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Spire Healthcare Group PLC
05 September 2026

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Spire Healthcare Group plc

("Spire Healthcare", the "Company")

Board and Management Changes

Spire Healthcare announces changes to its Board and senior management team as the Company prepares to enter its next stage of growth under the ownership of Tulip UK Bidco Limited ("Bidco").

Justin Ash will retire from his role as CEO and while the process of identifying a successor is ongoing, Sir David Sloman, Non-Executive Director and Vice Chair, will assume the role of Interim CEO. Sir David was appointed a Non-Executive Director of Spire Healthcare in March 2025 and became Vice Chair in May 2025. He brings extensive experience in healthcare management, having held the role of CEO at several NHS trusts and the role of COO at NHS England between December 2021 and August 2023.

Debbie White, Chair-Designate of Spire Healthcare, said: "*On behalf of the Board, I would like to thank Justin for his many years of service to the company. Under his leadership, Spire Healthcare has evolved from a hospital-only business into a leading integrated healthcare company.*"

Justin Ash, CEO of Spire Healthcare, said: "*As the business enters a new phase with strong foundations, now is the right moment for me to step away. I am incredibly proud of what the Company has achieved over my nine years as CEO. It has been a privilege to work alongside such a talented and deeply committed team of colleagues across the business, delivering high-quality care to patients every day.*"

As previously communicated, Sir Ian Cheshire will also step down as Chair and will be succeeded on an interim basis by Debbie White. Debbie, who has been acting as Chair-Designate since 14 July 2025, joined the Board as an independent non-executive director in February 2023 and became senior independent director in May 2023. Following completion of the acquisition, Bidco has announced that it intends to appoint Paolo Pieri, former CEO of Circle Health Group as Chair.

Unless otherwise specified, all changes will take effect from the date of publication of the 2.7 announcement.

The remuneration arrangements in relation to Justin's retirement will be disclosed on the Company's website in accordance with section 430(2B) of the Companies Act.

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