RJRGleaner Communications Group

Executive Share Option Plan 2026

Plan Rules Summary and Draft Letter Agreement

Prepared for	Board of Directors, Radio Jamaica Limited
Prepared by	Joseph Matalon, Executive Chairman
Status	Draft — for review and board consideration
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Classification	Strictly Confidential

Summary

This document sets out a proposed Executive Share Option Plan (ESOP) for the fifteen (15) most senior executives of the RJRGleaner Communications Group. It has two parts:

Part A — Plan Rules Summary: the full set of rules proposed for the Plan, for review by the Compensation Committee and approval by the Board and shareholders.

Part B — Letter Agreement (Grant Notice): a template letter to be issued to each participant on grant, incorporating the Plan Rules by reference.

Items flagged in gold require a specific Board or Committee decision before the Plan is finalised.

Part A — Plan Rules Summary

This Part A sets out the proposed terms of the RJRGLEANER Communications Group Executive Share Option Plan 2026 (the "Plan"). The Plan is sponsored by Radio Jamaica Limited ("the Company") and will apply across the RJRGLEANER Communications Group ("the Group").

Allocation tiered by seniority; pure time-based vesting over 5 years at 20% per annum.

How to read this document

Rules 1 to 22 constitute the proposed Plan. Each rule is expressed in the form it would appear in the final Plan document, subject to legal drafting.

Decisions still required from the Board or Compensation Committee are identified in the "Board decisions outstanding" section at the end of Part A and are also flagged in-line with a [BOARD DECISION] marker.

1. Name, Purpose and Term of the Plan

The plan shall be known as the "RJRGLEANER Communications Group Executive Share Option Plan 2026".

Its purpose is to:

- align the interests of senior executives with those of the Company's shareholders through a long-term equity incentive;
- support the retention of key executive talent across the Group; and
- reward sustained contribution to the long-term performance and transformation of the Group.

The Plan shall have a term of seven (7) years from the date of shareholder approval, after which no further options may be granted, but previously granted options shall continue in accordance with their terms.

2. Overall Size of the Plan (Option Pool)

[BOARD DECISION] The number of ordinary shares that are authorised for issuance under the Plan in accordance with the provisions of the Plan and subject to such restrictions or other provisions as the HR & Compensation Committee may from time to time deem necessary, shall not exceed 150,000,000, subject to the provisions regarding changes in capital. This authorisation may be increased from time to time by approval of the Board and by shareholders of the Group, if shareholder approval is required.

A total of 50,000,000 ordinary shares shall be reserved and set aside under this Plan for the purpose of granting stock options as recruitment incentives (“Recruitment Incentive Stock Option Plan”) to individuals who are not currently employees of the Company at the time of grant but who are being recruited to join the Company or who, may in the future, be recruited to join the Companyand also, to attract and retain key executive talent.

Awards from the Recruitment Incentive Stock Option Plan shall be granted in accordance with the terms and conditions of this Plan and any applicable award agreements, as determined by the Board of Directors or the HR & Compensation Committee in its sole discretion.

The pool shall be subject to:

- approval by shareholders in general meeting in accordance with the Rules of the Jamaica Stock Exchange (JSE) Main Market;

3. Eligibility

A person is eligible to be granted options under the Plan if, at the proposed grant date, he /she:

(i) is an employee of the Company or of any other member of the Group;

(ii) has completed at least one (1) year of continuous service with the Group;

(iii) is employed in good standing and is not under notice of termination (whether given or received); and

(iv) is one of the fifteen (15) most senior executives of the Group, as designated by the Compensation Committee from time to time.

Further, a person is eligible to be granted options under the Plan if, at the proposed grant date, he/she is not an employee of the Company but is being recruited to join the Company or he/she may, in the future, be recruited to join the Company.

Non-executive directors shall not be eligible to participate in the Plan. The Executive Chairman has determined he will not be eligible to participate in the plan, but that a CEO appointed in the future may be so eligible.

4. Allocation Methodology — Tiered by Seniority

The total award available in any grant cycle shall be allocated across three tiers, based on role level and individual accountability. The indicative weightings below are proposed as Plan defaults, subject to confirmation by the Compensation Committee for each grant cycle:

ALLOCATION BY TIER

Tier	Role Band	# of Persons	Weighting	Weighted Units (C×D)	Options per Participant	Total per Tier (C×F)
1	Executive Chairman/Group CEO	0	4.0x	0.0	18,181,818	0
2	C-suite (COO, CFO, CTO, CTOO, HR)	5	2.0x	10.0	9,090,909	45,454,545
3	Functional Heads — LOB Heads (Radio, TV, Print), Marketing,	8	1.5x	12.0	6,818,182	54,545,455

	Sales, Production, Editorial, News & Sports					
	TOTAL	13		22		100,000,000

The Compensation Committee shall confirm tier membership, the base unit (i.e. the number of options representing "1x"), and the weighting ratios prior to each grant. Tier movement (promotion or demotion between tiers) does not affect options already granted.

5. Exercise Price (Strike Price)

The exercise price per share shall be equal to the market price of an ordinary share on the date of grant, determined as the volume-weighted average price (VWAP) of the Company's ordinary shares on the Jamaica Stock Exchange over the five (5) trading days immediately preceding the grant date.

Using a 5-day VWAP rather than a single-day closing price reduces exposure to intraday volatility and is customary market practice for listed-company option plans.

6. Vesting Schedule

Subject to the participant remaining in continuous employment with the Group, and subject to the leaver provisions in Rule 11, options shall vest as follows:

Vesting Date	Cumulative % Vested	Cumulative Options (illustrative, 1,000 grant)
1st anniversary of grant	20%	200
2nd anniversary of grant	40%	400
3rd anniversary of grant	60%	600
4th anniversary of grant	80%	800
5th anniversary of grant	100%	1,000

Vesting is pure time-based; there are no Group or individual performance conditions attached to vesting. The Compensation Committee may nevertheless consider adding performance conditions to future grant cycles without amending the Plan.

7. Option Term and Exercise Window

Each option shall have a term of seven (7) years from the grant date (the "Expiry Date"). To the extent not exercised by the Expiry Date, an option shall lapse automatically.

Once vested, options may be exercised in whole or in part at any time up to the Expiry Date, subject to:

- the leaver provisions in Rule 11; and
- minimum exercise lots as the Committee may determine (to limit administrative burden).

8. Exercise Mechanics and Settlement

A participant may exercise vested options by delivering a signed Exercise Notice to the Company Secretary, which notice shall specify the number of shares with respect to which the option is exercised, together with payment of the aggregate exercise price. Payment may be made by any one or combination of:

(a) cash (bank transfer or certified cheque) for the full aggregate exercise price;

(b) cashless exercise — the Company withholding sufficient shares (at the then-current market price) to cover (a) the aggregate exercise price and (b) any statutory withholding tax, delivering only the net shares to the participant; or

(c) with the consent of the Compensation Committee, by salary deduction in accordance with the salary deduction rules outlined below;

(d) such other method as the Committee may approve, including exercise through a broker-assisted sale.

Settlement shall occur by the issue of new ordinary shares, or the transfer of treasury shares.

9. Non-Transferability

Options are personal to the participant. They may not be transferred, assigned, charged, pledged or otherwise disposed of, except:

- on the death of the participant, to the participant's legal personal representatives; and
- with the prior written consent of the Compensation Committee, in exceptional circumstances.

Any purported transfer in contravention of this Rule shall cause the options concerned to lapse with immediate effect.

10. Rights Attaching to Option Shares

Options do not confer any rights of a shareholder prior to exercise. Participants are not entitled to dividends, voting rights, or any other rights attaching to the underlying shares in respect of unexercised options (whether vested or unvested).

No dividend equivalents accrue during the vesting period. Shares issued or transferred on exercise shall rank pari passu with existing ordinary shares from the date of issue or transfer,

save that they shall not carry any right to any dividend if not issued by the record date which precedes the date of exercise.

11. Leaver Provisions

The treatment of options on cessation of employment depends on the reason for leaving. The Committee has residual discretion to re-classify a leaver's status where it considers it just to do so (for example, where a resignation is effectively constructive dismissal).

Category	Triggers	Unvested Options	Vested Options
Good Leaver	Death; permanent disability; retirement at or after normal retirement age; redundancy; termination by the Company without cause	Continue to vest on original schedule (or, at Committee discretion, accelerate pro-rata to date of cessation)	Exercisable for 12 months from cessation (or until Expiry Date, if earlier)
Voluntary Resignation	Participant resigns, other than in circumstances that the Committee classifies as Good Leaver	Lapse immediately on cessation	Exercisable for 90 days from cessation (or until Expiry Date, if earlier)
Bad Leaver	Dismissal for cause (including gross misconduct, fraud, dishonesty); material breach of restrictive covenants; conviction of an indictable offence	Lapse immediately on notice of dismissal	Lapse immediately on notice of dismissal; clawback may apply (Rule 13)

In the event of death or permanent disability, the exercise window shall be twelve (12) months from the date of death or certification of disability, and the participant's legal personal representatives may exercise on the participant's behalf.

12. Change of Control — Full Acceleration

On a Change of Control (as defined below), all unvested options shall vest in full with effect from the date of the Change of Control, and all vested and unvested options shall become immediately exercisable.

A participant shall have thirty (30) days from the date of the Change of Control to exercise their options, failing which the options shall either:

(a) lapse (if the Change of Control is a cash offer or a transaction in which the Company's shares cease to be listed); or

(b) be exchanged for equivalent options over shares of the acquiring company on substantially the same terms (if the Committee and the acquiring company so agree).

Definition of Change of Control

A Change of Control means any of the following events:

- any person (or group of persons acting in concert), other than an existing controlling shareholder group, becoming the beneficial owner of more than 50% of the voting rights in the Company;
- a merger, amalgamation, scheme of arrangement or reconstruction in which the shareholders of the Company immediately before the transaction hold less than 50% of the voting rights in the surviving or resulting entity;
- the sale, transfer or other disposal of all or substantially all of the business, undertaking or assets of the Group; or
- the delisting of the Company's ordinary shares from the Jamaica Stock Exchange other than in connection with a re-listing on an equivalent exchange.

A reorganisation that is internal to the Group and that does not result in any change in the ultimate beneficial ownership of the Company shall not constitute a Change of Control.

13. Clawback and Malus

The Committee may, by written notice to a participant, apply:

(a) malus (cancellation of unvested and unexercised vested options, in whole or in part); or

(b) clawback (recovery of gains realised on exercised options, by cash repayment, offset against future remuneration, or reduction of other benefits),

in any of the following circumstances occurring within three (3) years of the relevant grant:

- material misstatement or restatement of the Group's financial results that is attributable, in whole or in part, to the participant's conduct;
- serious misconduct or gross negligence by the participant, whether or not resulting in termination;
- material breach of the participant's restrictive covenants (Rule 14); or
- any other circumstance the Committee reasonably considers to warrant the application of malus or clawback, having regard to the Group's interests and to market practice for listed companies.

The Committee shall give the participant a reasonable opportunity to make representations before exercising this power.

14. Salary Deduction Rules

Payment of Exercise Price by Salary Deductions:

(a) A participant may, with the consent of the Compensation Committee, elect to satisfy the Exercise Price, in whole or in part, through salary deduction, by delivering to the Compensation Committee a written election in the form prescribed by the Company.

(b) The Compensation Committee shall, from time to time, fix the interest rate which shall be chargeable upon the Exercise Price when payable by salary deduction. Such interest rate shall be notified to participants from time to time and shall be chargeable on the reducing balance outstanding from time to time.

(c) Upon receipt of a valid election, the Committee shall determine the maximum deduction per pay period, the permitted instalment period (which shall not be more than 12 months), and any conditions necessary to ensure compliance applicable laws and regulations.

(d) If the decision of the Committee differs from the participant's proposal set out in his election form then the exercise of the option shall not be valid unless and until the participant and the Compensation Committee have reached agreement as to the terms on which the exercise price shall be payable by salary deductions and the number of shares over which the option is exercised.

(e).Subject to the foregoing, the Company shall deduct from the participant's salary such amounts as are agreed and necessary to satisfy the elected portion of the Exercise Price. Deductions may be made as a single deduction or by instalments over such period as the Compensation Committee may approve not exceeding 12 months.

(f) The option shall be treated as exercised on the date the participant and the Compensation Committee have reached agreement, as provided in sub-paragraph (d) above, provided that the full Exercise Price shall be paid through salary deductions within the period approved by the Compensation Committee.

(g) If the participant ceases employment before all deductions are completed, then any unpaid balance of the Exercise Price shall become immediately due and payable, failing which the Compensation Committee may claw back shares at the prevailing market price sufficient to cover the unpaid portion of the option exercise price and, the balance if any, shall be a debt due from the participant to the Company.

(h) All deductions shall be made in compliance with applicable employment, tax, and payroll laws nd regulations.

15. Restrictive Covenants

Participation in the Plan is conditional on the participant being bound by, and continuing to observe, the following restrictive covenants (which shall also be set out in the Letter Agreement):

- Confidentiality — indefinite obligation not to disclose or misuse confidential or proprietary information of the Group;
- Non-competition — for twelve (12) months following cessation of employment, not to be engaged or financially interested in any business that competes directly with any material business of the Group in Jamaica or the wider Caribbean;

- Non-solicitation of employees — for twelve (12) months following cessation, not to solicit or induce the departure of any senior employee of the Group; and
- Non-solicitation of customers and advertisers — for twelve (12) months following cessation, not to solicit business from any material customer, advertiser or broadcast rights holder of the Group with whom the participant had dealings in the 12 months prior to cessation.

Breach of any restrictive covenant shall constitute grounds for forfeiture and/or clawback under Rule 13 and, where applicable, Bad Leaver treatment under Rule 11.

16. Adjustments on Variation of Share Capital

On any variation of the Company's share capital — including a bonus issue, capitalisation issue, rights issue, sub-division, consolidation, reduction of capital, or any other analogous event — the Committee shall make such adjustments as it considers appropriate to:

- the number of ordinary shares subject to each outstanding option;
- the exercise price of each outstanding option; and
- the overall size of the option pool under Rule 2.

Adjustments shall be intended to leave the participant in no better and no worse position than immediately before the variation. The Committee shall, where the variation is material, obtain an independent expert opinion (from the Company's auditors or an independent valuer) confirming the adjustments.

No adjustment shall be made in respect of ordinary dividends declared in the ordinary course of business.

17. Tax Treatment and Withholding

Participants are individually responsible for all taxes (including income tax and any social security charges) arising in respect of the grant, vesting or exercise of options, or the sale of underlying shares.

The Company shall be entitled (and, where required, shall be obliged) to withhold from the shares issued on exercise, or from other remuneration payable to the participant, such amounts as are necessary to meet PAYE and any other statutory deductions. Where withholding is by way of net share settlement, shares shall be withheld at the market price on the exercise date.

Participants are strongly encouraged to obtain independent tax advice before exercising options. Tax rules (including any Jamaican legislation specific to approved employee share schemes) may change during the life of the Plan.

18. Share Dealing and Insider Trading Compliance

The Plan shall at all times be operated in accordance with:

- the Jamaica Stock Exchange (JSE) Main Market Rules;

- the Securities Act and related regulations and guidelines of the Financial Services Commission; and

No grant of options, and no exercise of options, may take place during a closed period (including, without limitation, the periods immediately preceding the announcement of the Group's interim or annual financial results) or at any time when the participant is in possession of material non-public information. The closed periods relative to announcements of financial results are:

July 14 – August 14

October 14 – November 14

January 14 – February 14

March 30 – May 30

19. Plan Administration and Committee Powers

The Plan shall be administered by the HR & Compensation Committee of the Board (or such other committee as the Board may appoint), comprising a majority of independent non-executive directors.

The Committee shall have full authority, consistent with the Plan, to:

- designate participants and determine individual allocations;
- approve grant dates, exercise prices and vesting schedules;
- interpret the Plan and the Letter Agreements, and resolve any ambiguity;
- classify leaver status under Rule 11;
- apply malus and clawback under Rule 13; and
- make such administrative rules and procedures as it considers appropriate.

All decisions of the Committee shall be final and binding upon all persons, including the Company, its shareholders and all persons having any interest in Options which may be or have been granted pursuant to the Plan, save for manifest error. The Executive Chairman shall recuse himself from any deliberation or decision concerning his own options, if any.

The Committee shall hold meetings at such times and places as it may determine. A majority of the members of the Committee shall constitute a quorum, and the acts of the majority of the members present at a meeting or a consent in writing signed by all members of the Committee shall be the acts of the Committee.

20. Funding Mechanism

Options under the Plan may be satisfied by any one or combination of (a) the issue of new ordinary shares, or (b) the transfer of treasury shares. The Board is invited to determine the preferred funding route prior to first grant, having regard to dilution, cash cost and accounting treatment (IFRS 2).

21. No Right to Employment or to Future Grants

Nothing in the Plan or in any Letter Agreement shall:

- confer on any participant any right to continued employment with the Group;
- entitle any participant to receive options in any future grant cycle;
- form part of pensionable remuneration or be taken into account in computing any termination payment or damages for wrongful dismissal; or
- give rise to any expectation beyond the specific terms of an option granted under the Plan.

22. Amendment and Termination of the Plan

The Board may amend the Plan at any time, provided that:

- no amendment shall adversely affect the rights of any participant under an option already granted, without that participant's written consent;
- any amendment that materially alters the Plan (including changes to eligibility, the option pool, the basis of the exercise price, or the vesting schedule) shall require shareholder approval in accordance with JSE Main Market Rules; and
- minor or administrative amendments, and amendments required by changes in law or regulation, may be made by the Board without shareholder approval.

The Board may at any time terminate the Plan, in which case no further grants shall be made but outstanding options shall continue in accordance with their terms.

23 Indemnity

The Sponsor shall indemnify and holds harmless each member of the Committee (and any person acting on its behalf) against any and all losses, liabilities, claims, damages, costs and expenses (including reasonable legal fees) incurred or suffered by such person in connection with the proper exercise or performance of their powers, duties or discretions under or in relation to this Plan, except to the extent that the same arise from that person’s fraud, wilful misconduct or bad faith.

24. Governing Law and Jurisdiction

The Plan, each Letter Agreement and any non-contractual obligations arising out of or in connection with them shall be governed by and construed in accordance with the laws of Jamaica. The parties submit to the exclusive jurisdiction of the courts of Jamaica in respect of any dispute.

Board & Committee Decisions Outstanding

The following decisions require specific Board or Compensation Committee input before the Plan is finalised and shareholder approval is sought:

#	Topic	Decision Required	Owner
1	**Option Pool Size (Rule 2)**	Confirm aggregate pool as a percentage of issued share capital (suggested range: 5%–10%).	Board, on Committee recommendation
2	**Base Unit & Tier Weightings (Rule 4)**	Confirm the base unit (number of options per "1x") and the 4:3:2.5weighting across CEO / Division Heads / Functional Heads.	Compensation Committee
3	**Funding Mechanism (Rule 19)**	Choose between new-issue shares or treasury shares, (or a combination).	Board, on CFO advice
4	**First Grant Date**	Fix the date of the first grant and confirm the 5-day VWAP window.	Compensation Committee
5	**External Advisers**	Confirm appointment of Jamaican corporate counsel to produce the definitive Plan document, and of the Group's auditors / an independent valuer to confirm adjustments under Rule 15.	Company Secretary

Recommended next steps

1. Compensation Committee review of these draft Rules and the six decisions above (target: within the next Committee cycle).
2. Board approval in principle, subject to shareholder approval and to the engagement of Jamaican corporate counsel for the definitive Plan document.
3. Circulation of the definitive Plan and a shareholder resolution at the next annual (or an extraordinary) general meeting.
4. First grant cycle — Letter Agreements (Part B) issued to the 15 designated executives, with acceptance deadline of 30 days from grant.

Part B — Letter Agreement (Grant Notice)

The following is a template letter to be personalised and issued to each participant at the date of each grant. Square brackets denote variables to be filled in. The letter is designed to be a stand-alone grant notice that incorporates the Plan Rules by reference; a copy of the Plan Rules should be provided with the letter.

STRICTLY CONFIDENTIAL
ADDRESSEE ONLY

Radio Jamaica Limited
32 Lyndhurst Road
Kingston 5, Jamaica

[Date]

[Participant Full Name]
[Position and Division]
[Address Line 1]
[Address Line 2]

Dear [First Name],

RJRGleaner Communications Group Executive Share Option Plan 2026 — Grant of Options

I am pleased, on behalf of the Board of Radio Jamaica Limited (the "Company"), to inform you that the Compensation Committee has approved a grant of options to you under the RJRGleaner Communications Group Executive Share Option Plan 2026 (the "Plan").

This grant recognises your seniority within the Group and your continuing contribution to the performance and transformation of RJRGleaner. The principal terms of your grant are set out below and are subject in all respects to the Rules of the Plan, a copy of which is enclosed.

1. Principal terms of your grant

Participant	[Participant Full Name]
Position	[Title, Division]
Tier (Rule 4)	[Tier 1 / Tier 2 / Tier 3]
Grant Date	[Grant Date]
Number of Options Granted	[●] options over ordinary shares of Radio Jamaica Limited

Exercise Price (Rule 5)	J$[●] per share (5-day VWAP to [date])
Vesting Schedule (Rule 6)	20% on each of the 1st, 2nd, 3rd, 4th and 5th anniversaries of the Grant Date
Expiry Date (Rule 7)	[7 years from Grant Date]
Performance Conditions	None — vesting is time-based only
Governing Law	Jamaica

2. Vesting

Subject to your continuing employment with the Group (and subject to the leaver and change of control provisions summarised below), your options will vest in five equal instalments of 20% on each of the first five anniversaries of the Grant Date.

3. Exercise

Once vested, options may be exercised in whole or in part at any time up to the Expiry Date, by delivering a signed Exercise Notice to the Company Secretary together with payment of the aggregate exercise price. Payment may be made in cash or, at your election and subject to Committee approval, by cashless (net share) settlement. Please note that if you have elected to pay the whole or any part of the option exercise price by salary deduction the option shall not be deemed to be exercised unless and until agreement on the terms of the salary deduction is reached between you and the Committee.

4. Leaver provisions (summary)

The treatment of your options on cessation of employment is set out in Rule 11 of the Plan and, in summary, is as follows:

- Good Leaver (death, permanent disability, retirement at normal retirement age, redundancy, termination without cause): unvested options continue to vest on the original schedule (or accelerate pro-rata at Committee discretion); vested options are exercisable for 12 months after cessation.
- Voluntary resignation: unvested options lapse; vested options are exercisable for 90 days after cessation.
- Dismissal for cause or material breach of restrictive covenants: all options (vested and unvested) lapse immediately and clawback may apply.

5. Change of control

On a Change of Control (as defined in Rule 12 of the Plan), your options will vest in full and become immediately exercisable. You will have 30 days from the Change of Control to exercise, unless the Committee and the acquiring company agree to exchange your options for equivalent options in the acquirer on substantially the same terms.

6. Clawback, malus and restrictive covenants

Your grant is subject to the clawback and malus provisions of Rule 13 of the Plan (including in cases of material misconduct, material restatement of the Group's financial results, or breach of restrictive covenants). You are also bound by the restrictive covenants set out in Rule 14 of the Plan (confidentiality, non-competition, non-solicitation of employees, and non-solicitation of customers and advertisers), each to the extent set out in the Plan.

7. Non-transferability

Your options are personal to you and are not transferable or assignable, save to your legal personal representatives on your death or with the prior written consent of the Compensation Committee in exceptional circumstances.

8. Tax

You will be responsible for the tax consequences of this grant, its vesting, exercise and the subsequent sale of any shares. The Company will withhold any required PAYE or other statutory deductions on exercise. We strongly encourage you to obtain independent tax advice before exercising your options.

9. No right to further grants or to continued employment

This grant does not confer on you any right to receive further grants under the Plan or under any other scheme, any right to continued employment with the Group, or any entitlement to have the value of this grant taken into account in computing any termination or severance payment.

10. Plan document prevails

This letter is a summary only. In the event of any inconsistency between this letter and the Rules of the Plan, the Rules of the Plan shall prevail. Capitalised terms not defined in this letter have the meanings given to them in the Plan.

11. Acceptance

To accept this grant, please sign and return the duplicate copy of this letter to the Company Secretary within thirty (30) days of the Grant Date. If no signed acceptance is received within that period, the grant will lapse automatically and without further notice.

Yours sincerely,

_____

Joseph Matalon
Executive Chairman
Radio Jamaica Limited

ACCEPTANCE OF GRANT

I, [Participant Full Name], confirm that:

(a) I have received a copy of the Rules of the RJRGLEANER Communications Group Executive Share Option Plan 2026 and the letter dated [Grant Date] from the Executive Chairman of Radio Jamaica Limited setting out the terms of my grant;

(b) I have had the opportunity to take independent legal and tax advice before accepting this grant;

(c) I accept the grant of options on the terms set out in the letter and in the Plan, including the provisions relating to vesting, leaver treatment, change of control, clawback and malus, and the restrictive covenants in Rule 14 of the Plan; and

(d) I agree that this grant, and my rights and obligations under it, are governed by the laws of Jamaica.

Signed: _____	Date: _____
[Participant Full Name] Participant	Witness: _____ Name and position of witness

Enclosures: (1) Rules of the RJRGleaner Communications Group Executive Share Option Plan 2026; (2) Share Dealing Code and Insider Trading Policy; (3) Contact details for enquiries — Company Secretary, Radio Jamaica Limited.