

Brickability Group PLC
LEI: 213800SK28MWXB3K3P26

14 October 2025

Brickability Group PLC
(the "Company" or the "Group")

Grant of Options

Brickability Group PLC, the leading construction materials distributor, announces that on 13 October 2025 it awarded a total of 4,738,730 options to subscribe for ordinary shares in the Company under the Brickability Group PLC Long Term Incentive Plan ("LTIP"). Of these, 3,486,660 are conditional performance related options and 1,252,070 are restricted share options.

The conditional performance related options include the following, that were granted to Directors and PDMRs of the Company:

Individual	Role	Number of LTIP Options
Frank Hanna	Chief Executive Officer	956,936
Mike Gant	Chief Financial Officer	575,012
Paul Hamilton	MD, Distribution	750,806
Richard Cosgrove	MD, Bricks & Building Materials and Importing	338,592
Kenny Hirst-Sewell	MD, Taylor Maxwell Group	338,592

The performance related options are exercisable on the same terms as previous options granted under the Company's LTIP, being exercisable at the nominal price of £0.01 and have vesting conditions tied to adjusted EBITDA and total shareholder return, with each award split equally between the two performance conditions.

Vesting will occur on a straight-line basis on achieving 18% (equivalent to 6% annually) to 30% (equivalent to 10% annually) of the relevant performance condition over the performance period. There is no vesting if the relevant target is not met but a 25% vesting if the initial 18% hurdle is met with a proportionate additional vesting up to 100% if the 30% threshold is met. To the extent vested, the options will be subject to a two-year holding period following the expiry of the vesting period. The performance period will be 1 April 2025 to 31 March 2028.

The 1,252,070 restricted share options are being issued to a broad number of Group employees outside of the senior management team. These are not subject to performance conditions or the additional holding period but, as with all options awarded under the plan, require that grantees remain in the Group's employment for the duration of the vesting period being the period from 13 October 2025 to 13 October 2028.

Enquiries:

Brickability Group PLC via Burson Buchanan
John Richards, Chairman
Frank Hanna, Chief Executive Officer
Mike Gant, Chief Financial Officer

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About Brickability

Brickability Group PLC is a leading distributor and provider of specialist products and services to the UK construction industry. The business comprises four divisions: Bricks and Building Materials, Importing, Distribution and Contracting. With an agile, de-centralised, capital-light business model, supported by a strong balance sheet, Brickability leverages the skills of its people company-wide to effectively service the complex and evolving needs of the construction industry.

Founded in 1985, the Group has grown organically through product diversification and geographic expansion, as well as through the acquisition of specialist businesses that support its long-term strategy for growth. Today, the Group encompasses a diverse portfolio of market-leading brands and a dedicated team of over 800 skilled professionals, led by a management team with deep-rooted knowledge and experience in the UK and European construction industries.

The Group is committed to building better communities throughout the supply chain and supporting the delivery of sustainable developments that enhance the built environment for future generations, while delivering continuous value for shareholders.

The Company makes the following disclosures in accordance with article 19(3) of the Market Abuse Regulation:

1	Details of the person discharging managerial responsibilities / person closely associated					
a)	Name	Frank Hanna				
2	Reason for the notification					
a)	Position/status	Chief Executive Officer				
b)	Initial notification /Amendment	Initial Notification				
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor					
a)	Name	Brickability Group PLC				
b)	LEI	213800SK28MWXB3K3P26				
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted					
a)	Description of the financial instrument, type of instrument Identification code	Ordinary Shares of £0.01 each GB00BK63S759				
b)	Nature of the transaction	Grant of Options				
c)	Price(s) and volume(s)	<table border="1"><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>n/a</td><td>956,936</td></tr></table>	Price(s)	Volume(s)	n/a	956,936
Price(s)	Volume(s)					
n/a	956,936					

a)	Aggregated information - Aggregated volume - Price	n/a
e)	Date of the transaction	13 October 2025
f)	Place of the transaction	Outside of a trading platform

1	Details of the person discharging managerial responsibilities / person closely associated					
a)	Name	Mike Gant				
2	Reason for the notification					
a)	Position/status	Chief Financial Officer				
b)	Initial notification /Amendment	Initial Notification				
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor					
a)	Name	Brickability Group PLC				
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Price(s)	Volume(s)					
n/a	575,012					
d)	Aggregated information - Aggregated volume - Price	n/a				
e)	Date of the transaction	13 October 2025				
f)	Place of the transaction	Outside of a trading platform				

1	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Paul Hamilton
2	Reason for the notification	
a)	Position/status	MD, Distribution
b)	Initial notification /Amendment	Initial Notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	

a)	Name	Brickability Group PLC				
b)	LEI	213800SK28MWXB3K3P26				
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n/a	750,806					
d)	Aggregated information - Aggregated volume - Price	n/a				
e)	Date of the transaction	13 October 2025				
f)	Place of the transaction	Outside of a trading platform				

1	Details of the person discharging managerial responsibilities / person closely associated					
a)	Name	Richard Cosgrove				
2 Reason for the notification						
a)	Position/status	MD, Bricks & Building Materials and Importing				
b)	Initial notification /Amendment	Initial Notification				
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor					
a)	Name	Brickability Group PLC				
b)	LEI	213800SK28MWXB3K3P26				
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Price(s)	Volume(s)					
n/a	338,592					
d)	Aggregated information					

	- Aggregated volume - Price	n/a
e)	Date of the transaction	13 October 2025
f)	Place of the transaction	Outside of a trading platform

1	Details of the person discharging managerial responsibilities / person closely associated					
a)	Name Kenny Hirst-Sewell					
2	Reason for the notification					
a)	Position/status MD, Taylor Maxwell Group					
b)	Initial notification /Amendment Initial Notification					
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor					
a)	Name Brickability Group PLC					
b)	LEI 213800SK28MWXB3K3P26					
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d)	Aggregated information - Aggregated volume - Price n/a					
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