Announcement Summary

Entity name

COCHLEAR LIMITED

Date of this announcement

Wednesday November 18, 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	32,084	11/11/2026
COHAK	PERFORMANCE RIGHT	9,924	11/11/2026

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

18/11/2026

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

11/11/2026

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
Dig Howitt	Dig Howitt	32,084

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) FY27 Long Term Incentive (LTI) Plan is set out on pages 6 to 8 (inclusive) of Cochlear Limited's 2026 Notice of Annual General Meeting: https://asx.api.cmfyapp.com/asx-research/1.0/file/2924-03138188-2A1698410&v=undefined

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

Issue details

Number of +securities

32,084

ASX +security code and description

COHAK : PERFORMANCE RIGHT

Date the +securities the subject of this notification were issued

11/11/2026

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
Dig Howitt	Dig Howitt	9,924

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) FY27 Long Term Incentive (LTI) Plan is set out on pages 6 to 8 (inclusive) of Cochlear Limited's 2026 Notice of Annual General Meeting: https://asx.api.cmfyapp.com/asx-research/1.0/file/2924-03138188-2A1698410&v=undefined

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

Issue details

Number of +securities

9,924

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	391,192
COHAK : PERFORMANCE RIGHT	123,092
COHAL : DEFERRED PERFORMANCE RIGHTS	35,645
COHAB : SERVICE RIGHTS	111,933

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?

Yes

5.1a Select the number of the applicable exception in Listing Rule 7.2

15