



## Announcement Summary

**Entity name**

COCHLEAR LIMITED

**Date of this announcement**

Monday September 22, 2025

**The +securities the subject of this notification are:**

+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

**Total number of +securities to be issued/transferred**

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
COHAI	OPTION EXPIRING VARIOUS DATES EX VARIOUS PRICES	9,892	16/09/2025
COHAK	PERFORMANCE RIGHT	3,150	16/09/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

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**1.1 Name of entity**

COCHLEAR LIMITED

We (the entity named above) give notice of the issue, conversion or payment up of the following unquoted +securities.

**1.2 Registered number type**

ABN

**Registration number**

96002618073

**1.3 ASX issuer code**

COH

**1.4 The announcement is**

New announcement

**1.5 Date of this announcement**

22/9/2025

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Part 2 - Issue details

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**2.1 The +securities the subject of this notification are:**

+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

**2.2a This notification is given in relation to an issue of +securities in a class which is not quoted on ASX and which:**

has an existing ASX security code ("existing class")

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Part 3B - number and type of +securities the subject of this notification (existing class) where issue has not previously been notified to ASX in an Appendix 3B

**ASX +security code and description**

COHAI : OPTION EXPIRING VARIOUS DATES EX VARIOUS PRICES

**Date the +securities the subject of this notification were issued**

16/9/2025

**Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class**

Yes

**Were any of the +securities issued to +key management personnel (KMP) or an +associate?**

Yes

**Provide details of the KMP or +associates being issued +securities.**

Name of KMP	Name of registered holder	Number of +securities
Sarah Thom	Same	4,493
Jan Janssen	Same	5,399

**Please provide a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms**

A summary of the terms of the Cochlear Equity Incentive Plan (CEIP) FY26 Long Term Incentive (LTI) Plan is set out on pages 5 to 7 (inclusive) of Cochlear Limited's 2025 Notice of Annual General Meeting: <https://announcements.asx.com.au/asxpdf/20250919/pdf/06pf8ljd469b666.pdf>

**Any other information the entity wishes to provide about the +securities the subject of this notification**

Issue details

**Number of +securities**

9,892

**ASX +security code and description**

COHAK : PERFORMANCE RIGHT

**Date the +securities the subject of this notification were issued**

16/9/2025

**Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class**

Yes

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Were any of the +securities issued to +key management personnel (KMP) or an +associate?

Yes

Provide details of the KMP or +associates being issued +securities.

Name of KMP	Name of registered holder	Number of +securities
Sarah Thom	Same	1,431
Jan Janssen	Same	1,719

Please provide a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms

A summary of the terms of the Cochlear Equity Incentive Plan (CEIP) FY26 Long Term Incentive (LTI) Plan is set out on pages 5 to 7 (inclusive) of Cochlear Limited's 2025 Notice of Annual General Meeting: <https://announcements.asx.com.au/asxpdf/20250919/pdf/06pf8ljd469b66.pdf>

Any other information the entity wishes to provide about the +securities the subject of this notification

Issue details

Number of +securities

3,150

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## Part 4 - +Securities on issue

**Following the issue, conversion or payment up of the +securities the subject of this notification, the +securities of the entity will comprise:**

The figures in parts 4.1 and 4.2 below are automatically generated and may not reflect the entity's current issued capital if other Appendix 2A, Appendix 3G or Appendix 3H forms are currently with ASX for processing.

**4.1 Quoted +securities (Total number of each +class of +securities issued and quoted on ASX)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
COH : ORDINARY FULLY PAID	65,398,885

**4.2 Unquoted +securities (Total number of each +class of +securities issued but not quoted on ASX)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
COHAI : OPTION EXPIRING VARIOUS DATES EX VARIOUS PRICES	230,191
COHAK : PERFORMANCE RIGHT	72,239
COHAL : DEFERRED PERFORMANCE RIGHTS	72,427
COHAB : SERVICE RIGHTS	40,633



Part 5 - Other Listing Rule requirements

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**5.1 Were the +securities issued under an exception in Listing Rule 7.2 and therefore the issue did not need any security holder approval under Listing Rule 7.1?**

No

**5.2 Has the entity obtained, or is it obtaining, +security holder approval for the issue under listing rule 7.1?**

No

**5.2b Are any of the +securities being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?**

Yes

**5.2b.1 How many +securities are being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?**

13,042

**5.2c Are any of the +securities being issued without +security holder approval using the entity's additional 10% placement capacity under listing rule 7.1A (if applicable)?**

N/A

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