

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.

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|----------------------------|------------------|
| Name of Director | Larry Diamond |
| Date of last notice | 28 November 2024 |

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.

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|---|--|
| Direct or indirect interest | Indirect |
| Nature of indirect interest (including registered holder) <small>Note: Provide details of the circumstances giving rise to the relevant interest.</small> | Fully Paid Ordinary shares held by Diamond Venture Holdings Pty Ltd <Diamond Family A/C> |
| Date of change | 3 December 2024 |

+ See chapter 19 for defined terms.

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|--|---|----------|--|-----------|--|-----------|--|------------|--|-----------|--|-----------|--|-----------|--|------------|--|
| <p>No. of securities held prior to change</p> | <p>Indirect</p> <p>1. Diamond Venture Holdings Pty Ltd <Diamond Family A/C> a. 55,030,515 Fully Paid Ordinary (ZIP)</p> <p>2. Mrs Ashlyn Diamond Performance Rights (ZIPAM): a. 203,333 Performance Rights (Exercise Price Nil, Vested 15 February 2022 as per 2018 AGM Notice of Meeting subject to conditions, Expiry 15 February 2025)</p> <p>3. Solium Nominees (Australia) Pty Ltd <VSA A/C> a. 351,878 Fully Paid Ordinary (ZIP)</p> <p>Direct</p> <p>4. Mr Larry Diamond a. 100,852 Fully Paid Ordinary (ZIP)</p> <p>Performance Rights (ZIPAM):</p> <table border="1" data-bbox="419 745 1401 1543"> <tr> <td data-bbox="419 745 651 848">b. 5,063</td> <td data-bbox="651 745 1401 848">Performance Rights (Exercise Price Nil Vesting 8 March 2025 as per 2018 AGM Notice of Meeting subject to conditions, Expiry N/A as Automatic exercise)</td> </tr> <tr> <td data-bbox="419 848 651 929">c. 22,033</td> <td data-bbox="651 848 1401 929">Performance Rights (Exercise Price Nil, Vesting 8 March 2025, Expiry 8 March 2028)</td> </tr> <tr> <td data-bbox="419 929 651 1003">d. 22,033</td> <td data-bbox="651 929 1401 1003">Performance Rights (Exercise Price Nil, Vesting 8 March 2026, Expiry 8 March 2028)</td> </tr> <tr> <td data-bbox="419 1003 651 1106">e. 228,326</td> <td data-bbox="651 1003 1401 1106">Performance Rights (Exercise Price Nil, Vesting 13 March 2026 subject to performance conditions, Expiry 13 March 2029)</td> </tr> <tr> <td data-bbox="419 1106 651 1187">f. 99,266</td> <td data-bbox="651 1106 1401 1187">Performance Rights (Exercise Price Nil, Vesting 8 March 2025, Expiry 8 March 2029)</td> </tr> <tr> <td data-bbox="419 1187 651 1270">g. 99,266</td> <td data-bbox="651 1187 1401 1270">Performance Rights (Exercise Price Nil, Vesting 8 March 2026, Expiry 8 March 2029)</td> </tr> <tr> <td data-bbox="419 1270 651 1352">h. 99,266</td> <td data-bbox="651 1270 1401 1352">Performance Rights (Exercise Price Nil, Vesting 8 March 2027, Expiry 8 March 2029)</td> </tr> <tr> <td data-bbox="419 1352 651 1543">i. 612,880</td> <td data-bbox="651 1352 1401 1543">Performance Rights (Exercise Price Nil, Vesting 15 September 2029, Expiry 15 September 2029)</td> </tr> </table> | b. 5,063 | Performance Rights (Exercise Price Nil Vesting 8 March 2025 as per 2018 AGM Notice of Meeting subject to conditions, Expiry N/A as Automatic exercise) | c. 22,033 | Performance Rights (Exercise Price Nil, Vesting 8 March 2025, Expiry 8 March 2028) | d. 22,033 | Performance Rights (Exercise Price Nil, Vesting 8 March 2026, Expiry 8 March 2028) | e. 228,326 | Performance Rights (Exercise Price Nil, Vesting 13 March 2026 subject to performance conditions, Expiry 13 March 2029) | f. 99,266 | Performance Rights (Exercise Price Nil, Vesting 8 March 2025, Expiry 8 March 2029) | g. 99,266 | Performance Rights (Exercise Price Nil, Vesting 8 March 2026, Expiry 8 March 2029) | h. 99,266 | Performance Rights (Exercise Price Nil, Vesting 8 March 2027, Expiry 8 March 2029) | i. 612,880 | Performance Rights (Exercise Price Nil, Vesting 15 September 2029, Expiry 15 September 2029) |
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| <p>Class</p> | <p>Fully Paid Ordinary Shares (Indirect)</p> | | | | | | | | | | | | | | | | |
| <p>Number acquired</p> | <p>NA</p> | | | | | | | | | | | | | | | | |

+ See chapter 19 for defined terms.

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| Number disposed | 30,000,000 |
| Value/Consideration <small>Note: If consideration is non-cash, provide details and estimated valuation</small> | \$3.35 per share |

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| <p>No. of securities held after change</p> | <p>Indirect</p> <p>1. Diamond Venture Holdings Pty Ltd <Diamond Family A/C> a. 25,030,515 Fully Paid Ordinary (ZIP)</p> <p>2. Mrs Ashlyn Diamond Performance Rights (ZIPAM): a. 203,333 Performance Rights (Exercise Price Nil, Vested 15 February 2022 as per 2018 AGM Notice of Meeting subject to conditions, Expiry 15 February 2025)</p> <p>3. Solium Nominees (Australia) Pty Ltd <VSA A/C> a. 351,878 Fully Paid Ordinary (ZIP)</p> <p>Direct</p> <p>4. Mr Larry Diamond a. 100,852 Fully Paid Ordinary (ZIP)</p> <p>Performance Rights (ZIPAM):</p> <table border="1" data-bbox="419 748 1402 1547"> <tr> <td data-bbox="419 748 708 853">b. 5,063</td> <td data-bbox="708 748 1402 853">Performance Rights (Exercise Price Nil Vesting 8 March 2025 as per 2018 AGM Notice of Meeting subject to conditions, Expiry N/A as Automatic exercise)</td> </tr> <tr> <td data-bbox="419 853 708 931">c. 22,033</td> <td data-bbox="708 853 1402 931">Performance Rights (Exercise Price Nil, Vesting 8 March 2025, Expiry 8 March 2028)</td> </tr> <tr> <td data-bbox="419 931 708 1010">d. 22,033</td> <td data-bbox="708 931 1402 1010">Performance Rights (Exercise Price Nil, Vesting 8 March 2026, Expiry 8 March 2028)</td> </tr> <tr> <td data-bbox="419 1010 708 1111">e. 228,326</td> <td data-bbox="708 1010 1402 1111">Performance Rights (Exercise Price Nil, Vesting 13 March 2026 subject to performance conditions, Expiry 13 March 2029)</td> </tr> <tr> <td data-bbox="419 1111 708 1189">f. 99,266</td> <td data-bbox="708 1111 1402 1189">Performance Rights (Exercise Price Nil, Vesting 8 March 2025, Expiry 8 March 2029)</td> </tr> <tr> <td data-bbox="419 1189 708 1267">g. 99,266</td> <td data-bbox="708 1189 1402 1267">Performance Rights (Exercise Price Nil, Vesting 8 March 2026, Expiry 8 March 2029)</td> </tr> <tr> <td data-bbox="419 1267 708 1346">h. 99,266</td> <td data-bbox="708 1267 1402 1346">Performance Rights (Exercise Price Nil, Vesting 8 March 2027, Expiry 8 March 2029)</td> </tr> <tr> <td data-bbox="419 1346 708 1547">i. 612,880</td> <td data-bbox="708 1346 1402 1547">Performance Rights (Exercise Price Nil, Vesting 15 September 2029, Expiry 15 September 2029)</td> </tr> </table> | b. 5,063 | Performance Rights (Exercise Price Nil Vesting 8 March 2025 as per 2018 AGM Notice of Meeting subject to conditions, Expiry N/A as Automatic exercise) | c. 22,033 | Performance Rights (Exercise Price Nil, Vesting 8 March 2025, Expiry 8 March 2028) | d. 22,033 | Performance Rights (Exercise Price Nil, Vesting 8 March 2026, Expiry 8 March 2028) | e. 228,326 | Performance Rights (Exercise Price Nil, Vesting 13 March 2026 subject to performance conditions, Expiry 13 March 2029) | f. 99,266 | Performance Rights (Exercise Price Nil, Vesting 8 March 2025, Expiry 8 March 2029) | g. 99,266 | Performance Rights (Exercise Price Nil, Vesting 8 March 2026, Expiry 8 March 2029) | h. 99,266 | Performance Rights (Exercise Price Nil, Vesting 8 March 2027, Expiry 8 March 2029) | i. 612,880 | Performance Rights (Exercise Price Nil, Vesting 15 September 2029, Expiry 15 September 2029) |
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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> | <p>Off market block trade</p> | | | | | | | | | | | | | | | | |

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.

+ See chapter 19 for defined terms.

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|---|-----|
| 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

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| 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 |

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