

10 April 2025

Spire Healthcare Group plc (the *Company*)

Exercise of Executive Share Plan awards

On 7 April 2025, the Executive Directors of the Company, exercised vested Executive Share Plan awards as follows:

(1) Justin Ash exercised both his:

- Long Term Incentive Plan award in the Company that were granted on 6 April 2020 (the **2020 LTIP award**). 2020 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 2022 Annual Report and Accounts. On vesting in April 2023, the 2020 LTIP awards were subject to a further two-year holding period which ended in April 2025; and
- Deferred Share Bonus Plan awards that were granted on 14 March 2022 (the **2022 DSBP award**). 2022 DSBP awards were subject to a three-year holding period which ended on the third anniversary of the award being made; and

(2) Harbant Samra exercised his Long Term Incentive Plan award in the Company that were granted on 14 March 2022 (the **2022 LTIP award**). 2022 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 2024 Annual Report and Accounts.

Following the exercise by the Directors of these 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	2020 LTIP (in the form of nil-cost options)	753,866	399,548
Justin Ash	2022 DSBP (in the form of nil-cost options)	95,007	50,353
Total number of shares retained			449,901

Following the transactions, Justin Ash holds 1,298,641 ordinary shares in the Company.

	Share plan and type of award	Shares vested and exercised	Shares retained following satisfaction of taxes due
Harbant Samra	2022 LTIP (in the form of nil-cost options)	34,671	18,375
Total number of shares retained			18,375

Following the transactions, Harbant Samra holds 53,259 ordinary shares in the Company.

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. Following the exercise by Mr Ash of his award over 753,866 ordinary shares and after the satisfaction of taxes due, a balance of 399,548 ordinary shares were transferred to him which he has retained.	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		Nil	753,866
d)	Aggregated information - Aggregated volume - Price	As above	
e)	Date of the transaction	2025-04-07	
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. Following the exercise by Mr Ash of his award over 95,007 ordinary shares and after the satisfaction of taxes due, a balance of 50,353 ordinary shares were transferred to him which he has retained.	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		Nil	95,007
d)	Aggregated information - Aggregated volume - Price	As above	
e)	Date of the transaction	2025-04-07	
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	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 Long Term Incentive Plan. Following the exercise by Mr Samra of his award over 34,671 ordinary shares and after the satisfaction of taxes due, a balance of 18,375 ordinary shares were transferred to him which he has retained.	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		Nil	34,671

d)	Aggregated information - Aggregated volume - Price	As above	
e)	Date of the transaction	2025-04-07	
f)	Place of the transaction	XLON	

This information is provided by RNS, the news service of the London Stock Exchange. RNS is approved by the Financial Conduct Authority to act as a Primary Information Provider in the United Kingdom. Terms and conditions relating to the use and distribution of this information may apply. For further information, please contact ms@seg.com or visit www.ms.com.

RNS may use your IP address to confirm compliance with the terms and conditions, to analyse how you engage with the information contained in this communication, and to share such analysis on an anonymised basis with others as part of our commercial services. For further information about how RNS and the London Stock Exchange use the personal data you provide us, please see our [Privacy Policy](#).

END

DSHBSGDSCBBDGUG