

## FORM OF DIRECTORS' DEED OF RELEASE

### DEED POLL

THIS DEED POLL is made on [] 2020

BY

BRICKABILITY GROUP PLC (registered number 11123804) whose registered office is at South Road, Bridgend Industrial Estate, Bridgend CF31 3XG (the Company) (the Company) in favour of each of the current directors of the Company, whose names are set out in the schedule to this deed (the Directors) (or the personal representatives and their successors in title (as appropriate) of his estate if such Director is deceased).

WHEREAS:

- (A) As explained in the Notice of Annual General Meeting addressed to the shareholders of the Company dated 4 September 2020 that is appended to this deed poll (the AGM Notice), the board of directors of the Company has become aware of a technical issue in respect of the Company's procedures for the payment of the interim dividend of 0.8678 pence per ordinary share of £0.01 each in the capital of the Company, paid in December 2019 (the Interim Dividend).
- (B) The Company has been advised that, as a consequence of the Interim Dividend having been made otherwise than in accordance with the Companies Act 2006, it may have claims against each of the Directors (or the personal representatives and their successors in title (as appropriate) of his estate if such Director is deceased).
- (C) Pursuant to Resolution 16 set out in the AGM Notice and duly passed by the Company's shareholders at an annual general meeting on 29 September 2020, the Company proposes to waive and release any and all claims which it has or may have in respect of the Interim Dividend against each of the Directors (or the personal representatives and their successors in title (as appropriate) of his estate if such Director is deceased) and wishes to enter into this deed poll in favour of the Directors and the personal representatives and their successors in title of the estate of any deceased Directors in order to effect the same.

THIS DEED POLL WITNESSES as follows:

#### 1. RELEASE

The Company unconditionally and irrevocably waives and releases each of the Directors or the personal representatives and their successors in title (as appropriate) of his estate if such Director is deceased from:

- (a) any and all liability that any of them has or may have to the Company and any and all claims and demands which the Company has or may have against each of them, including, without limitation, any derivative action from or on behalf of shareholders of the Company, in connection with the making or payment of all or part of the Interim Dividend; and/or
- (b) any breach of duty owed by such Directors to the Company arising out of the payment of the Interim Dividend.

#### 2. THIRD PARTY RIGHTS

The classes of persons identified in this Deed shall be entitled to rely upon and enforce the provisions of this Deed.

3. GOVERNING LAW

This deed poll is governed by English law. Any non-contractual obligations arising out of or in connection with this deed poll shall be governed by English law.

4. ENFORCEMENT

The courts of England and Wales have exclusive jurisdiction to settle any dispute arising out of or in connection with this Deed (including a dispute relating to the existence, validity or termination of this Deed or any non-contractual obligation arising out of or in connection with this Deed).

IN WITNESS of which this deed poll has been executed and has been delivered on the date which appears first on page 1.

EXECUTED as a deed poll by .....  
BRICKABILITY GROUP PLC Director  
acting by .....(a director)

in the presence of:

Witness's Signature .....

Name: .....

Address:.....  
.....

**SCHEDULE**

**Directors**

- John Richards
- Alan Jonathan Simpson
- Stuart John Overend
- Clive Stanley Norman
- David Simpson
- Giles William Kirwan Beale