

Below you will find details on how Tshiamiso Trust benefits are calculated by the Trust Certification Committee, based on the Tshiamiso Trust Deed.

Tshiamiso Trust benefits apply to:

- Current and former mineworkers who carried out risk work at qualifying gold mines between 12 March 1965 and 10 December 2019.
- AND have been diagnosed with a qualifying disease: silicosis, cardio-respiratory TB or pulmonary TB.



- In the case of a TB claim, the diagnosis must have taken place while performing risk work at those qualifying gold mines or within a year of leaving the mine or stopping doing risk work.
- If the mineworker is deceased, the benefit would be due to his/her dependants.

Qualifying gold mines are those that were owned, managed, controlled or operated by the companies that formed part of the Settlement Agreement, during specific times.

The six companies are African Rainbow Minerals, Anglo American South Africa, AngloGold Ashanti, Gold Fields, Harmony Gold, and Sibanye-Stillwater.

Follow this link to access the complete list of qualifying gold mines and qualifying periods:

<https://www.tshiamisotrust.com/mines/>

Gross Benefit:

The payout will be different depending on the disease and class that the mineworker is certified for by the Tshiamiso Trust.



The benefit class depends on the mineworker's health condition and whether the claim is for a living or deceased mineworker.



Gross Benefit is the maximum payout possible for each of the benefit classes.

There are 12 different benefit classes that vary in Gross Benefit amounts from up to R10 698.60 to up to R534 930.14. The list can be found on the Tshiamiso Trust website:

<https://www.tshiamisotrust.com/information/compensation-options/>

Possible Reduction in Benefits

CPI Inflation Adjustment: Important to note

From 1 February 2023, the Gross Benefit Amounts will be adjusted annually for inflation in line with the Consumer Price Index (CPI), as published by Statistics South Africa, to ensure that the Gross Benefit Amounts are not eroded by inflation and therefore retain their economic value.

The Gross Benefit compensation amount (the maximum amount for each benefit class) **may be reduced** in terms of the Tshiamiso Trust Deed based on supporting evidence, using the following criteria:

1 Risk Work outside Qualifying Gold Mines and Qualifying Periods Benefit Modifier

The following shows the various cases of risk work performed by the mineworker that will cause the compensation amount to be reduced:

A

Risk Work at Qualifying Mines outside of the Qualifying Periods

EXAMPLE:

If the mineworker performed risk work at qualifying gold mines for 10 years, but 3 years of that risk work was performed before 12 March 1965 or outside of the qualifying periods, then the Gross Benefit Amount will be reduced by the portion of risk work that fell outside the qualifying periods.

(in this example: $3/10 = 30\%$)

For Silicosis Class 1, with a maximum compensation amount of R74 890.22, this claimant would get R52 423.15.

B

Risk Work at Non-Qualifying Gold Mines

EXAMPLE:

If the mineworker performed risk work in the gold mining industry for 20 years, but 8 years of that risk work was performed at non-qualifying gold mines owned by other companies (not by any of the six companies party of the Settlement Agreement), then the maximum benefit amount (the Gross Benefit) will be reduced by that proportion.

(in this example: $8/20 = 40\%$)

For Silicosis Class 2, with a maximum compensation amount of R160 479.04, this claimant would get R96 287.42.

C

Risk Work at other Non-Qualifying Mines

EXAMPLE:

If the mineworker, for whom a TB claim is lodged, performed risk work at a qualifying gold mine for 4 years, and worked another 12 years at, for example, coal and platinum mines (whether or not they were owned by a company party to the Settlement Agreement), then the Gross Benefit Amount will be reduced by that proportion.

(in this example: $12/16 = 75\%$)

For First Degree Tuberculosis, with a maximum compensation amount of R53 493.01, this claimant would get R13 373.25.

30 Year Rule

If the mineworker did risk work at qualifying mines during the qualifying periods for 30+ years there will be no reduction in payout because of risk work performed at non-qualifying gold mines, non-qualifying mines that are not gold mines, or over non-qualifying periods.

2

Risk Work performed after Examination Date when certified on the basis of an Approved ODMWA Certificate

If the claimant is being certified on the basis of an approved Occupational Diseases in Mines and Works Act (ODMWA) certificate or a Tuberculosis certificate, risk work performed after the examination date printed on the certificate will be ignored from the calculation of the Net Benefit Amount. Therefore, the benefit will not be reduced if any risk work was performed after the examination date at Qualifying Mines outside Qualifying Periods and/or at Non-Qualifying Mines engaged in gold mining.



3

Differential of Increased Benefit (DIB) Modifier (Changes in MBOD benefits)

If the increase of the compensation awarded by the Medical Bureau for Occupational Diseases (MBOD) becomes more than the increase of the compensation awarded by the Tshiamiso Trust, then the difference of these would be deducted from the Tshiamiso Trust Gross Benefit compensation amount.

NET BENEFIT

The Net Benefit Amount is calculated as the Gross Benefit Amount plus the benefit adjustments (when applicable) and less the benefit modifiers (if applicable).

GROSS BENEFIT + BENEFIT ADJUSTMENTS
e.g. R74 890.22

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BENEFIT MODIFIERS
e.g. R22 467.07
(30% of R74 890.22)

=

NET BENEFIT
e.g. R52 423.15

INCOME TAX DEDUCTION

The Tshiamiso Trust may be required to deduct income tax from the Net Benefit Amount. This will usually happen if a claimant was previously retrenched on the basis of permanent disability that is compensable by the Tshiamiso Trust.



If an income tax deduction is applicable to the claim, the Tshiamiso Trust Finance Department is required to pay that deducted amount over to the South African Revenue Service (SARS) on the claimant's behalf.



The claimant will receive a notification if an income tax deduction is applicable to his/her claim.

BENEFIT PAYMENT

The Benefit Payment Amount that the mineworker will receive is equal to the Net Benefit Amount **LESS** the income tax deduction amount (if applicable).

NET BENEFIT
e.g. R52 423.15

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INCOME TAX DEDUCTION
e.g. R3 035.60

=

BENEFIT PAYMENT
e.g. R49 387.55