



Announcement Summary

Entity name

COCHLEAR LIMITED

Date of this announcement

Friday October 10, 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	36,034	30/09/2025
COHAK	PERFORMANCE RIGHT	11,474	30/09/2025
COHAB	SERVICE RIGHTS	32,637	30/09/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

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

10/10/2025

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Part 2 - Issue details

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

30/9/2025

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?

No

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

36,034

ASX +security code and description

COHAK : PERFORMANCE RIGHT

Date the +securities the subject of this notification were issued

30/9/2025

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?

No

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

11,474

ASX +security code and description

COHAB : SERVICE RIGHTS

Date the +securities the subject of this notification were issued

30/9/2025

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?

No

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

The Service Rights (SR) are offered under the Cochlear Equity Incentive Plan and are granted for nil consideration. Each SR is a right to acquire one fully-paid ordinary share in Cochlear Limited (Cochlear Share), subject to meeting the vesting condition. The vesting condition is continuous permanent full-time or part-time employment with Cochlear (or a related body corporate) for the relevant vesting period. SRs carry no voting or dividend rights.

Upon vesting, SRs are exercised for nil consideration and Cochlear Shares are acquired by, or issued to, the trustee to be held on behalf of the participant. If the participant's employment with Cochlear (or a related body corporate) is terminated for cause or the participant resigns before vesting, the SRs will automatically lapse, unless the Board decides otherwise.

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

Issue details

Number of +securities

32,637



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)

ASX +security code and description	Total number of +securities on issue
COH : ORDINARY FULLY PAID	65,398,385

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

ASX +security code and description	Total number of +securities on issue
COHAI : OPTION EXPIRING VARIOUS DATES EX VARIOUS PRICES	266,225
COHAK : PERFORMANCE RIGHT	83,713
COHAL : DEFERRED PERFORMANCE RIGHTS	72,427
COHAB : SERVICE RIGHTS	73,270



Part 5 - Other Listing Rule requirements

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?

80,145

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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