

Ramsay Health Care Limited Employee Share Programme

2023 Salary Sacrifice Offer

Terms and Conditions

By accepting this Offer, you:

- confirm that you are an Australian resident for tax purposes;
- agree to be bound by the Plan Rules (as applicable and as varied from time to time pursuant to the terms of the Plan) and the additional terms of this Offer (as set out in your personalised Letter of Offer and Explanatory Booklet);
- agree to be bound by Ramsay's constitution in relation to any Shares allocated to you;
- agree to:
 - your tax file number (**TFN**) you provided to the Group as an employee of the Group being provided to Boardroom, as agent for Ramsay and also as administrator of the Plan; and
 - your TFN being provided to Australian Taxation Office and any other regulatory authorities as permitted under law;
- agree to the banking details you have previously provided to Ramsay, and any personal information you provide to Boardroom as part of the Offer process or ongoing administration of the Plan, being used for the purposes of administering the Plan - including the disclosure of such information to the Plan Administrator and Trustee;
- acknowledge that Ramsay is subject to obligations in relation to the handling of your personal information and you have rights in relation to accessing and updating your personal information and raising queries and concerns. You can refer to Ramsay's Privacy Policy and can also contact Group HR for further information;
- acknowledge that Ramsay may be required or authorised to collect your personal information under laws including tax and corporations legislation, and that limited details about shareholders are available to members of the public on request;
- appoint the directors and company secretary of Ramsay as your agent under rule 13.2 of the Plan Rules;
- acknowledge that the rights you have in relation to the Shares allocated to you are limited to those conferred on you pursuant to the terms of this Offer; and
- acknowledge that the terms of this Offer do not form part of your employment contract and participation in the 2023 Salary Sacrifice Offer does not give you any entitlement to participate in future year offers (if any).