

ASX Announcement

28 July 2025

Appointment and retirement of Non-executive Director

Cochlear Limited (ASX:COH) today announced the appointment of Richard Freudenstein to the Cochlear Board. Mr Freudenstein's appointment as an independent Non-executive Director will become effective on 25 August 2025.

Mr Freudenstein is a Non-executive Director of REA Group Limited (where he was Chairman from 2007 to 2012) and Coles Group Limited. He is the Chairman of Appen Limited, a board member of Cricket Australia and Deputy Chancellor of the University of Sydney.

Previously, he was a Non-executive Director of Ten Network Holdings Ltd and Astro Malaysia Holdings Berhad. He has held the roles of Chief Executive Officer at Foxtel, News Digital Media and *The Australian*, and was Chief Operating Officer at British Sky Broadcasting.

Cochlear Chair, Alison Deans, said "I am delighted to welcome a colleague of Richard's calibre and experience to our Board. Richard brings a deep understanding of managing complex businesses operating in regulated industries and transformation in both mature and start-up businesses. His understanding of technology and innovation makes him an important addition."

Mr Freudenstein has a Bachelor of Laws (Hons) and a Bachelor of Economics from the University of Sydney, and resides in Sydney, Australia.

Cochlear also confirms today that Glen Boreham has advised of his intention to retire from the Cochlear Board at the end of the next annual general meeting, which is scheduled to be held on 23 October 2025.

Mr Boreham joined the Cochlear Board on 1 January 2015 and has served as a member of the Audit and Risk, Nomination, People and Culture and Product and Services Innovation Committees. He was also Chair of the People and Culture Committee during his tenure.

"Glen's extensive experience in leading organisations in a range of industries through periods of rapid change and innovation, have contributed greatly to Cochlear's strategic direction. His tenure has enabled time for an orderly renewal and transition of critical Board skills," Ms Deans said.

The Board and management team wishes to express its sincere thanks to Mr Boreham for his significant contribution to Cochlear and wishes him all the very best in his future endeavours.

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This announcement is authorised by the Company Secretary.