



## Interview Shortlisted Company – European Small and Mid-Cap Awards 2024

(MAX 100 words per response – Please return this document in word format)

<b>Name of the company</b>
RES (RECUPERO ETICO SOSTENIBILE)
<b>What are the key qualities your company has?</b>
<ul style="list-style-type: none"> <li>• Innovation driven</li> <li>• People with high professional and ethical skills</li> <li>• High reputation in the waste management industry</li> <li>• Fully integrated across the entire waste management chain</li> </ul>
<b>What prompted your company to go public?</b>
<ul style="list-style-type: none"> <li>• Easier access to capital (equity and debt) to boost growth and develop innovative projects, of European public interests and rewarded, approved and co-financed by Italian Government (through PNRR funds)</li> <li>• Turning a family business into a public company, to secure generational change and attract highly qualified external managers to the company</li> <li>• External and fair financial evaluation of our company</li> <li>• Increase brand awareness and reputation of the company, and giving reputation to the wider waste management industry</li> </ul>
<b>What were the main challenges along the road to becoming public?</b>
<ul style="list-style-type: none"> <li>• Being able to adequately transfer our vision on the future of the company (from a traditional waste management company to an innovative company in the circular economy industry), and the action plan to deliver the evolution of the company towards new sectors/industries</li> <li>• Being able to prepare all the adequate documentation and properly and promptly set up the right organization structure needed for its listing process</li> <li>• Complete shift of the entrepreneur's mindset from a family run business to a public company</li> </ul>
<b>What have been the key benefits (for your company) of going public?</b>
<ul style="list-style-type: none"> <li>• More structured Corporate Governance (including 3 independent members of BoD)</li> <li>• Higher transparency of our internal processes and key financials</li> <li>• Easier access to capital (equity and debt) to deliver our development projects</li> <li>• Increased visibility and trust from foreign investors and foreign players (suppliers, customers)</li> </ul>
<b>After going public, what reactions have you had from investors, customers, employees, etc.?</b>
<ul style="list-style-type: none"> <li>• RES is the only listed company in Molise, which is a small region in Centre-South Italy. Employees have further increased the sense of belonging and pride to the company, when becoming public. This listing process had also another positive aspect, which is the visibility of RES towards the job market, hence increasing the possibility to attract more high professional people to join the company, contributing to a further step up of the company itself, and giving something back to the local community by allowing local professionals to join this successful project.</li> <li>• Investors: first wave investors are still in the company and are very satisfied of the financial results we have been delivering so far, the accuracy in the execution of each milestone/project announced in IPO. Our current challenge could be: is there enough floating capital on the stock market to attract new investors?</li> <li>• Customers and suppliers: dealing with a listed company has been for our commercial partners a further assurance of the reputation and reliability of RES, as a key partner to do business with.</li> <li>• Local community and Institution: being RES the only listed company in Molise is a huge reason for pride. Being RES the first Italian waste management company entering the chemical</li> </ul>



industry by investing in chemical recycling of plastics and being so innovative, is a further element of pride for the entire Region.

**What experience/advice would you want to share with companies that are thinking of going public?**

Going public is a huge opportunity for mid-size (family owned) business, because:

- it forces the entrepreneur to evolve in a new field and adopt a complete mindset shift,
- it increases the visibility of the company,
- imposes a different/new and more structured Corporate Governance,
- it gives the chance to attract high talented professionals
- it speeds up development projects.

**Where do you see yourselves in 5 years?**

- Managing the company, delivering all the projects and targets we have set up for ourselves, researching and developing new solutions for our internal processes and products, scouting new opportunities in the industry, to further develop and evolve our company.
- Contributing - within an extremely conservative and mature industry - to change the approach to the solid waste management treatment from a traditional model, based on mechanical recycling, to an innovative model based on chemical recycling
- Aiming at transforming the organic waste into hydrogen.
- Taking the company from Euronext Growth Milan stock market to Euronext Star

**Have you had any assistance from the European Union, e.g. funding projects, etc.**

- Some of our new key projects (i.e. chemical recycling of plastics plant and green hydrogen production) have been co-founded by PNRR public funds

**If you had 3 wishes: What should the EU be doing to encourage more SMEs to go public? What should the EU be doing to provide ongoing support for listed companies?**

- More opportunities for Pan European roadshows to increase visibility for (SME) companies and attract foreign institutional investors.
- Simplified process for SMEs already listed in one of European stock market, to enter other European stock markets.
- High costs for going public are still a key entrance barrier for a lot of SMEs. EU public grants to support this process could help in that sense.