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# **MINERSTATION (TZ) LIMITED**

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## **BUSINESS PLAN FOR GOLD PROCESSING PLANT PROJECT IN KELEZIA - KASAKA AREA**

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### **BUSINESS PLAN**

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MINERSTATION (TZ) LIMITED,  
House No. 10 Ushiroambo Mission Area,  
Near Ndono Filling Station,  
Bukombe District, P. O. Box. 121,  
**BUKOMBE GEITA.**  
**TANZANIA.**

**May, 2023**

# **MINER STATION (TZ) LIMITED**

## **BUSINESS PLAN FOR GOLD PROCESSING PLANT IN KELEZIA-KASAKA AREA**

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### **PRESENTATION**

The Directors presents this Business Plan for Gold Processing Plant in Kelezia-Kasaka Area which disclose the state of affairs of MINERSTATION (TZ) LIMITED at the time the project will commence.

It is my sincere hope and belief that you will find it in you to share your blessings with us as we endeavor to intervention in Gold Processing industry and in one way or another, render your cordial assistance and service when required.

I undertake to be accountable for information given in this Business Plan towards this project. The project books will be accessible to everyone interested to check, audit and evaluated the project. It is our prayer that fund will be collected to make the idea come true and the project to start.

Thanks,



Mr. Srinivasa Rao Avutapalli  
**Executive Director**

# MINER STATION (TZ) LIMITED

## BUSINESS PLAN FOR GOLD PROCESSING PLANT IN KELEZIA-KASAKA AREA

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### TABLE OF CONTENTS

<b>Table of Contents</b>		<b>Page</b>
(i)	Company Information	
(ii)	Project overview	
(iii)	Abbreviations	
(iv)	Summary of tables	
(v)	Project Overview	
1.0.	Executive Summary	1
2.0.	Project Establishment	2
3.0.	Products and Services	2
4.0.	General Company Description	2
5.0.	Our Mission and Vision Statement of the Business	3
6.0.	Project Goals and Objectives	3
7.0.	Strategy: Gold Processing Plant Key Strategic Focus Areas	4
8.0.	Business Model Explanation	5
9.0.	Company Project Start-up Costs and Activities	6
10.0.	Proposed Project Development And Implementation Activities	8
11.0.	The Opportunity, Industry & Market Description	9
12.0.	Social Development and Corporate Social Responsibility	9
13.0.	Government of Tanzania Clearance	10
14.0.	Swot Analysis	12
15.0.	Industry & Market Description	13
16.0.	Marketing Plan	14
17.0.	Sales Projection	15
18.0.	Operational Plan	15
19.0.	Sustainability And Expansion Strategy	16
20.0.	Team: Management & Organization	16
21.0.	Personnel Plan	18
22.0.	Environmental Impact Mitigation Plan	20
23.0.	Financial Plan	25
24.0.	Conclusion	27
25.0.	Appendices	28

# MINER STATION (TZ) LIMITED

## BUSINESS PLAN FOR GOLD PROCESSING PLANT IN KELEZIA-KASAKA AREA

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### COMPANY INFORMATION.

**Board of Directors:**

1. Ms. Aravinda Kattari
2. Mr. Srinivasa Rao Avutapalli
3. Mr. Kassimu Juma Daudi

**Company Secretary:** Mr. Srinivasa Rao Avutapalli

**Registered Office:** P.O.Box 121, Region Geita, District Bukombe, Ward Bulangwa, Postal Code 30515, Street Mission, Kahama Road, Plot number 55, Block Number 10, House number 10

**Banker:** CRDB Bank  
Bukombe Branch  
P. O. Box. 153,  
Bukombe.

**Executive Director:** Mr. Srinivasa Rao Avutapalli

# MINER STATION (TZ) LIMITED

## BUSINESS PLAN FOR GOLD PROCESSING PLANT IN KELEZIA-KASAKA AREA

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### LIST OF TABLES

#### List of Tables

Table 1: Analysis of prospective plans for extension of the project

Table 2: Share Capital

Table 3: Start Up cost

Table 4: Project Implementation Schedule at Start-up

Table 5: Project Implementation Schedule for the Second year

Table 6: Project Implementation Schedule at Third Quarter

Table 7: Mining Sector Tax Regime

Table 8: Sales Forecast

Table 9: Personnel

Table 10: Personnel Plan

Table 11: Environmental Impact Mitigation Measures

Table 12: General Assumption

Table 13: Break-even Analysis

Table 14: Proforma Profit and Loss

Table 15: Expenses

Table 16: Proforma Cash Flow

Table 17: Proforma Balance Sheet

Appendix 1: Total expenditure plan of equipment needed for establishment of gold mining in PL 11696

Appendix 2: Fencing of the area

Appendix 3: Processing plant equipment

Appendix 4: Laboratory equipment

Appendix 5: Elusion plant

Appendix 6: Mining Operational Equipments

Appendix 7: Personnel Plan

# MINER STATION (TZ) LIMITED

## BUSINESS PLAN FOR GOLD PROCESSING PLANT IN KELEZIA-KASAKA AREA

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### LIST OF ABBREVIATIONS

#### List of Abbreviations

PL	- Prospecting License
TZS	- Tanzania Shillings
STAMICO	- State Mining Corporation
RC	- Rotary Circulation
BIF	- Banded Iron Formation
IP	- Induced Polarization
AER	- Annual Environmental Report

**MINER STATION (TZ) LIMITED**

**BUSINESS PLAN FOR GOLD PROCESSING PLANT IN KELEZIA-KASAKA AREA**

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## BUSINESS PLAN FOR GOLD PROCESSING PLANT PROJECT IN KELEZIA - KASAKA AREA

### 1.0. EXECUTIVE SUMMARY

#### 1.1. INTRODUCTION

MINERSTATION (TZ) LIMITED is a precious metal processing company involved in the commercial processing of gold. The discovery of a gold reserve outfield has necessitated the expansion of our operations to cover this new location. This expansion will require sourcing the needed funding to cover these operations.

The Kasaka village gold deposit was discovered due to extensively and systematically exploration made in the project area for gold deposits for three months. The exploration focused on delineating economic gold resources within the platform Exploration consisted of various geophysical surveys and extensive trenching and collection of samples. Base of geochemical sampling by trenching was used very effectively over most of the project area; the programs targeted the prospective area along the village in all of the current small mining activities taking place to some extent.

#### 1.2. SOURCES OF RAW MATERIALS

**Prospecting License held by the Company:** We have acquired the mineral mining rights to explore the location. The combined size of our current site and location is over 7.2 square Kilometers. However, the Company own 22 PL which the sources of raw materials for Gold Processing Project during the implementation as analyzed below:

**Table 1 : Analysis of Prospective Plants for extension of the project**

No	Code	Type	Commodity	Status	Area (In Km <sup>2</sup> )	Map Reference
1	PL 11572/2021	PL - MM	Gold	Active	5.70	Geita, Bukombe
2	PL 11573/2021	PL - MM	Gold	Active	9.45	Shinyanga, Kahama
3	PL 11574/2021	PL - MM	Gold	Active	3.91	Geita, Geita
4	PL 11575/2021	PL - MM	Gold	Active	12.52	Tabora Igunga
5	PL 11576/2021	PL - MM	Gold	Active	7.34	Shinyanga Kahama, Geita Mbogwe
6	PL 11577/2021	PL - MM	Gold	Active	18.51	Mara, Bunda, Butiama
7	PL 11578/2021	PL - MM	Gold	Active	10.47	Mara, Musoma
8	PL 11579/2021	PL - MM	Gold	Active	7.80	Geita, Nyang'hwale
9	PL 11580/2021	PL - MM	Gold	Active	22.60	Geita Bukombe, Mbogwe
10	PL 11660/2021	PL - MM	Gold	Active	19.98	Mara, Musoma
11	PL 11661/2021	PL - MM	Gold	Active	24.80	Singida, Iramba, Mkalama
12	PL 11662/2021	PL - MM	Gold	Active	24.23	Singida, Iramba
13	PL 11569/2021	PL - MM	Gold	Active	12.62	Mwanza, Misungwi
14	PL 11670/2021	PL - MM	Gold	Active	22.66	Singida, Iramba
15	PL 11671/2021	PL - MM	Gold	Active	17.98	Mara, Musoma
16	PL 11674/2021	PL - MM	Gold	Active	43.35	Tabora Igunga
17	PL 11696/2021	PL - MM	Gold	Active	7.20	Geita, Bukombe
18	PL 11754/2021	PL - MM	Gold	Active	19.90	Singida, Iramba
19	PL 11755/2021	PL - MM	Gold	Active	8.53	Mara, Rorya, Tarime
20	PL 11756/2021	PL - MM	Gold	Active	13.77	Mwanza, Misungwi
21	PL 11757/2021	PL - MM	Gold	Active	13.56	Mara Tarime
22	PL 11765/2021	PL - MM	Gold	Active	3.04	Geita, Mbogwe

#### Exploration and Sample Testing Results

The exploration work has been completed and the Gold Mining and Processing Plant Project have been shelved to commence in the early 2023 after the completion of registration and listing with necessary authorities.

## 2.0. PROJECT ESTABLISHMENT.

The Gold Processing Plant Project started with Mineral exploration in the area PL 11969 and PL 11572/2021 Kasaka village of Bukombe District in Geita Region where the area was trenched and samples collected for examination. Fourteen (14) trenches have been made and 883 samples collected and taken for laboratory testing. However, Laboratory test result gave positive results that have led to us come with the objective of opening a gold mine project for production of gold in the PL 11696 in Kasaka Village that will be the source of raw material for the processing plant.

Relying on the finding and imitative detailed above, the company has decided to start the Gold Processing Plant Project in Kelezia-Kasaka area. This land was previously covered by a pastoral and cultivation activities prior to the commencement of mining activities, the grazing land will be rescinded and the land de-stocked. However, the Gold Processing Plant will be built in a nearby location on the land that will be purchased at Kelezia village in Ushirombo township.

### Project Location

The Gold will be located at Kelezia-Kasaka village of Bukombe District Council, Geita Region about 9 Kilometers from Ushirombo town which is 15 minutes driving distance by car. The area is approximately 7.20 square kilometers. and Processing Plant Project will be built in a nearby location on the land that will be purchased at Kelezia village in Ushirombo township estimated 7 Kilometers from the Centre of the town. The land is 11 hectares which starts after 100 meters on the left hand side of the Isaka – Rusumo road when heading to Rusumo.

## 3.0. PRODUCTS AND SERVICES

MINERSTATION (TZ) LIMITED is a major gold business company involved in the exploration, mining and processing of precious minerals. Our team is made up of seasoned geologists, metallurgical and engineering professionals. These skilled professionals oversee every aspect of gold processing that relates to their field. The business will then develop gold mines on these properties with the intent to extract, smelt, and package the gold into bars for sale onto the open market.

MINERSTATION (TZ) LIMITED is established with the aim of maximizing profits in the gold industry. We want to compete favorably with leaders in the industry which is why we have but in place a competent team that will ensure that our products are of high standard.

We will work hard to ensure that MINERSTATION (TZ) LIMITED is not just accepted in the United Republic of Tanzania, but also in other countries of the world where we intend supplying our products. Our products are listed below;

- Gold
- Gold ore beneficiation
- gold bullion, ore and concentrates

## 4.0 GENERAL COMPANY DESCRIPTION

### Name of the company, type of legal entity, ownership, significant assets

The Gold Processing Plant Project is being developed and wholly owned by MINERSTATION (TZ) LIMITED which manages the Gold Processing Plant Project by 100% and the registered office of the Company is situated in Geita Region, Bukombe District, Ward Bulangwa. MINERSTATION (TZ) LIMITED is a Private Company Limited by shares and registered with Incorporation number 141592823

### Company Share capital and Shareholders

MINERSTATION (TZ) LIMITED is owned by members whose liability is limited by shares. The authorized share capital of the company is Tanzanian Shillings Fifteen Million (15,000,000) being for One Thousand (1000) shares

## MINERSTATION (TZ) LIMITED

of Tanzanian Shillings Fifteen Thousand (15,000) each. The Company has the power to divide capital into several classes and to attach thereto any preferential, deferred, qualified or other special rights, privileges, restrictions or conditions. The Issued share capital are 1000 shares of 15,000 which is equal to TZS. 15,000,000. The following table below shows the status of shares issued and shareholders:

**Table 2: Share capital**

No	Name of Shareholder	Number of Shares	Percentage of Ownership	Price per Share	Total capita
1	Ms. Aravinda Kattari	600	60%	15,000	9,000,000
2	Mr. Srinivasa Rao Avutapalli	300	30%	15,000	4,500,000
3	Mr. Kassimu Juma Daudi	100	10%	15,000	1,500,000

### Financing:

To achieve our expansion plans, a significant amount of funding is needed. We need the sum of TZS.2,618,460,000 (USD 1,170,000) Out of this total amount, TZS. 200,000,000 (USD 89,366) is available. This has been raised from Shareholders contribution. The sum of TZS. 2,418,460,000(USD 1,080,635) will be sourced through loans from banks and other financial institutions. This loan application has reached an advanced stage already.

## 5.0. OUR MISSION AND VISION STATEMENT OF THE BUSINESS

The desirability of gold as a store value for wealth has only increased over the years . As demand grows, we seek to supply mined gold to smelting companies to meet these demands using safe mining practices in extracting these precious metals.

**Vision:** our vision is to break into the major league of gold processing within the next five years owning gold mines all across the United Republic of Tanzania and other countries of the world and we want to become the number one brand in the gold processing industry. The expansion of our operations will help us achieve our target within this specified period

**Our mission:** is to establish a standard gold processing and mining company that in our own capacity will favorably compete with leaders in the industry at the global stage and build a gold mining company that will be listed amongst the top five gold mining companies in the world.

**“MINERSTATION (TZ) LIMITED is focused on producing high-quality gold through the diligent application of efficient and environmentally sound production practices, all following the highest standards for responsible gold processing as outlined by the mining code for responsible sourcing.”**

## 6.0. PROJECT GOALS AND OBJECTIVES

### Project Goals

- To be the preferred gold processing company delivering sustainable, superior value and creating enduring value beyond mining” by 2028.
- The Company set ambitious goals for its water and environmental stewardship, the management of its tailing facilities and to creating value for its stakeholders, particularly host communities. For its employees, MINERSTATION (TZ) LIMITED is seeking to further improve safety, health and wellbeing, and to achieve greater inclusion and by 2028.
- Maximize potential from current assets through people and innovation and grow the value and quality of our portfolio of assets and also the targets included a commitment to reduce carbon by 2028.

### Project Objectives

- To obtain Forest and Environment clearance and ensuring compliance of all applicable laws.

- To expand the operations in the areas of mineral processing to meet the growing demand from domestic and international markets by increasing the production level gradually up to by 55% by 2028.
- To ensure high level of employees' motivation, Health and Safety of employees will be the priority area by 2028
- To strengthen the human resource base for the development of the requisite skill and expertise by 2028.
- To maintain high level of customer satisfaction by ensuring supply of quality products (gold) for 55% by 2028.
- To improve the socio-economic environment to brighten the growth, prospect of the people living in and around the mines by 2028.
- To ensure sustainable growth of the company by having synergy with all stake holders and maximization of returns, while following best practices of corporate governance and promoting ecological balance and mineral conservation by 2028.
- To share development benefits with people living in & around mines, while improving the welfare of employees by 2028.
- To achieve international standards of productivity by scientific processing techniques and adequate thrust on Research and Development, power consumption, environment standards, preservation of flora and fauna, water recourses by 2028.
- To ensure environment protection, conservation of mineral resources through scientific processing by 2028.
- To find some alternative use of gold to increase buyers base and bottom line of the company by 2028.
- To develop the mines and do the mining more scientifically for sustainable mining production through internal recourses by 2028.

### 7.0. GOLD PROCESSING PLANT KEY STRATEGIC FOCUS AREAS

MINERSTATION (TZ) LIMITED's core strategic focus is to generate sustainable cash flow improvements and returns over the long term by focusing on five key areas:

#### Focus on people, safety and sustainability

People are the foundation of our business. To remain sustainable in the long term, we must clearly exhibit our values in the conduct of our business. This encompasses being accountable for our actions and decisions, and respecting all stakeholders and the environment. This strategic focus area ensures that our business strategy aligns with our values and corporate citizenship responsibilities, which includes being accountable for our actions and respecting all stakeholders and the environment awarded. In terms of each aspect of this strategic focus area:

**People:** are the foundation of our business – their skills, expertise, talents, training and development are vital to the efficient conduct of our business. A motivated, engaged workforce, within an efficient organizational structure, is thus crucial for improving productivity and innovation, efficiencies, and the successful execution of the overall strategy. We will continue to actively invest in our people (human capital) and have in place a policy to promote diversity and inclusivity.

**Safety and health:** Allied to People is employee safety and health, which are paramount to our duty of care towards our employees and our responsibilities as a corporate citizen. Safety is our first value and we believe that in return for understanding and following our safety policies, standards and regulations, employees should return home safely at the end of each shift. To this end, a systematic and integrated safety strategy is embedded in our organizational structures, systems and processes and is fully supported by executive and senior management leadership teams. Our health priorities include occupational health and, more recently, management of the COVID-19 pandemic and its impacts. This has led to better integration of health risk management throughout the Company and the inclusion of occupational health in the overarching business strategy.

## Ensure financial flexibility

We must ensure our balance sheet always remains sufficiently flexible and able to meet our core funding needs. This requires sufficient liquidity in the form of cash and available credit facilities and staggered tenor of debt maturities and leverage that sits well below our lending covenants. These attributes allow us to weather periods of low gold prices, to reward shareholders and to take advantage of strategic opportunities throughout the cycle.

## Optimize overhead, costs and capital expenditure

All spending decisions must be thoroughly scrutinized to ensure they are optimally structured and necessary to fulfill our core business objective. We do not control the price of our product, which can be volatile and unpredictable. By optimizing spending and investment, we are able to maximize our margins throughout the gold-price cycle, withstanding and even flourishing during periods of low gold prices and continuing to invest in the sustainability of our business without unnecessary reliance on delusory equity top-ups.

## Improve portfolio quality

Our asset portfolio must be actively managed to improve the overall mix of our production base as we strive for a competitive valuation as a business. This is key to unlocking the full underlying value of the portfolio. We continue to invest in upgrading the overall quality and longevity of our portfolio, by developing new lower-cost processing operations; extending the profitable lives of our existing operations through the discovery of a new processing techniques and improving the efficiency of our fleets and plants.

## Maintain long-term optionality

While we are focused on ensuring the most efficient day-to-day operation of our business, we must keep a close eye on creating a competitive pipeline of long-term opportunities. Our primary natural capital input, is essential to the successful growth of our business. Improving the quality of this natural capital enhances our ability to create value. To maintain long-term optionality, we aim to continually replenish and increase the Mineral Resource and Ore Reserve pipeline so as to sustain the business over time. Key to achieving this is our exploration activities and project development. With our team of geologists and other specialists we aim to maintain and replenish economically viable ore bodies that will support delivery of sustained value-adding growth. By discovering, developing and exploiting viable ore bodies sustainably and cost efficiently, MINERSTATION (TZ) LIMITED positions itself to create long-term value.

## Environment

Mineral Processing, by its nature, impacts the environment. Our Gold Processing plant activities disturb land, consume water and energy, generate air emissions, and produce waste that must be safely and responsibly managed and disposed of. Air, water and energy management, climate change, the protection of biodiversity and land rehabilitation are key focus areas. Responsible environmental stewardship aims to enhance efficiencies in the use of natural resources, encourage responsible consumption, and minimize, mitigate and remediate environmental impacts. Environmental management is actively integrated into operational functions and formalized cross-functional collaboration structures are in place.

## Communities

Our social conduct is critical to maintaining our social license to operate. Building resilient, self-sustaining communities is in line with our ethics and values and with our aims to create and share value.

Creating economic opportunity helps to build trust and acceptance, leading to increased community collaboration and economic growth. While community demands and the complexity of social challenges faced may at times be felt more acutely at mining operations in emerging economies – where the challenges of poverty, unemployment and inequality are most visible – the concept of shared value is relevant across all operating jurisdictions.

## 8.0. BUSINESS MODEL

Our ability to create value depends on the use of and access to various capital inputs – this includes access to financial capital and economically viable ore bodies, as well as to the necessary processing infrastructure, including utilities, plant and equipment, and a skilled and experienced workforce. Creating value entails

## **MINERSTATION (TZ) LIMITED**

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optimizing and balancing the use of these inputs, enhancing positive outcomes and impacts, minimizing those that are negative, and delivering on our strategy.

This Business Plan is based on the construction and operation of 1 plant to demonstrate the profitability of the toll treatment plant concept. During this first year of operation the management will be evaluating expansion opportunities in other areas of the country as well as at the current site. MINERSTATION (TZ) LIMITED intends to build and operate 2-3 tone per hour gold plants in Kelezia-Kasaka within 3 years and the company will generate an estimated after tax, net cash flow of TZS. 6.7 billion per annum at start up.

### **Project Duration**

The activities suggested in this business plan are presented over five(5) years and are dependent on success in growing MINERSTATION (TZ) LIMITED's membership base, enhancing its profile within the area and the return of a more robust economic climate. This plan represents a patient and disciplined growth strategy for MINERSTATION (TZ) LIMITED that will need to be carefully monitored, as MINERSTATION (TZ) LIMITED's capacity to grow is tempered by the need to recognize and provide for the economic uncertainty that continually revisits a cyclical mining sector.

### **Expansion Plan**

The Founder expects that the business will aggressively expand during the first three years of operation. As the business becomes profitable it will make substantial reinvestments into the Company's gold processing infrastructure for the following two years. Additionally, the Company may seek to acquire additional land leases on proven grounds for processing plant and gold mining.

### **Exit Strategy**

The Management has discussed and planned for three possible exit strategies. The first strategy would be to sell the Company to a larger entity at a significant premium. Since, the precious metals mining industry maintains a moderately low risk profile once the business is established; the Management feels that the Company could be sold for ten to fifteen times earnings.

## **9.0. COMPANY PROJECTS START UP COSTS**

### **Purchase of land (house).**

The Company will buy a piece of land about 100 hectors which is equivalent to 10,000 meters square. Land here refers to any part of earth that is not covered by water bodies. The cost of land expected to purchase is TZS. 70,000,000 (100 hectors x TZS. 500,000)

### **Fencing of the project area**

For security purposes we will fence the whole area to avoid intrusion and accidents that may occur at the site from people who have no knowledge of activities being done on the site. The fencing will use burglar wires with poles that will cost (TZS. 16,350,000) Tanzanian Shillings Sixteen Million, Three Hundred Fifty Thousand (USD. 7,306).

### **Construction of gold processing plant**

Building of a gold processing plant is essential in processing gold so as to come up with pure gold. The expect plant will have the capacity to process 2 tons per hour and is estimated to cost (TZS. 1,790,400,000) Tanzania shillings One Billion Seven Hundred Ninety Million and Four hundred, thousand (USD800,000).

### **Construction of Laboratory and equipment**

During exploration a substantial amount of money was used to transfer samples for laboratory tests. The Company has decided to build its own Laboratory which will be equipped with all necessary instruments and reagents. The cost of construction is estimated to be TZS. 349,002,000 Tanzania Shillings Three Hundred Forty-Nine Million and Two Thousand (USD. 155,944).

# MINERSTATION (TZ) LIMITED

## Construction of Elusion Plant

The Company will build an Elusion plant for extracting gold from gold stones by washing with solvent. The cost of construction is estimated to be (TZS. 44,000,000) Tanzania Shillings Forty-four Million (USD.19,660).

## Construction of Buildings, Installation of Electricity and Water.

The project will include the construction of several building as follows; Residential, Office Building, Security, Kitchen, Warehouse and toilets. The construction is estimated to Cost (TZ. 100,000,000) Tanzanian Shillings One Hundred Million (USD. 44,683).

However, the site including buildings will require water and electricity for smooth running of activities going in the mining industry, thus. It is estimated to cost (TZS. 35,000,000) Tanzanian Shillings Thirty-FiveMillions (USD. 15,639) for drilling water bore holes installation of water systems and tanks. It's also estimated to cost (TZS. 60,000,000) Tanzania Shillings Sixty Million (USD. 26,810) for installation of electricity in the area.

## Building of workshop and equipment

The company will construct a workshop that will contain all necessary equipment for maintenance of motor vehicles, machines at the processing plant, Equipment at the Elusion and other company assts. The cost of workshop construction and purchase of equipment is estimated to (TZS. 55,000,000) Tanzanian Shillings Fifty-Five Million (USD. 24,576).

## Procurement of motor vehicle, motor cycle and equipment.

The Company is planning to procure motor vehicle, motor cycle and other Company equipment such that trunks, lowbed trunks and other so as to assist in mining and processing of gold. Such assets are estimated to cost (TZS. 115,000,000) Tanzanian Shillings One Hundred Fifteen Million (USD. 51,385).

**Table 3: Start Up**

<b>Start-up Expenses</b>	<b>TZS</b>
Legal	10,685,000
Stationery etc.	5,630,000
Brochures	2,608,000
Consultants	223,800,000
Insurance	2,270,500
Rent	6,600,000
Research and Development	447,600,000
Expensed Equipment	-
Signs	982,500
<b>TOTAL START-UP EXPENSES</b>	<b>700,176,000</b>
Start-up Assets	-
Cash Required	2,394,660,000
Start-up Inventory	-
Other Current Assets	-
Long-term Assets	-
<b>TOTAL ASSETS</b>	<b>2,394,660,000</b>
<b>Total Requirements</b>	<b>3,094,836,000</b>
<b>START-UP FUNDING</b>	<b>TZS</b>
Start-up Expenses to Fund	671,400,000
Start-up Assets to Fund	1,947,060,000
<b>TOTAL FUNDING REQUIRED</b>	<b>2,618,460,000</b>
Assets	15,250,983
Non-cash Assets from Start-up	-
Cash Requirements from Start-up	2,618,460,000
Additional Cash Raised	-

## MINERSTATION (TZ) LIMITED

Cash Balance on Starting Date	5,000,000
<b>TOTAL ASSETS</b>	<b>2,638,710,983</b>
Liabilities and Capital	-
Liabilities	-
Current Borrowing	-
Long-term Liabilities	-
Accounts Payable (Outstanding Bills)	-
Other Current Liabilities (interest-free)	-
<b>TOTAL LIABILITIES</b>	<b>-</b>
Capital	15,000,000
Planned Investment	-
Investor 1	-
Investor 2	-
Other	-
Additional Investment Requirement	-
<b>TOTAL PLANNED INVESTMENT</b>	<b>2,653,710,983</b>
Loss at Start-up (Start-up Expenses)	700,176,000
<b>TOTAL CAPITAL</b>	<b>1,953,534,983</b>
<b>TOTAL CAPITAL AND LIABILITIES</b>	<b>2,653,710,983</b>
<b>Total Funding</b>	<b>2,653,710,983</b>

### 10.0. PROPOSED PROJECT DEVELOPMENT AND IMPLEMENTATION ACTIVITIES

When the project has been financed there will be a half month design phase to confirm that the area and mapping are appropriate for the project. All necessary permits will be applied for immediately following financing. These will include construction permits, water licenses and operating permits. A local consultant with specialized skills will be hired to write the necessary permitting documents and that the whole process will take from 3 to 5 months.

As soon as the equipment list is ready, orders will be placed for the components which will all be available locally and internationally as each project module designed for fabrication will commence. It is anticipated that construction of the plant will require four months.

**Table 4: Project Implementation Schedule during the Start-up year**

No	Activities	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
1	Preparation of necessary report and listing with Tanzania Investment Centre(TIC)												
2	Mobilization of fund												
3	Obtain Permit and Licenses												
4	Purchase of Land												
5	Intercompany Contracts												
6	Construction of buildings and warehouse												
7	Purchase of Gold Processing Plant Equipment and construction of Plant and Laboratory												
8	Construction of Fencing												
9	Installation of plant and equipment												
10	Commence Processing Operations												
11	Market Assessment												

**Table 5: Project Implementation Schedule during the Second Year**

No	Activities	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
1	Preparation of necessary report and hold quarterly, semiannual and annual meeting												
2	Processing Operations activities												

# MINERSTATION (TZ) LIMITED

No	Activities	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
3	Market Assessment												
4	Project Implementation Review												

**Table 6: Project Implementation Schedule during the Third, Fourth and Fifth Year**

No	Activities	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
1	Preparation of necessary report and hold quarterly, semiannual and annual meeting												
2	Processing Operations activities												
3	Mineral exploration for future expansion of investments												
4	Market Assessment												
5	Project Implementation Review												

## 11.0. THE OPPORTUNITY, INDUSTRY & MARKET DESCRIPTION

### The opportunity

Gold Processing is an industry that represents a significant opportunity for meaningful social and environmental improvements, in addition to substantial positive economic returns. Jewelry consumers are increasingly aware of the gold production ecosystem, including the source of the gold, the production process, and the fairness of trading in the supply chain.”

### Business Climate

The constitutional and business/economic reforms of Tanzania have enjoyed a robust economy with strong economic growth tied closely to the business cycles of its primary minerals production. The country allows any person or company to create and own a private entity and allow profits to be repatriated to another jurisdiction.

The tax code is relatively simple and taxes are calculated as 30% of net profits after depreciation. Machinery and equipment are all subject to depreciation on a straight-line basis and the majority of items are considered to have a 10-year life. A recently introduced royalty provision requires an additional payment to the government depending upon mine production level – the higher the production level, the higher the royalty to a maximum of 3% of sales. Currently small producers are exempt from this royalty.

Labour laws are not restrictive and employee burden is approximately 10% of base salary. Unskilled labour is relatively inexpensive and university trained and skilled trades labour is paid commensurate with the level of training. Skilled and professional talent exists in abundance and is of a high quality.

### Political Stability

Tanzania has a long history of political stability. Several far-reaching legal and constitutional reforms have stabilized the political situation. The Country is a well performing economy and a gradually improving jurisprudence and governing infrastructure. As the government bureaucracy becomes more stable and professional the incidence of corruption is diminishing. Corruption remains an unfortunate fact of life in Tanzania but it has noticeably declined in the past eight years.

There is a confidence in the economy as it moves forward by continued high commodity prices and a wider spreading wealth across all social classes. Many of functionaries have made considerable personal advances on the basis of the mining economy so it is expected that the government will be friendly to the mining industry and investment.

## 12.0. SOCIAL DEVELOPMENT AND CORPORATE SOCIAL RESPONSIBILITY

A significant benefit of this business plan, apart from the very robust economics, is the opportunity to advance the indigenous gold processing industry through improving the health and environmental impacts as well as obtaining a higher recovery of gold from the mined rock returning a greater economic benefit to the mineral

## **MINERSTATION (TZ) LIMITED**

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owners – the people of Tanzania especially Bukombe District. MINERSTATION (TZ) LIMITED has commitment for mineral production and as it expands production, its policies will have beneficial impacts as follows;

### **Health Issues**

Informal and small miners in Bukombe District currently do not have the financial capacity to install modern, large capacity plants. As a result, the mine producers crush the ore in stone grinding mills called “mwalo” and then agglomerate the gold in the crushed material with natural mercury. Not only is the process very labour intensive with low productivity, it also leads to significant health problems. In order to release the gold from the mercury amalgam, the material is heated on open fires to boil off the mercury creating a mercury poisoning risk for anyone nearby including children. The mercury vapour eventually cools and condenses on the ground to create an ongoing health hazard. In those cases in which sodium cyanide is used to leach the gold from the ore there is the additional health problem due to cyanide spills which may contaminate local water supplies.

### **Environmental Degradation**

As described above the uncontrolled use of mercury and sodium cyanide often lead to issues of significant environmental degradation. The gold mining regions of Tanzania are noted for staining in areas where ore is leached in cyanide baths that are developed without due regard for the environment. The baths are rarely lined with geomembrane to prevent the liquid toxins from moving out into the rock and eventually into the nearby water courses. To argue that many of these areas are in arid zones with no natural vegetation or water courses does not obviate the fact that environmental destruction occurs when toxic materials are allowed to accumulate in surface soils.

### **Ore Recovery**

All subsurface materials are owned by the people of Tanzania under the trusteeship of the Tanzanian government and any practices which do not optimize the recovery of wealth from these subsurface materials denies the people of Tanzania their rightful share of this wealth. The antiquated processing methods described above rarely recover less of the gold from the ore material. Modern plant recovery techniques can often recover much more of this same gold returning a higher value to the people of Tanzania.

### **Corporate Social Responsibility**

The current state of informal mining in Tanzania especially Bukombe District is somewhat chaotic and, in many cases, informal are, in effect, stealing ore from the concession owners who are powerless to stop them. MINERSTATION (TZ) LIMITED will not purchase ore from informal miners who do not have a rightful claim to the ore they are selling and will go further in attempting to bring some order to the regions in which it works by;

- Assisting informal miners to obtain concession rights to the areas they are mining if there are no pre-existing concession rights and
- Assisting informal miners who are illegally selling ore obtained from concessions that belong to third parties by obtaining agreements with the owners of the concessions. In this way the production of gold ore is legal and the concession owners will get a return for their ownership of the concession.

Thus MINERSTATION (TZ) LIMITED will permit informal and small-scale miners to earn much greater returns on their labour (through higher recoveries of gold) with much less effort. Modern plants, built to the exacting environmental standards of the Tanzanian Ministry of Minerals using state of the art gold processing technologies will result in an improved environment and fewer health risks to the miners. Perhaps as important, the social chaos which characterizes many gold mining areas of Geita Region will become more orderly as concession owners are paid a return (royalty) on the gold mined from their concessions.

## **13.0. GOVERNMENT OF TANZANIA TAX CLEARANCE**

Section 90A of the Mining Act 2019 requires that; the Minister shall, for the purposes of regulating the transportation or domestic use of mineral or minerals, establish mineral clearance centers. Save as provided in subsection clearance centers shall be established within mining areas, ports, airports, border posts and any other areas as the Minister may prescribe. There shall be clearance fee payable to the Government by any

## MINERSTATION (TZ) LIMITED

person in possession of mineral or minerals prior to clearance for domestic use or export. The clearance fee shall be one per centum of the gross value of mineral or minerals. In this section, "gross value" means the market value of mineral or, minerals at the point of refining or sale or, in the case of consumption within Tanzania, at the point of delivery within Tanzania.

### The Tax Regime

The key legal frameworks affecting the mineral sector are the Mining Policy of 2009, the Mining Act 2010, the Income Tax Act, Cap 322, the VAT Act, Cap 148, the Customs (Management and Tariff) Act, Cap. 403.

The key reforms undertaken in the mining tax regime since the advances of large-scale mining operations are summarized in three phases. The first starts in 1998, when the Mining Act and the Value Added Tax Act came into force. The landmark reform during the second phase, starting 2004, was the introduction of the new Income Tax Act and finally the third phase, starting 2010, is defined by the enactment of the new Mining Act, 2010. The following table compares the fiscal regimes during the four eras.

**Table 7: Mining sector tax regimes**

No	Tax	1998	2004	2010	2019
	Laws in Force	Mining Act, 1998 Income Tax Act, 1973 VAT Act, 1998 Customs Tariff Act, 1976 Excise Duty Road and Fuel Act, Cap 220 Stamp Duty Act, Cap 189	Mining Act, 1998 Income tax Act, 2004 VAT Act, 1998 Customs Tariff Act, 1976 Excise Duty Road and Fuel Act, Cap 220 Stamp Duty Act, Cap189	Mining Act, 2010 Income Tax Act, Cap. 332 VAT Act, Cap. 148. Customs (Management and Tariff) Act, Cap. 403 Road and Fuel Tolls Act, Cap. 220 Excise (Management and Tariff) Act, Cap. 147 Stamp Duty Act, Cap 189	The Mining Act 2019 Chapter 123, Income Tax Act, Cap. 332 VAT Act, Cap. 148. Customs (Management and Tariff) Act, Cap. 403 Road and Fuel Tolls Act, Cap. 220 Excise (Management and Tariff) Act, Cap. 147 Stamp Duty Act, Cap 189
	Corporation Income Tax	30.00%	30.00%	30% or 25% for companies registered under DSM Stock Exchange	30% or 25% for companies registered under DSM Stock Exchange
	Depreciation Allowances	100% capital expensing on exploration and development expenditure	100% capital expensing on exploration and development expenditure	100% capital expensing on exploration and development expenditure	100% capital expensing on exploration and development expenditure
	Loss Carried Forward	Indefinite	Indefinite	Indefinite	
	Withholding Taxes on Technical Services	3% final tax for resident and non-resident	5% for resident contractors and 15% for non-resident contractors	5% for resident contractors and 15% for non-resident contractors	5% for resident contractors and 15% for non-resident contractors
	Withholding Taxes on Management Fees	3% for fees up to 2% of operating costs, 20% on fees above 2% of operating costs	5% for residents and 15% for non-residents	5% for residents and 15% for non-residents	5% for residents and 15% for non-residents
	Withholding Tax on Interest	Nil on foreign currency loan from third party; 15% from affiliates	10%	10%	10%
	Withholding Tax on Dividend	10%	10%	10%	10%
	Thin capitalization rule	No limit on debt financing	Interest limited to 70% of tax base before interest deductions, excess interest is carried forward indefinitely	Interest deduction limited to 70 to 30 debt-equity ratio	Interest deduction limited to 70 to 30 debt-equity ratio
	Ring Fencing	By Company	By Company	By Mine	By Mine
	Additional Capital	15% allowance on unredeemed capital	None, but old contracts honored	Same	Same

## MINERSTATION (TZ) LIMITED

No	Tax	1998	2004	2010	2019
	Allowance	expenditure for MDAs signed before 2001			
	Royalties	5% for diamonds and 3% for all other minerals (on a net back value)	5% for diamonds and 3% for all other minerals (on a net back value)	5% for diamonds, gemstones and uranium; 4% for gold and other metals (on gross sales value)	in the case of metallic minerals such as copper, gold, silver, and platinum group minerals, of six per centum 6%
	Value Added Tax	VAT relief for imports and domestic purchases	VAT relief for imports and domestic purchases	VAT relief on imports and domestic purchases for exploration and prospecting expenditures only. Relief on drilling or mining expenditure is honored for MDAs signed before July 1, 2009	
	Import Duties	Exempt to the end of the first year of commercial production, and capped at 5% thereafter	Same	Same	Same
	Excise Duty on Fuel	Exempted	Exempted	Exempted	Exempted
	Fuel Levy	Capped at \$200,000 annually	Capped at \$200,000 annually	Capped at \$200,000 for companies with MDA's	Capped at \$200,000 for companies with MDA's
	Stamp Duty	1.2%	1.2%	1.2%	1.2%

Source: IMF (2011), Tax Laws

### VAT Relief

Mining, oil & gas companies are entitled to VAT relief provided that the Company has a binding agreement with the Government which provides for VAT relief. In order to enjoy such relief mining companies are obliged to fill form: ITX263.02. E. The form can be obtained from any TRA nearest office or you may download through TRA website. However, the Company will comply to this relief so as to enjoy the benefit.

## 14.0. SWOT ANALYSIS

Due to our drive for excellence when it comes to running a standard gold processing company, we were able to engage some of the finest business consultants in the United Republic of Tanzania to look through our business concept and together we were able to critically examine the prospect of the business and to assess ourselves to be sure we have what it takes to run a standard gold processing business that can compete favorably in the industry.

In view of that, we were able to take stock of our strengths, our weakness, our opportunities and also the threats that we are likely going to be exposed to in the United Republic of Tanzania.

An analysis of our state of health as a business has been done by a reputable business consultancy firm. Our performance has been measured against vital indices which have brought important facts to light. Here is a of what we got from the critically conducted SWOT Analysis for MINERSTATION (TZ) LIMITED:

**Strengths:** Our gold mine business has experienced considerable patronage over the years. We have built a strong team of professionals consisting of geological and metallurgical experts in addition to engineers among many others. These form the backbone of our operations.

Our strength also lies in the fact that we have state of the art gold processing equipment and trucks that has positioned us to meet the demand of our clients even if the demand tripled over night.

Another factor that counts to our advantage is the background of our Executive Director; he has a robust experience in the industry and also a pretty good academic qualification to match the experience acquired which has placed him amongst the top flight players in the gold processing and mining industry. We are not ignoring the fact that our team of highly qualified and dedicated workers will also serve as strength for our organization.

**Weakness:** We are a growing gold mining business with formidable competitors. The industry is pretty much dominated by these major players. Although there are regulations in place to check against monopolizing the gold mining sector, an increasing number of businesses like ours are underfunded to compete effectively.

We do not take for granted the facts that we have weaknesses. In fact, the reality that we are setting up a gold Processing Project in the United Republic of Tanzania might pose a little challenge. In essence our chosen location might be our weakness.

**Opportunities:** The opportunities available to us are unlimited. There are loads of jewelry making companies and other manufacturing companies that make use of raw gold all across the globe and all what we are going to do to push our products to them is already perfected.

**Threats:** Threats to our business come in the form of multiple taxations and unfavorable government policies. The impact the latter has on our gold processing business is enormous. This can make it more difficult to do business.

The threat that is likely going to confront us is the fact that we are competing with already established gold mining companies in the United Republic of Tanzania and other countries of the world. Of course, they will compete with us in winning over the available market. Another threat that we are likely going to face is unfavorable government policies and economic downturn.

### Processing Plant Project Risks

While the project demonstrates excellent potential economic returns it is not without its risks. These are discussed below;

**The plant does not effectively separate the gold:** The technology for winning gold from these types of ores is well understood and there are other much older and quite dilapidated plants operating successfully in the area. It can be seen from the economic sensitivity analysis that the project remains economic even with significant changes in capital and operating costs.

**There is not enough ore to meet the throughput design:** With high gold prices there are literally thousands of small miners operating in the area of interest and there is not enough plant capacity for them.

**The plant workers rob from the company;** Plant management has been chosen with great care and special attention will be taken to hire only qualified and reputable people. The company will also contract the services of a reputable firm to periodically audit the operations for shrinkage.

**There is no back-out strategy for the investors:** While the initial money is being raised privately it is anticipated that within 2 or 3 years of startup the company will be taken public.

**There is political instability in the country:** In case of changing of regime may lead to political instability of the country that can affect the operation of the Gold mining and Processing activities of the company.

**Lack of stable power supply:** The power supply in the area is not convincing due to irregular supply of the electricity by TANESCO which is only power supply agent in Tanzania.

## 15.0. INDUSTRY & MARKET DESCRIPTION

### Industry Analysis

**The need:** "There is an increased global awareness of business practices and their externalities, including their effect on the environment and the social fabric. This is evidenced by the increased availability of responsible investments that focus on gold businesses that generate positive returns and have positive social and/or environmental impact.

Gold produces millions of Shillings a year in Tanzania. Within the industry there are over more domestic providers of gold processing operations that operate within the Country. The industry employs more people and provides adjusted annualized payrolls. The growth rate of this industry has been tremendous with the recent resurgence of inflation. The prices of gold (and other precious metals) have increased substantially as investors have sought the safe haven of commodities in lieu of the falling value of the Shilling. Additionally, the greater wealth of developing nations has pushed the per ounce price of gold. This demand is expected to remain strong in the face of inflationary pressures.

## Customer Profile

As MINERSTATION (TZ) LIMITED intends to sell its gold directly to wholesalers in the open market, it is difficult to determine the “average customer” of the business. Any company engaged in the buying and selling of gold is a potential buyer for the Company.

## 16.0. MARKETING PLAN

The marketing campaigns required by Gold Processors are minimal as the business will sell its processed gold directly to the open market. As such, it is imperative that any marketing expenditures undertaken by the Company focus on developing relationships with gold wholesalers and property management firms that will seek and lease land to the business.

### Marketing Objectives

- Develop relationships with specialty property management firms that will lease land to the business for its gold mining operations.
- Establish relationships with gold wholesalers within the targeted market.

### Strategic and Market Analysis

#### Marketing Strategies

Prior to the onset of operations, the Executive Director Mr. A. S. Rao and Managing Director Ms. Aravinda Kattari will develop ongoing purchase order relationships (based on market prices) with national and international gold dealers and wholesalers that will acquire the Company's inventory of mined gold. In order to complete this aspect of Gold Mine marketing operations, the Executive Director Mr. A. S. Rao and Managing Director Ms. Aravinda Kattari will directly contact well known gold wholesalers. As these buyers are constantly searching for new gold sources, developing these relationships will not be an issue. Additionally, the Company will make its presence known among real estate agents and property management firms that specialize in the sale and placement of leases for land that is known to carry precious metal deposits. Much like with the gold wholesalers/dealers, the Executive Director Mr. A. S. Rao and Managing Director Ms. Aravinda Kattari will directly contact these companies in order to develop working relationships.

We already have a network of existing clients who have proven to be valuable assets to our operations. These will be crucial to the take-off and smooth running of our new gold processing plant. Through the expansion of our current capacity, we will work with more major gold merchants to create a distribution channel for our products.

We will introduce our startup to the groups of our target customers by sending letters and brochures about us. We'll ensure strong social media and web presence. Lastly, we'll provide several discounts to encourage more and more customers to make a purchase.

#### Competitive Advantage Analysis

There are advantages we hold over other gold processing businesses. Some of these include the quality of our workforce. This is made up of experts with many years of experience in the gold processing industry. We have been careful to select only the best as we believe that this will reflect in our operations. The ongoing initiatives for

## MINERSTATION (TZ) LIMITED

survey will result to the discovery of an additional gold mine and obtaining the operating license further will add to our reserves.

Our biggest competitive advantage is that the market in which our products are demanded is really large. Though there are other already-established gold companies near us, still we hope to get customers as the need for gold is increasing with the passage of time. The company will also contact other people who can need us for gold supply. We own the best equipment, highly qualified and skilled staff, who're efficient in all the works to generate gold. We will provide online ordering and payment options. Through the services of our web-developers, we'll enable our consumers to order us for delivering their desired products at the said time.

### Economic Outlook

This section of the analysis will detail the economic climate, the gold mining industry, the customer profile, and the competition that the business will face as it progresses through its business operations. Currently, the economic market condition in Tanzania is moderate. The meltdown of the subprime mortgage market coupled with increasing commodity prices has led many people to believe that the Tanzania is on the cusp of a double dip economic recession. This slowdown in the economy has also greatly impacted real estate sales, which has halted to historical lows. However, gold processing plants operate with great economic stability as it is a product that is in continued demand. This is especially true in today's economic environment as inflation has pushed the per ounce price of gold up substantially over the last months. As long as commodity prices continue to rise, the business should have no issues producing a continuous profit from its gold processing operations.

### 17.0. SALES PROJECTION

With an expansion of our gold mining operations, our profits are expected to witness a jump. We have a projected growth in sales that is expected to rise considerably over the next three years as shown in this chart;

**Table 8: Sales Forecast(In Tanzanian Shillings)**

Unit Sales (Kilograms)	Year 1		Year 2		Year 3		Year 4		Year 5	
	USD	TZS	USD	TZS	USD	TZS	USD	TZS	USD	TZS
Gold	180	180	180	180	180	180	195	195	195	210
<b>TOTAL UNIT SALES</b>	<b>180</b>	<b>180</b>	<b>180</b>	<b>180</b>	<b>180</b>	<b>180</b>	<b>195</b>	<b>195</b>	<b>195</b>	<b>210</b>
<b>Unit Prices</b>	<b>Year 1</b>		<b>Year 2</b>		<b>Year 3</b>					
Gold	44,683	100,000,000	49,151	110,000,000	54,066	121,000,000	54,066	121,000,000	58,088	130,000,000
<b>Sales</b>										
Gold	8,042,895	18,000,000,000	8,847,185	19,800,000,000	9,731,903	21,780,000,000	10,542,895	23,595,000,000	12,198,391	27,300,000,000
<b>TOTAL SALES</b>	<b>8,042,895</b>	<b>18,000,000,000</b>	<b>8,847,185</b>	<b>19,800,000,000</b>	<b>9,731,903</b>	<b>21,780,000,000</b>	<b>10,542,895</b>	<b>23,595,000,000</b>	<b>12,198,391</b>	<b>27,300,000,000</b>
<b>Direct Unit Costs</b>	<b>Year 1</b>		<b>Year 2</b>		<b>Year 3</b>					
Gold	15,282	34,200,000	13,409	30,010,000	13,409	30,010,000	14,298	32,000,000	15,429	34,530,000
<b>Total Direct Cost of Sales</b>										
Gold	2,750,670	6,156,000,000	2,413,673	5,401,800,000	2,413,673	5,401,800,000	2,788,204	6,240,000,000	3,240,080	7,251,300,000
<b>Subtotal Direct Cost of Sales</b>	<b>2,750,670</b>	<b>6,156,000,000</b>	<b>2,413,673</b>	<b>5,401,800,000</b>	<b>2,413,673</b>	<b>5,401,800,000</b>	<b>2,788,204</b>	<b>6,240,000,000</b>	<b>3,240,080</b>	<b>7,251,300,000</b>

### 18.0. OPERATIONAL PLAN

#### Operational Sustainability

The gold processing is expected to last a period of three decades. During this time, more explorations will be carried out in addition to gold processing which we will be embarking on within two years. These will enhance our sustainability and make our gold processing business a stable and highly profitable venture.

#### Project Performance Measurement and Sustainability

The Company will measure its financial performance through comprehensive monthly reporting to the Board via the Finance and Risk Committee. Operational performance will be similarly reported by management on a monthly basis. Task groups of the Board will be established from time to time to address specific issues such as organizational governance. Operationally all staff will be supported through a performance management system

which will include regular appraisals, review of position descriptions and training needs. The Executive Director has a formal arrangement that are aligned with the goals and objectives of the Company and are reviewed at least annually with the Board.

### 19.0. SUSTAINABILITY AND EXPANSION STRATEGY

The future of a business lies in the number of loyal customers that they have the capacity and competence of their employees, their investment strategy and their business structure. If all of these factors are missing from a business, then it won't be too long before the business close shop.

One of our major goals of starting Gold Processing Plant Project is to build a business that will survive off its own cash flow without the need for injecting finance from external sources once the business is officially running. We know that one of the ways of gaining approval and winning customers over is to supply our raw gold a little bit cheaper than what is obtainable in the market and we are well prepared to survive on lower profit margin for a while.

Gold Processing Plant Project will make sure that the right foundation, structures and processes are put in place to ensure that our staff welfare are well taken of. Our company's corporate culture is designed to drive our business to greater heights and training and retraining of our workforce is at the top burner.

As a matter of fact, profit-sharing arrangement will be made available to all our management staff and it will be based on their performance for a period of three years or more. We know that if that is put in place, we will be able to successfully hire and retain the best hands we can get in the industry; they will be more committed to help us build the business of our dreams.

### 20.0.MANAGEMENT TEAM & ORGANISATION

The Team is a highly well-defined organizational structure increases the confidence financiers have in the company being able to meet its financial obligations and create value. A well-organized corporate team reduces the overall risk of the business and increases the likelihood of accessing financial resources. In the case of A very high-quality management team has been created comprised of well trained and experienced expatriates.

#### The Board of Directors

The board is selected by the company owners and is responsible for overseeing the management team to ensure their actions are aligned with the owner's interests. The board of directors is not involved in the day to day activities; instead provides input into and makes decisions related to the high-level corporate strategy.

Directors on the board are experts in their respective fields and it considered best practices, such as board diversity, size, appropriate committees, and independence. Board diversity also included other aspects like age and gender. Since board members oversee the management team's actions, the board be as independent of the management team.

#### The management team

The board of directors often appoints the senior management of the company. The three primary functions are the Executive Director, the Accountant, Geologists/Field Officers and the Human Resources Officer.

Executive Officer and Managing Director:

The Executive Director and Managing Director are responsible for strategic and tactical decisions and overseeing the day-to-day operations at the company level. The Director and Managing Director have extensive experience in the industry. The Director and Managing Director also take on several roles, including the company's financials and operations.

- Increases management's usefulness by recruiting, selecting, orienting, training, coaching, counseling, and disciplining managers; collaborating values, strategies, and objectives; assigning accountabilities;

preparing, monitoring, and appraising job results; developing incentives; developing a climate for offering information and opinions; providing educational opportunities.

- Answerable for fixing prices and signing business deals
- Responsible for providing direction for the business
- Makes, connects, and implements the organization's vision, mission, and overall direction – i.e. leading the development and implementation of the overall organization's strategy.
- Accountable for signing checks and documents on behalf of the company
- Evaluates the success of the organization

### Accountant

The Accounting Officer is responsible for the company's financial records. The Accounting Officer assesses the sources and uses of financial resources and assists the management team in making strategic, operational decisions. The Accounting Officers also responsible for managing the company's day to day financial activities, bookkeeping and communicate with suppliers and other clients.

- Responsible for preparing financial reports, budgets, and financial statements for the organization
- Provides managements with financial analyses, development budgets, and accounting reports; analyzes financial feasibility for the most complex proposed projects; conducts market research to forecast trends and business conditions.
- Responsible for financial forecasting and risks analysis.
- Performs cash management, general ledger accounting, and financial reporting
- Responsible for developing and managing financial systems and policies
- Responsible for administering payrolls
- Ensures compliance with taxation legislation
- Handles all financial transactions for the organization
- Serves as internal auditor for the organization

### Geologist/Operations Officer

This is responsible for the technical day to day functions of the operations and maintenance of gold extracting and processing. The Operations Officer is an expert in the industry and can guide operational teams. The Geologist/Operation Officer has a background in geology and engineering and will provide crucial input into the management of the various operating segments like mining, processing, and possibly equipment and material procurement.

- Oversees the smooth running of operations in the mine
- Makes sure that quality is maintained at all times
- Maps out strategies that will lead to efficiency amongst workers in the organization
- Responsible for training, evaluation and assessment of the workforce
- Ensures operation of equipment by completing preventive maintenance requirements; calling for repairs.
- Ensures that our gold processing and mining site meets the expected safety and health standard at all times.

### Human Resources Officer

This is responsible for the day-to-day functions' human resources functions. This prepares human resources reports, employee emolument plans and report, and other administrative functions.

- Responsible for overseeing the smooth running of HR and administrative tasks for the organization
- Defines job positions for recruitment and managing interviewing process
- Carries out induction for new team members
- Responsible for training, evaluation and assessment of employees
- Oversees the smooth running of the daily business activities.

### Sales and Marketing Manager

- Manages external research and coordinate all the internal sources of information to retain the organizations' best customers and attract new ones

## **MINERSTATION (TZ) LIMITED**

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- Models demographic information and analyze the volumes of transactional data generated by customer purchases
- Identifies, prioritize, and reach out to new partners, and business opportunities et al
- Responsible for supervising implementation, advocate for the customer's needs, and communicate with customers
- Develops, executes and evaluates new plans for expanding sales
- Documents all customer contact and information
- Represents the company in strategic meetings
- Helps to increase sales and growth for the company

### **Gold Processing Casual Workers/ Field Employees to carry out major tasks**

- Liable for operating excavators and other machines in the gold and silver mining site
- Handles the mining of gold and silver
- Assist in loading and offloading of our gold and silver into and out of the trucks

### **Client Service Executive/ Senior Assistants to supervise various tasks**

- Ensures that all contacts with clients (e-mail, walk-In center, SMS or phone) provides the client with a personalized customer service experience of the highest level
- Through interaction with customers on the phone, uses every opportunity to build client's interest in the company's products and services
- Manages administrative duties assigned by the human resources and admin manager in an effective and timely manner
- Consistently stays abreast of any new information on the organizations' products, promotional campaigns etc. to ensure accurate and helpful information is supplied to customers when they make enquiries (answer customer queries regarding our gold and silver ore mining business)
- Finds out the customer's needs, recommend, select and help locate the right merchandise, describe a product's features and benefits.
- make suggestions and encourage purchase of products

### **Truck Drivers/ Excavator Operator**

- Assists in loading and unloading gold and silver et al
- Maintains a logbook of their driving activities to ensure compliance with federal regulations governing the rest and work periods for operators.
- Keeps a record of vehicle inspections and make sure the truck is equipped with safety equipment
- Inspects vehicles for mechanical items and safety issues and perform preventative maintenance
- Complies with truck driving rules and regulations (size, weight, route designations, parking, break periods etc.) as well as with company policies and procedures
- Reports defects, accidents or violations

### **Support Staff**

Support staff includes drivers, security guards, cooks house keepers and gardener, Front Desk Officer to act as a receptionist/secretary and key assistants as the Executive Director may decide to employ.

- Store Operator to operate display center
- Technicians to maintain technical equipment
- Web Developer to manage company's sites

## **21.0. PERSONNEL PLAN**

### **Company Staff**

A. S. Rao will be the owner and Executive Director of the company and will manage overall operations. To run his gold mining business, he will hire the following people:

**Table9: Personnel Plan**

No	Position/Title	Number	Functions
1	Managing Director	1	To oversee and manage overall operations
2	Executive Director	1	To manage overall operations
3	Accountants	1	To maintain financial records
4	Geologist/Operations/	2	To maintain gold extracting and processing processes
5	Mining Engineers	2	To maintain gold exploration activities
6	Human Resources Officer	1	To Maintain day to day functions human resources functions
7	Field Employees	4	To carry out major tasks
8	Senior Assistants	2	To supervise various tasks
9	Sales and Marketing Officer	1	To discover new ventures
10	Store Operator	1	To operate display center and maintain company materials
11	Technicians	1	To maintain technical equipment
12	Web Developer	1	To manage company's sites
13	Cleaners	2	To maintain the facility
14	Drivers	2	To provide transport
15	Front Desk Officer	2	To act as a receptionist
16	Security guard	4	To ensure security and safeguard the company property.
17	Cook	2	To prepare food for staffs
18	Plant Machine Operators	2	To Operate the plant machines machines
19	Truck Operators	2	To Operate the trucks
20	Excavator Operator	2	To Operate the excavators
<b>Total number of personnel required</b>		<b>36</b>	

## Average Salary of Employees

The following table shows the forecasted data about employees and their salaries for the next three years.

**Table10: Personnel Plan (In Tanzania Shillings) (Refer Appendix 7)**

No	Position	No	Year 1	Year 2	Year 3	Year 4	Year 5	
			Salary/Year	Salary/Year	Salary/Year	Salary/Year	Salary/Year	
1	Managing Director	1	42,000,000	48,300,000	55,545,000	63,876,750	73,458,263	
2	Executive Director	1	42,000,000	48,300,000	55,545,000	63,876,750	73,458,263	
3	Accountant	2	16,800,000	19,320,000	22,218,000	25,550,700	29,383,305	
4	Geologist/Operations	2	60,480,000	69,552,000	79,984,800	91,982,520	105,779,898	
5	Mining Engineers	1	30,240,000	34,776,000	39,992,400	45,991,260	52,889,949	
6	Human Resources	1	8,400,000	9,660,000	11,109,000	12,775,350	14,691,653	
7	Field Employees	4	14,400,000	16,560,000	19,044,000	21,900,600	25,185,690	
8	Senior Assistants	2	7,200,000	8,280,000	9,522,000	10,950,300	12,592,845	
9	Sales & Marketing Officer	1	8,400,000	9,660,000	11,109,000	12,775,350	14,691,653	
10	Store Operator	1	7,200,000	8,280,000	9,522,000	10,950,300	12,592,845	
11	Technicians	1	7,800,000	8,970,000	10,315,500	11,862,825	13,642,249	
12	Web Developer	1	4,800,000	5,520,000	6,348,000	7,300,200	8,395,230	
13	Cleaners	2	7,200,000	8,280,000	9,522,000	10,950,300	12,592,845	
14	Front Desk Officer	2	7,200,000	8,280,000	9,522,000	10,950,300	12,592,845	
15	Drivers	2	16,800,000	19,320,000	22,218,000	25,550,700	29,383,305	
16	Security Guard	4	14,400,000	16,560,000	19,044,000	21,900,600	25,185,690	
17	Cook	2	7,200,000	8,280,000	9,522,000	10,950,300	12,592,845	
18	Drilling Machine Operators	2	16,800,000	19,320,000	22,218,000	25,550,700	29,383,305	
19	Truck Operators	2	16,800,000	19,320,000	22,218,000	25,550,700	29,383,305	
20	Excavator Operator	2	16,800,000	19,320,000	22,218,000	25,550,700	29,383,305	
<b>Total Employees &amp; Salaries</b>			<b>36</b>	<b>352,920,000</b>	<b>405,858,000</b>	<b>466,736,700</b>	<b>536,747,205</b>	<b>617,259,286</b>

## 22.0. ENVIRONMENTAL IMPACT MITIGATION PLAN

**Table 11: Environmental Impact Mitigation measures**

Area	Activity	Management Commitment Implementation
Vegetation and clearing	Planning and Design	<ul style="list-style-type: none"> <li>• Minimize clearing requirements wherever possible.</li> <li>• Pre-existing haul roads and access tracks will be used where possible to minimize interference with existing drainage patterns.</li> <li>• Ensure all required licenses and permits have been obtained prior to clearing activities commencing.</li> <li>• Ensure clearing only occurs once the site has been surveyed for Aboriginal heritage significance.</li> <li>• The supervisor of the works shall notify all personnel involved in clearing activities of protected areas and the conditions that apply to each.</li> <li>• Machinery operators will discuss clearing requirements with Supervisors prior to commencing the work.</li> </ul>
	Site Preparation	<ul style="list-style-type: none"> <li>• Prior to clearing being conducted an internal assessment will be completed.</li> <li>• Areas to be cleared will be adequately marked to ensure only the required clearing is undertaken.</li> <li>• To avoid weed issues, machinery and vehicles used to conduct clearing will be inspected for weeds and cleaned where appropriate prior to commencement of works.</li> <li>• No burning of vegetation spoil is to occur.</li> <li>• Vegetation that is to be removed shall be either directly placed on disturbed areas to reduce erosion or stockpiled for later use in rehabilitation.</li> <li>• Cleared vegetation shall be stockpiled at a safe distance from streams/creeks.</li> <li>• Conduct clearing in a manner that facilitates the re-use of surface soils and vegetation debris for rehabilitation activities.</li> <li>• Planning for soil management should see that surface soils are utilized between 1 and 5 years after removal, wherever possible.</li> <li>• Stockpiles of surface soils and vegetation debris will be located to avoid impeding on critical surface drainage lines.</li> </ul>
	Post-Clearing	<ul style="list-style-type: none"> <li>• Following disturbance, cleared areas and stockpiles will be surveyed and documented on the Site Plan</li> <li>• All tracks shall be rehabilitated if not required for ongoing operations</li> <li>• Bare, compacted soils and previously disturbed areas that are not needed shall be ripped and re-contoured in order to promote seed germination</li> <li>• Each stockpile will be clearly marked and an inventory compiled of the soil volumes.</li> <li>• Stockpiles will be located away from major creek lines and appropriate erosion controls such as run-off diversion bunds constructed.</li> <li>• Should evidence of significant wind or water erosion present on the stockpiles, measures will be implemented to improve the stability of the stockpiles. Stockpile height will vary based on soil characteristics and purpose.</li> </ul>
	Construction	<ul style="list-style-type: none"> <li>• All temporary construction infrastructure and facilities will be removed for rehabilitation</li> <li>• Incorporate weed management and feral animal control into the area to maintain and enhance the condition of fauna habitat on the site and reduce predation impacts.</li> <li>• Include fire management into the area to ensure wildfire impacts to threatened species are minimized.</li> <li>• Include retention of microhabitats and establishment and monitoring of nesting hollows into area.</li> </ul>
	Operations	<ul style="list-style-type: none"> <li>• Where exposed areas are presenting signs of wind or water erosion, measures such as surface water management and dust suppression techniques will be implemented to reduce impacts. These measures are discussed further in following sections.</li> <li>• Incorporate weed management and feral animal control into the area to maintain and enhance the condition of fauna habitat on the site and reduce predation impacts.</li> <li>• Include fire management into the area to ensure wildfire impacts to threatened species are minimized.</li> <li>• Include retention of microhabitats and establishment and monitoring of nesting hollows into area.</li> <li>• Include exploration activities into the area to ensure topsoil is segregated for drill pad rehabilitation, drill holes are capped immediately following drilling, sumps are ramped to allow fauna egress, drill bags and rubbish are removed from the site and rehabilitation is undertaken within 6 months of exploration programmes being completed.</li> </ul>

# MINERSTATION (TZ) LIMITED

Area	Activity	Management Commitment Implementation
		<ul style="list-style-type: none"> <li>De-stocked cattle from the site prior to mining</li> </ul>
	Habitats of Conservation Significance	<ul style="list-style-type: none"> <li>All habitats identified as Monsoon vine thickets of limestone ranges are to be avoided. □ Visual monitoring of habitats of conservation significance should be undertaken annually and photographic references must be taken.</li> <li>Samples of surface detrital material from the areas identified as monsoon vine thickets of limestone ranges will be collected annually and analyzed for traces of toxins associated with mining and tailings.</li> <li>Implement buffer zones to protect habitats of conservation significance from secondary impacts.</li> </ul>
	Dust Generation	<ul style="list-style-type: none"> <li>Incorporate dust management into the area including inspection and notification requirements and suppression techniques to be employed (primarily water spray).</li> <li>Continue the dust monitoring program, including establishment of photographic vegetation monitoring points.</li> </ul>
	Staff Management/Training/Awareness	<ul style="list-style-type: none"> <li>Ensure all staff are appropriately inducted and trained in the environmental aspects applicable to their positions.</li> <li>Ensure clearing and habitat preservation are in training and induction programs.</li> <li>Establish a system to monitor compliance with environmental requirements.</li> </ul>
	Closure	<ul style="list-style-type: none"> <li>All temporary infrastructure and facilities will be removed for rehabilitation following construction activities</li> <li>Conduct progressive rehabilitation throughout the life of the project, where possible.</li> </ul>
	Undertaking Clearing Activities	<ul style="list-style-type: none"> <li>Prior to clearing being conducted an internal Environmental Clearing Permit (ECP) will be completed.</li> <li>Clearing requirements will be included in the induction program.</li> <li>Following disturbance, cleared areas and stockpiles will be surveyed, documented on the Site Plan and reported in the Annual Environmental Report (AER).</li> </ul>
	Storage/stockpiling	<ul style="list-style-type: none"> <li>Ensure the surface 80cm of soil is segregated as a growth media.</li> <li>Ensure stockpiles are adequately signposted and an inventory of stockpile volumes is undertaken.</li> <li>Incorporate monitoring of stockpiles for water and wind erosion into the area and implement immediate mitigation measures as required.</li> <li>Height of stockpiles will be controlled to minimize risk of erosion and will be determined by characteristics and purpose of soils</li> </ul>
	Rehabilitation	<ul style="list-style-type: none"> <li>Where possible low-slope concave surfaces will be used which facilitate sediment deposition.</li> <li>Vegetation debris will be incorporated into the post-mine land surface to facilitate infiltration of rainfall and minimize overland flow and potential sediment loss.</li> <li>Contour ripping along slope of stockpiles to minimize erosion.</li> </ul>
Impact on Fauna	Strategies to minimize impact on local Fauna	<ul style="list-style-type: none"> <li>Include retention of microhabitats and establishment and monitoring of nesting hollows into area.</li> <li>Creation of an artificial wetland to detract migratory birds</li> <li>Measures such as managing litter at the office and crib areas and regularly covering waste at the landfill site will be implemented to discourage feral animal species, which could impact on local native fauna.</li> </ul>
Waste Material	Education and Awareness	<ul style="list-style-type: none"> <li>Develop a "Reduce, Reuse, Recycle" awareness campaign. □ Incorporate waste management into the area, including staff awareness programs, inspection requirements, storage requirements and waste reduction techniques.</li> <li>Provide a suitable level of training to staff and contractors specific to their work areas to ensure they are aware of requirements for waste collection, segregation, recycling and disposal.</li> </ul>
	Handling and Storage of Waste Material	<ul style="list-style-type: none"> <li>Establish a waste segregation and recycling program wherever possible. □ Construct a Rural Landfill Facility in accordance with the Environmental Protection (Rural Landfill) Regulations 2002 and the DEC Environmental Protection License conditions. □ Waste storage areas will be appropriately signposted, regularly inspected and kept clean. □ Adhere to MSDS requirements.</li> <li>The location of the landfill will be located above the 1:100 year, 72Hr flood event limit. □ Sewage will be treated using a bio-sewage system and will conform to the standards of the SWEK. An application to 'Construct or Install an Apparatus for the Treatment of Sewage' will be submitted to the Shire. □ Medical wastes will be segregated and disposed appropriately.</li> <li>Hospital will be consulted to determine if an arrangement is feasible for site medical wastes to be disposed at the hospital.</li> </ul>
	Management of	<ul style="list-style-type: none"> <li>The landfill facility will be managed in accordance with requirements of the Environmental</li> </ul>

## MINERSTATION (TZ) LIMITED

Area	Activity	Management Commitment Implementation
	Rural Landfill Facility	<p>Protection.</p> <ul style="list-style-type: none"> <li>• Only approved wastes will be disposed into the landfill facility. Wastes such as medical wastes, hydrocarbons and other chemicals will not be disposed of at the facility.</li> <li>• The facility will be fenced to prevent stock access.</li> <li>• Wastes will not be disposed within 35m of the boundary fence.</li> <li>• A 3m wide firebreak will be created within the boundary fence of the facility.</li> <li>• An inventory of waste products and quantities will be maintained and reported to the appropriate authority, as required.</li> <li>• Training and Awareness of staff in appropriate disposal methods for waste streams on site.</li> <li>• Fire management at the landfill facility will be included in the Site Emergency Response Plan, or equivalent.</li> <li>• Water that comes in contact with waste material will be retained on site.</li> <li>• Dust suppression techniques, such as the use of a water cart, will be implemented as required.</li> </ul>
	Monitoring	<ul style="list-style-type: none"> <li>• Waste storage areas will be regularly inspected and kept clean.</li> </ul>
	Reporting	<ul style="list-style-type: none"> <li>• An inventory of waste products and quantities will be maintained and reported to the appropriate authority, as required.</li> </ul>
	Management of potential ARD (Acid Rock Drainage) and metaliferous seepage	<ul style="list-style-type: none"> <li>• No specific management strategy is needed for potential ARD seepage as the tailings materials contain elevated carbonate content and are classified No specific management strategy is need for potential metaliferous seepage as the source rocks do not contain mobile enriched metals and the risk of elevated metals content within the tailings solution is low.</li> </ul>
Water	Abstraction	<ul style="list-style-type: none"> <li>• Ensure appropriate licenses are obtained for water abstraction on the site. No extraction of groundwater beyond that permitted under the water license.</li> <li>• Continue quarterly monitoring programme to assess water levels associated with the production bores and vegetation health in proximity and report.</li> <li>• Incorporate minimization techniques for water use into the area</li> </ul>
	Discharge	<ul style="list-style-type: none"> <li>• Establish monitoring program for water quality prior to discharge into the artificial wetland. Report in AER and review adequacy of monitoring program annually.</li> <li>• If water quality being discharged into the artificial wetland is unacceptable, divert discharge water to the evaporation basin until water quality returns to acceptable levels.</li> <li>• Establish photographic monitoring sites at water discharge points. Review discharge program if detrimental effects noted.</li> </ul>
	Runoff	<ul style="list-style-type: none"> <li>• categorize run off into "clean" and "potentially contaminated" and manage accordingly.</li> <li>• Clean water runoff from the surrounding environment will be diverted away from the mine infrastructure areas to ensure this water does not become sediment laden or contaminated.</li> <li>• Stockpiles of surface soil and vegetation debris will be located to avoid impeding on critical surface drainage lines.</li> <li>• Vegetation debris will be incorporated into the post-mine land surface to facilitate infiltration of rainfall and minimize overland flow and potential sediment loss.</li> </ul>
	Contamination	<ul style="list-style-type: none"> <li>• Continue a quarterly monitoring programme to assess groundwater quality around critical infrastructure areas at the site, utilizing the network of monitoring bores. Report in AER and review adequacy of monitoring program annually.</li> <li>• Surface water monitoring will be undertaken bi-annually, following the first flush and towards the end of the wet season. Report in AER and review adequacy of monitoring program annually.</li> <li>• design contaminated water storages to minimize seepage.</li> <li>• Incorporate storage and handling requirements for dangerous goods and hazardous materials into area. Include bunding requirements and spill response procedures.</li> <li>• Ensure appropriate licensees are obtained for storage and handling of dangerous goods and hazardous materials.</li> <li>• Ensure all hydrocarbons are stored on site in suitably bunded areas and fixed areas where hydrocarbons are to be handled, such as refueling bays, are also bunded.</li> <li>• Stormwater will be diverted away from the tipping area at the landfill site. Water that comes in contact with waste material at the landfill site will be retained on site.</li> </ul>
Handling, Haulage and Shipping of Concentrate	Handling of Concentrate	<ul style="list-style-type: none"> <li>• Handling of Concentrate □ Concentrate will be loaded directly from the filter press (final stage of processing plant) into the containers and sealed. No concentrate stockpiles will be required on site.</li> </ul>
	Storage and	<ul style="list-style-type: none"> <li>• Propose to use shipping containers for the collection, storage and transport of concentrate.</li> </ul>

## MINERSTATION (TZ) LIMITED

Area	Activity	Management Commitment Implementation
	Shipping	<ul style="list-style-type: none"> <li>Containers are purpose built; stackable, bulk ore containers that can be fully sealed with lockable lids as shown.</li> <li>The sealable lids provide security from product spillage, accidental discharge and variation in moisture level during transport.</li> <li>Shipping will be undertaken by a specialist contractor.</li> </ul>
	Minimizing risk of contamination of environment as a result of concentrate spill along transport route	<ul style="list-style-type: none"> <li>Develop concentrate handling protocols to ensure container system used correctly.</li> <li>Develop an inspection program for each container before transporting to ensure incidental spills, leaks, container damage etc. is identified and addressed.</li> <li>Develop a spill response plan to address environmental and community concerns in the instance of a spill and notify the appropriate authorities.</li> </ul>
Dangerous Goods and Hazardous Substances	Use	<ul style="list-style-type: none"> <li>Develop procedures on the handling and storage of dangerous goods on site, incorporating spill response requirements</li> <li>Provide a suitable level of training to staff and contractors identified to be involved in dangerous goods use, storage and disposal to ensure they are aware of S requirements and procedures.</li> <li>All personnel who will handle dangerous goods, hazardous substances, gas cylinders or explosives will all be adequately trained.</li> <li>Contractors responsible for handling and storing concentrate will be required to obtain a Dangerous Goods License under the Dangerous Goods Safety</li> <li>Drivers of any vehicles transporting containers carrying chemicals concentrate will be required to obtain a Dangerous Goods Drivers License under the Dangerous Goods Safety</li> </ul>
	Storage	<ul style="list-style-type: none"> <li>Specifically designed, labeled storage areas will be identified and installed, with consideration to segregation requirements.</li> <li>Appropriate fire response equipment will be located near storage areas. □ Regular inspections of storage areas will be conducted.</li> <li>Explosives will be stored in an explosive magazine in compliance with the Explosives and Dangerous Goods requirement,</li> <li>Explosives will be stored remote from the mining operations.</li> <li>Bunded, purpose-built storage and reagent handling facilities will be incorporated into the Process Plant and specific handling and storage procedures for developed, which include spill response.</li> <li>Fireproof Dangerous Goods cabinets will be installed in the workshop, laboratory and process plant; they will be clearly signposted and be noted on site emergency plans.</li> <li>Gas cylinders will be stored in appropriate dedicated areas and procedures will be in place for the handling and storage of gas cylinders.</li> </ul>
	Transport	<ul style="list-style-type: none"> <li>Containers to be individually inspected prior to transport off site</li> <li>Unforeseen concentrate spill during transport should be included in the Site Emergency Plan.</li> </ul>
	Disposal	<ul style="list-style-type: none"> <li>Disposal of dangerous goods and hazardous materials will be according to the requirements</li> </ul>
Hydrocarbon Management	Procedures and Training	<ul style="list-style-type: none"> <li>Incorporate hydrocarbon use procedure into the site as required.</li> <li>Provide a suitable level of training to staff and contractors identified to be involved in hydrocarbon management to ensure they are aware of requirements for use, storage and disposal.</li> <li>Ensure spill response equipment is available and procedures are communicated effectively to staff involved with hydrocarbon use in their work areas.</li> <li>Development of an incident management system, with corrective action processes, to facilitate continuous improvement of hydrocarbon storage, handling and disposal.</li> </ul>
	Storage	<ul style="list-style-type: none"> <li>Storage of hydrocarbons to be in accordance with Mining laws</li> <li>Self-bunded fuel storage tank to be installed.</li> <li>An inventory of hydrocarbons and quantities will be maintained and reported to the appropriate authority, as required.</li> <li>Regular inspections of storage areas will be conducted to identify any leaks or issues with hydrocarbon storage areas.</li> <li>Diesel will be stored in self-bunded fuel tanks expected to be refilled approximately weekly by a diesel fuel delivery from Wyndham.</li> <li>Oils and lubricants will be located at the site workshop and stored in a sea container specifically designed and modified for that purpose. The base of the sea container will act as a bund for the quantity of oil stored within.</li> <li>Oils and lubricants to be installed in weatherproof sea container.</li> </ul>

## MINERSTATION (TZ) LIMITED

Area	Activity	Management Commitment Implementation
	Disposal	<ul style="list-style-type: none"> <li>Recycle waste oil and oily rags wherever possible.</li> <li>Develop a bioremediation facility to treat contaminated soil in situ</li> <li>Oily water waste will be disposed of by utilizing a Specialist Contractor that collects and recycles waste oil and oily water.</li> </ul>
	Managing risk of contamination to surrounding environment	<ul style="list-style-type: none"> <li>An inventory of hydrocarbons and quantities of chemicals will be maintained.</li> <li>Regular inspections of storage areas and pipelines will be conducted to identify any leaks or issues with hydrocarbons or hazardous materials. □ Install bund and collection sump at the vehicle refueling area</li> <li>Spill kits will be available in the workshop and refueling areas and spill response procedures will be implemented if necessary.</li> <li>Soil contaminated by incidental hydrocarbon spills will be removed and placed in a purpose built bioremediation facility.</li> </ul>
	Use of Hydrocarbons in Mining Operations	<ul style="list-style-type: none"> <li>Appropriately registered and qualified fuel transport companies will be used for diesel deliveries with procedures in place.</li> <li>Refueling of vehicles from the diesel fuel tank will be controlled by a fuel management system.</li> <li>Fuel usage of each mobile vehicle on site will be recorded separately. □ The overflow from the sump will be filtered through triple interceptors fitted with environ filters, or equivalent technology, to ensure no hydrocarbons escape to the environment.</li> <li>Develop procedures for refueling of mobile equipment.</li> </ul>
Atmospheric Pollution and Noise	Noise	<ul style="list-style-type: none"> <li>Ensure vehicles, plant and equipment are serviced and maintained to system requirements to avoid unnecessary noise and implement noise mitigation measures where appropriate.</li> <li>Ensure generators are serviced and maintained to system requirements.</li> <li>Apply speed restrictions and a ban on exhaust braking for concentrate haulage trucks whilst travelling through the townships and mine to reduce noise impacts.</li> <li>Concentrate haulage trucks to operate only during daylight hours.</li> </ul>
	Dust	<ul style="list-style-type: none"> <li>Incorporate dust management into the area, including inspection and notification requirements and suppression techniques to be employed (primarily water spray).</li> <li>Dust generating activities (such as blasting) will not be undertaken during unfavorable weather conditions.</li> <li>Ensure stockpiles, roads, laydown areas, tipping areas and car parks are adequately dampened to reduce dust impacts.</li> <li>Establish a system of regular visual monitoring for dust, halt activities if dust exceeds acceptable levels until conditions alter.</li> <li>Personal dust monitoring of staff members in higher risk work areas to be undertaken as part of the Health Surveillance Program.</li> <li>Establish photographic monitoring points of vegetation adjacent to high dust generating sources.</li> <li>Continue dust sampling program.</li> <li>All concentrate loads to be carried in fully sealed and locked containers.</li> <li>Dust suppression will be carried out on site utilizing a water truck; any areas that have mobile equipment operating and have the potential to create dust will be adequately watered to minimize dust generation.</li> <li>Dust suppression systems will exist on the crusher and process conveyors to minimize dust.</li> <li>Concentrate will also fall straight from the filter press into transport containers and will not be stored in stockpiles, thus mitigating excessive dust generation.</li> <li>Dust generation resulting from concentrate haulage is expected to be minimal; all loads will be carried in fully sealed containers and speed restrictions will be applied through area.</li> <li>The relevant standards, guidelines and codes of practice will be applied by and all contractors to ensure the company resource is mined, processed and transported in a manner which will minimize the exposure and impact of ore concentrate dust on the public, employees and the environment.</li> </ul>
	Odour	<ul style="list-style-type: none"> <li>Waste material will be covered in accordance with the Environmental Protection Regulations</li> </ul>
	Light	<ul style="list-style-type: none"> <li>Ensure lighting is directed inwards to avoid visual impacts to surrounding traffic.</li> </ul>
Consultation	Managing consultation with stakeholders	<ul style="list-style-type: none"> <li>Continue stakeholder consultation throughout the life of the project □ All complaints regarding excessive noise generation, waste disposal, dust generation, visual amenity impacts, odours, concentrate transport or other complaints will be investigated and mitigating measures implemented where required.</li> </ul>
<b>PLANT CLOSURE</b>		
Staff	Awareness	<ul style="list-style-type: none"> <li>Establish a system to monitor compliance with environmental requirements.</li> </ul>

## MINERSTATION (TZ) LIMITED

Area	Activity	Management Commitment Implementation
Management / Training / Awareness	Minimizing risk of environmental impact caused by staff activities	<ul style="list-style-type: none"> <li>Establish an incident management system, which incorporates corrective action processes to avoid re-occurrence and ensure continuous improvement on site.</li> </ul>
Waste Rock	Handling and utilization of overburden and waste rock materials	<ul style="list-style-type: none"> <li>Field sampling and laboratory analysis of mined materials (blast hole cuttings) will occur to accurately identify and segregate all lithologies.</li> <li>Where possible all materials will be placed directly below the watertable to prevent oxidation and acidification. If not possible to place below the water table, then all material will be encapsulated within the pit to minimize the risk of oxidation. Sufficient volume of competent siltstone will be used to stabilize land surfaces.</li> <li>All clayey overburden materials are classified and will be used primarily in the construction of the embankment walls and to raise mining infrastructure to above flood levels.</li> </ul>

### 23.0. FINANCIAL PLAN

The only thing that helps us in setting smart, and attainable financial goals for our business is a financial plan. In our gold mining business plan, we have analyzed how we can achieve our monetary goals while balancing all the expenses of equipment, maintenance, staff salary, and workplace rent. To do all that careful spending, budgeting of our hard-earned cash is required which is only possible when we have decided main things in the form of a financial plan. The following below is the Company's financial plan:

#### Important Assumptions

**Table12: General Assumptions**

	Year 1	Year 2	Year 3
<b>Plan Month</b>	<b>1</b>	<b>2</b>	<b>3</b>
Current Interest Rate	10%	10%	10%
Long-term Interest Rate	11%	11%	11%
Tax Rate	30%	30%	30%
Other	0	0	0

**Table13: Break-Even Analysis**

Monthly Units Break-even (Kgs)	15
Monthly Revenue Break-even (TZS)	1,500,000,000
<b>Assumptions:</b>	
Average Per-Unit Revenue (TZS)	100,000,000
Average Per-Unit Variable Cost (TZS)	4,908,265
Estimated Monthly Fixed Cost (TZS)	34,200,000

#### Projected Profit and Loss

**Table14: Pro Forma Profit and Loss (In Tanzania Shillings)**

	Year 1	Year 2	Year 3	Year 4	Year 5
Sales	18,000,000,000	19,800,000,000	21,780,000,000	23,595,000,000	27,300,000,000
Direct Cost of Sales	6,156,000,000	5,401,800,000	5,401,800,000	6,240,000,000	7,251,300,000
Other	-	-	-	-	-
<b>TOTAL COST OF SALES</b>	<b>6,156,000,000</b>	<b>5,401,800,000</b>	<b>5,401,800,000</b>	<b>6,240,000,000</b>	<b>7,251,300,000</b>
<b>Gross Profit</b>	<b>11,844,000,000</b>	<b>14,398,200,000</b>	<b>16,378,200,000</b>	<b>17,355,000,000</b>	<b>20,048,700,000</b>
<b>Gross Margin %</b>	<b>65.80</b>	<b>72.72</b>	<b>75.20</b>	<b>73.55</b>	<b>73.44</b>

#### Expenses

**Table15: Expenses (In Tanzania Shillings)**

Expenses	Year 1	Year 2	Year 3	Year 4	Year 5
Payroll	352,920,000	405,858,000	466,736,700	536,747,205	617,259,286
Sales and Marketing and Other expenses	6,156,000,000	5,401,800,000	5,401,800,000	6,240,000,000	7,251,300,000
Leased Equipment	-	-	-	-	-

## MINERSTATION (TZ) LIMITED

Utilities	40,000,000	42,000,000	44,100,000	48,000,000	51,400,000
Insurance	50,000,000	50,000,000	50,000,000	50,000,000	50,000,000
Rent	6,600,000	6,600,000	6,600,000	6,600,000	6,600,000
Payroll Taxes	3,921,333,333	4,509,533,333	5,185,963,333	5,963,857,833	6,858,436,508
Other	75,000,000	87,250,000	99,613,000	102,000,000	100,000,000
<b>Total Operating Expenses</b>	<b>10,601,853,333</b>	<b>10,503,041,333</b>	<b>11,254,813,033</b>	<b>12,947,205,038</b>	<b>14,934,995,794</b>
<b>Profit Before Interest and Taxes</b>	<b>6,762,848,133</b>	<b>9,979,193,467</b>	<b>11,818,421,767</b>	<b>11,663,996,428</b>	<b>13,508,072,339</b>
EBITDA	12,283,549,600	16,063,228,267	18,513,456,567	18,920,197,895	21,902,440,473
Depreciation	120,701,467	144,034,800	161,034,800	177,701,467	204,368,133
Interest Expense	-	-	-	-	-
Taxes Incurred	5,400,000,000	5,940,000,000	6,534,000,000	7,078,500,000	8,190,000,000
<b>Net Profit</b>	<b>6,762,848,133</b>	<b>9,979,193,467</b>	<b>11,818,421,767</b>	<b>11,663,996,428</b>	<b>13,508,072,339</b>
<b>Net Profit/Sales</b>	<b>0.38</b>	<b>0.50</b>	<b>0.54</b>	<b>0.49</b>	<b>0.49</b>

**Table16: Pro Forma Cash Flow (In TZS)**

Cash Received	Year 1	Year 2	Year 3	Year 4	Year 5
<b>Cash from Operations</b>					
Cash Sales	18,000,000,000	19,800,000,000	21,780,000,000	23,595,000,000	27,300,000,000
Cash from Receivables	895,000,000	1,074,000,000	1,172,500,000		
<b>SUBTOTAL CASH FROM OPERATIONS</b>	<b>18,895,000,000</b>	<b>20,874,000,000</b>	<b>22,952,500,000</b>	<b>23,595,000,000</b>	<b>27,300,000,000</b>
Additional Cash Received					
Sales Tax, VAT, HST/GST Received	-	-	-		
New Current Borrowing	-	-	-		
New Other Liabilities (interest-free)	-	-	-		
New Long-term Liabilities	-	-	-		
Sales of Other Current Assets	-	-	-		
Sales of Long-term Assets	-	-	-		
New Investment Received	-	-	-		
<b>SUBTOTAL CASH RECEIVED</b>	<b>18,895,000,000</b>	<b>20,874,000,000</b>	<b>22,952,500,000</b>	<b>23,595,000,000</b>	<b>27,300,000,000</b>
<b>Expenditures</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>Year 5</b>
Expenditures from Operations					
Cash Spending	10,601,853,333	10,503,041,333	11,254,813,033	12,947,205,038	14,934,995,794
Bill Payments	-	-	-	-	-
<b>SUBTOTAL SPENT ON OPERATIONS</b>	<b>(10,601,853,333)</b>	<b>(10,503,041,333)</b>	<b>(11,254,813,033)</b>	<b>(12,947,205,038)</b>	<b>(14,934,995,794)</b>
Additional Cash Spent					
Sales Tax, VAT, HST/GST Paid Out	-	-	-	-	-
Principal Repayment of Current Borrowing	-	-	-	-	-
Other Liabilities Principal Repayment	-	-	-	-	-
Long-term Liabilities Principal Repayment	-	-	-	-	-
Purchase Other Current Assets	-	-	-	-	-
Purchase Long-term Assets	(1,810,522,000)	350,000,000	255,000,000	250,000,000	400,000,000
Dividends	-	-	-	-	-
<b>SUBTOTAL CASH SPENT</b>	<b>(12,412,375,333)</b>	<b>(10,153,041,333)</b>	<b>(10,999,813,033)</b>	<b>(12,697,205,038)</b>	<b>(14,534,995,794)</b>
<b>Net Cash Flow</b>	<b>6,482,624,667</b>	<b>10,720,958,667</b>	<b>11,952,686,967</b>	<b>10,897,794,962</b>	<b>12,765,004,206</b>
Increase/ Decrease in Cash	193,522,000	4,044,812,000	(2,813,083,700)	1,758,191,695	109,017,549
<b>Cash Balance</b>	<b>6,676,146,667</b>	<b>14,765,770,667</b>	<b>9,139,603,267</b>	<b>12,655,986,657</b>	<b>12,874,021,755</b>

### Projected Balance Sheet

**Table17: Pro Forma Balance Sheet (In TZS)**

Assets	Year 1	Year 2	Year 3	Year 4	Year 5
<b>Current Assets</b>					
Cash	6,676,146,667	14,765,770,667	9,139,603,267	12,655,986,657	12,874,021,755
Accounts Receivable	101,000,000	113,120,000	124,230,000	300,000,000	150,000,000
Inventory	25,400,000	28,450,000	31,240,000	18,500,000	120,000,000
Other Current Assets	-	-	-	-	-
<b>TOTAL CURRENT ASSETS</b>	<b>6,802,546,667</b>	<b>14,907,340,667</b>	<b>9,295,073,267</b>	<b>12,974,486,657</b>	<b>13,144,021,755</b>
Long-term Assets					
Long-term Assets	1,810,522,000	2,160,522,000	2,415,522,000	2,665,522,000	3,065,522,000

## MINERSTATION (TZ) LIMITED

Accumulated Depreciation	120,701,467	264,736,267	425,771,067	603,472,533	807,840,667
<b>TOTAL LONG-TERM ASSETS</b>	<b>1,931,223,467</b>	<b>2,425,258,267</b>	<b>2,841,293,067</b>	<b>3,268,994,533</b>	<b>3,873,362,667</b>
<b>TOTAL ASSETS</b>	<b>8,733,770,133</b>	<b>17,332,598,933</b>	<b>12,136,366,333</b>	<b>16,243,481,190</b>	<b>17,017,384,422</b>
<b>Liabilities and Capital</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>Year 5</b>
<b>Current Liabilities</b>					
Accounts Payable	93,220,000	100,000,000	124,600,000	90,000,000	35,000,000
Current Borrowing	-	-	-	-	-
Other Current Liabilities	-	-	-	-	-
<b>SUBTOTAL CURRENT LIABILITIES</b>	<b>93,220,000</b>	<b>100,000,000</b>	<b>124,600,000</b>	<b>90,000,000</b>	<b>35,000,000</b>
Long-term Liabilities	-	-	-	-	-
<b>TOTAL LIABILITIES</b>	<b>93,220,000</b>	<b>100,000,000</b>	<b>124,600,000</b>	<b>90,000,000</b>	<b>35,000,000</b>
<b>NET ASSETS</b>	<b>8,640,550,133</b>	<b>17,232,598,933</b>	<b>12,011,766,333</b>	<b>16,153,481,190</b>	<b>16,982,384,422</b>
Paid-in Capital	15,000,000	15,000,000	15,000,000	15,000,000	15,000,000
Retained Earnings	1,139,460,000	1,154,820,000	1,263,170,000		
Earnings	956,000,000	1,195,550,000	1,240,600,000		
<b>TOTAL CAPITAL</b>	<b>2,110,460,000</b>	<b>2,365,370,000</b>	<b>2,518,770,000</b>	<b>15,000,000</b>	<b>15,000,000</b>
<b>TOTAL LIABILITIES AND CAPITAL</b>	<b>2,203,680,000</b>	<b>2,465,370,000</b>	<b>2,643,370,000</b>	<b>105,000,000</b>	<b>50,000,000</b>
<b>Net Worth</b>	<b>8,640,550,133</b>	<b>17,232,598,933</b>	<b>12,011,766,333</b>	<b>16,153,481,190</b>	<b>16,982,384,422</b>

### 24.0. CONCLUSIONS

This Business Plan has reviewed MINERSTATIONS (TZ) LIMITED's current operation, focusing on its achievements to date and suggests a series of steps to be phased in over a Five year period, which will place the Company on the path of increased operational capacity and long term sustainability, and will provide increased value to Company's industry.

Discussions with MINERSTATION (TZ) LIMITED management and the insights provided by MINERSTATION (TZ) LIMITED Board members have highlighted the many financial and human resource issues that will challenge the extensive knowledge, creativity and resourcefulness demonstrated by MINERSTATION (TZ) LIMITED.

To address these issues, many of the measures suggested in this Business Plan come from the best practices of the world's major mining projects. While much larger in operating capacity and having been seeded with significant start-up funding from industry and non-industry sources, there remains many similarities in operating style, research and educational activities that provide a useful blueprint for MINERSTATION (TZ) LIMITED to follow.

Adopting these recommended measures offers the MINERSTATION (TZ) LIMITED Board and its management the opportunity to aggressively brand the organization. In conjunction to highlighting its location and knowledge advantage to the mineral processing world, these new measures will help MINERSTATION (TZ) LIMITED manage through economic uncertainty by establishing an operating reserve; the measures increase its human resources and project coordination capacity, and strengthen governance in research and educational priority setting. Taken together, these new measures help brand MINERSTATION (TZ) LIMITED as increasingly responsive to industry's processing needs and enable greater success in attracting mineral processing funding and positioning MINERSTATION (TZ) LIMITED as a driving force with the mining and processing industry.

# MINERSTATION (TZ) LIMITED

## 25.0. APPENDICES

### Appendix 1: Total Expenditures Plan on Equipment Needed for Establishment of Gold Processing Plant in Kelezia-Kasaka Area

S/N	Name Of Service	Cost In USD	Cost In TZS
1.	Land	21,500	70,000,000
2.	Fencing The Area	7,030.5	16,350,000
3.	Water Tanks	4,300	10,000,000
4.	Processing Plant Equipment	800,000	1,790,400,000
5.	Laboratory Equipments	150,071	349,002,000
6.	Buildings	43,000	100,000,000
7.	Electricity	36,550	85,000,000
8.	Steel Structure Construction	3,010	7,000,000
9.	Vehicles	172,000	400,000,000
10.	Elusion Plant	18,920	44,000,000
11.	Workshop	6,450	15,000,000
12.	Gas Cylinders	430	1,000,000
13.	Exploration and drilling	200,000	447,600,000
	<b>TOTAL</b>	<b>1,463,261.5</b>	<b>3,335,352,000</b>

### Appendix 2: Fencing Of The Area

S/N	Item	Number of items	Total price (TZS)
01.	Gravel	2 tippers	600,000
02.	Sand	2 tippers	100,000
03.	Iron bars mm10		2,250,000
04.	Binding wires	20kg	300,000
05.	Cements	80 bags	1,760,000
06.	Water		300,000
07.	Wood		500,000
08.	Tank		500,000
09.	Labour wage		2,000,000
10.	Fencing wire	Roller 67	8,040,000
	<b>Total</b>		<b>16,350,000</b>

### Appendix 3: Processing Plant Equipment

S/N	Equipment Name	Description	Quantity	Unit Price	Total TZS
1	Jaw crusher 125*250	Capacity: 1-2 ton/hour Max feeding size:80mm, Power: 5kw, Output size: 10-25	1	7,000,000	7,000,000
2	Ball mill 0930	Capacity 1 TPH Max feeding size: 25mm Power: 18.5 kw End product:80%passing 106 mm	1	45,500,000	45,500,000
3	Centrifuge	Capacity: 2ton/hour, Feeding size: 0-2mm Power: 2kw	2	9,000,000	18,000,000
4	Conveyor belt	Width: 500mm,Length: 9 meters, Power: 5kw	2	7,200,000	14,400,000
5	Shakint table	Model: 2100, Capacity: 0.5 TPH, Power: 1.1kw	1	5,800,000	5,800,000
6	Steel balls		3	3,800,000	11,400,000
7	Compressor	Model: 2v-4/5 with YT28 digger, bit, air horse,	1	13,500,000	13,500,000

## MINERSTATION (TZ) LIMITED

		rod.			
8	Pachuca CIP plant 1	1TPH, complete with hydro cyclone tower, chemical mixing tank, carbon transfer trammel, three slurry pumps, 12 pachuca tanks, carbon screens and leaching monitoring steel	1	148,500,000	148,500,000
9		Installation costs		52,000,000	52,000,000
<b>Total:</b>					<b>235,700,000</b>

### Appendix 4: Laboratory Equipments

Item	Description	Quantity	Unit Price USD	Total Price USD	Price TZS
1	Laboratory Crusher	1	8,500.00	8,500.00	19,550,000.00
2	LM02 Lab Pulverisor	1	22,000.00	22,000.00	50,600,000.00
3	Compressor	1	7,500.00	7,500.00	17,250,000.00
4	Laboratory Oven	1	10,650.00	10,650.00	24,495,000.00
5	Oven Trolleys	2	980.00	1,960.00	4,508,000.00
6	Splitter	1	1,800.00	1,800.00	4,140,000.00
7	Dust extraction system	1	7,800.00	7,800.00	17,940,000.00
8	Laboratory Sieves	2	180.00	360.00	828,000.00
9	Sieve pans	1	220.00	220.00	506,000.00
10	Weighing balance	2	2,500.00	5,000.00	11,500,000.00
11	Chemical Fume hood	1	9,200.00	9,200.00	21,160,000.00
12	Hotplate Wet chem	1	3,800.00	3,800.00	8,740,000.00
13	Sample drying pan S/S grade	50	45.00	2,250.00	5,175,000.00
14	Atomic Absorption Spectrophotometer	1	32,000.00	32,000.00	73,600,000.00
15	AAS fume extraction system	1	2,200.00	2,200.00	5,060,000.00
16	Water Distiller	1	3,200.00	3,200.00	7,360,000.00
17	Working tables and furnishing	1	3,500.00	3,500.00	8,050,000.00
18	Auxiliary laboratory apparatus and glassware to accommodate 50 samples batch	1	1,900.00	1,900.00	4,370,000.00
19	Filter press equipment	1	3,500.00	3,500.00	8,050,000.00
20	Air Conditioning system	2	4,500.00	9,000.00	20,700,000.00
21	Plumbing and piping	1	3,200.00	3,200.00	7,360,000.00
22	Electricals and wiring	1	6,700.00	6,700.00	15,410,000.00
23	Installation of equipment	1	5,500.00	5,500.00	12,650,000.00
	<b>Total</b>			<b>151,740.00</b>	<b>349,002,000.00</b>

### Appendix 5: Elution Plant

S/N	Quantity	Particulars	Unit Price In TZS.	Total Price In TZS.
1.	1 SET	Fabrication of the high-pressure elution machine column with capacity to trityl 500 KG of dry carbon in 24 hours complete set and commissioning	30,000,000	30,000,000
2.	1 SET	Smelting room with accessories	5,000,000	5,000,000
3.	1 SET	Blasting room and chamber	7,000,000	7,000,000
4.	2 TANKS	Water system	2,000,000	2,000,000

# MINERSTATION (TZ) LIMITED

		<b>TOTAL</b>		<b>44,000,000</b>
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## Appendix 6: Operational Equipments

S/N	Quantity	Particulars	Price In USD	Total Price In TZS.
1.		Drilling Machine: 150-300m, 500-1000mm Diameter HOWO Truck Mounted Drill Rig	25,000	55,950,000
2.		Excavators: 1.8ton 2ton Min Excavator with Canopy and 380mm bucket	12,000	26,856,000
3.		Trucks: 6x4 371 420HP 10-wheel Dumper Tipper (USD. 25,000)	25,000	55,950,000
4.		FAW JH6 RHD/LHD 8x4 Dumper	16,000	35,808,000
5.		1.8ton 2ton Mini Excavator with canopy and 380mm bucket	12,000	26,856,000
		<b>TOTAL</b>	<b>90,000</b>	<b>201,420,000</b>

Source:<https://www.fawtrucks.en.made in China.com>

## Appendix 7: Personnel Plan (In Tanzania Shillings)

Personnel Plan	Position	No	Months/Year	Year 1		Year 2		Year 3		Year 3		Year 3	
				Salary/ Month	Salary/ Year	Salary/ Month	Salary/ Year	Salary/ Month	Salary/ Year	Salary/ Month	Salary/ Year	Salary/ Month	Salary/ Year
Managing Director	1	12	3,500,000	42,000,000	4,025,000	48,300,000	4,628,750	55,545,000	5,323,063	63,876,750	6,121,522	73,458,263	
Executive Director	1	12	3,500,000	42,000,000	4,025,000	48,300,000	4,628,750	55,545,000	5,323,063	63,876,750	6,121,522	73,458,263	
Accountant	2	12	700,000	16,800,000	805,000	19,320,000	925,750	22,218,000	1,064,613	25,550,700	1,224,304	29,383,305	
Geologist/Operations	2	12	2,520,000	60,480,000	2,898,000	69,552,000	3,332,700	79,984,800	3,832,605	91,982,520	4,407,496	105,779,898	
Mining Engineers	1	12	2,520,000	30,240,000	2,898,000	34,776,000	3,332,700	39,992,400	3,832,605	45,991,260	4,407,496	52,889,949	
Human Resources	1	12	700,000	8,400,000	805,000	9,660,000	925,750	11,109,000	1,064,613	12,775,350	1,224,304	14,691,653	
Field Employees	4	12	300,000	14,400,000	345,000	16,560,000	396,750	19,044,000	456,263	21,900,600	524,702	25,185,690	
Senior Assistants	2	12	300,000	7,200,000	345,000	8,280,000	396,750	9,522,000	456,263	10,950,300	524,702	12,592,845	
Sales & Marketing Officer	1	12	700,000	8,400,000	805,000	9,660,000	925,750	11,109,000	1,064,613	12,775,350	1,224,304	14,691,653	
Store Operator	1	12	600,000	7,200,000	690,000	8,280,000	793,500	9,522,000	912,525	10,950,300	1,049,404	12,592,845	
Technicians	1	12	650,000	7,800,000	747,500	8,970,000	859,625	10,315,500	988,569	11,862,825	1,136,854	13,642,249	
Web Developer	1	12	400,000	4,800,000	460,000	5,520,000	529,000	6,348,000	608,350	7,300,200	699,603	8,395,230	
Cleaners	2	12	300,000	7,200,000	345,000	8,280,000	396,750	9,522,000	456,263	10,950,300	524,702	12,592,845	
Front Desk Officer	2	12	300,000	7,200,000	345,000	8,280,000	396,750	9,522,000	456,263	10,950,300	524,702	12,592,845	
Drivers	2	12	700,000	16,800,000	805,000	19,320,000	925,750	22,218,000	1,064,613	25,550,700	1,224,304	29,383,305	
Security Guard	4	12	300,000	14,400,000	345,000	16,560,000	396,750	19,044,000	456,263	21,900,600	524,702	25,185,690	
Cook	2	12	300,000	7,200,000	345,000	8,280,000	396,750	9,522,000	456,263	10,950,300	524,702	12,592,845	
Drilling Machine Operators	2	12	700,000	16,800,000	805,000	19,320,000	925,750	22,218,000	1,064,613	25,550,700	1,224,304	29,383,305	
Truck Operators	2	12	700,000	16,800,000	805,000	19,320,000	925,750	22,218,000	1,064,613	25,550,700	1,224,304	29,383,305	
Excavator Operator	2	12	700,000	16,800,000	805,000	19,320,000	925,750	22,218,000	1,064,613	25,550,700	1,224,304	29,383,305	
<b>Total Employees &amp; Salaries</b>	<b>36</b>		<b>20,390,000</b>	<b>352,920,000</b>	<b>23,448,500</b>	<b>405,858,000</b>	<b>26,965,775</b>	<b>466,736,700</b>	<b>31,010,641</b>	<b>536,747,205</b>	<b>35,662,237</b>	<b>617,259,286</b>	