20. Earnings before interest, taxation, depreciation and amortisation (EBITDA)

The following items have been taken into account in arriving at EBITDA:

	Group		Company	
R'000	**2024**	2023	**2024**	2023
Revenue	8 443 462	9 244 022	1 057 600	841 248
Gain on acquisition of joint operation	–	249 909	–	–
Cost of goods sold	(3 645 149)	(3 973 275)	–	–
(Loss) gain on exchange differences on other financial instruments	(42 521)	91 534	–	–
Gain on exchange differences in cash and cash equivalents	71 842	7 843	–	–
Auditors remuneration – external auditor	(4 495)	(4 368)	(790)	(2 231)
Non-audit service – external auditor	(577)	–	(63)	–
Consulting and professional fees	(14 023)	(12 909)	(8 239)	(6 322)
Selling expenses	(1 048 366)	(1 094 768)	–	–
Commissions	(335 557)	(376 260)	–	–
Net realisable value adjustment of inventory	(79 293)	(2 046)	–	–
Marketing fees	(2 255)	(2 269)	–	–
Corporate social investment	(19 911)	(26 909)	(2 986)	(2 255)
Social labour plans	(186)	(6 898)	–	–
Skills and enterprise development	(4 150)	(3 104)	(1 678)	(727)
Unwinding of interest for rehabilitation provision	(10 328)	(11 318)	–	–
Profit on sale of land and mineral rights	19 061	–	–	–
Profit (loss) on sale of property, plant and equipment	644	(29)	–	–
Short-term and low value leases	(2 618)	(278)	(118)	(117)
Retrenchment costs	(67 395)	–	–	–
Other expenses	(454 653)	(551 689)	(10 122)	(7 377)
Employee costs*	(1 072 115)	(981 967)	(12 816)	(16 703)
	1 731 417	2 545 221	1 020 788	805 516

* *Includes remuneration relating to key management personnel (see note 33).*

	Group		Company	
R'000	**2024**	2023	**2024**	2023

21. Employee costs

Salaries and wages	861 721	794 057	5 279	2 756
Bonus	13 632	11 076	3 125	2 208
Medical aid – company contributions	84 653	75 919	163	123
Leave pay provision accrual	388	(334)	95	67
Provident fund and post-retirement benefits	97 097	89 466	576	434
Share-based payment	14 624	11 115	3 578	11 115
	1 072 115	981 300	12 816	16 703

22. Finance income*

Bank and other cash	63 255	40 731	435	468
Interest received from tax authority	2 745	123	–	–
Interest from associate	11	87	–	–
Per profit and loss	66 011	40 941	435	468
Interest earned on cash and cash equivalents	359	–	–	–
Interest accrued on cash and cash equivalents	–	(3 220)	–	–
Interest accrued from associate	(11)	–	–	–
Per the statement of cash flows	66 359	37 721	435	468

* *In the current year, the Group has included a reconciliation to depict how the finance income received, as disclosed in the cash flow statement, is derived. The prior year disclosure has been added for comparability of the financial statements. The enhancement has no impact on the primary financial statements.*