

Corporate Code of Ethics
and
Code of Conduct

Rev. 01

1. Corporate Code of Ethics

- 1.1. Target is a Limited Liability Company operating in the precious metals sector.
- 1.2. Target S.r.l. has its registered office and operational headquarters in Milan, via Vallarsa 13, and an operational office in Alessandria, Valmadonna district, Str. Prov. per Pavia 37.
- 1.3. The company's members are MILAJ Xhesika, partner, Sole Administrator and Legal Representative, and KAKELI Nevila.
- 1.4. Target S.r.l. is a Professional Gold Operator under Law 7/2000, registered with the Register of Professional Gold Operators, maintained by the Bank of Italy, no. 5006721. As such, it is authorized to trade in pure gold for investment and industrial use, as well as in other precious metals such as silver, platinum, and palladium.
- 1.5. Target S.r.l. is registered in the Register of Gold Buying Operators (D. Lgs. 92/2017) under no. OCO617, thus authorized to purchase used precious items from private individuals.
- 1.6. Target S.r.l. also carries out activities for the recovery of precious metals from manufacturing waste of goldsmiths, through melting, analysis, and refining processes for their re-introduction into the production and commercial cycle.
- 1.7. Target S.r.l. operates in compliance with the current laws, particularly those related to the aforementioned activities, the provisions of the Civil Code of the Italian Republic, the National Collective Labour Agreement (C.C.N.L.) for the Gold Industry, and the relevant Workers' Statute.
- 1.8. Target S.r.l. is also at the forefront in the management of Gender Equality.

2. Company Structure

- 2.1. The company is governed by a Board of Directors chaired by the Legal Representative.
- 2.2. In accordance with the regulations governing this type of company and activity, an Auditor has been appointed.
- 2.3. The company also makes use of advanced and qualified consultancy in legal, tax, administrative, environmental, and labor matters.
- 2.4. In the two offices, there are members and/or employees responsible for trade and manufacturing activities, in compliance with the Consolidated Law on Public Security (T.U.L.P.S.) and its implementing regulation.
- 2.5. In the various work departments, there are employees adequately trained in carrying out their tasks, both through training courses conducted by qualified consultants and by other experienced employees who assist them during their apprenticeship.

3. Activity Analysis

- 3.1. The activities in the precious metals sector involve handling "small" quantities by weight but with significant monetary value. This peculiarity requires the establishment of trust-based relationships among the various parties interacting with Target S.r.l.
- 3.2. The company maintains high standards of fairness, transparency, respect for others and demands to be respected, understanding, firmness, and confidentiality.
- 3.3. All personnel, regardless of role or rank, are expected and guided to adopt these characteristics in their own interest, in the company's interest, and, equally important, in the interest of the suppliers and customers who entrust significant value to Target S.r.l. They are aware that they can count on the company's understanding in the event of a mistake but are also aware that "to err is human, but to persist is diabolical."

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- 3.4. Suppliers and customers are constantly informed—particularly at first contact—of the characteristics adopted by the company and its staff and are invited to follow them as well, with the understanding that an economic or working relationship cannot exist in their absence, and above all in the absence of mutual respect, which is essential and at the core of Target S.r.l.'s policy.

4. Code of Conduct

- 4.1. Based on what is described in points 3.2 and 3.3, no distinction is made in the behaviors that the company and its staff must observe in both internal and interpersonal relationships.
- 4.2. Everyone is required to dress soberly and appropriately for the activity, and to use proper and courteous language towards customers, suppliers, and colleagues; in particular, any abuse, acts of intolerance, or behavior that could harm the company's image or relationships with the various parties involved will not be tolerated.
- 4.3. When it is difficult to meet the requests of a customer or supplier, one should refer to a more experienced colleague, seek assistance from supervisors or company members, and, if necessary and with proper authorization, consult one of the many consultants available to Target S.r.l.
- 4.4. Those in accounting roles are required to commit maximum attention and care in data entry to avoid registration errors that could cause serious damage and penalties.
- 4.5. Those in production roles are required to exercise maximum diligence in the use of equipment and machinery at their disposal to avoid accidents that may affect their own health or that of colleagues, or cause economic damage to the company or its clients and suppliers.
- 4.6. Those working directly with customers and suppliers must always behave appropriately, aiming for the highest satisfaction of the counterpart, while not neglecting moral obligations towards the company.
- 4.7. Everyone is recommended to maintain confidentiality regarding company activities, especially for personal security reasons, thus avoiding criminal events.
- 4.8. Consultants, in addition to their expertise in their respective fields, are required to comply with what is indicated in point 4.6.
- 4.9. The company is always available to explain, supplement, and expand this document at the simple request of one or more people, through formal and informal meetings.

5. Conclusion

- 5.1. This document is made available to anyone interested and brought to the attention of all those who have any kind of relationship with Target S.r.l., with the commitment that it will be renewed every time it is modified, supplemented, or expanded.

The Legal Representative