

Spire Healthcare Group plc (the Company)

28 March 2025

Notification of Transactions of Persons Discharging Managerial Responsibilities

Grant of Long Term Incentive Plan (LTIP) awards

The Company announces that, on 27 March 2025, a performance share award was granted over the Company's ordinary shares in the form of nil cost options to the following Executive Directors in the Company, under the rules of the Company's Long Term Incentive Plan.

Executive Director	Maximum number of shares under Award
Justin Ash	759,173
Harbant Samra	436,681

The number of shares set out above represents 200% of current base salary. It is the maximum number which may vest under the LTIP Awards following the end of the performance period (31 December 2027). The shareholder-approved Remuneration Policy permits awards of up to 200% of base salary for Executive Directors.

The actual number of shares which vest will depend on the extent to which the relevant performance conditions have been satisfied.

The performance conditions applicable to the LTIP Awards will be based as follows:

- 20% on relative total shareholder return (TSR) performance;
- 35% on ROCE performance;
- 15% on Hospital EBIT Margin performance; and
- 30% on two Operational Excellence measures.

Further details of these performance conditions will be disclosed in the 2024 Annual Report and Accounts when published.

The share price used to determine the number of shares under the LTIP Awards was 174.04 pence being the average of the mid-market closing share price over the five trading days ending on 26 March 2025.

The transaction place is London.

Notes:

- 1) For both Executive Directors the 2025 LTIP awards described above will also be subject to a further two-year holding period following the vesting date.
- 2) The actual number of shares which vest under the LTIP awards will depend on the extent to which the relevant performance conditions are satisfied in due course.

Name of contact and telephone number for queries:

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Head of Secretariat
Spire Healthcare Group plc
Tel: 07803 508348

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	Justin Ash	
2	Reason for the notification		
a)	Position/status	Chief Executive Officer/PDMR	
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	Grant of performance share awards under the Company's Long Term Incentive Plan	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		Nil	759,173
d)	Aggregated information - Aggregated volume - Price	As above	
e)	Date of the transaction	2025-03-27	
f)	Place of the transaction	XLON	

a)	Name	Harbant Samra
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	Grant of performance share awards under the Company's Long Term Incentive Plan	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		Nil	436,681
d)	Aggregated information - Aggregated volume - Price	As above	
e)	Date of the transaction	2025-03-27	
f)	Place of the transaction	XLON	

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