



Craig Eenstein, chairperson of the Naspers HR & remuneration committee, answers questions on Naspers' approach to remuneration and how we make pay decisions.

Do you think you'll achieve a higher level of support for the remuneration resolutions this year?

I hope so. We have made significant strides in the last few years on many dimensions: committee refreshment, enhanced disclosure, improved design, tackling the shareholder dilution problem. We've appreciated the frank feedback we have received from our shareholders and the spirit of partnership with which they have engaged with us. Many of them have been long time shareholders.

Let's see what the feedback on our latest report is. Either way, we are committed to continuing the engagement with our shareholders on this and many other topics.