

Announcement Summary

Entity name

COCHLEAR LIMITED

Date of this announcement

Thursday September 24, 2026

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	47,845	17/09/2026
COHAK	PERFORMANCE RIGHT	14,413	17/09/2026
COHAL	DEFERRED PERFORMANCE RIGHTS	2,053	17/09/2026

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

24/9/2026

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")

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

17/9/2026

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	21,900
Jan Janssen	Same	25,945

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 above securities issued to KMP are comprised of grants made under the FY27 Long Term Incentive (LTI) Plan (FY27 LTI Plan) and FY27 LTI Discretionary Offer.

Both grants are made under the terms of the Cochlear Equity Incentive Plan (CEIP), a summary of which is set out on pages 6 to 8 (inclusive) of Cochlear's 2026 Notice of Annual General Meeting: https://asx.api.cmfyapp.com/asx-research/1_0/file/2924-03138188-2A1698410&v=undefined

A summary of the FY27 LTI Plan is also found on those pages.

The FY27 LTI Discretionary Offer is separate from the existing FY27 LTI Plan. As disclosed in the FY26 Remuneration Report, this award will be subject to performance conditions, which will vest over two and three years, and will drive future growth and shareholder value. Further details, including eligibility criteria, performance conditions, and award quantum, will be disclosed in the FY27 Remuneration Report.

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

47,845

ASX +security code and description

COHAK : PERFORMANCE RIGHT

Date the +securities the subject of this notification were issued

17/9/2026

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	6,597
Jan Janssen	Same	7,816

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

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Both grants are made under the terms of the Cochlear Equity Incentive Plan (CEIP), a summary of which is set out on pages 6 to 8 (inclusive) of Cochlear's 2026 Notice of Annual General Meeting: https://asx.api.cmfyapp.com/asx-research/1_0/file/2924-03138188-2A1698410&v=undefined

A summary of the FY27 LTI Plan is also found on those pages.

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

Issue details

Number of +securities

14,413

ASX +security code and description

COHAL : DEFERRED PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

17/9/2026

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	932
Jan Janssen	Same	1,121

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 Deferred Short Term Incentive (Deferred STI) Plan is set out on pages 109 to 111 (inclusive) of Cochlear Limited's 2026 Annual Report: <https://asx.api.cmfyapp.com/asx-research/1.0/file/2924-03121982-2A1690005&v=undefined>

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

Issue details

Number of +securities

2,053

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	65,398,917

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	259,464
COHAK : PERFORMANCE RIGHT	83,705
COHAL : DEFERRED PERFORMANCE RIGHTS	47,518
COHAB : SERVICE RIGHTS	59,649

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?

64,311

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