

Form 604Corporations Act 2001
Section 671B**Notice of change of interests of substantial holder**To Company Name/Scheme **ZIP CO LIMITED**ACN/ARSN **139 546 428****1. Details of substantial holder (1)**Name **State Street Corporation and subsidiaries named in Annexures to this form**

ACN/ARSN (if applicable)

There was a change in the interests of the substantial holder on **15/03/2024**The previous notice was given to the company on **13/03/2024**The previous notice was dated **11/03/2024****2. Previous and present voting power**

The total number of votes attached to all the voting shares in the company or voting interests in the scheme that the substantial holder or an associate (2) had a relevant interest (3) in when last required, and when now required, to give a substantial holding notice to the company or scheme, are as follows:

| Class of securities (4) | Previous notice | | Present notice | |
|-------------------------|-------------------|------------------|-------------------|------------------|
| | Person's votes | Voting power (5) | Person's votes | Voting power (5) |
| Ordinary | 60,198,980 | 5.67% | 71,310,417 | 6.72% |
| | | | | |

3. Changes in relevant interests

Particulars of each change in, or change in the nature of, a relevant interest of the substantial holder or an associate in voting securities of the company or scheme, since the substantial holder was last required to give a substantial holding notice to the company or scheme are as follows:

| Date of change | Person whose relevant interest changed | Nature of change (6) | Consideration given in relation to change (7) | Class and number of securities affected | Person's votes affected |
|---------------------------|--|----------------------|---|---|-------------------------|
| Annexure B & D | | | | | |
| | | | | | |
| | | | | | |

4. Present relevant interests

Particulars of each relevant interest of the substantial holder in voting securities after the change are as follows:

| Holder of relevant interest | Registered holder of securities | Person entitled to be registered as holder (8) | Nature of relevant interest (6) | Class and number of securities | Person's votes |
|-----------------------------|---------------------------------|--|---------------------------------|--------------------------------|----------------|
| Annexure A | | | | | |
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5. Changes in association

The persons who have become associates (2) of, ceased to be associates of, or have changed the nature of their association (9) with, the substantial holder in relation to voting interests in the company or scheme are as follows:

| Name and ACN/ARSN (if applicable) | Nature of association |
|-----------------------------------|-----------------------|
| | |
| | |


6. Addresses

The addresses of persons named in this form are as follows:

| Name | Address |
|-------------------|---------|
| Annexure C | |
| | |

Signature

print name **Alok Maheshwary** capacity **Authorised signatory**

sign here  date **19/03/2024**

DIRECTIONS

- (1) If there are a number of substantial holders with similar or related relevant interests (eg. a corporation and its related corporations, or the manager and trustee of an equity trust), the names could be included in an annexure to the form. If the relevant interests of a group of persons are essentially similar, they may be referred to throughout the form as a specifically named group if the membership of each group, with the names and addresses of members is clearly set out in paragraph 6 of the form.
- (2) See the definition of "associate" in section 9 of the Corporations Act 2001.
- (3) See the definition of "relevant interest" in sections 608 and 671B(7) of the Corporations Act 2001.
- (4) The voting shares of a company constitute one class unless divided into separate classes.
- (5) The person's votes divided by the total votes in the body corporate or scheme multiplied by 100.
- (6) Include details of:
 - (a) any relevant agreement or other circumstances because of which the change in relevant interest occurred. If subsection 671B(4) applies, a copy of any document setting out the terms of any relevant agreement, and a statement by the person giving full and accurate details of any contract, scheme or arrangement, must accompany this form, together with a written statement certifying this contract, scheme or arrangement; and
 - (b) any qualification of the power of a person to exercise, control the exercise of, or influence the exercise of, the voting powers or disposal of the securities to which the relevant interest relates (indicating clearly the particular securities to which the qualification applies).

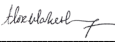
See the definition of "relevant agreement" in section 9 of the Corporations Act 2001.
- (7) Details of the consideration must include any and all benefits, money and other, that any person from whom a relevant interest was acquired has, or may, become entitled to receive in relation to that acquisition. Details must be included even if the benefit is conditional on the happening or not of a contingency. Details must be included of any benefit paid on behalf of the substantial holder or its associate in relation to the acquisitions, even if they are not paid directly to the person from whom the relevant interest was acquired.
- (8) If the substantial holder is unable to determine the identity of the person (eg. if the relevant interest arises because of an option) write "unknown".
- (9) Give details, if appropriate, of the present association and any change in that association since the last substantial holding notice.

 19 March 2024

Alok Maheshwary
Authorised Signatory

4. Present relevant interests

| Holder of relevant interest | Nature of Relevant Interest | Registered Holder of securities | Person Entitled to be registered as holder | Class and number of Securities | Person's votes |
|--|---|---------------------------------|--|--------------------------------|----------------|
| SSGA FUNDS MANAGEMENT, INC. | Power to control the exercise of a right to vote attached to securities and/or the power to dispose of securities as investment manager or trustee | State Street Bank and Trust Co | n/a | Ordinary 369,189 | 369,189 |
| STATE STREET GLOBAL ADVISORS LIMITED | Power to control the exercise of a right to vote attached to securities and/or the power to dispose of securities as investment manager or trustee | Northern Trust Company | n/a | Ordinary 3,838 | 3,838 |
| STATE STREET GLOBAL ADVISORS, AUSTRALIA, LIMITED | Power to control the exercise of a right to vote attached to securities and/or the power to dispose of securities as investment manager or trustee | JPMorgan AG | n/a | Ordinary 118,295 | 118,295 |
| STATE STREET GLOBAL ADVISORS, AUSTRALIA, LIMITED | Power to control the exercise of a right to vote attached to securities and/or the power to dispose of securities as investment manager or trustee | National Australian Bank LTD | n/a | Ordinary 110,671 | 110,671 |
| STATE STREET GLOBAL ADVISORS, AUSTRALIA, LIMITED | Power to control the exercise of a right to vote attached to securities and/or the power to dispose of securities as investment manager or trustee | Northern Trust Company | n/a | Ordinary 2,393,178 | 2,393,178 |
| STATE STREET GLOBAL ADVISORS, AUSTRALIA, LIMITED | Power to control the exercise of a right to vote attached to securities and/or the power to dispose of securities as investment manager or trustee | State Street Bank and Trust Co | n/a | Ordinary 9,055,164 | 9,055,164 |
| STATE STREET BANK AND TRUST COMPANY | For Lent securities: Relevant interest under section 608(8A) being the holder of securities subject to an obligation to return under a securities lending agreement. State Street Bank and Trust Company has lent the securities and retains a relevant interest | INTERNATIONAL PAPER CO | INTERNATIONAL PAPER CO | Ordinary 120,000 | 120,000 |
| STATE STREET BANK AND TRUST COMPANY | For collateral securities: Relevant interest under section 608(8A) being the right, as lender, to dispose of shares transferred to secure a securities loan | THE RBC GROUP | THE RBC GROUP | Ordinary 18,465,548 | 18,465,548 |
| STATE STREET BANK AND TRUST COMPANY | For collateral securities: Relevant interest under section 608(8A) being the right, as lender, to dispose of shares transferred to secure a securities loan | UBS SECURITIES AUSTRALIA LTD | UBS SECURITIES AUSTRALIA LTD | Ordinary 40,674,534 | 40,674,534 |

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Alok Maheshwary
Authorised Signatory

3. Changes in relevant interests

| Date of Change | Person whose relevant interest changed | Nature of Change | Consideration given in relation to Change | Class and number of Securities affected | Person's Votes affected | |
|----------------|--|--|---|---|-------------------------|-----------|
| 15-Mar-2024 | STATE STREET GLOBAL ADVISORS, AUSTRALIA, LIMITED | Purchase | 1.28 | Ordinary | 2,476,871 | 2,476,871 |
| 12-Mar-2024 | STATE STREET BANK AND TRUST COMPANY | Transfer of title of securities to secure a securities loan from THE RBC GROUP - Refer Part B of Annexure D | n/a | Ordinary | 1,342,274 | 1,342,274 |
| 13-Mar-2024 | STATE STREET BANK AND TRUST COMPANY | Return of securities provided to secure a securities loan to THE RBC GROUP - Refer Part B of Annexure D | n/a | Ordinary | (5,032) | (5,032) |
| 14-Mar-2024 | STATE STREET BANK AND TRUST COMPANY | Transfer of title of securities to secure a securities loan from THE RBC GROUP - Refer Part B of Annexure D | n/a | Ordinary | 943,879 | 943,879 |
| 15-Mar-2024 | STATE STREET BANK AND TRUST COMPANY | Return of securities provided to secure a securities loan to THE RBC GROUP - Refer Part B of Annexure D | n/a | Ordinary | (2,166) | (2,166) |
| 12-Mar-2024 | STATE STREET BANK AND TRUST COMPANY | Return of securities provided to secure a securities loan to UBS SECURITIES AUSTRALIA LTD - Refer Part B of Annexure D | n/a | Ordinary | (836,844) | (836,844) |
| 13-Mar-2024 | STATE STREET BANK AND TRUST COMPANY | Transfer of title of securities to secure a securities loan from UBS SECURITIES AUSTRALIA LTD - Refer Part B of Annexure D | n/a | Ordinary | 3,611,292 | 3,611,292 |
| 14-Mar-2024 | STATE STREET BANK AND TRUST COMPANY | Transfer of title of securities to secure a securities loan from UBS SECURITIES AUSTRALIA LTD - Refer Part B of Annexure D | n/a | Ordinary | 404,905 | 404,905 |
| 15-Mar-2024 | STATE STREET BANK AND TRUST COMPANY | Transfer of title of securities to secure a securities loan from UBS SECURITIES AUSTRALIA LTD - Refer Part B of Annexure D | n/a | Ordinary | 261,627 | 261,627 |
| 12-Mar-2024 | STATE STREET BANK AND TRUST COMPANY | Transfer of title of securities to secure a securities loan from THE RBC GROUP - Refer Part B of Annexure D | n/a | Ordinary | 10,939 | 10,939 |
| 13-Mar-2024 | STATE STREET BANK AND TRUST COMPANY | Transfer of title of securities to secure a securities loan from THE RBC GROUP - Refer Part B of Annexure D | n/a | Ordinary | 29 | 29 |
| 14-Mar-2024 | STATE STREET BANK AND TRUST COMPANY | Transfer of title of securities to secure a securities loan from THE RBC GROUP - Refer Part B of Annexure D | n/a | Ordinary | 7,602 | 7,602 |
| 15-Mar-2024 | STATE STREET BANK AND TRUST COMPANY | Return of securities provided to secure a securities loan to THE RBC GROUP - Refer Part B of Annexure D | n/a | Ordinary | (107) | (107) |
| 12-Mar-2024 | STATE STREET BANK AND TRUST COMPANY | Return of securities provided to secure a securities loan to UBS SECURITIES AUSTRALIA LTD - Refer Part B of Annexure D | n/a | Ordinary | (381,565) | (381,565) |
| 13-Mar-2024 | STATE STREET BANK AND TRUST COMPANY | Return of securities provided to secure a securities loan to UBS SECURITIES AUSTRALIA LTD - Refer Part B of Annexure D | n/a | Ordinary | (125,640) | (125,640) |
| 14-Mar-2024 | STATE STREET BANK AND TRUST COMPANY | Return of securities provided to secure a securities loan to UBS SECURITIES AUSTRALIA LTD - Refer Part B of Annexure D | n/a | Ordinary | (97,525) | (97,525) |
| 15-Mar-2024 | STATE STREET BANK AND TRUST COMPANY | Transfer of title of securities to secure a securities loan from UBS SECURITIES AUSTRALIA LTD - Refer Part B of Annexure D | n/a | Ordinary | 66,596 | 66,596 |
| 12-Mar-2024 | STATE STREET BANK AND TRUST COMPANY | Transfer of title of securities to secure a securities loan from THE RBC GROUP - Refer Part B of Annexure D | n/a | Ordinary | 2,355,365 | 2,355,365 |
| 13-Mar-2024 | STATE STREET BANK AND TRUST COMPANY | Transfer of title of securities to secure a securities loan from THE RBC GROUP - Refer Part B of Annexure D | n/a | Ordinary | 5,003 | 5,003 |
| 14-Mar-2024 | STATE STREET BANK AND TRUST COMPANY | Transfer of title of securities to secure a securities loan from THE RBC GROUP - Refer Part B of Annexure D | n/a | Ordinary | 1,669,311 | 1,669,311 |
| 15-Mar-2024 | STATE STREET BANK AND TRUST COMPANY | Transfer of title of securities to secure a securities loan from THE RBC GROUP - Refer Part B of Annexure D | n/a | Ordinary | 2,273 | 2,273 |
| 12-Mar-2024 | STATE STREET BANK AND TRUST COMPANY | Transfer of title of securities to secure a securities loan from UBS SECURITIES AUSTRALIA LTD - Refer Part B of Annexure D | n/a | Ordinary | 872,597 | 872,597 |
| 13-Mar-2024 | STATE STREET BANK AND TRUST COMPANY | Transfer of title of securities to secure a securities loan from UBS SECURITIES AUSTRALIA LTD - Refer Part B of Annexure D | n/a | Ordinary | 94,829 | 94,829 |
| 14-Mar-2024 | STATE STREET BANK AND TRUST COMPANY | Return of securities provided to secure a securities loan to UBS SECURITIES AUSTRALIA LTD - Refer Part B of Annexure D | n/a | Ordinary | (719,680) | (719,680) |
| 15-Mar-2024 | STATE STREET BANK AND TRUST COMPANY | Return of securities provided to secure a securities loan to UBS SECURITIES AUSTRALIA LTD - Refer Part B of Annexure D | n/a | Ordinary | (65,396) | (65,396) |
| 13-Mar-2024 | STATE STREET BANK AND TRUST COMPANY | Return of securities under a securities loan by THE BARCLAYS GROUP - Refer Part A of Annexure D | n/a | Ordinary | (900,000) | (900,000) |
| 13-Mar-2024 | STATE STREET BANK AND TRUST COMPANY | Lending securities under a securities loan to BANK OF MONTREAL EUROPE PUBLIC LIMITED COMPANY - Refer Part A of Annexure D | n/a | Ordinary | 120,000 | 120,000 |

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Alok Maheshwary
Authorised Signatory

6. Addresses

| Name | Address |
|--|---|
| SSGA FUNDS MANAGEMENT, INC. | Channel Center, 1 Iron Street, Boston MA 02210, United States |
| STATE STREET GLOBAL ADVISORS LIMITED | 20 Churchill Place, London, England, E14 5HJ, United Kingdom |
| STATE STREET GLOBAL ADVISORS, AUSTRALIA, LIMITED | Level 15, 420 George Street, Sydney NSW 2000, Australia |
| STATE STREET BANK AND TRUST COMPANY | One Congress Street, Suite 1, Boston MA 02114, United States |



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Authorised Signatory

3. Changes in relevant interests

State Street Bank and Trust Company will, if requested by the company or responsible entity to whom this form must be given under the Corporations Act 2001 (Cth) or if requested by the Australian Securities and Investment Commission (ASIC), provide a copy of the master securities lending agreement/s and security agreement/s referred to below to the company, responsible entity or ASIC.

Part A: For relevant interests arising out of lending securities - State Street Bank and Trust Company acquires relevant interest as lender of the securities under securities lending authorisation agreement, subject to obligation to return under the agreement. (State Street Bank and Trust Company has lent the securities and retains relevant interest as per Part B of this Annexure.)

| | |
|--|--|
| Type of agreement | Securities Lending Authorisation Agreement/ Global Master Securities Lending Agreement/ Securities Loan Agreement |
| Parties to agreement | (1) State Street Bank and Trust Company (2) The entity referred to in the relevant part of Annexure B to this notice |
| Can the parties exercise voting rights attaching to the securities? | (1) No (2) Yes. (Borrower has the right to vote, but may on-lend securities) |
| If yes, in what circumstances | (1) Only if instructed to by the borrower (2) As determined by the owner of the securities |
| Transfer date | The dates on which the securities were delivered by State Street Bank and Trust Company as lender are set out in Annexure B to this notice |
| Scheduled return date | No scheduled return date |
| Does the borrower have the right to return the securities early? | No scheduled return date. Borrower can return securities or equivalent securities at any time subject to giving notice |
| If yes, in what circumstances | Borrower can return securities or equivalent securities at any time subject to giving notice |
| Does the lender have the right to recall the securities early (ie before the scheduled return date)? | No scheduled return date. Lender can require return of securities or equivalent securities at any time subject to giving notice |
| If yes, in what circumstances | Lender can require return of securities or equivalent securities at any time subject to giving notice |
| Are there any circumstances in which the borrower is not required to return securities or equivalent securities on settlement? | No |
| If yes, detail any exceptions | n/a |

Part B: For relevant interests arising out of lending securities - State Street Bank and Trust Company acquires a relevant interest in securities through taking a security interest ("title transfer") over the securities as collateral to secure a securities loan. (See Part A of this Annexure for securities loan details.)

| | |
|--|---|
| Type of agreement | Global Master Securities Lending Agreement Securities Lending Authorisation Agreement |
| Parties to agreement | (1) State Street Bank and Trust Company (2) The entity referred to in the relevant part of Annexure B to this notice |
| Can the parties exercise voting rights attaching to the securities? | (1) Yes, but only if the borrower defaults and ownership is enforced (2) Yes |
| If yes, in what circumstances | (1) Only if the borrower defaults and ownership is enforced (2) In accordance with ordinary rights as registered holder, either directly or through nominee holder |
| Transfer date | The dates on which the securities were transferred, as indicated in Annexure B to this notice |
| Scheduled return date | No scheduled return date. Securities collateral is returned on termination of related securities loan |
| Does the borrower have the right to have the securities returned early? | No scheduled return date. Securities collateral is returned on termination of related securities loan or the provision of alternative collateral |
| If yes, in what circumstances | At any time subject to returning the borrowed securities or equivalent securities or providing alternative collateral |
| Are there any circumstances in which the lender is not required to return securities collateral on settlement? | No, assuming the borrower returns the borrowed securities or equivalent securities |
| If yes, detail any exceptions | n/a (lender must return securities collateral if the borrower returns the borrowed securities or equivalent securities) |