

29 November 2024

Dear Valued Employee

### 2025 Salary Sacrifice Offer

On behalf of the Ramsay Health Care Board we are pleased to announce the extension of our Salary Sacrifice Offer to all eligible permanent full time and permanent part time employees in 2025.

As an eligible Ramsay employee you are invited to participate in this Salary Sacrifice Offer, which provides you with the opportunity to voluntarily sacrifice up to \$5,000 of your pre-tax salary or wages, and receive shares in Ramsay.

Participation in this Offer is entirely voluntary. The accompanying letter of Offer details how you may access this Offer and Explanatory Booklet sets out the key terms and conditions of the 2025 Salary Sacrifice Offer.

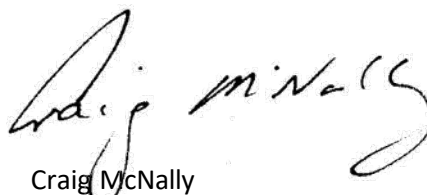
The Salary Sacrifice Offer is administered by an external provider, BoardRoom. Eligible employees will receive a Letter of Offer from [ramsayemployees@boardroomlimited.net.au](mailto:ramsayemployees@boardroomlimited.net.au) that will be sent to their email addresses registered with Ramsay. The Letter of Offer will contain instructions on how to participate in the Offer.

The Employee Share Plan programme, which commenced in 2013, is a way by which we can deliver extra benefits to our staff. We hope that you accept this Offer in appreciation of the important role you play in our Company.

Kind regards



David Thodey  
Chair



Craig McNally  
Chief Executive Officer & Managing Director