5 September 2026

Dear Spire Colleagues

Notification regarding announcement of offer by Tulip UK Bidco Limited

As you will already be aware from Justin's all colleague message on 5 September 2026, on 5 September 2026 the board of directors of Spire Healthcare Group plc (the ***Company***) and Tulip UK Bidco Limited (***Bidco***) announced that they had reached agreement on the terms of a recommended cash offer, pursuant to which Bidco (a newly formed company to be indirectly owned by a Consortium including (i) funds managed or advised by Toscafund Asset Management LLP; (ii) funds managed or advised by THCP Advisory Limited; and (iii) funds managed or advised by Ares Management Limited) will acquire the entire issued and to be issued ordinary share capital of the Company that the Consortium does not already own (the ***Offer***).

The purpose of this notice is to give you notice, in accordance with our obligations under Rule 2.11 of the City Code on Takeovers and Mergers (the ***Code***), that a copy of the announcement has been published on the Company's website at www.investors.spirehealthcare.com. This notification is not a summary of the announcement to which it relates and should not be regarded as a substitute for reading the announcement in full.

Under Rule 25.2 of the Code, the board of directors of the Company must set out its opinion on the Offer in a circular which it sends to shareholders and others. That circular will constitute a scheme document which is currently expected to be published on or around 1 October 2026 but in any event within 28 days of the announcement referred to above. The Company's employee representatives have a right, under Rule 25.9 of the Code, to have a separate opinion on the effects of the Offer on employment appended to the circular if the opinion is received in good time. Where any such opinion is received but not in good time before publication of the Company's circular to shareholders, we will promptly publish the opinion on a website and announce via a Regulatory Information Service that it has been so published, provided that it is received no later than 14 days after the date on which the Offer becomes or is declared unconditional. The Company will pay the costs of the publication of any opinion received from employee representatives of the Company and will be responsible for the costs reasonably incurred by the employee representatives in obtaining advice required for the verification of the information contained in that opinion.

You may receive enquiries about the announcement and/or the Offer, from the press, shareholders and possibly also other third parties. It is a regulatory requirement that the message provided to all stakeholders remains consistent, and therefore any enquiries must be directed, without making any comment whatsoever yourself, to Amie Gramlick, Director of Commercial Finance and Investor Relations or Rebecca Harper, Group Corporate Affairs Director.

Yours faithfully

Mantraraj Budhdev

Group General Counsel, Company Secretary and Corporate Concerns Director

Publication on a website

Copies of this notice and the announcement referred to above are available, subject to certain restrictions relating to persons resident in restricted jurisdictions, on the Company's website at www.investors.spirehealthcare.com. The content of the Company's website is not incorporated into, and does not form part of, this notice.

Responsibility statement

The directors of the Company accept responsibility for the information contained in this notice (including any expressions of opinion). To the best of the knowledge and belief of the directors of the Company (who have taken all reasonable care to ensure that such is the case), the information (including any expressions of opinion) contained in this notice is in accordance with the facts and does not omit anything likely to affect the import of such information.

Right to request hard copies

You may request a copy of this notice and the announcement referred to above and any information incorporated into them by reference to another source in hard copy form by writing to Equiniti Limited at Highdown House, Yeoman Way, Worthing, United Kingdom, BN99 6DA or by calling them on 0371 384 2030 from within the UK or on +44 371 384 2030 if calling from outside the UK. This notice and the announcement referred to herein will not be provided in hard copy form unless such a request is made.

Disclosure requirements of the Code

Under Rule 8.3(a) of the Code, any person who is interested in 1% or more of any class of relevant securities of an offeree company or of any securities exchange offeror (being any offeror other than an offeror in respect of which it has been announced that its offer is, or is likely to be, solely in cash) must make an Opening Position Disclosure following the commencement of the offer period and, if later, following the announcement in which any securities exchange offeror is first identified. An Opening Position Disclosure must contain details of the person's interests and short positions in, and rights to subscribe for, any relevant securities of each of (i) the offeree company and (ii) any securities exchange offeror(s). An Opening Position Disclosure by a person to whom Rule 8.3(a) applies must be made by no later than 3:30 p.m. (London time) on the 10th business day following the commencement of the offer period and, if appropriate, by no later than 3:30 p.m. (London time) on the 10th business day following the announcement in which any securities exchange offeror is first identified. Relevant persons who deal in the relevant securities of the offeree company or of a securities exchange offeror prior to the deadline for making an Opening Position Disclosure must instead make a Dealing Disclosure.

Under Rule 8.3(b) of the Code, any person who is, or becomes, interested in 1% or more of any class of relevant securities of the offeree company or of any securities exchange offeror must make a Dealing Disclosure if the person deals in any relevant securities of the offeree company or of any securities exchange offeror. A Dealing Disclosure must contain details of the dealing concerned and of the person's interests and short positions in, and rights to subscribe for, any relevant securities of each of (i) the offeree company

and (ii) any securities exchange offeror(s), save to the extent that these details have previously been disclosed under Rule 8. A Dealing Disclosure by a person to whom Rule 8.3(b) applies must be made by no later than 3:30 p.m. (London time) on the business day following the date of the relevant dealing.

If two or more persons act together pursuant to an agreement or understanding, whether formal or informal, to acquire or control an interest in relevant securities of an offeree company or a securities exchange offeror, they will be deemed to be a single person for the purpose of Rule 8.3.

Opening Position Disclosures must also be made by the offeree company and by any offeror and Dealing Disclosures must also be made by the offeree company, by any offeror and by any persons acting in concert with any of them (see Rules 8.1, 8.2 and 8.4).

Details of the offeree and offeror companies in respect of whose relevant securities Opening Position Disclosures and Dealing Disclosures must be made can be found in the Disclosure Table on the Takeover Panel's website at www.thetakeoverpanel.org.uk, including details of the number of relevant securities in issue, when the offer period commenced and when any offeror was first identified. You should contact the Takeover Panel's Market Surveillance Unit on +44 (0)20 7638 0129 if you are in any doubt as to whether you are required to make an Opening Position Disclosure or a Dealing Disclosure.