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To:

The Board of Directors
Spire Healthcare Group plc
3 Dorset Rise
London
EC4Y 8EN
United Kingdom

2 October 2026

Dear Sirs and Madams

Recommended acquisition of Spire Healthcare Group plc ("Spire") by Tulip UK Bidco Limited (the "Transaction")

We refer to the letters that are to be sent in accordance with Rule 15 of the City Code on Takeovers and Mergers (the "**Takeover Code**") to participants of the following share plans:

1. The Spire Healthcare Group plc 2014 Long Term Incentive Plan and the Spire Healthcare Group plc 2024 Long Term Incentive Plan; and

2. The Spire Healthcare Group plc Deferred Share Bonus Plan adopted by Spire on 3 July 2014 and the Spire Healthcare Group plc 2024 Deferred Share Bonus Plan,

which are expected to be dated on or around 2 October 2026, containing information on how the Transaction will affect the above share plans and proposals to be made under Rule 15 of the Takeover Code (the "**Rule 15 Letters**"), a copy of a near final draft of which in substantially final form is attached hereto.

We hereby confirm that we have given and not withdrawn our consent to the inclusion in the Rule 15 Letters of the references to our name in the form and context in which they appear.

We hereby also consent to this letter being made available for inspection.

Yours faithfully

For and on behalf of

Perella Weinberg UK III LLP