

28 March 2024

Spire Healthcare Group plc (the *Company*)

Exercise of Executive Share Plan awards

On 26 March 2024, Justin Ash and Jitesh Sodha, both Executive Directors of the Company, exercised their vested:

- Long Term Incentive Plan awards in the Company that were granted on 25 March 2019 (the **2019 LTIP award**). 2019 LTIP awards were subject to certain performance metrics that were measured over a three-year period and full details of the outcomes of these were reported in the Company's 2021 Annual Report and Accounts. On vesting in March 2022, the 2019 LTIP awards were subject to a further two-year holding period which ended in March 2024; and
- Deferred Share Bonus Plan awards that were granted on 18 March 2021 (the **2021 DSBP award**). 2021 DSBP awards were subject to a three-year holding period which ended on the third anniversary of the award being made.

Following the exercise by both Directors of their 2019 LTIP awards and 2021 DSBP awards over ordinary shares in the Company and after the satisfaction of taxes due, both decided to retain the balance of ordinary shares as follows:

	Share plan and type of award	Shares vested and exercised	Shares retained following satisfaction of taxes due
Justin Ash	2019 LTIP (in the form of nil-cost options)	373,263	197,829
Justin Ash	2021 DSBP (in the form of nil-cost options)	97,251	51,543
Total number of shares retained			249,372

Following the transactions, Justin Ash holds 827,640 ordinary shares in the Company.

	Share plan and type of award	Shares vested and exercised	Shares retained following satisfaction of taxes due
Jitesh Sodha	2019 LTIP (in the form of nil-cost options)	239,738	127,061
Jitesh Sodha	2021 DSBP (in the form of nil-cost options)	41,637	22,067
Total number of shares retained			149,128

Following the transactions, Jitesh Sodha holds 283,186 ordinary shares in the Company.

The exercise of a vested 2019 LTIP award by John Forrest and a vested Long Term Incentive Plan award that were granted on 18 March 2021 by Harbant Samra, both PDMRS of the Company, are disclosed below.

Notification and public disclosure of transaction by persons discharging managerial responsibility and persons closely associated with them

1	Details of the person discharging managerial responsibilities/person closely associated	
a)	Name	Justinian Joseph Ash
2	Reason for the notification	
a)	Position/status	Chief Executive Officer
b)	Initial notification /Amendment	Initial notification

3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Spire Healthcare Group plc
b)	LEI	213800IBJPW3SE2RA350
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted	
a)	Description of the financial instrument, type of instrument Identification code	Ordinary shares of 1 pence each GB00BNLPYF73
b)	Nature of the transaction	Exercise of nil-cost options over ordinary shares vesting under the Spire Healthcare Group plc Long Term Incentive Plan 2014. Following the exercise by Mr Ash of his award over 373,263 ordinary shares and after the satisfaction of taxes due, a balance of 197,829 ordinary shares were transferred to him which he has retained.
c)	Price(s) and volume(s)	Price(s) Volume(s)
		Nil 373,263
d)	Aggregated information - Aggregated volume - Price	As above
e)	Date of the transaction	2024-03-26
f)	Place of the transaction	XLON

1	Details of the person discharging managerial responsibilities/person closely associated	
a)	Name	Jitesh Himatlal Sodha
2	Reason for the notification	
a)	Position/status	Chief Financial Officer
b)	Initial notification /Amendment	Initial notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Spire Healthcare Group plc
b)	LEI	213800IBJPW3SE2RA350
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted	
a)	Description of the financial instrument, type of instrument Identification code	Ordinary shares of 1 pence each GB00BNLPYF73

b)	Nature of the transaction	<p>Exercise of nil-cost options over ordinary shares vesting under the Spire Healthcare Group plc Long Term Incentive Plan 2014.</p> <p>Following the exercise by Mr Sodha of his award over 239,738 ordinary shares and after the satisfaction of taxes due, a balance of 127,061 ordinary shares were transferred to him which he has retained.</p>	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		Nil	239,738
d)	Aggregated information - Aggregated volume - Price	As above	
e)	Date of the transaction	2024-03-26	
f)	Place of the transaction	XLON	

1	Details of the person discharging managerial responsibilities/person closely associated		
a)	Name	Justinian Joseph Ash	
2	Reason for the notification		
a)	Position/status	Chief Executive Officer	
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Spire Healthcare Group plc	
b)	LEI	213800IBJPW3SE2RA350	
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted		
a)	Description of the financial instrument, type of instrument Identification code	Ordinary shares of 1 pence each GB00BNLPYF73	
b)	Nature of the transaction	Exercise of nil-cost options over ordinary shares vesting under the Spire Healthcare Group plc Deferred Share Bonus Plan 2014. Following the exercise by Mr Ash of his award over 97,251 ordinary shares and after the satisfaction of taxes due, a balance of 51,543 ordinary shares were transferred to him which he has retained.	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		Nil	97,251

d)	Aggregated information - Aggregated volume - Price	As above
e)	Date of the transaction	2024-03-26
f)	Place of the transaction	XLON

1	Details of the person discharging managerial responsibilities/person closely associated		
a)	Name	Jitesh Himatlal Sodha	
2	Reason for the notification		
a)	Position/status	Chief Financial Officer	
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Spire Healthcare Group plc	
b)	LEI	213800IBJPW3SE2RA350	
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted		
a)	Description of the financial instrument, type of instrument Identification code	Ordinary shares of 1 pence each GB00BNLPYF73	
b)	Nature of the transaction	Exercise of nil-cost options over ordinary shares vesting under the Spire Healthcare Group plc Deferred Share Bonus Plan 2014. Following the exercise by Mr Sodha of his award over 41,637 ordinary shares and after the satisfaction of taxes due, a balance of 22,067 ordinary shares were transferred to him which he has retained.	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		Nil	41,637
d)	Aggregated information - Aggregated volume - Price	As above	
e)	Date of the transaction	2024-03-26	
f)	Place of the transaction	XLON	

1	Details of the person discharging managerial responsibilities/person closely associated		
a)	Name	John Joseph Forrest	
2	Reason for the notification		
a)	Position/status	Chief Operating Officer	
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Spire Healthcare Group plc	
b)	LEI	213800IBJPW3SE2RA350	
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted		
a)	Description of the financial instrument, type of instrument Identification code	Ordinary shares of 1 pence each GB00BNLPYF73	
b)	Nature of the transaction	Exercise of nil-cost options over ordinary shares vesting under the Spire Healthcare Group plc Long Term Incentive Plan 2014. Following the exercise by Mr Forrest of his award over 133,525 ordinary shares and after the satisfaction of taxes due, a balance of 70,768 ordinary shares were sold at £2.32.	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		Nil £2.32	133,525 70,768
d)	Aggregated information - Aggregated volume - Price	As above	
e)	Date of the transaction	2024-03-26	
f)	Place of the transaction	XLON	

1	Details of the person discharging managerial responsibilities/person closely associated	
a)	Name	Harbant Singh Samra
2	Reason for the notification	
a)	Position/status	Deputy Chief Financial Officer
b)	Initial notification /Amendment	Initial notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Spire Healthcare Group plc

b)	LEI	213800IBJPW3SE2RA35U	
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted		
a)	Description of the financial instrument, type of instrument Identification code	Ordinary shares of 1 pence each GB00BNLPYF73	
b)	Nature of the transaction	Exercise of nil-cost options over ordinary shares vesting under the Spire Healthcare Group plc Long Term Incentive Plan 2014. Following the exercise by Mr Samra of his award over 59,589 ordinary shares and after the satisfaction of taxes due, a balance of 31,582 ordinary shares were transferred to him which he has retained.	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		Nil	59,589
d)	Aggregated information - Aggregated volume - Price	As above	
e)	Date of the transaction	2024-03-26	
f)	Place of the transaction	XLON	

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