



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

What can we expect in this year's remuneration report?

Over the past few years we have been working on improving the transparency and simplicity with which we disclose our approach to remuneration. We have been listening carefully to our shareholders and adapting accordingly. In terms of content, we have provided more granularity on content of the short-term incentives for the CEO and CFO and described our plans to introduce performance conditions on longer-term incentives. Last year we significantly overhauled our remuneration report and while the changes are not as radical this year, we have made a number of changes based on the feedback we received including:

- a summary section at the front, for those who want to quickly dip in
- a frequently asked questions section where we highlight some of the issues that may be top-of-mind for the reader
- and finally a glossary of terms at the back in case we got too technical along the way.