Shares

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Class	<p>Indirect</p> <ol style="list-style-type: none"> 1. Fully Paid Ordinary Shares (ZIP) 4. Fully Paid Ordinary Shares (ZIP) <p>Direct</p> <ol style="list-style-type: none"> 2. Performance Rights (ZIPAM) 3. Performance Rights (ZIPAM)
Number acquired	<ol style="list-style-type: none"> 1. 10,117 Fully Paid Ordinary Shares 3. 2,568,741 Performance Shares (ZIPAM) 4. 148,760 Fully Paid Ordinary Shares (ZIP)
Number disposed	<ol style="list-style-type: none"> 2. 10,117 Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 06/12/2023 and expiring on 06/12/2027)
Value/Consideration <small>Note: If consideration is non-cash, provide details and estimated valuation</small>	<ol style="list-style-type: none"> 1. Nil 2. Nil 3. Nil 4. \$0.445 per share

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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 06/12/2024 and expiring on 06/12/2027)
	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 08/03/2024 and expiring on 08/03/2029)
	109,127	Performance Rights (ZIPAM) (Exercise Price Nil, vesting on 08/03/2025 and expiring on 08/03/2029)
	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) (Exercise Price Nil, vesting on 15/09/2026 and expiring on 15/09/2029)
	Indirect	
	CELJ Pty Ltd <CELJ Family A/C	5,302 Fully Paid Ordinary Shares
	Solium Nominees (Australia) Pty Ltd	168,994 Fully Paid Ordinary Shares

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<p>Nature of change Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back</p>	<ol style="list-style-type: none">1. and 2. Vesting and exercise of Performance Rights (ZIPAM), with shares being allocated to Solium Nominees (Australia) Pty Ltd2. Performance Rights issued under the terms of the Long Term Variable Reward Plan, approved at the 2023 Annual General Meeting3. Issue of Fully Paid Ordinary shares under the terms of the Short Term Variable Reward Plan, approved at the 2023 Annual General Meeting, with shares being allocated to Solium Nominees (Australia) Pty Ltd
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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.