



Announcement Summary

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**Entity name**

COCHLEAR LIMITED

**Date of this announcement**

Friday April 11, 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**

<b>ASX +security code</b>	<b>Security description</b>	<b>Total number of +securities to be issued/transferred</b>	<b>Issue date</b>
COHAB	SERVICE RIGHTS	6,109	31/03/2025

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**

11/4/2025



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")



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

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**ASX +security code and description**

COHAB : SERVICE RIGHTS

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

31/3/2025

**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**

Participating employees purchase AUD500-AUD3,000 worth of Cochlear Limited shares (Shares) under a global employee share plan over a 12-month contribution period, with Shares being issued or acquired quarterly at market price by the trustee or nominee on behalf of the participant (Purchased Shares).

At the end of the contribution period, Cochlear matches the number of Purchased Shares with a grant of Matching Rights.

A Matching Right is a right to acquire a Share in the future, without cost, subject to satisfaction of the vesting conditions: (1) continuous permanent full-time or part-time employment with Cochlear; and (2) retention of the Purchased Shares, until the vesting date. Matching Rights carry no voting or dividend rights.

Upon vesting, Matching Rights are automatically exercised for nil consideration and Shares issued to or acquired by the trustee or nominee to be held on behalf of the participant.

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

Issue details

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**Number of +securities**

6,109

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Part 4 - +Securities on issue

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**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	65,396,930

**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	249,792
COHAK : PERFORMANCE RIGHT	76,312
COHAL : DEFERRED PERFORMANCE RIGHTS	73,827
COHAB : SERVICE RIGHTS	42,305



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?**

6,109

**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