

**Form 604**  
Corporations Act 2001  
Section 671B  
**Notice of change of interests of substantial holder**

To Company Name/Scheme ZIP CO LIMITEDACN/ARSN 139 546 428**1. Details of substantial holder (1)**Name State Street Corporation and subsidiaries named in paragraph 6 to this form

ACN/ARSN (if applicable)

There was a change in the interests of the substantial holder on 25/04/2025The previous notice was given to the company on 28/04/2025The previous notice was dated 24/04/2025**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                | 75,483,757      | 5.78%            | 103,436,291    | 7.92%            |

**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 A & B                         |                      |   |   |                         |

**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 |
|---|---|---|--|--------------------------------|----------------|
| STATE STREET GLOBAL ADVISORS EUROPE LIMITED | JPMorgan AG   | n/a   | 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   | 26,101 Ordinary                | 26,101         |
| STATE STREET GLOBAL ADVISORS EUROPE LIMITED | State Street Bank and Trust Co                      | n/a   | 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   | 149,986 Ordinary               | 149,986        |
| STATE STREET GLOBAL ADVISORS EUROPE LIMITED | Bank of New York Mellon                             | n/a   | 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   | 233,863 Ordinary               | 233,863        |
| STATE STREET GLOBAL ADVISORS EUROPE LIMITED | Citibank NA   | n/a   | 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   | 126,273 Ordinary               | 126,273        |
| STATE STREET BANK AND TRUST COMPANY         | THE REGENTS OF THE UNIVERSITY OF CALIFORNIA         | THE REGENTS OF THE UNIVERSITY OF CALIFORNIA         | 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       | 472,826 Ordinary               | 472,826        |
| STATE STREET BANK AND TRUST COMPANY         | THE BARCLAYS GROUP                                  | THE BARCLAYS GROUP                                  | For collateral securities: Relevant interest under section 608(8A) being the right, as lender, to dispose of shares transferred to secure a securities loan  | 93,039 Ordinary                | 93,039         |
| STATE STREET BANK AND TRUST COMPANY         | POLICE AND FIREMENS RETIREMENT SYSTEM OF NEW JERSEY | POLICE AND FIREMENS RETIREMENT SYSTEM OF NEW JERSEY | 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       | 265,984 Ordinary               | 265,984        |
| STATE STREET BANK AND TRUST COMPANY         | UNKNOWN   | STATE STREET BANK AND TRUST COMPANY                 | For borrowed securities: Relevant interest under section 608(1) being the holder of securities subject to an obligation to return under a securities lending agreement. STATE STREET BANK AND TRUST COMPANY has on-lent the securities and retains a relevant interest | 89,446 Ordinary                | 89,446         |
| STATE STREET BANK AND TRUST COMPANY         | SSGA SPDR ETFs EUROPE II PLC                        | SSGA SPDR ETFs EUROPE II PLC                        | 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       | 118,750 Ordinary               | 118,750        |
| STATE STREET BANK AND TRUST COMPANY         | SSGA  | SSGA  | 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       | 681,270 Ordinary               | 681,270        |
| STATE STREET BANK AND TRUST COMPANY         | SSGA SPDR ETFs EUROPE I PLC                         | SSGA SPDR ETFs EUROPE I PLC                         | 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       | 23,736 Ordinary                | 23,736         |

|  |  |  |  |            |          |            |
|--|--|--|--|------------|----------|------------|
| STATE STREET BANK AND TRUST COMPANY              | SSGA FUNDS                                 | SSGA FUNDS                                 | 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 | 353,181    | Ordinary | 353,181    |
| STATE STREET BANK AND TRUST COMPANY              | DIMENSIONAL FUND ADVISORS                  | DIMENSIONAL FUND ADVISORS                  | 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 | 505,574    | Ordinary | 505,574    |
| STATE STREET BANK AND TRUST COMPANY              | WA STATE INVESTMENT BOARD                  | WA STATE INVESTMENT BOARD                  | 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 | 453,721    | Ordinary | 453,721    |
| STATE STREET BANK AND TRUST COMPANY              | TEACHER RETIREMENT SYSTEM OF TEXAS         | TEACHER RETIREMENT SYSTEM OF TEXAS         | 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 | 776,662    | Ordinary | 776,662    |
| STATE STREET BANK AND TRUST COMPANY              | SSGA SPDR INDEX SHARE FUNDS                | SSGA SPDR INDEX SHARE FUNDS                | 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 | 2,352,396  | Ordinary | 2,352,396  |
| STATE STREET BANK AND TRUST COMPANY              | FEDERAL RETIREMENT THRIFT INVESTMENT BOARD | FEDERAL RETIREMENT THRIFT INVESTMENT BOARD | 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 | 689,742    | Ordinary | 689,742    |
| STATE STREET BANK AND TRUST COMPANY              | UBS SECURITIES AUSTRALIA LTD               | UBS SECURITIES AUSTRALIA LTD               | For collateral securities:Relevant interest under section 608(8A) being the right, as lender, to dispose of shares transferred to secure a securities loan   | 28,714,299 | Ordinary | 28,714,299 |
| STATE STREET BANK AND TRUST COMPANY              | NEW JERSEY DIVISION OF INVESTMENT          | NEW JERSEY DIVISION OF INVESTMENT          | 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 | 632,683    | Ordinary | 632,683    |
| STATE STREET BANK AND TRUST COMPANY              | CALSTRS                                    | CALSTRS                                    | 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 | 1,202,921  | Ordinary | 1,202,921  |
| STATE STREET GLOBAL ADVISORS TRUST COMPANY       | State Street Bank and Trust Co             | n/a  | 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   | 6,968,326  | Ordinary | 6,968,326  |
| STATE STREET GLOBAL ADVISORS TRUST COMPANY       | Bank of New York Mellon                    | n/a  | 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   | 404,276    | Ordinary | 404,276    |
| STATE STREET GLOBAL ADVISORS TRUST COMPANY       | Northern Trust Company                     | n/a  | 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   | 220,409    | Ordinary | 220,409    |
| SSGA FUNDS MANAGEMENT, INC.                      | State Street Bank and Trust Co             | n/a  | 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   | 2,856,213  | Ordinary | 2,856,213  |
| STATE STREET GLOBAL ADVISORS LIMITED             | Northern Trust Company                     | n/a  | 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   | 3,838      | Ordinary | 3,838      |
| STATE STREET GLOBAL ADVISORS, AUSTRALIA, LIMITED | JPMorgan AG                                | n/a  | 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   | 4,316,506  | Ordinary | 4,316,506  |
| STATE STREET GLOBAL ADVISORS, AUSTRALIA, LIMITED | State Street Bank and Trust Co             | n/a  | 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   | 41,560,366 | Ordinary | 41,560,366 |
| STATE STREET GLOBAL ADVISORS, AUSTRALIA, LIMITED | BNP Paribas                                | n/a  | 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   | 329,576    | Ordinary | 329,576    |
| STATE STREET GLOBAL ADVISORS, AUSTRALIA, LIMITED | Citibank NA                                | n/a  | 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   | 4,005,998  | Ordinary | 4,005,998  |
| STATE STREET GLOBAL ADVISORS, AUSTRALIA, LIMITED | Northern Trust Company                     | n/a  | 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   | 4,808,330  | Ordinary | 4,808,330  |

#### 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                  |
|--|--|
| STATE STREET BANK AND TRUST COMPANY              | Subsidiary of State Street Corporation |
| STATE STREET GLOBAL ADVISORS EUROPE LIMITED      | Subsidiary of State Street Corporation |
| SSGA FUNDS MANAGEMENT, INC.                      | Subsidiary of State Street Corporation |
| STATE STREET GLOBAL ADVISORS TRUST COMPANY       | Subsidiary of State Street Corporation |
| STATE STREET GLOBAL ADVISORS LIMITED             | Subsidiary of State Street Corporation |
| STATE STREET GLOBAL ADVISORS, AUSTRALIA, LIMITED | Subsidiary of State Street Corporation |

**6. Addresses**

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

| Name   | Address   |
|--|---|
| STATE STREET BANK AND TRUST COMPANY              | ONE CONGRESS STREET, SUITE 1, BOSTON MA 02114, UNITED STATES  |
| STATE STREET GLOBAL ADVISORS EUROPE LIMITED      | 78 SIR JOHN ROGERSON'S QUAY, DUBLIN 2, IRELAND                |
| SSGA FUNDS MANAGEMENT, INC.                      | CHANNEL CENTER, 1 IRON STREET, BOSTON MA 02210, UNITED STATES |
| STATE STREET GLOBAL ADVISORS TRUST COMPANY       | 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       |

**Signature**

|            |   |          |                      |
|------------|---|----------|----------------------|
| print name | <b>Alok Maheshwary</b>  | capacity | Authorised signatory |
| sign here  |  | date     | 29/04/2025           |

**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.

## Annexure A

This is Annexure A referred to in Form 604, Notice of change of interest of substantial holder



Alok Maheshwary

Authorised signatory

Dated the

29/04/2025

| 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 |
|----------------|--|---------------------|---|---|----------|-------------------------|
| 25/04/2025     | STATE STREET BANK AND TRUST COMPANY    | Collateral received | n/a                                       | -1,445                                  | Ordinary | -1,445                  |
| 25/04/2025     | STATE STREET BANK AND TRUST COMPANY    | Collateral received | n/a                                       | 3,137,833                               | Ordinary | 3,137,833               |
| 25/04/2025     | STATE STREET BANK AND TRUST COMPANY    | Collateral received | n/a                                       | 25,576,466                              | Ordinary | 25,576,466              |
| 25/04/2025     | STATE STREET BANK AND TRUST COMPANY    | Collateral received | n/a                                       | -11,642                                 | Ordinary | -11,642                 |
| 25/04/2025     | STATE STREET BANK AND TRUST COMPANY    | Collateral received | n/a                                       | -28,593                                 | Ordinary | -28,593                 |
| 25/04/2025     | STATE STREET BANK AND TRUST COMPANY    | Collateral received | n/a                                       | -335,795                                | Ordinary | -335,795                |
| 25/04/2025     | STATE STREET BANK AND TRUST COMPANY    | Collateral received | n/a                                       | -527                                    | Ordinary | -527                    |
| 25/04/2025     | STATE STREET BANK AND TRUST COMPANY    | Collateral received | n/a                                       | -25,023                                 | Ordinary | -25,023                 |
| 25/04/2025     | STATE STREET BANK AND TRUST COMPANY    | Collateral received | n/a                                       | -7,226                                  | Ordinary | -7,226                  |
| 25/04/2025     | STATE STREET BANK AND TRUST COMPANY    | Collateral received | n/a                                       | -49,053                                 | Ordinary | -49,053                 |
| 25/04/2025     | STATE STREET BANK AND TRUST COMPANY    | Collateral received | n/a                                       | -31,484                                 | Ordinary | -31,484                 |
| 25/04/2025     | STATE STREET BANK AND TRUST COMPANY    | Collateral received | n/a                                       | -59,506                                 | Ordinary | -59,506                 |
| 25/04/2025     | STATE STREET BANK AND TRUST COMPANY    | Collateral received | n/a                                       | -3,719                                  | Ordinary | -3,719                  |
| 25/04/2025     | STATE STREET BANK AND TRUST COMPANY    | Collateral received | n/a                                       | -215,987                                | Ordinary | -215,987                |
| 25/04/2025     | SSGA FUNDS MANAGEMENT, INC.            | Transfer in         | 1.68                                      | 8,235                                   | Ordinary | 8,235                   |

## Annexure B

This is Annexure B referred to in Form 604, Notice of change of interest of substantial holder



Alok Maheshwary

Authorised signatory

Dated the 29/04/2025

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.<br>A pro forma copy of the agreement will be given if requested by the ASIC or the company or responsible entity to whom the prescribed report is given. |
| Parties to agreement:   | (1) State Street Bank and Trust Company<br>(2) Counterparty / entities details to be shared, as and when requested.   |
| Holder of voting rights   | BORROWER  |
| Are there any restrictions on voting rights?  | (1) No<br>(2) Yes. (Borrower has the right to vote, but may on-lend securities)   |
| If yes, in what detail?   | (1) Only if instructed to by the borrower<br>(2) As determined by the owner of the securities   |
| Date on which the securities were (or are) expected to be delivered to the borrower or its nominee (ie borrow date):  | The dates on which the securities were delivered by State Street Bank and Trust Company as borrower are set out in Annexure A to this notice  |
| Scheduled date (if any) when the securities are expected to be returned to the lender or its nominee (ie return date) | No scheduled return date  |
| Does the borrower have the right to return the securities early? [Yes/No]   | No scheduled return date. Borrower can return securities or equivalent securities at any time subject to giving notice  |
| If yes, in which 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)? [Yes/No]         | No scheduled return date. Lender can require return of securities or equivalent securities at any time subject to giving notice   |
| If yes, in which circumstances?   | Lender can require return of securities or equivalent securities at any time subject to giving notice   |
| Are there circumstances in which the borrower will not be required to return the securities on settlement? [Yes/No]   | No  |
| If yes, in which circumstances?   | 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<br>Securities Lending Authorisation Agreement<br>If requested, a pro forma copy of the agreement will be given to the ASIC or the company or responsible entity to whom the prescribed report was given. |
| Parties to agreement:   | (1) State Street Bank and Trust Company<br>(2) Counterparty / entities details to be shared, as and when requested.   |
| Holder of voting rights   | LENDER  |
| Are there any restrictions on voting rights?  | (1) Yes, but only if the borrower defaults and ownership is enforce;<br>(2) Yes   |
| If yes, in what detail?   | (1) Only if the borrower defaults and ownership is enforced;  |
| Date on which the securities were (or are) expected to be delivered to the borrower or its nominee (ie borrow date):  | The dates on which the securities were transferred, as indicated in Annexure A to this notice   |
| Scheduled date (if any) when the securities are expected to be returned to the lender or its nominee (ie return date) | No scheduled return date. Securities collateral is returned on termination of related securities loan   |
| Does the borrower have the right to return the securities early? [Yes/No]   | At any time subject to returning the borrowed securities or equivalent securities or providing alternative collateral   |
| If yes, in which circumstances?   | At any time subject to returning the borrowed securities or equivalent securities or providing alternative collateral   |
| Does the lender have the right to recall the securities early (ie before the scheduled return date)? [Yes/No]         | No, assuming the borrower returns the borrowed securities or equivalent securities  |
| If yes, in which circumstances?   | n/a (lender must return securities collateral if the borrower returns the borrowed securities or equivalent securities)   |