

Product & Services Innovation Committee Charter

1 Purpose

The purpose of the Product & Services Innovation Committee (the **Committee**) is to assist the Board with discharging its responsibility to oversee the strategy and implementation of the Company's product and related services innovation and business development and to advise the Board on the principal issues arising that require consideration.

2 Membership

The Committee must consist of:

- at least three directors, including the Managing Director; and
- a majority of independent directors.

The Board may appoint additional non-executive directors to the Committee or remove and replace members of the Committee by resolution. Members may withdraw from membership by written notification to the Board.

All Board members have a standing invitation to attend Committee meetings and have access to Committee papers, subject to conflicts. Members of management and external advisors may attend meetings of the Committee at the invitation of the Committee Chair.

3 Role and Responsibilities

- Oversee the strategy and implementation of Cochlear's product and services innovation, strategic investments and adjacent therapies and its alignment with Cochlear's corporate strategy.
- Oversee Cochlear's:
 - Research and Development Program, including Product and Services, Platform, and Research and Technology strategy, plan and progress;
 - Research and Development capability development, including relevant processes and organisational capability; and
 - Intellectual property strategy and portfolio.
- Receive periodic updates and briefings on:
 - Developments in relevant technologies and clinical fields;
 - The competitive landscape, as it relates to Cochlear's products and related services; and
 - Advancements that may improve outcomes of hearing impaired patients, and advise the Board on key issues arising that require consideration by the Board.
- Monitor risks associated with the product and services research and development aspects of Cochlear's business and provide input to the

Audit and Risk Committee, so as to inform that Committee's oversight and annual review of Cochlear's Risk Management Framework.

4 Committee procedures

4.1 Chair

The Chair of the Committee must be an independent director, who is also a member of the Medical Science Committee.

4.2 Secretary

The Company Secretary will be Secretary of the Committee.

The Secretary, or their delegate, must attend all Committee meetings to record minutes.

4.3 Meetings

The Committee will meet as frequently as required, but at least three times each year.

The Secretary of the Committee, in conjunction with the Chair, will prepare and circulate an agenda for all meetings.

4.4 Quorum

The quorum is two members or such other number determined by the Board.

4.5 Minutes

Minutes of Committee meetings must be kept by the Secretary.

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All Committee minutes must be entered into a minute book maintained for that purpose and be available for inspection by any director.

4.6 Reporting

The Committee Chair will provide a brief report to the Board on any material matters arising out of Committee meetings. All directors may, within the Board meeting, request information from Committee members. A copy of the minutes of the Committee will also be provided to the Board.

The Committee will also consider if any matters arising out of Committee meetings should be advised to any other Committee and, if so, ensure that this occurs.

4.7 Access and Authority

The Committee has unrestricted access to any information it requires from any officer, employee, consultant or contractor of Cochlear and each of its controlled entities.

4.8 Independent advice

The Committee may seek the advice of the Company's auditors (internal and external), solicitors or other independent advisers, consultants or specialists as to any matter pertaining to the powers, duties or responsibilities of the Committee.

4.9 Review

The Committee will, at least once each year, review the adequacy of its performance,

membership and Charter and may recommend changes to the Board as appropriate.

4.10 Approval date

Charter approved by the Board: 12 February 2026