

BRICKABILITY GROUP PLC

DISCLOSURE COMMITTEE
Terms of Reference

1 INTERPRETATION

In these terms of reference:

Company means Brickability Group plc;

Board means the board of directors of the Company;

Committee means the disclosure committee of the Board;

Group means the Company and all subsidiary companies;

MAR means the UK Market Abuse Regulation

2 CONSTITUTION

2.1 By resolution dated 21 August 2019 the Board resolved pursuant to the authority and power conferred by the Board by Article 31.3 of the articles of association of the Company to establish a committee of the Board to be known as the disclosure committee.

2.2 The Committee has the delegated authority of the Board in respect of the functions and powers set out in these terms of reference

2.3 MAR and AIM Rules for Companies impose obligations on the Company relating to the disclosure of information, require the disclosure in a prescribed manner, as soon as possible or without delay, of any inside information directly concerning a listed company, unless an exemption from disclosure is available or disclosure is able to be delayed.

3 ROLE

3.1 The Committee has been established for the purpose of:

3.1.1 overseeing compliance of the Company with its obligations under the AIM Rules for Companies in relation to price sensitive information;

3.1.2 disclosure of Inside Information (as defined in MAR), in relation to the Company; and

3.1.3 the implementation of the governance procedures associated with the assessment, control and recording of Inside Information.

4 DUTIES AND TERMS OF REFERENCE

4.1 Principle Duties

The principle duties of the Committee are to:

4.1.1 identify Inside Information;

4.1.2 identify information which may potentially become Inside Information (**Confidential Information**);

4.1.3 ensure that access to Confidential Information and Inside Information is controlled and that confidential lists are maintained in accordance with MAR;

- 4.1.4 determine whether Inside Information should be announced or whether disclosure can be delayed to protect the Group's legitimate interests; and
- 4.1.5 keep appropriate records relating to any decision to delay disclosure of Inside Information in accordance with the MAR.

4.2 Delaying disclosure of Inside Information

The Company is allowed to delay disclosure of Inside Information provided that all of the following conditions are met:

- 4.2.1 immediate disclosure is likely to prejudice the legitimate interests of the Company;
 - 4.2.2 delay of disclosure is not likely to mislead the public; and
 - 4.2.3 the Company is able to ensure the confidentiality of that information.
- 4.3 The Committee must make an informed assessment, on advice from internal and external advisers (as appropriate) on whether the information is Inside Information and then evaluate whether the above conditions are met to permit delayed disclosure. If the conditions are not met, the Company must prepare a holding announcement for immediate release if the confidentiality of that Inside Information can no longer be ensured. The Company must monitor satisfaction of the conditions on an ongoing basis.

4.4 Market soundings

In certain limited circumstances described in article 11 of MAR, the Company is permitted to selectively disclose Inside Information prior to announcement of the information to the market. The Committee will make an informed assessment (taking advice from internal and external advisers (as appropriate)) as to whether selective disclosure is justified (for example, to seek shareholder support and/or bank financing for a major transaction) and ensure that it is undertaken in compliance with applicable regulation including that recipients are bound by a duty of confidentiality.

4.5 Control of confidential and Inside Information

- 4.5.1 Confidential or Inside Information must not be communicated to anyone not on the confidential or insider list without prior approval from the Company secretary.
- 4.5.2 The Committee will oversee the control framework for managing flows of confidential or Inside Information within the Group.

4.6 Record keeping requirements

Record-keeping requirements must be in accordance with MAR, for example, records must be kept of the time and date that Confidential Information crystallises into Inside Information.

4.7 Responsibility of the Board

4.7.1 The Board shall retain ultimate responsibility for the Company's compliance with its disclosure obligations and the Committee shall refer any matters to the Board that it considers are appropriate for full Board review. The Board shall consider any matter referred to it provided that there is sufficient time to convene a Board meeting. If there is insufficient time to convene a Board meeting, but there is sufficient time to consult with the chair of the Board, the chair of the Board may consider any matter which would otherwise have been referred to the Board by the Committee.

4.8 Ongoing task

- 4.8.1 The following tasks shall be performed by the Committee on an on-going basis:
- (i) if it is decided that an announcement, including a trading update, relating to Inside Information is to be made by the Company to the market:
 - (A) supervise the preparation of the announcement;
 - (B) oversee the verification process (if considered appropriate) to be undertaken in respect of the contents of the announcement;
 - (C) review and amend, where appropriate, the text of the announcement to avoid any inaccurate or misleading statements being made to the market; and
 - (D) approve such announcement (unless the announcement has already been approved by the Board and such approval shall be required for trading updates and other planned announcements);
- 4.8.2 if other action is appropriate, for example, to agree a delay in announcing the information, to prepare a holding announcement or seek a suspension from listing pending clarification of uncertainties, decide to take that action;
- 4.8.3 liaise with external advisers, in particular the Company's Nomad and legal advisers, where appropriate, to determine whether an announcement is required and the content of that announcement;
- 4.8.4 review and amend as necessary all communications to employees, shareholders and other stakeholders in relation to matters that fall within the remit of the Committee;
- 4.8.5 where there is press speculation or market rumour regarding the Company, to carefully assess whether the market rumours and press speculation have given rise to a situation where the Company has Inside Information and decide whether any response or announcement is required;

- 4.8.6 where an issue or event has been escalated to the Committee regarding the ongoing developments in, or changes to, the business of the Group (including reviewing internal management information), the Committee will determine whether any disclosures need to be made or any disclosures previously made by the Company need to be updated, such as any profit forecasts or estimates;
- 4.8.7 ensure compliance by the Company with all record-keeping requirements under the MAR; and
- 4.8.8 carry out all such actions as are considered by the Committee to be required in order for the Committee to operate effectively.

4.9 Reporting responsibilities

The chairman of the Committee will report to the Board at each Board meeting describing the workings of the Committee during the period since the last report.

5 MEMBERSHIP

- 5.1 The Committee shall comprise the Chief Executive Officer (CEO), the Chief Financial Officer (CFO), and the Chairman of the Company (the "Permanent Committee"). In the absence of the Permanent Committee, any two Directors at least one of which is CEO or CFO may act as the Disclosure Committee. The Chairman of the Company shall act as chairman of the Committee. In the absence of the Committee chairman and/or an appointed deputy, the CEO shall chair the meeting.
- 5.2 Any general counsel or legal director or person appointed to fulfil a similar role at any time, shall be appointed to the Committee.
- 5.3 The Board may from time to time remove and appoint members of the Committee.

6 SECRETARY

- 6.1 The Company Secretary (or their nominee) shall act as the secretary of the Committee and provide all necessary support to the Committee, including the recording of Committee minutes and ensuring that the Committee receives information and papers in a timely manner to enable full and proper consideration of the relevant issues.

7 MEETINGS

- 7.1 The Committee will meet as often as is necessary in order to discharge its duties.
- 7.2 Only members of the Committee have the right to attend meetings, but other members of the Board and other senior management may be invited to attend all or part of any meeting at the discretion of the Chairman of the Committee.
- 7.3 External advisers, in particular the Company's Nominated Advisor ("NOMAD") and legal advisers, may be invited to attend all or part of any meeting at the discretion of the chairman of the Committee.
- 7.4 The secretary of the Committee shall ascertain, at the beginning of each meeting, the existence of any conflicts of interest and minute them accordingly.
- 7.5 Meetings of the Committee may be held by conference telephone, video conference or using similar communications equipment whereby all members participating in the meeting can hear each other.

8 NOTICE OF MEETINGS

- 8.1 Meetings of the Committee shall be called by the Company Secretary at the request of any of its members.
- 8.2 Due to the nature of the Committee's duties, it may be necessary to call meetings upon very short notice, so there is no minimum period of notice that must be given for a meeting to be properly called. Wherever practicable, any supporting papers will be sent to each member of the Committee in advance of the meeting.
- 8.3 The Committee may send notices, agendas and supporting papers in electronic form where the recipient has agreed to receive documents in such a way.

9 QUORUM

- 9.1 A quorum shall be any two members of the Committee.
- 9.2 A duly convened Committee meeting at which a quorum is present shall be competent to exercise all or any of the authorities, powers and discretions vested in or exercisable by the Committee.

10 VOTING

- 10.1 Each member of the Committee shall have one vote which may be cast on matters considered at the meeting. Votes can only be cast by members attending a meeting of the Committee (whether in person or by audio or video conference.)
- 10.2 If a matter that is considered by the Committee is one where a member of the Committee, either directly or indirectly has a personal interest, that member shall not be permitted to vote at the meeting. For the avoidance of doubt, the holding of shares in the Company shall not be deemed to give rise to a personal interest.
- 10.3 Matters for decisions by the Committee shall be decided by a majority decision of the members present at the meeting and eligible to vote. The chairman of the Committee will not have a casting vote.

11 MINUTES OF MEETINGS

- 11.1 The Company Secretary, or their nominee, is responsible for keeping records of all meetings of the Committee, material discussions and key decision made, together with copies of all announcements made to the market regarding inside information, copies of any advice received and allocation of responsibilities. For the avoidance of doubt, the Committee shall not be required to maintain a word for word record of all meetings.
- 11.2 Draft minutes of Committee meetings shall be agreed with the Committee chairman and then be circulated promptly to all Committee members, unless in the Committee chairman's opinion it would be inappropriate to do so. Once approved, minutes shall be circulated to all other Board members unless in Committee chairman's opinion it would be inappropriate to do so.
- 11.3 A resolution in writing and signed by all Committee members will be as effective as a resolution passed at a Committee meeting. Any written resolution shall be tabled and noted at the next meeting of the Committee.

12 REPORTING RESPONSIBILITIES

12.1 The Committee shall:

12.1.1 report to the Board on its proceedings after each meeting on all matters within its duties and responsibilities and the minutes of all Committee meetings shall, unless in Committee chairman's opinion it would be inappropriate to do so, be included in the Board papers for a subsequent board meeting; and

12.1.2 make whatever recommendations to the Board it deems appropriate on any area within its remit where action or improvement is needed.

13 GENERAL MATTERS

13.1 The Company Secretary is authorised to make non-material changes to these terms of reference, to be effective immediately and ratified at a subsequent meeting of the Board.

13.2 The Committee will review its own effectiveness once a year and the chairman of the Committee will report the outcome to the Board.

14 AUTHORITY

14.1 The Committee is a committee of the Board and as such exercises such powers of the Board as have been delegated to it.

14.2 The Committee is authorised by the Board to conduct any activity within its terms of reference.

14.3 The Board Committee is authorised to:

14.3.1 carry out all duties set out in these terms of reference, to have unrestricted access to the Company's documents and information and to obtain, at the Company's expense, appropriate professional advice on any matter within its terms of reference as it considers necessary;

14.3.2 seek any information it requires from any employee or director of the Company or any of its subsidiaries to perform its duties; and

14.3.3 secure the attendance of external advisers at its meetings if it considers this necessary, at the Company's expense.

The proposed amended terms of reference were reviewed by the Committee at their meeting on 29 March 2022 and were approved by the Board on 29 March 2022.