

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	Larry Diamond
Date of last notice	15 October 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.

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 granted under the Short Term Variable Reward plan and issued under the Equity Incentive Plan, and held in trust (by Solium Nominees (Australia) Pty Ltd) for Mr Diamond until the end of the disposal restriction period under the terms of the grant.
Date of change	25 November 2024

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No. of securities held prior to change	<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. 187,615 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> <p>b. 5,063 Performance Rights (Exercise Price Nil Vesting 8 March 2025 as per 2018 AGM Notice of Meeting subject to conditions, Expiry NIA as Automatic exercise)</p> <p>c. 22,033 Performance Rights (Exercise Price Nil, Vesting 8 March 2025, Expiry 8 March 2028)</p> <p>d. 22,033 Performance Rights (Exercise Price Nil, Vesting 8 March 2026, Expiry 8 March 2028)</p> <p>e. 228,326 Performance Rights (Exercise Price Nil, Vesting 13 March 2026 subject to performance conditions, Expiry 13 March 2029)</p> <p>f. 99,266 Performance Rights (Exercise Price Nil, Vesting 8 March 2025, Expiry 8 March 2029)</p> <p>g. 99,266 Performance Rights (Exercise Price Nil, Vesting 8 March 2026, Expiry 8 March 2029)</p> <p>h. 99,266 Performance Rights (Exercise Price Nil, Vesting 8 March 2027, Expiry 8 March 2029)</p> <p>i. 612,880 Performance Rights (Exercise Price Nil, Vesting 15 September 2029, Expiry 15 September 2029)</p>
Class	Fully Paid Ordinary Shares (Indirect)
Number acquired	164,263

+ See chapter 19 for defined terms.

Number disposed	Nil
Value/Consideration <small>Note: If consideration is non-cash, provide details and estimated valuation</small>	\$1.4541 per share

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No. of securities held after change	<p>Indirect</p> <p>1. Diamond Venture Holdings Pty Ltd <Diamond FT 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> <p>b. 5,063 Performance Rights (Exercise Price Nil Vesting 8 March 2025 as per 2018 AGM Notice of Meeting subject to conditions, Expiry NIA as Automatic exercise)</p> <p>c. 22,033 Performance Rights (Exercise Price Nil, Vesting 8 March 2025, Expiry 8 March 2028)</p> <p>d. 22,033 Performance Rights (Exercise Price Nil, Vesting 8 March 2026, Expiry 8 March 2028)</p> <p>e. 228,326 Performance Rights (Exercise Price Nil, Vesting 13 March 2026 subject to performance conditions, Expiry 13 March 2029)</p> <p>f. 99,266 Performance Rights (Exercise Price Nil, Vesting 8 March 2025, Expiry 8 March 2029)</p> <p>g. 99,266 Performance Rights (Exercise Price Nil, Vesting 8 March 2026, Expiry 8 March 2029)</p> <p>h. 99,266 Performance Rights (Exercise Price Nil, Vesting 8 March 2027, Expiry 8 March 2029)</p> <p>i. 612,880 Performance Rights (Exercise Price Nil, Vesting 15 September 2029, Expiry 15 September 2029)</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	Grant of Fully Paid Ordinary Shares under the terms of the Short Term Variable Reward plan and issued under the Equity Incentive Plan, with shares being held in trust by Solium Nominees (Australia) Pty Ltd. The grant was approved at the 2024 Annual General Meeting.

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.