

ASX Announcement

26 July 2024

Cochlear announces changes to the executive team

Cochlear Limited (Cochlear) today announces a number of changes to the executive team.

Richard Brook will be stepping down as President, Europe and Middle East and Africa (EMEA) at the end of December 2024 after more than 20 years in the role. CEO & President, Dig Howitt said, "Richard has overseen a period of substantial growth for EMEA, with an eight-fold increase in revenue during that time. I would like to express my deepest gratitude for his dedication and leadership which has contributed to Cochlear's growth and success. His contributions will have a lasting impact and he leaves behind a strong legacy of achievement that will guide us into the future. We wish him all the best in the future."

Anthony Bishop, current President, Asia Pacific & Latin America, will be appointed President, EMEA from 1 January 2025. Anthony was appointed President, Asia Pacific in July 2016 and took on responsibility for Latin America in June 2021. He has been responsible for the development and execution of the strategic direction for all our operations in Australia, Asia, the South Pacific and Latin America. Prior to Cochlear, Anthony spent 21 years at Johnson & Johnson Medical in various roles, including marketing, sales and general management around the world, including Managing Director, Johnson & Johnson Medical, Australia/New Zealand.

Stu Sayers, current Chief Financial Officer, will be appointed President, Asia Pacific & Latin America from 1 January 2025. Stu was appointed as Chief Financial Officer in February 2021 and was previously President, Services since joining Cochlear in July 2016. Prior to Cochlear, Stu led Amazon's subsidiary Audible in Asia Pacific, as well as E*TRADE and Yahoo!7 in Australia and New Zealand. He previously held senior roles with ANZ and McKinsey.

Mr Howitt said, "I am delighted to be appointing Anthony and Stu to their new roles. Both have demonstrated track records, extensive knowledge of Cochlear and its customers and have demonstrated great leadership and developed high-performing teams. I look forward to their continued contributions to the executive team and culture leadership across the organisation."

Cochlear has an executive search underway for a new Chief Financial Officer and will make an announcement when an appointment is made.

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This announcement is authorised by the Cochlear Board of Directors.