

# Cochlear Environmental Policy

Our sustainability approach is integrated into our business strategy. It reinforces our focus on creating positive social impact at individual and societal levels, while minimising our environmental impact. It helps guide our strategic priorities, manage risk and improve performance.

## Policy Statement

This policy outlines our commitment to managing and reducing our impact on the global environment. Working closely with our partners and suppliers, we monitor our environmental performance across our operations and across the value chain.

## Scope

Our Environmental Policy applies to, and is to be implemented through, Cochlear globally.

## Our commitment

We are committed to the following guiding principles:

- **Compliance:** Comply with applicable environmental legislation, and endeavour to meet or set industry best environmental practices.
- **Emissions reduction:** Reduce carbon emissions in our operations and across our value chain.
- **Pollution prevention:** Prevent pollution and promote the efficient use of natural resources and energy.
- **Waste management:** Minimise the environmental impact of our product packaging and waste through responsible design and disposal practices.
- **Continuous improvement:** Monitor, review and, where possible, enhance our environmental performance and objectives.
- **Employee engagement:** Promote environmental awareness and responsibility among our employees.
- **Sustainable innovation:** Integrate environmental considerations into our product design, development and manufacturing.
- **Transparency:** Report annually on environmental objectives and performance to stakeholders.
- **Stakeholder engagement:** Encourage open dialogue on environmental topics and consider expectations of our stakeholders into our practices.

## Focus areas

We will focus our efforts to minimise the environmental impact on the following areas:

- **Climate change:** Achieve net-zero emissions in our operations by 2030 and across our value chain by 2050, aligned with a science-based approach.
- **Energy:** Improve energy efficiency and transition to renewable energy at our key sites.
- **Circularity:** Advance circularity across our operations, packaging, and product innovation, while ensuring product quality and safety.
- **Waste:** Minimise waste in our operations, transport and distribution.
- **Hazardous substances:** Reduce the use of hazardous substances in our products and processes.
- **Water:** Use water efficiently across our operations.
- **Air quality:** Monitor and reduce air pollutants from our manufacturing sites.

## Governance

The Executive team is responsible for the implementation of the policy, supported by the Global sustainability team. This policy is a key component of Cochlear's broader sustainability (including environment and climate-related) strategy, which the Board oversees.

Version Control	
Policy application	Global
Policy approver	Chief Financial Officer
Policy owner name	Director, Sustainability
Policy version number	2.0
Policy version date	December 2025
Policy review cycle	Every two years
Relevant documents	Cochlear Global Code of Conduct Supplier Code of Conduct