



Cochlear[®]
Hear now. And always



Cochlear Limited
**Corporate
Governance
Statement 2022**

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Cover: Max, Cochlear™ Nucleus® System recipient

Letter from the Chair

We are pleased to present this 2022 Corporate Governance Statement. At Cochlear Limited (the **Company** and **Cochlear**), we have a proud history of having provided the gift of hearing for over 40 years – and with that comes a great responsibility.

Through our high-quality products and services, we have worked hard to earn the trust of our recipients as well as of the professionals that support them. We are committed to high standards of corporate governance and transparency, with a focus on preserving and enhancing our reputation and long-term sustainability.

The Board is responsible for the overall corporate governance of the Company including adopting appropriate policies and procedures designed to ensure that Cochlear is properly managed to create, protect and enhance shareholder value. The Board and its committees regularly review Cochlear's governance arrangements and practices to maintain compliance with regulatory requirements and industry practice, and to ensure that they continue to support Cochlear's business objectives. Our directors, senior executives and employees are expected to act ethically, lawfully and responsibly at all times.

Since the outbreak of COVID, we have continued to be guided by our Mission – to help people hear and be heard – in establishing the following principles to manage the business:

- ensure the health and safety of our employees;
- provide ongoing support to our recipients, clinics and professional partners; and
- maintain the financial health of the Company.

The Board considers that Cochlear's corporate governance practices have been consistent with the recommendations contained in the 4th edition of the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations released on 27 February 2019 (**ASX Principles and Recommendations**) throughout the reporting period from 1 July 2021 to 30 June 2022 (FY22). This Statement outlines our principal governance arrangements and practices for effective decision-making and accountability. It is current as at 18 August 2022 and has been approved by the Board.

For more information on Cochlear and its corporate governance, including Company policies, please go to the 'Investors' section of the Company's website www.cochlear.com.



Alison Deans
Chair



Cochlear's Board of Directors from top left: Yasmin Allen, Glen Boreham, AM, Alison Deans (Chair), Sir Michael Daniell, KNZM, Michael Del Prado, Andrew Denver, Christine McLoughlin, AM, Dig Howitt (CEO & President), Karen Penrose, and Prof Bruce Robinson, AC

Roles and responsibilities of the Board and management

The role of the Board is to set Cochlear’s strategic direction for the creation, maintenance and enhancement of long term sustainable value, to guide and monitor the management of the Company and its implementation of the strategy and to oversee good governance practice.

The Board aims to protect and enhance the interests of Cochlear’s shareholders, while taking into account the interests of other stakeholders, including employees, customers, suppliers and the wider community.

In performing its role, the Board is committed to a high standard of corporate governance practice and to fostering a culture of compliance which values ethical, lawful and responsible behaviour, personal and corporate integrity, accountability, transparency and respect for others.

The Board has a charter which clearly sets out its role and responsibilities and describes those matters expressly reserved for the Board’s determination. The Board Charter is available on the Company’s website.

The CEO & President has responsibility for the implementation of Cochlear’s strategic objectives, operating within the risk appetite set by the Board and for the day-to-day management of Cochlear. The CEO & President is supported in this function by the Cochlear Executive team. Details of the members of the Executive team are set out in the Governance section of the 2022 Annual Report, available on the Company’s website.

A summary of the Board’s key responsibilities is set out below.

Key Board responsibilities

Strategy	Set strategic direction, provide input into management’s development of corporate strategy and oversee management’s implementation of strategy.
Financial oversight	Approve and monitor the progress of major capital expenditure, capital management, operational budgets, acquisitions and divestments and dividend policy.
Financial and other reporting	Approve Cochlear’s interim and annual financial statements and oversee the integrity of Cochlear’s accounting and corporate reporting systems.
Corporate governance	Review, ratify and monitor the effectiveness of Cochlear’s systems of governance, risk management and internal compliance and control, legal compliance, codes of conduct and other corporate governance policies and practices.
Risk management framework	Satisfy itself that Cochlear has in place an appropriate risk management framework. Set the risk appetite within which the Board expects the CEO & President and the Executive team to operate.
Board performance and composition	Undertake regular external and independent evaluation of Board performance. Review annually the composition of the Board.
Leadership selection	Evaluate the performance, and selection, of the CEO & President.
Succession and remuneration planning	Plan for Board, CEO & President and Executive succession and remuneration and set non-executive director remuneration.
Sustainability	Consider the social, ethical and environmental impact of Cochlear’s activities and operations. Set standards and monitor compliance with Cochlear’s sustainability responsibilities and practices.
Material transactions	Approve any unbudgeted expenditure and capital transactions, outside the authority delegated to management.

Structure and composition of the Board

Cochlear is committed to ensuring that the composition of the Board continues to include directors who bring an appropriate mix of skills, experience, knowledge, expertise and diversity, including gender diversity, required to discharge the Board's duties.

The Board currently comprises ten directors, including nine independent non-executive directors. Details of the directors, including their qualifications and date of appointment, are set out below. Detailed biographies of the directors are set out in the 2022 Annual Report, available on the Company's website.

Alison Deans: Following the retirement of Rick Holliday-Smith from the Cochlear Board on 20 August 2021, Alison Deans was appointed Chair of the Cochlear Board on 21 August 2021. Ms Deans has been a member of the Board since 1 January 2015 and is a highly respected company director, with extensive executive experience leading technology-enabled businesses across e-commerce, media and financial services.

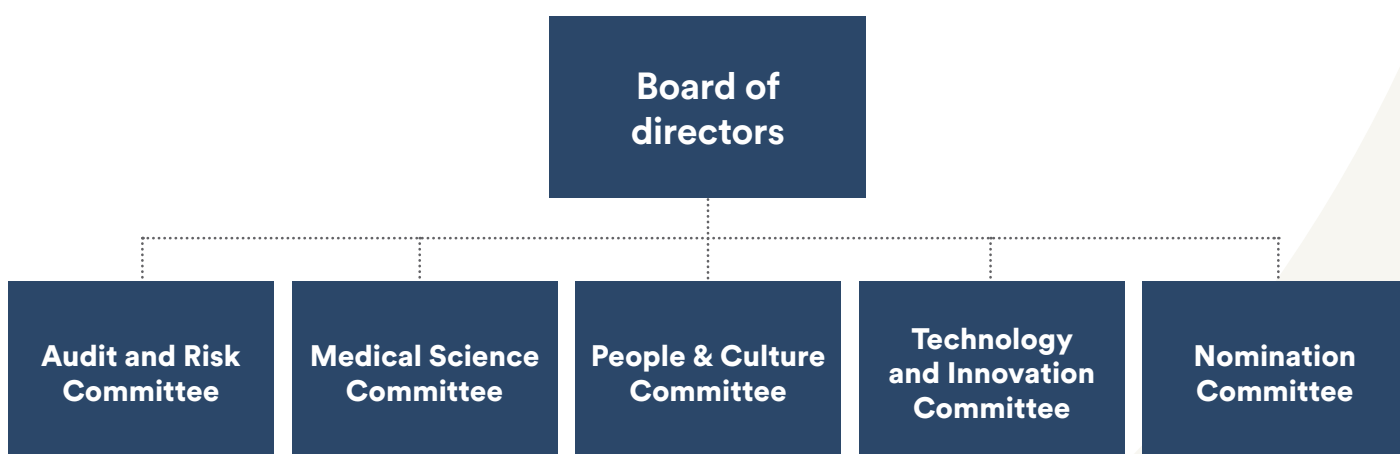
Michael del Prado: Michael del Prado joined the Board on 1 January 2022 as a non-executive director. Mr del Prado has had a distinguished executive career of more than 30 years in the medical device and pharmaceutical industries. From his base in the United States, our biggest market by revenue, Michael brings deep international experience and expertise in driving innovation, leveraging new technologies and the prioritisation of growth opportunities across unique and diverse markets.

Karen Penrose: On 27 May 2022, Cochlear announced the appointment of Karen Penrose to the Cochlear Board, effective on 1 July 2022. Ms Penrose has served on the boards of a number of ASX50 companies and has had a distinguished executive career in senior leadership and Chief Financial Officer roles in financial services. Ms Penrose's skills and executive, board and governance experience will be invaluable to Cochlear and serve to further enhance the financial expertise of the Board.

The Board is of the view that the tenure profile, represented by the length of service of each of its directors on the Board, is appropriately balanced such that Board succession and renewal planning is managed over the medium to longer term. The current directors possess an appropriate mix of skills, experience, knowledge, expertise and diversity to enable the Board to discharge its responsibilities, including overseeing the delivery of the Company's strategic priorities.

The full Board meets for at least eight scheduled meetings each year. Other meetings are called as and when necessary. A summary of meeting attendance, including committee meeting attendance, for FY22 is set out in the 2022 Annual Report at page 90.

Governance framework



Board tenure and qualifications

Name of director	Independent	Term in office	Qualifications
Alison Deans	Yes	Director since January 2015 Chair since 21 August 2021	BA, MBA, GAICD
Dig Howitt	No	Director since November 2017	BE (Hons), MBA
Andrew Denver	Yes	Director since February 2007	BSc (Hons), MBA, FAICD
Yasmin Allen	Yes	Director since August 2010	BCom, FAICD
Glen Boreham, AM	Yes	Director since January 2015	BEc, FAICD
Prof Bruce Robinson, AC	Yes	Director since December 2016	MD, MSc, FRACP, FAAHMS, FAICD
Sir Michael Daniell, KNZM	Yes	Director since January 2020	BE (Hons), Electrical, CMInstD
Christine McLoughlin, AM	Yes	Director since November 2020	BA LLB (Hons), FAICD
Michael del Prado	Yes	Director since January 2022	BSc Industrial Engineering, MBA, MA
Karen Penrose	Yes	Director since July 2022	BCom, CPA, FAICD
Rick Holliday-Smith	Yes	<i>Director since March 2005 and Chairman since March 2010. Retired in August 2021.</i>	<i>BA (Hons), FAICD, CA</i>
Abbas Hussain	Yes	<i>Director since December 2018. Retired in July 2021.</i>	<i>BSc (Hons)</i>

Board experience and skills

The Board believes that its membership should comprise directors with an appropriate mix and diversity of skills, professional experience, knowledge and expertise that allow the directors individually, and the Board collectively, to:

- discharge their responsibilities and duties;
- understand the Company's business and the industry and markets in which Cochlear operates so as to set the strategic direction which will maximise shareholder value; and
- assess the performance of management in implementing those strategic objectives.

A description of each Board member's experience is set out in their respective biographies on pages 62 to 65 of the 2022 Annual Report.

The Cochlear Board Skills Matrix below sets out the mix of skills that the Board currently has in its membership. The layout of the Matrix takes into account the commentary to Recommendation 2.2 of the 4th edition of the ASX Principles and Recommendations by outlining in detail the criteria a director must meet to be considered to have each skill.

In selecting potential new directors, the Nomination Committee uses the Matrix as part of assessing the needs of the Board and its current composition to ensure there is a range of skills and experience required to enable the Board to fulfil its responsibilities. The Nomination Committee considers that the members of the Board currently have an appropriate mix of skills, experience, knowledge and expertise to enable the Board to discharge its duties and responsibilities effectively.

Board Skills Matrix

Skills	Criteria	No. of Directors (10)*
Medical device industry Capability to oversee product commercialisation by applying a deep understanding of the medical device industry.	<ul style="list-style-type: none"> Professional, senior executive or equivalent experience in medical device product development and commercialisation including experience managing product design, manufacturing operations, quality systems and detailed knowledge of markets, customers, competition and regulatory environment in the medical device industry. 	5
Healthcare industry Competency in the healthcare industry and international health systems. Ability to influence public policy development in healthcare.	<ul style="list-style-type: none"> Professional, senior executive or equivalent experience in a large organisation in the healthcare industry with a focus on the provision of products and/or services to treat patients with curative, preventative and rehabilitative care. Experience interacting with government or regulatory bodies, including making submissions on public policy objectives and outcomes in healthcare. 	8
Research and development Ability to develop product innovation to drive long-term business growth through strategic investment in research and development activities.	<ul style="list-style-type: none"> Experience leading the research and development or product development function of a large organisation. Experience overseeing capital investment in product research and development activities. Experience leading clinical research and development projects. 	6
Technology and digital expertise Ability to leverage new technologies, innovation processes and digital services to drive innovation and grow a services business and respond to technology/digital disruption.	<ul style="list-style-type: none"> Experience working in a company with a major focus on technology and innovation. Experience overseeing the development and commercialisation of technology, innovation processes and/or digital services to drive innovation and grow a services business. Experience in the use and governance of critical information technology infrastructure and applications. 	9
Strategy Ability to develop and implement successful strategies.	<ul style="list-style-type: none"> Director, senior executive or equivalent experience in developing and implementing organisational strategy. Experience: <ul style="list-style-type: none"> setting a strategic direction for a business; driving organic growth in a large organisation; executing against a clear strategy; and overseeing management to ensure strategic objectives are delivered. 	10
Global experience Ability to manage and oversee an organisation's business and strategic objectives from an international perspective.	<ul style="list-style-type: none"> Senior executive or equivalent experience working in different countries in large organisations with significant international operations. Experience dealing in emerging markets, including in the Asia-Pacific region. Senior executive exposure to a range of political, cultural, regulatory and business environments. 	10

*as at 18 August 2022

Board Skills Matrix

Skills	Criteria	No. of Directors (10)*
Human resources Understanding of remuneration practices and frameworks. Ability to attract talent, oversee talent management and retention initiatives and develop succession plans.	<ul style="list-style-type: none"> • Board remuneration committee membership or management experience in relation to remuneration, including incentive programs, superannuation and the legislation and contractual framework governing remuneration. • Experience overseeing: <ul style="list-style-type: none"> - key talent attraction, motivation, development, retention and succession planning; and - the management of workplace health and safety risks. 	10
Financial acumen Ability to understand and analyse financial statements to assess financial performance and probe the adequacies of internal financial and risk controls.	<ul style="list-style-type: none"> • Qualifications in accounting and finance and/or board audit/risk committee, senior executive or equivalent experience in financial accounting and reporting, capital markets, corporate finance, financial risk management and internal financial controls. • Experience implementing or overseeing financial accounting, reporting and internal controls. 	8
Public policy and regulatory affairs Ability to manage the implications of public and regulatory policy on product development and commercialisation. Ability to influence public policy development.	<ul style="list-style-type: none"> • Experience at a senior executive or equivalent level in public and regulatory policy, including knowledge of how it affects corporations and implications for product development and commercialisation. • Experience interacting with government or regulatory bodies, including making submissions on public policy objectives and outcomes. 	8
Risk management Ability to identify and manage key risks to an organisation to ensure the delivery of long-term value to shareholders.	<ul style="list-style-type: none"> • Senior executive or equivalent experience identifying and managing risk and monitoring the effectiveness of risk management frameworks and internal controls. • Knowledge of contemporary risk management practices. 	10
Governance Commitment to the highest standards of governance. Ability to assess the effectiveness of process and procedures, and to manage legal, compliance and reputational risks.	<ul style="list-style-type: none"> • Experience working in a listed organisation which is subject to rigorous governance standards. • Experience establishing and overseeing governance frameworks, policies and processes. • Knowledge and understanding of key governance issues and reputational risks for a listed organisation. 	10
Organisational culture Ability to set and oversee corporate culture ('tone from the top') and promote diversity and inclusion in the workplace.	<ul style="list-style-type: none"> • Experience setting and communicating organisational culture, including implementing or advising on cultural or organisational change initiatives, within a large organisation. • Understanding the connection between corporate strategy, business performance, desired behaviours, long-term sustainability and remuneration policy. • Experience overseeing: <ul style="list-style-type: none"> - the promotion of diversity and inclusion in a large organisation; and - environmental, social responsibility and community programs in a large organisation. 	10

*as at 18 August 2022

Chair

The Chair is responsible for leading the Board in the performance of its duties and is elected from the independent non-executive directors. The directors elected Alison Deans, an independent non-executive director, as the Chair of the Board effective from 21 August 2021.

The roles of CEO & President and Chair are separate and are not performed by the same person.

The role of the Chair includes:

- representing the Board to shareholders and communicating the Board's position;
- leading the Board in the performance of its duties;
- facilitating and promoting constructive communication between directors and between Cochlear's Board and management;
- setting the Board's agenda and ensuring adequate time is available for discussion of all agenda items;
- assessing and agreeing the development plans of non-executive directors; and
- monitoring the contribution of individual directors and providing annual feedback on their performance and effectiveness.

Director independence

Cochlear recognises that independent directors have an important role in assuring shareholders that the Board is able to act in the best interests of Cochlear and independently of management.

A director of Cochlear is only characterised as an independent director if he or she is free of any interest, position, association or relationship that might influence, or reasonably be perceived to influence, in a material respect his or her capacity to bring an independent judgement to bear on issues before the Board and to act in the best interests of Cochlear and its security holders generally. The Nomination Committee Terms of Reference outlines how Cochlear determines the independence of directors. The matters to be considered include the factors set out in the 4th edition of the ASX Principles and Recommendations, as well as other facts, information and circumstances that the Board considers relevant.

The Board reviews the interests notified by directors regularly and formally assesses director independence annually. The Board has determined that each director other than the CEO & President was independent throughout the reporting period.

The length of service of each director is disclosed under 'Structure and composition of the Board' in this Corporate Governance Statement. Three directors (including one director who retired in the reporting period) have served for more than ten years. In accordance with its Terms of Reference, the Nomination Committee has assessed whether any of these directors has become too close to management to be considered independent and does not believe that their independence has been compromised. At all times while they have been directors of Cochlear, each of these directors has also held other high-profile positions and appointments outside of Cochlear at a management and/or board level.

Conflicts of interest

Directors are not involved in decisions where they have, or could be perceived to have, a conflict of interest or a material personal interest. Any director who considers they may have a conflict of interest or a material personal interest in any matter concerning the Company must declare it immediately.

The Company Secretary also monitors all information coming to the Board and its standing committees. Potential conflicts are flagged with the affected director and the Chair.

Independent advice

The Board may seek independent professional advice at the expense of Cochlear whenever the Board judges such advice to be necessary for its members to discharge their responsibilities as directors.

Individual directors may also seek independent professional advice at the expense of Cochlear where the Chair agrees (in advance) that separate representation is appropriate. All professional advisors must be suitably qualified and experienced and must be acceptable to Cochlear. No individual directors exercised this right during the year.

The role of the Company Secretary

The Company Secretary is accountable directly to the Board, through the Chair, on all matters to do with the proper functioning of the Board and Board committees. All directors have access to the services and advice of the Company Secretary.

Committees of the Board

Cochlear's five standing Board committees assist the Board in its oversight role. Each Board committee has an independent director as its Chair and comprises members who are independent directors. All Board members are sent Board committee meeting agendas and may attend any Board committee meeting. Subsequent to each Board committee meeting, the minutes are included in the Board papers and presented to the Board by the respective Board committee Chairs.

The CEO & President and other executives are invited to the meetings at the discretion of the committees. An assessment of the technical expertise of the committees' members occurs on an annual basis. Terms of Reference of each committee is available on the Company's website. A summary of Board committee meeting attendance for FY22 is set out in the 2022 Annual Report at page 90.

Board performance and succession planning

Director appointment and election

A director appointed to the Board must stand for election at the next Annual General Meeting (AGM). Directors (excluding the Managing Director) must stand for re-election at the third AGM following their election. There is no limit on director tenure.

A recommendation that the Board supports an existing director standing for election or re-election is not automatic. Potential candidates for the Board as well as directors standing for re-election are all assessed according to a number of factors, including but not limited to:

- skills, experience, knowledge, personal qualities and attributes that will best complement the skill set and characteristics of existing directors and enhance board effectiveness;
- diversity (in its broadest sense) of board composition;
- capacity to devote the time and commitment to the role; and
- potential conflicts of interest and independence.

Appropriate background checks are performed before any potential candidate is appointed as a senior executive or director, or recommended to shareholders as a candidate for election as a director. Cochlear provides shareholders with all material information in its possession relevant to a decision on whether or not to elect or re-elect a director.

Director induction and development

New directors receive a letter of appointment that sets out their duties, the Company's expectations and the terms and conditions of their appointment.

New non-executive directors are provided with an induction program. The program includes the provision of a briefing pack, online and face-to-face product training, one-on-one meetings with the CEO & President and the executive team and visits to key functional areas. On an ongoing basis, directors are provided with papers, presentations and briefings on matters which may affect the business or operations of Cochlear.

All directors are expected to maintain the skills required to discharge their obligations to the Company and to this end the Cochlear Board Education Program outlines the learning requirements and activities to achieve this. Directors are encouraged to undertake continuing professional development training relevant to the discharge of their duties as directors of the Company. Directors may also approach the Chair with requests to pursue learning related to the fulfilment of Board and Board committee duties, such as attendance at conferences.

Subject to consultation with the Company Secretary, the reasonable cost of continuing education and training is met by Cochlear. To assist the directors in maintaining an appropriate level of knowledge of the operations of the Company, directors undertake site visits each year to Cochlear's operations overseas and, on a less frequent basis, in Australia. During FY22, directors visited Cochlear's operations in the United States and Belgium.

The Nomination Committee periodically reviews ways in which the skills, experience, and expertise levels of existing directors can be enhanced through learning and continuing professional development.

Board performance evaluation

The Chair evaluated the performance of individual directors, in respect of the reporting period, in accordance with a process agreed with the members of the Nomination Committee.

The performance of the Board is externally/independently reviewed regularly, with the most recent review being undertaken between April and June 2022. This review also included the performance of the Chair. The key findings of the review were discussed at the following Nomination Committee meeting.

Each committee of the Board annually reviews its performance and makes recommendations to the Board for improving the effectiveness of the committees. A performance evaluation of each of the Board committees was undertaken in respect of the reporting period.

Governance policies

The Board considers that the governance policies and practices adopted by Cochlear during the reporting period ended 30 June 2022 follow the recommendations contained in the ASX Principles and Recommendations.

Details of Cochlear's externally available corporate governance policies are summarised in the table below. The 'Investors' section of the Company's website contains access to all relevant corporate governance information, including information about the Company, Board and committee charters and policies referred to below.

Global Code of Conduct

Cochlear's Global Code of Conduct sets a high standard of conduct, business ethics and integrity required of all our people around the world in driving our business forward. The Code incorporates our anti-bribery and corruption policy.

Continuous Disclosure Policy

Cochlear has obligations under the Corporations Act and ASX Listing Rules to keep the market fully informed of information which may have a material effect on the price or value of its securities. Cochlear's policy is to strictly comply with these requirements, and Cochlear discharges these obligations by releasing information to the ASX in the form of an ASX release or disclosure of other relevant documents.

Trading Policy

The ASX Listing Rules require Cochlear to have a trading policy which applies to its Key Management Personnel (KMP). This is in addition to the insider trading prohibitions of the Corporations Act which apply to all of Cochlear's directors, officers and employees (and their associates). The Trading Policy is an important tool in managing the risks associated with dealings in securities.

Risk Management Policy

Cochlear's Risk Management Policy provides the framework to manage the risks associated with all the activities of Cochlear.

Shareholder Communications Policy

Cochlear's communication to shareholders is based on openness and honesty. These principles are set out in the Shareholder Communications Policy.

Diversity & Inclusion Policy

As a global business, Cochlear is committed to an inclusive workplace that attracts the best employees to support our growth business; we therefore need people with a diverse range of skills, expertise and diversity in terms of gender, age and ethnicity. These principles are set out in the Company's Diversity & Inclusion Policy.

Share Ownership Policy

The purpose of the Cochlear Share Ownership Policy is to ensure appropriate alignment of the interests of Cochlear's executives with the financial interests of Cochlear's shareholders. The guidelines aim to create a share ownership focus and culture and to build long-term commitment to the Company by providing direction to KMP as to minimum levels of share ownership.

Clawback Policy

The Clawback Policy aims to provide the Board with the ability to claw back the remuneration outcomes of Cochlear's executives in relation to a material misstatement or misrepresentation.

Environmental Policy

Cochlear makes its best effort to minimise its impacts on the environment. The Company's Environmental Policy sets out how this is done.

Supplier Code of Conduct

Cochlear works with our suppliers to encourage standards on labour practices, safety and wellbeing, environment and sustainability and ethical trading.

Whistleblower Protection Policy

Cochlear's Whistleblower Protection Policy aims to promote a culture of acting lawfully, ethically and responsibly by enabling Eligible Protected Persons to confidentially report suspected or actual misconduct in relation to Cochlear, without fear of reprisal, victimisation or disadvantage.

Diversity and inclusion

As a global business, Cochlear is committed to providing an inclusive workplace that is diverse and representative of our customers and the communities in which we operate.

We believe a diverse and inclusive workplace delivers better outcomes for our shareholders, customers, employees and local communities, helping us to fulfill our mission to help people hear and be heard.

Cochlear's Diversity & Inclusion Policy, which can be viewed on the Company's website, provides that the Board will establish diversity-related measurable objectives for the Company and assessment of these objectives and review of progress will be carried out annually by the Board's People & Culture Committee.

The People & Culture Committee has set the following measurable objectives:

- Achieve gender balance in senior leadership roles and on the Board;
- All employees embrace diversity and foster an inclusive culture; and
- Create equal access to work to generate a wider pool of talent by making it easier for people to successfully work at Cochlear.

Cochlear's workplace profile

Achieving gender diversity is one important element of our Diversity and Inclusion strategy and one of our measurable objectives. While over 50% of Cochlear's employees are female, the representation of females decreases as the level of seniority increases.

Below is a summary of Cochlear's workplace profile, which shows the percentage of males and females by employment category as at 30 June 2022.

The People & Culture Committee is responsible for setting measurable objectives for achieving diversity and inclusion, including gender diversity in the composition of the Board, senior managers and the workforce generally. We are pleased to report, that we have recently achieved our gender balance objective of 40% female representation in senior manager roles (Bands 1-3), having reached 41.1%, comparative to 38% in FY21 and 36% in FY20. Through our strong focus on improving our senior female representation, we have reached this objective earlier than expected, which was originally set for FY23.

The progress report against our FY22 objectives is set out at the Appendix.

Cochlear is a "relevant employer" under the Workplace Gender Equality Act 2012 (Cth). Cochlear's most recent Gender Equality Indicators (as defined in and published under the Act) are available on the Workplace Gender Equality Agency (WGEA) website at <https://www.wgea.gov.au/public-reports-0>. It should be noted that this data submitted to WGEA covers Australian-based staff only and does not represent Cochlear's global workforce.



Board of directors

30 June 2018	22.2%
30 June 2019	22.2%
30 June 2020	20.0%
30 June 2021	30.0%
30 June 2022	33.3%



Senior managers*

30 June 2018	32.0%
30 June 2019	35.0%
30 June 2020	36.0%
30 June 2021	38.0%
30 June 2022	41.1%



All employees

30 June 2018	52.0%
30 June 2019	52.8%
30 June 2020	53.0%
30 June 2021	52.0%
30 June 2022	52.3%

● Female ● Male

* For the purposes of this Statement, senior managers are defined as all managers in Bands 1, 2 and 3; the three most senior levels of roles within the Company, with Band 1 being the Executive Team

Lawful, ethical and responsible behaviour

Our Company values – as demonstrated through our Global Code of Conduct and our global HEAR behaviours – serve as our compass and guide us on our expected behaviours.

HEAR Behaviours

Our HEAR Behaviours are integral to the way we behave, our Company's culture and how we do business. We continue to embed them in our systems, policies and processes from recruitment of our talent, through to our performance management processes, leadership development and employee recognition and reward programs.



Global Code of Conduct

Cochlear is committed to acting lawfully, ethically and responsibly, wherever we operate around the world. This is reflected in our [Global Code of Conduct \(Code\)](#), which applies to all our employees, officers and directors, contracted staff, contractors and consultants and third parties that conduct business for or on behalf of Cochlear. The Code is a meaningful statement of Cochlear's core values and sets out the expectations in which we conduct our business to ensure the highest standards of honesty, fairness, professionalism and integrity.

We are committed to providing a safe, healthy, fair and inclusive work environment and we articulate clear standards and expectations in our Code. Our customers and suppliers can expect honest and fair interactions with Cochlear and we include such topics as anti-bribery and corruption, insider trading, competition and consumer laws, modern slavery and confidentiality in our Code.

The Code is available on the Company's website in English and other languages relevant for our global business. The Code is endorsed and supported by senior management, with the CEO & President providing the opening message encouraging use of the Code in day-to-day work. It is reinforced with mandatory training: induction training for new starters, annual online training for the entire global organisation and annual face-to-face training for those without access to our online training platform.

The Code is supplemented by local and regional Business Relationship Policies which govern our interactions with third parties, including healthcare professionals and customers.

Any material breach of the Code, including bribery and/or corruption, are reported to the Audit and Risk Committee.

Whistleblower Protection Policy

Cochlear is committed to creating and maintaining a lawful, ethical and responsible working environment that promotes good corporate governance. The Company's Whistleblower Protection Policy empowers eligible persons to report any suspected or actual misconduct in relation to Cochlear. The [Whistleblower Protection Policy](#) is available on the Company's website in English and other languages relevant for our global business.

Whistleblower reports made under the Whistleblower Protection Policy are confidential and may be made anonymously to any senior executive or to the independently-operated Cochlear Whistleblower Service. The Cochlear Whistleblower Service is available anywhere in the world, in multiple languages, 24 hours a day and 7 days a week. A link to the Cochlear Whistleblower Service is available on the Company's website. A report may be made in one of four different ways using the Cochlear Whistleblower Service: online, by telephone, by email or by post. The Group General Counsel is notified of each report submitted through the service.

All material incidents reported under the Whistleblower Protection Policy are reported to the Audit and Risk Committee.

Remuneration and evaluation of senior executives

Remuneration

Cochlear's remuneration policy and practices are designed to attract, motivate and retain highly-qualified and experienced people across diverse geographies.

The Board is responsible for Cochlear's remuneration strategy and policy. Cochlear has disclosed its policies and practices regarding the remuneration of non-executive directors, executive directors and other senior executives in the Remuneration report in the 2022 Annual Report.

Equity-based executive remuneration awards are made pursuant to the Cochlear Executive Incentive Plan (CEIP). It is the Company's policy that participants in the CEIP are not permitted to enter into transactions (whether through the use of derivatives or otherwise) to limit the economic risk of participating in the CEIP. The Trading Policy and the CEIP documents include provisions to reflect this position. The Trading Policy is published on the Company's website. The CEIP documents are not published as they are internal documents.

Senior executive performance evaluation

The CEO & President and each senior executive have a written contract with the Company, setting out the terms of their appointment or employment (as applicable) including details of their role, responsibilities, remuneration and their disclosure/compliance obligations.

The importance of a clear relationship between management performance and the assessment of remuneration is reflected in the Company's approach to evaluating management performance. All employees, including senior executives, participate in annual performance reviews, where achievement of key goals are discussed and assessed and future goals are agreed upon. The Chair facilitates the performance evaluation of the CEO & President with ultimate oversight by the Board.

A performance evaluation for the CEO & President and the executive team took place during the reporting period and was carried out in accordance with the above process.

Communication with shareholders

Shareholder engagement

Shareholders and other stakeholders are informed of all material matters affecting the Company through ASX announcements, periodic communications and a range of forums and publications. The 'Investors' section of the Company's website contains a range of information that may be useful to shareholders, including the dedicated section on 'Shareholder Communications'. Shareholders have the option to receive communications from, and send communications to, the Company and its share registry electronically.

Information most likely to be of interest to shareholders is available under the 'Investors' section of the Company's website and includes the Company's published reports, presentations and webcasts, shareholder meeting details, company policies and material ASX announcements.

Cochlear provides regular email notifications of major events or periodic corporate reporting, including results announcements.

Other shareholder engagement activities include:

- the AGM;
- the Annual Report, Sustainability Report and Tax Contribution Report; and
- regular releases of financial information, including interim and full year financial results.

The Company has an investor relations program designed to facilitate effective two-way communications with analysts, investors, proxy advisors and the media.

The Company provides a forum to address individual shareholders' questions at each AGM. In addition to attending the AGM in person, shareholders may view a webcast of the AGM online and it is the Company's practice to conduct voting on all resolutions put to the AGM by poll. Shareholders who are unable to attend the AGM are able to submit questions and comments to Cochlear in advance of the meeting. Where appropriate, questions submitted will be answered at the AGM.

In light of the continued uncertainty with lockdowns at the time and Government restrictions on travel and gathering, and the potential health risks to shareholders, the Company held its 2021 AGM as a virtual meeting and shareholders were able to watch and attend the AGM online.

Advance notice of the timing of half year and full year results announcements is provided on the Cochlear website. Copies of new and substantive investor or analyst presentations are released on the ASX Market Announcements Platform ahead of the presentation and are also made available via the Cochlear website.

The Board receives from the Company Secretary copies of all material market announcements promptly after they have been made.

Continuous disclosure

Cochlear has established processes to enable the Company to provide shareholders and the market generally with timely, direct and equal access to relevant information. It is our practice to make public disclosures of information that a reasonable person would expect to have a material effect on the price or value of our securities, unless an exception applies under the ASX Listing Rules or other applicable regulatory requirements.

The Company's Continuous Disclosure Policy aims to:

- achieve compliance with continuous disclosure regulatory requirements;
- clarify responsibilities of Cochlear's Board, Continuous Disclosure Committee, Company Secretary and all other Cochlear personnel; and
- promote investor confidence in the integrity of Cochlear and its securities.

The Continuous Disclosure Policy is available on the Company's website.

Risk management and assurance

Cochlear is committed to the identification, monitoring and management of material financial and non-financial risks associated with its business activities such as actions by competitors, technological developments, market changes, government policy changes and exchange rate movements captured in the enterprise Risk Register.

Risks arising from the COVID pandemic have been and are continuing to be effectively identified, managed, monitored and reported to the Board.

The Board sets Cochlear's appetite for risk and provides oversight of the practices used by management to govern risk, and addresses specific issues escalated by its Audit & Risk Committee or management. The Board recognises that a sound culture is fundamental to an effective risk management framework. Cochlear promotes a culture which values the principles of honesty, transparency, integrity, fairness, constructive challenge and accountability, and these values are reflected in the Global Code of Conduct. Senior management across Cochlear are responsible for reinforcing and modelling the key behaviours required to maintain a sound risk culture, including encouraging constructive reporting, challenging and transparency. These elements are necessary to support effective risk management and awareness, and to support appropriate behaviours and judgements about risk taking.

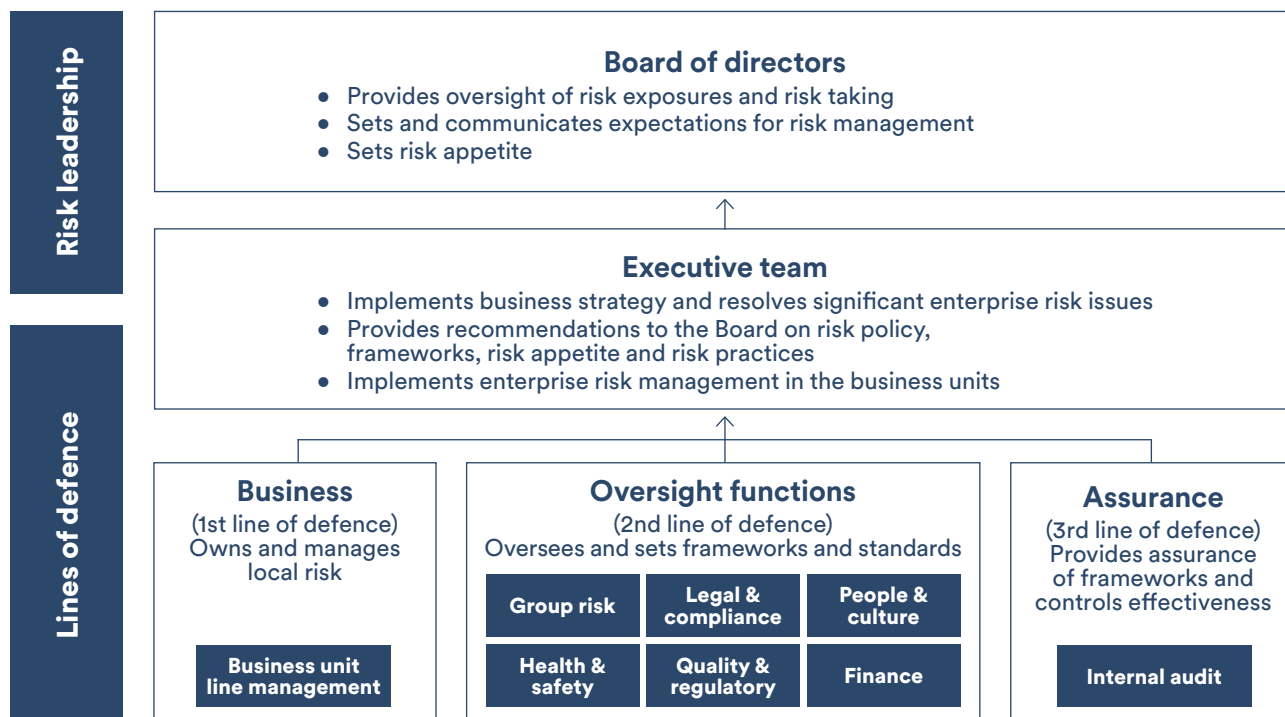
All employees and contractors are responsible for compliance with policy and procedure controls to manage risk. Management is responsible for the day-to-day monitoring of risks and the effectiveness of risk

management systems. Cochlear's senior management reports to the Board, through the Audit and Risk Committee, on the adequacy of the risk management systems and processes. Regional Presidents are accountable for risk management outcomes, and day-to-day compliance, in their respective regions.

The risk management framework has regard to relevant regulations, standards and guidelines including the ASX Principles and Recommendations and the Australian/ New Zealand standard AS/NZS ISO 31000:2018 Risk management – Principles and guidelines. The annual review of this framework by the Audit and Risk Committee was last conducted in May 2022.

Risk management oversight

The diagram below sets out a high level description of how risk governance operates at Cochlear together with key responsibilities of the Board, the Executive team, Internal Audit and the business units, and incorporates the three lines of defence model for how risk is managed.



Environmental and social risks

Cochlear’s enterprise risk management approach includes assessment of our environmental and social risks. Cochlear does not have any material exposure to environmental or social risks at this time. We continue to monitor our exposures to risks of this nature, as set out in the 2022 Sustainability Report, prepared with reference to the Global Reporting Initiative (GRI) Standards. Our 2022 Sustainability Report is available on the ‘Investors’ section of the Company’s website.

Internal audit

Cochlear’s Internal Audit function is managed by and within the Group Risk and Assurance team and is accountable to the Board. Internal Audit provides assurance services to management and the Board in relation to the internal controls, risk management framework and governance of Cochlear. It does so through:

- performing audits in accordance with an Internal Audit Plan. The Plan is formulated using a risk-based approach and approved annually by the Audit and Risk Committee;
- having direct access to the Board through the Audit and Risk Committee, with the right to communicate to it in the absence of management; and
- regular reporting to the Executive team and the Audit and Risk Committee on the results of its audits.

The Audit and Risk Committee reviews and approves the Internal Audit Plan each year. It also reviews the hiring and performance of the Vice President Risk and Assurance and the internal audit function. This process was followed during the reporting period.

Assurances by management

The Board received CEO & President and Chief Financial Officer certifications during the reporting period in accordance with section 295A of the Corporations Act and Recommendation 4.2 of the ASX Principles and Recommendations.

Corporate reporting

Cochlear has an internal verification and approval process to support the integrity of the information being disclosed in periodic corporate reports that are released to the market and which are not required to be audited or reviewed by our external auditor. The specific process for each periodic corporate report will vary depending on the particular release but may generally involve:

- the individuals with responsibility for the information:
 - validating key information back to the source;
 - confirming to the best of their knowledge and belief that the information is accurate and not misleading;
- the review of the report or document by relevant internal subject matter experts (and in some cases our external advisers); and
- the review by and confirmation from the individual responsible for the corporate report that it is appropriate for release.

Periodic corporate reports released to the market may also, depending on the report, be required to be approved by the Board or the Audit and Risk Committee.

Unless otherwise specified, all references in this document to “the Company’s website” are specifically to the ‘Investors’ section of the Company’s website.

Appendix

Diversity & Inclusion Progress Report for FY22

The three measurable objectives set by the Board for FY22 are supported through initiatives which are approved and monitored by the People & Culture Committee. A summary of the FY22 initiatives, along with the progress achieved, is set out below:

Measurable Objective

Progress achieved

1. Achieve gender balance in senior leadership roles and on the Board

We are committed to our gender diversity goals, which are an integral element of our Diversity and Inclusion strategy. In FY21 we introduced gender targets for our Board and senior leaders. We are pleased to report that we have recently achieved our FY23 gender balance target of 40% female representation in Senior Leadership roles earlier than anticipated, with females comprising 41.1% of our senior leader roles. We also achieved our Board target of 30% female representation in FY21, with females comprising 33% of the Board at the end of FY22. In recognition of the need to achieve gender balance at our most senior levels, we have now set a 40% target for female representation at Band 2 level (i.e. typically two reporting levels below the CEO & President) by FY24. To maintain 40% gender balance in our senior leadership and achieve our 40% female representation target at Band 2 level, we focus on continuing to improve and further embed our talent management processes.

Talent Review and Succession:

Our managers invest heavily in our Talent Review and Succession Process and are supported to ensure this process is fair and that decisions are made free from bias. This year, female representation of named successors to Band 2 roles remains at 43%.

Talent Acquisition:

Our recruitment and selection decision making processes have continued to improve and employ best practices to ensure we build a pipeline of diverse talent. These include the requirement to have female representation in all shortlists as well as female representation on interview panels. Given the increased importance of attracting diverse pools of talent in a competitive market, we continued to invest in our Hiring Manager Learning Program “Hiring to win”, available as an online program, available just-in-time and focused on removing unconscious bias from our selection processes and made other process improvements, to ensure we attract and build a pipeline of diverse talent. We have seen some pleasing results from our work in this area with females comprising 51% of all senior placements made during FY22, up from 40% in FY21.

Our FY22 recruitment pipeline ratios indicate that females comprised only 39% of all applicants (both internal and external). However, 54% of all placements were female.

Our **Career Development Policy** supports this goal by driving inclusive and fair selection and placements practices, to ensure opportunities are provided in a manner which is fair and free from bias, equitable and with increased transparency.

To grow our STEM pipeline, an important element of our talent strategy is to build our relationships with school and university programs, allowing us to showcase careers at Cochlear with the view to creating a diverse pipeline of entry-level talent.

During FY22, we hosted secondary and tertiary students through career fairs and other events supported by Cochlear in Australia. We continued to partner with, and participated in, numerous educational programs during the year to support and grow our pipeline of early-entry STEM talent. In addition, we hosted and/or participated in many events during the year, including:

- Australian & New Zealand STEM Women Graduate Careers Fair, which aims to promote STEM careers among tertiary female students;
- National Youth Science Forum Digital Session, which aims to promote STEM to secondary school students; and
- Launch your Career Workshops, which hosts tertiary students from the University of New South Wales.

We currently sponsor three students as part of the Cadetship to Career initiative jointly developed by The Smith Family and the Business Council of Australia. The initiative provides students from disadvantaged backgrounds with paid work experience to help them transition from study to employment and explore future career options.

We continue to build our pipeline of future talent through our highly regarded and highly selective graduate and internship programs, with females comprising 62% of our 2021/2022 Summer Student Intern Program and 50% of our 2022 Graduate Program intake.

Measurable Objective**Progress achieved****2. All employees embrace diversity and foster an inclusive culture****Education:**

Cochlear continues to focus on building an inclusive and respectful culture which is important to ensure people are heard and differences are valued. Key to achieving this is educating and enabling our leaders to role model the desired behaviours and to upskill and empower all our people.

In FY22 we continued rolling out our global leadership program on Inclusive Leadership & Unconscious Bias which, to date, 75% of all leaders globally have completed. We have also launched our Inclusive Conversations Leadership Program which all our top-100 leaders have completed. It is currently being rolled out to all People Managers globally.

To support our employees, we offer a Diversity & Inclusion online learning pathway. Global Code of Conduct, Respectful Workplace, Mental Health for Managers and Smarter Meetings training programs were again delivered to provide guidance on managing workplace relationships respectfully, to ensure a professional, respectful, and inclusive culture where our employees feel safe and valued.

Engaging our People:

- Throughout the year we leveraged All Employee Briefings to regularly communicate topics of diversity and inclusion, including celebration of International Women's Day.
- Our culture work is heavily integrated with our D&I work. Our 100 Culture Champions have been upskilled to be represent our employees in all matters pertaining to culture. They have focused on various 'experiments', which consist of small shifts to daily processes to help foster a more inclusive culture.
- In FY22 we formalised our commitment to recognition and reconciliation by developing and launching our first Reconciliation Action Plan (RAP). The RAP sets out a pathway for us to take practical actions in areas where we can have real influence including addressing the ear and hearing health gap between First Nations peoples and other Australians. Over the past 12 months we have made progress against our RAP commitments including becoming members of Supply Nation (which facilitates connections between Indigenous businesses and member companies) and piloting Cultural Safety Training for RAP Working Group Members and senior leaders within Cochlear. We also provided support to a project being led by Macquarie University which is enabling 18 Aboriginal health workers to undertake a Diploma in Audiometry.

3. Create equal access to work to generate a wider pool of talent by making it easier for people to successfully work at Cochlear**Flexibility:**

Flexible work is a key enabler to gender equality and to fostering a more inclusive workplace as it allows for greater access to work for more people, whilst empowering our employees to better achieve their professional and personal goals. We continue to encourage flexible work across the globe and now have more than 95% of eligible employees globally working flexibly in some way.

Pay Equity:

Ensuring pay equity has been an area of focus as we continue to assess performance and remuneration outcomes yearly to ensure gender pay equity. Our yearly pay gap analysis aims to remove any gender pay gap between male and female employees performing like-for-like roles of comparable value. We monitor and regularly review outcomes and metrics to ensure fairness and equity in our remuneration outcomes. During FY22 we have again taken active steps to address any identified pay gaps and will continue to monitor for and close any identified gaps in the future.

Other policies, such as our Career Development Policy, Remuneration Governance Policy and Performance Policy also support our focus on ensuring we provide equitable and fair opportunities and rewards.

Hear now. And always

As the global leader in implantable hearing solutions, Cochlear is dedicated to helping people with moderate to profound hearing loss experience a life full of hearing. We have provided more than 700,000 implantable devices, helping people of all ages to hear and connect with life's opportunities.

We aim to give people the best lifelong hearing experience and access to innovative future technologies. We have the industry's best clinical, research and support networks.

That's why more people choose Cochlear than any other hearing implant company.

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Please seek advice from your health professional about treatments for hearing loss. Outcomes may vary, and your health professional will advise you about the factors which could affect your outcome. Always read the instructions for use. Not all products are available in all countries. Please contact your local Cochlear representative for product information.

ACE, Advance Off-Stylet, AOS, AutoNRT, Autosensitivity, Beam, Bring Back the Beat, Button, Carina, Cochlear, 科利耳, コクレア, 코클리어, Cochlear SoftWear, Codacs, Contour, コントウア, Contour Advance, Custom Sound, ESPrit, Freedom, Hear now. And always, Hugfit, Hybrid, Invisible Hearing, Kansa, MET, MicroDrive, MP3000, myCochlear, mySmartSound, NRT, Nucleus, Osia, Outcome Focused Fitting, Off-Stylet, Profile, Slimline, SmartSound, Softip, SPrint, True Wireless, the elliptical logo, and Whisper are either trademarks or registered trademarks of Cochlear Limited. Ardium, Baha, Baha SoftWear, BCDrive, DermaLock, EveryWear, Human Design, Piezo Power, SoundArc, Vistafix, and WindShield are either trademarks or registered trademarks of Cochlear Bone Anchored Solutions AB.

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