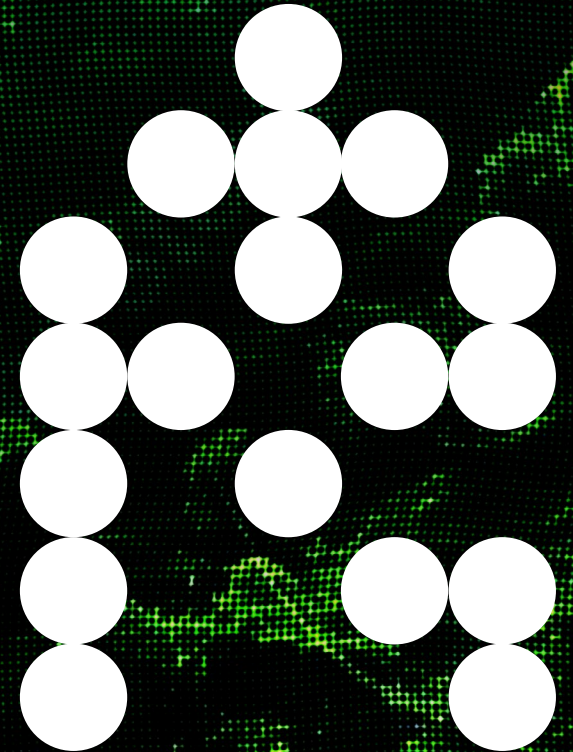
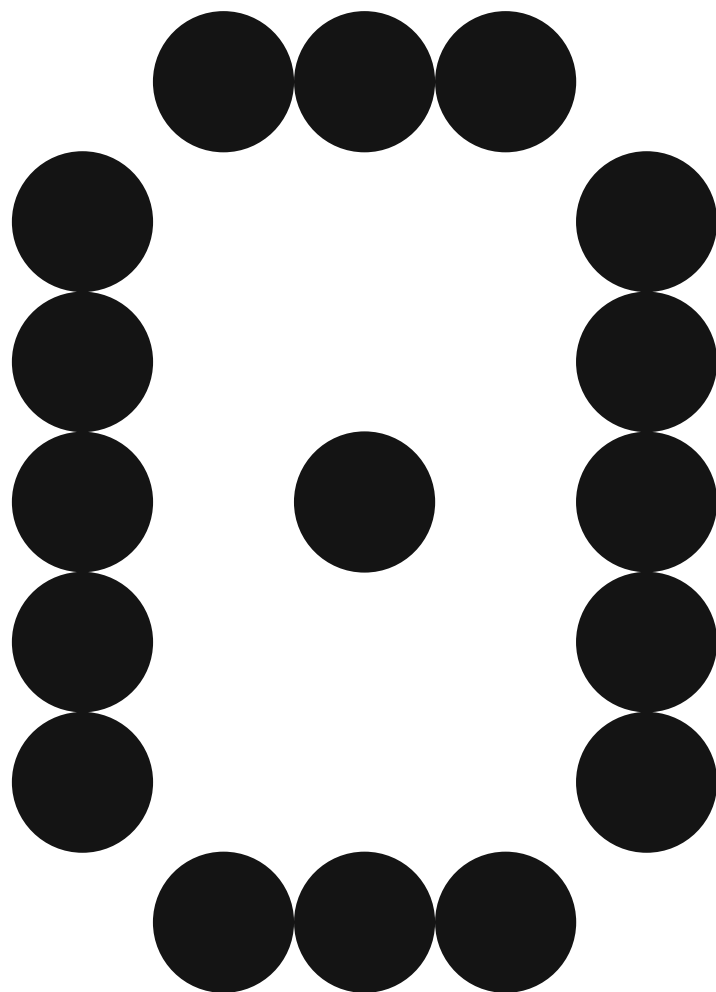


Our journey to impact: Resortecs Annual Impact Report 2024

May 2025

Resortecs,
Recycling made
Easy.





Executive Summary

Figure 1: About Resortecs- Vision, Mission, Promise and Values.



Unlike standard impact reports focused on minimizing harm within the traditional linear model of produce-sell-use-dispose, **our approach emphasizes creating a positive impact through a fully circular ecosystem.**

Our commitment is not just to sustainability but to transforming the textile industry with solutions that create systemic change.

What are we trying to achieve ?

- unlock new potential for eco-designed products and make disassembly and recycling scalable and efficient.
- significantly reduce CO₂ emissions, water consumption and land use by turning textile waste into feedstock for upcycling and textile-to-textile recycling.

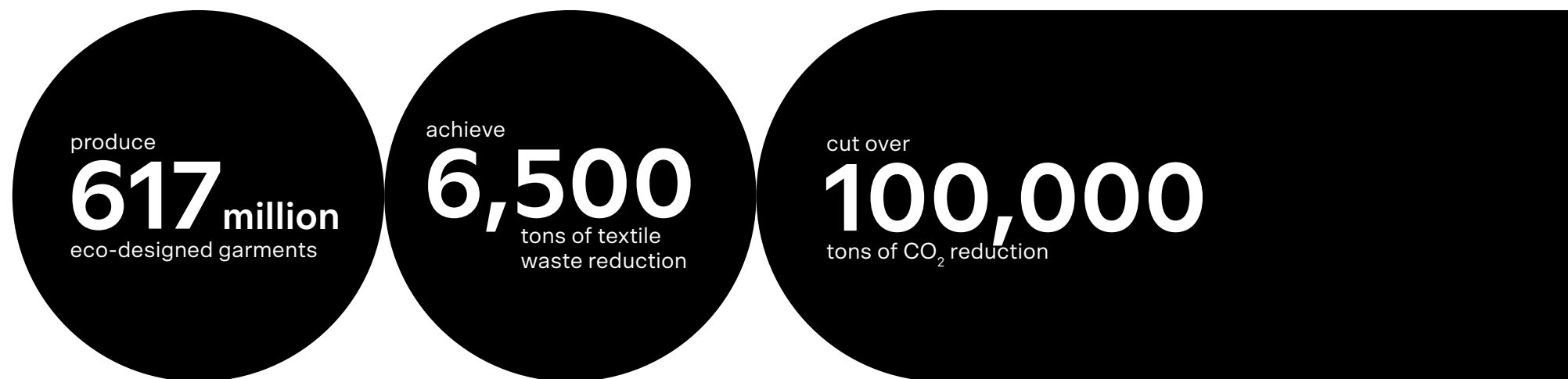
How do we do it ?

- strengthen the circular economy via an ecosystem approach, influencing both supply chains and consumer behavior.
- foster inclusive leadership, rigorous ESG reporting, and science-based accountability.
- meticulously track our impact through key metrics and validated by Life Cycle Assessment (LCA) data, ensuring transparency and accountability.

How do we stand out ?

- tackle both pre- and post-consumer textile waste.
- combines eco-design with active disassembly.
- deliver scalable, long-term environmental benefits.

How it will look
by 2030



Resortecs isn't just part of the circular economy—we're helping to build it.

Table 1: Impact Measurement Framework - Aligning Resortecs' Theory of Change with SDGs and Strategic Objectives

Metric		Activities	Outcome	Target SDG	Ultimate impact	Base Year (2024)	2030	Cumulative impact by 2030
Environmental	Waste reduction (tons)	Disassembly pcs.	Recyclable material		Waste reduction	na*	4,212	6,535
	CO ₂ emissions reduction (tons)	LCAs			GHG emission reduction	na*	752,220	116,688
	Water consumption reduction (m³)				Water use reduction	na*	52,654,220	81,682,195,000
	Land use reduction (m²)				Land repurposing	na*	75,220,315	116,688,850
	Garments made with eco-design (#)	Pilots and offtake agreements	End users access to garments made in respect with ecodesign	 	Systematic change	174,800	422,601,865	617,773,307
Societal	Outreach to industry & end consumer (#)	Communication Studies Events	Content creation, papers and events	 	Raise consumer awareness Circularity partnership	96,724	2M	7.2M
	Outreach to policy makers (#)	Public Affairs	Studies, events, meeting and position papers		Influence policy	4 position papers/ reports and 5 feedbacks to the EU	2 position papers/ reports and feedback	26 position papers/ reports and feedbacks
	Number of LOIs, offtake agreements, contracts (#)	Partnership with collectors, recyclers & PROs	Upgrading recycling infrastructure	 	Community impact and ecosystem	35	150	635
	Km of thread sold (km)	Pilots and offtake agreements	Recyclable material	 		5,244	27,162,185	42,526,712
	Number of green jobs (#)	Hiring activities	Green job creation		Decent work and sustainable growth	2	1	28
Governmental	Share of females in the team (%)	Hiring process and equal pay	Team gender equality		Equality and Equity	54%	50%	50%
	Share of females in management positions (%)		Management gender equality	 		62%	50%	50%
	Share of international team members (%)		Team diversity		Equality and inclusion	70%	>50%	>50%
	Number of age groups in the team (#)					3/5	4/5	5/5

*garments produced are still in use and did not reach yet their end of life

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Introduction

1.1. Resortecs' impact: a systemic approach beyond reducing harm

Unlike standard impact reports centered on minimizing harm within the traditional linear model of produce-sell-use-dispose, this report emphasizes progress toward creating a positive impact through a fully circular ecosystem. A dedicated ESG report outlining internal environmental footprints and reduction targets will follow in by Q4 2025.

1.2. Resortecs' impact strategy: driven by our values

Resortecs is guided by its core values: Sincere, Savvy, Open, and Bold. The impact strategy and the commitment to environmental, social and governance stewardship is built around these principles.

1.2.1. Sincere

In line with its sincerity value, Resortecs tracks and reports its impact annually through an Environmental, Social and Governance (ESG) report aligned with the Global Reporting Initiative (GRI) framework under the Corporate Sustainability Reporting Directive (CSRD) guidelines, integrating sustainability into daily operations. Key initiatives are tied to the United Nation (UN) Sustainable Development Goals (SDGs), ensuring meaningful contributions to global sustainability. Resortecs also uses B-Corp certification standards for ESG reporting and benchmarks targets against the Science Based Target Initiative (SBTi) for a transparent and recognized approach.

1.2.2. Savvy

Savviness drives Resortecs' impact strategy, emphasizing accuracy, traceability, and science-based environmental expertise. A Chief Sustainability and Impact Officer (CSIO) has been integral since year two, ensuring the execution of its impact-driven action plan. Guided by the "Theory of Change" framework, Resortecs tracks progress, measures

outcomes, and refines its approach to deliver measurable environmental and social benefits while driving financial growth and accountability.

1.2.3. Open

Adhering to the Theory Of Change, measuring impact is considered essential to achieving systemic change while always keeping the bigger picture as a steady focal goal. In the subsequent section, table 2 and 3 details the measurement methods that Resortecs employed to ensure impacts are accounted for and aligned with the overall strategy. The SDGs are aligned with the main impact categories, connecting each section of this report to overarching global objectives.

This structured and open approach keeps stakeholders informed on Resortecs' sustainability efforts and measurable impacts, reinforcing transparency and a drive for continuous improvement.

1.2.4. Bold

Resortecs aims to lead the textile industry toward full circularity with bold actions. The goal: reduce 1B tons of CO₂ equivalent by 2050 through recycling enabled by innovative pre-processing solutions.

- Resortecs' impact strategy goes beyond reducing harm, aiming for full circularity through bold, value-driven actions, measurable ESG goals.



The textile industry causes significant environmental impact. Production and end-of-life waste disposal contributes to 1.2B tons of CO₂ emissions (10% of annual global emissions¹), 20% of global clean water pollution² and is the 3rd consumer of raw material and 2nd land user³. Only 2% of the textile production is recycled⁴, largely because of the complexity of sorting and disassembly – a mandatory pre-recycling process.

Manual disassembly dominates but remains costly, complex to scale, and generates 30-50% waste. Mechanical disassembly produces lower-quality, less pure outcomes, limiting the feasibility of textile-to-textile recycling and often leading to downcycling. Material losses remain significant, ranging from 20-60%⁵. These methods, with their inherent limitations, lack the capacity to meet the demands of scalable textile-to-textile recycling, hindering progress toward true circularity.

1 Ellen MacArthur Foundation:

<https://www.ellenmacarthurfoundation.org/case-studies/an-open-access-circular-supply-chain-for-fashion>

2 European Parliament: The impact of textile production and waste on the environment

3 European Environmental Agency, Textiles In Europe Circular Economy, 2019

4 Fashion For good: https://fashionforgood.com/our_news/sorting-for-circularity-europe-project-findings/

5 Material loss is defined as materials that cannot be used for textile-to-textile recycling feedstock, but are used in downcycling practices or are transformed into RDF for energy recuperation. Based on industry data and expert discussions.

2.2. Sustainability next level:
Resortecs is circular-by-design

Resortecs promotes circularity with groundbreaking technologies that simplify textile disassembly, enabling recycling and reuse.

At the core is Smart Stitch™, a heat-dissolvable thread with melting points of 150°C, 170°C, and 190°C, allowing products to be designed for recyclability from the start. Paired with Smart Disassembly™, a thermal system capable of processing 60-3000 tons (or ±4 million garments) annually, recyclers can efficiently recover premium-quality materials with minimal emissions and damage.

Resortecs embeds circularity into every step, driving change beyond its operations to transform the industry. By turning textile waste into valuable materials, it generates measurable positive impact. The focus extends beyond sewing thread, which represents just 2% of a product’s footprint, to a holistic eco-design approach.

This solution cuts waste generation during disassembly and sorting by 50%, reducing the need for further resource extraction. By using avoided waste as feedstock for recycling, it eases reliance on new resources and reduces the strain on natural ecosystems. This fosters sustainable resource management and supports a more balanced, resilient environment.

Table 2 details the measurement methods that Resortecs employed to ensure impacts are accounted for and aligned with the overall strategy.

- Resortecs drives circularity with Smart Stitch™ and Smart Disassembly™, cutting waste by 80% and CO₂ emissions by up to 6 kg per pair of jeans.

Table 2: Theory of change metrics, related to environment impact.

	Metric	Activities	Outcome	Target SDG	Ultimate impact
Env.	Waste reduction (kg)	Disassembly pcs.	Recyclable material	12	Waste reduction
	CO ₂ emissions reduction (tons)	LCAs	Recyclable material	3	GHG emission reduction
	Water consumption reduction (L)	LCAs	Recyclable material	6	Water use reduction
	Land use reduction (m ² a)	LCAs	Recyclable material	2	Land repurposing

Resortecs not only makes recycling complex garments viable but also maximizes material recovery and reuse.

Resortecs leverages its expertise to drive industry transformation by publicly sharing research - and industry insights such as the third-party reviewed LCA⁶, and a comparative cost analysis From Waste to Profit⁷ which showcase the environmental and financial advantages of Resortecs’ solutions over existing alternatives.

The ethos of Resortecs is to keep innovating and collaborating, driving the development of new solutions and technologies that support the circular economy.

6 <https://resortecs-9343201.hs-sites.com/en/resortecs-textile-recycling-challenges-and-solutions>

7 <https://resortecs-9343201.hs-sites.com/en/resortecs-from-waste-to-profit>

2.4. The results:

Resortecs' Environmental impact:

Resortecs conducts Life Cycle Assessments (LCA) to quantify its positive impact on the planet, in comparison to end-of-life waste treatment of textile products such as landfill and incineration, on the following metrics:

CO₂ emissions reduction

By reducing waste during disassembly and recycling, Resortecs prevents CO₂ emissions from incineration and pre-processing methods. Additionally, by using avoided waste as feedstock for recycled materials, the need for new resources, production, and transportation is minimized, further lowering emissions. This approach targets key areas of the textile value chain, contributing positively to the fight against climate change and supporting global efforts to reduce greenhouse gas emissions.

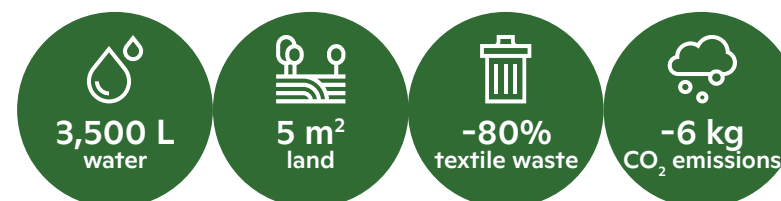
Water consumption reduction - industrial

Resortecs' supports water conservation by reducing waste during textile disassembly and recycling. By preventing incineration and landfilling, it stops harmful pollutants from contaminating freshwater sources, preserving water quality. Additionally, utilizing avoided waste as feedstock for recycled materials reduces the need for water-intensive processes, such as cotton growing and dyeing, thereby alleviating pressure on freshwater resources. This holistic approach minimizes water consumption across the entire textile production cycle.

Land use reduction

Resortecs' effectively reduces waste during textile disassembly and recycling, preventing incineration and landfilling. This minimizes soil contamination and eases pressure on terrestrial ecosystems. By utilizing avoided waste as feedstock for recycled materials, the solution reduces the demand for raw materials, curbing land use for resource extraction. This approach not only contributes to land conservation but also frees up land for alternative uses like agriculture or reforestation, supporting sustainable land management practices.

- Resortecs reduces CO₂ emissions, water consumption, and land use by turning textile waste into recycled materials, tracked through key metrics and LCA data.



To accurately track and report our environmental performance, we monitor critical metrics such as:

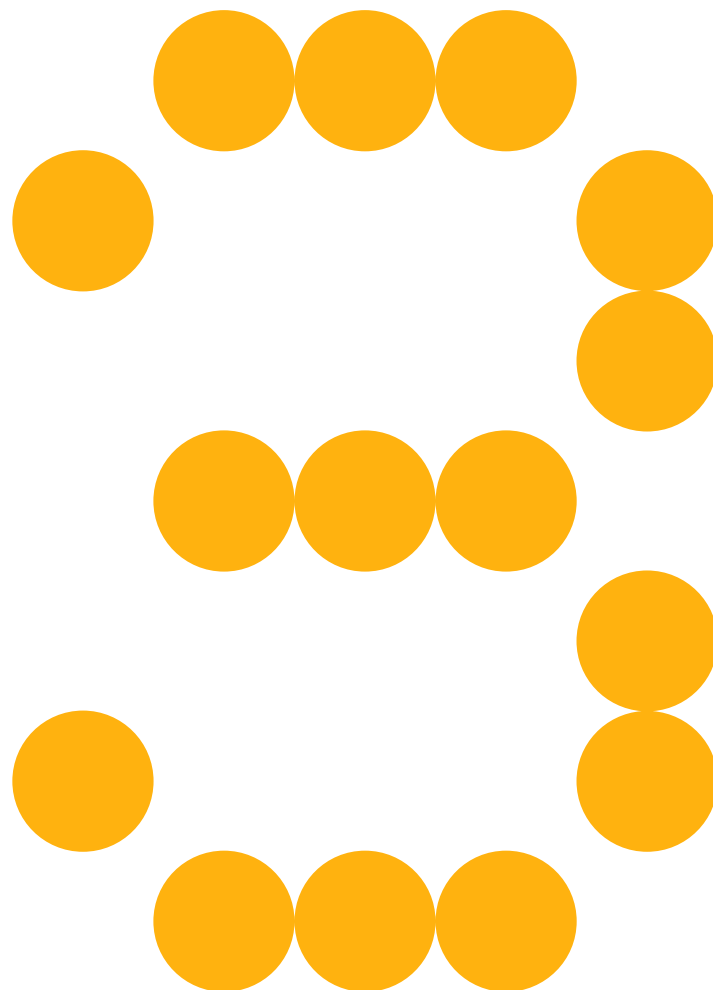
- The kilometres of stitching thread sold
- The number of pieces produced using Resortecs’ stitching thread
- The number of garments disassembled with our Smart disassembly system

Based on these values, we estimate waste reduction and derive other important environmental metrics, such as CO₂ emissions, water usage, and land use, using up to date LCA data. A mean value, derived from several LCAs conducted on different product types (e.g., polyester, polycotton), will be utilised to provide a more accurate estimation of environmental parameters across various applications.

Table 3 summarises the impact to date from the start of Resortecs commercial activities to December 2023 and the potential impact of 2024. The potential impact lies in comparing a circular garment designed for disassembly by Resortecs and optimally recycled, versus one that is incinerated or landfilled at its end of life. Waste reduction during disassembly and improved recycling efficiency significantly drive the reduction of the garment’s overall environmental footprint. The true environmental impact of Resortecs’ eco-design solution will be fully realized once garments are returned for disassembly and recycling at the end of their lifecycle.

Table 3: Resortecs Environmental impact to date

Metric	Unit	Potential Impact up to Date 2023	Potential Impact of 2024
CO ₂ emissions	Tons of CO ₂ . Eq	770	874
Water consumption reduction	L	538,930,000	611,800,000
Land use reduction	m ² .a	769,900	874,000



Social Impact

A circular economy does more than minimize waste and environmental damage—it redefines systems to ensure sustainability for communities. This includes fair labor practices, equitable resource distribution, and lasting societal value. By embedding social impact into its model, Resortecs drives circularity that benefits both the planet and its people, creating a fairer, more resilient economy.

Table 4 details the measurement methods that Resortecs employed to ensure impacts are accounted for and aligned with the overall strategy.

Table 4: Theory of change metrics, related to social impact.

	Metric	Activities	Outcome	Target SDG	Ultimate impact
Soc.	Garments made with eco-design (#)	Pilots and offtake agreements	End users access to garments made in respect with ecodesign	9-12	Systematic change
	Outreach to end consumer (#)	Communication	Content creation and press	12	Raise consumer awareness
	Outreach to industry (#)	Communication Studies Events	Content creation, papers and events	9	Circularity partnership
	Outreach to policy makers (#)	PA	Studies, events, meeting and position papers	17	Influence policy
	Number of LOIs, offtake agreements, contracts (#)	Partnership with collectors, recyclers & PROs	Upgrading recycling infrastructure	12-17	Community impact and ecosystem
	Number of green jobs (#)	Hiring activities	Green job creation	8	Decent work and sustainable growth

3.1. Outreach to end-consumers and access to eco-designed garments

Resortecs technology accelerates the adoption of eco-designed products by seamlessly integrating with existing textile production lines—an essential step toward a circular economy. Accessible products built for durability, repairability, and recyclability empower consumers to embrace responsible consumption, aligning with SDG 12 (Sustainable Development Goal 12: Responsible Consumption and Production).

Co-marketing and fact-based campaigns on products made with Smart Stitch™, enhance awareness, enabling informed purchasing decisions. This shift boosts demand for eco-designed textiles, encouraging manufacturers to innovate and adopt sustainable practices.

3.2. Fostering industry collaboration

Industrial symbiosis is central to Resortecs' approach and the circular economy. As defined by Dr. Lombardi⁸, it enables one company or sector to repurpose the underused resources of another—whether waste, by-products, energy, or expertise—maximizing resource efficiency and extending their productive lifecycle.

Building on this principle, Resortecs fosters a collaborative textile ecosystem by uniting stakeholders across the value chain, including brands, recyclers, and traceability providers. Through ecosystem-building initiatives and validation lab work, Resortecs bridges gaps and encourages cooperation, connecting traditionally siloed actors to drive systemic change. Progress is measured through key metrics such as signed LOIs, partnerships, and offtake contracts, advancing circularity while aligning with SDG 9 (Sustainable Development Goal 9: Industry, Innovation, and Infrastructure).

Resortecs advances its mission to educate and inspire industry partners through active collaboration. This includes participating in global events, publishing studies, and sharing actionable insights that drive systemic change and progress toward circularity.

In addition to attending 38 international industry events last year, Resortecs develops cutting-edge resources designed to address key challenges in textile recycling and circular design. These publications equip stakeholders across the value chain with the tools and knowledge to adopt sustainable practices and innovate effectively.

- The Thread:

A comprehensive resource on European textile regulations, offering brands, sorters, and recyclers clear guidance to navigate policy changes.

- Small Change, Big Impact:

A comparative Life Cycle Assessment of disassembly and recycling methods in closed-loop denim production, identifying barriers and solutions for sustainable innovation.

- From Waste to Profit:

A detailed financial analysis of Design-for-Disassembly, showcasing how innovations like Resortecs enable industrial-scale textile recycling and advance circular economy economics.

- Efficient Pre-Processing for Affordable Recycled Textiles

A scenario analysis assessing design-for-disassembly and higher collection rates, showing their impact on preprocessing efficiency and recycled material yield.

- Resortecs drives circularity by accelerating eco-designed garment adoption, fostering industry collaboration, and sharing insights through events, partnerships, and data-driven resources.

⁸ EU talks: Industrial Symbiosis: a tool for the Green Deal, 2018, https://circulareconomy.europa.eu/platform/sites/default/files/international-synergies-rachel-lombardi-industrial-symbiosis_0.pdf

3.3. Outreach to policy makers

Legislation plays a pivotal role in accelerating the circular transformation of the textile industry. By addressing systemic challenges and driving investment, it helps reduce the sector's social and environmental impact. The EU Commission is advancing 16 directives and regulations to curb harmful practices and pave the way for circularity.

Resortecs, strategically positioned across the textile value chain, bridges insights from brands, manufacturers, recyclers, and policymakers to provide a holistic view of the industry's needs. Actively contributing to policy development, Resortecs ensures legislation reflects on-the-ground realities and fosters effective change.

This year, Resortecs supported legislative progress through engagements with MEPs, EU Commission experts, NGOs, and industry federations. Contributions included reports, feedback, and position papers: [Resortecs' position on the EU Ecodesign Directive](#) and [Resortecs' position on the Waste Framework Directive revision](#). These initiatives enable a collaborative and informed transition to circularity, benefiting all stakeholders.

Microplastics Reduction Initiative	Address unintentional release of microplastics from synthetic textiles.
Circular Business Models Promotion	Encourage adoption of reuse, repair, and recycling in the textile sector.
Sustainable and Circular Textiles Strategy	Transform the textile industry towards sustainability and circularity.
Zero Pollution Action Plan	Reduce air, water, and soil pollution of textile production processes.
Ecodesign for Sustainable Products Regulation (ESPR)	Design requirements to ensure products durability, reparability, and recyclability.
Digital Product Passport Initiative (DPP)	Propose a digital passport with information on product's composition, origin, and environmental impact.
EU Ecolabel Criteria Revision for Textiles and Footwear	Promote the use of environmentally friendly textiles and footwear.
REACH Regulation Revision	Address presence of hazardous substances in textiles.
Textile Labelling Regulation Revision	Provide consumers with information about sustainability and circularity on textile products.
Empowering Consumers for the Green Transition Directive	Enhance consumer rights, enable informed choices, and combat greenwashing practices.
Green Claims Directive	Set minimum requirements for substantiating and communicating voluntary environmental claims.
Green Public Procurement Criteria	Develop mandatory criteria for public procurement to prioritize sustainable and circular textile products.
Revision of the Waste Framework Directive (WFD)	Incentivize producers to design sustainable products and manage textile waste effectively.
Waste Shipment Regulation Revision (WSR)	Regulate the export of textile waste.
Sustainable Textile Waste Management Policies	Enhance the collection, sorting, reuse, and recycling of textile waste.
Extended Producer Responsibility (EPR) Schemes	Mandate producers to take responsibility for the entire lifecycle of textile products.

Table 5 : EU Strategy for Sustainable and Circular Textiles

3.4. Green jobs creation

Careers that offer meaningful impact remain uncommon, despite growing demand. A circular economy provides opportunities for job seekers to contribute to impact-driven enterprises. Resortecs serves as a platform for such growth. Its products advance sustainable economic development, while its roles inspire innovation, empowering employees to turn their values and creativity into action. Opportunities include full-time, part-time, and internship positions, fostering diverse pathways to impact.

Resortecs’ social impact to date is summarised in Table 6.



Table 6: Resortecs Social impact to date

Metric	Unit	Impact up to Date 2023	Impact of 2024
Garments made in respect with ecodesign	#pcs	153,980	174,800
Outreach to end consumers	# of people that were outreached on owned and earned channels	88,759	96,724
Industry partnership	# of contracts, off take agreements and signed LOIs	10	3
Outreach to Policy Maker	#Studies, events, meeting and position papers published	2 position papers and 3 feedbacks to EU. Amendments adapted in WFD regulation. 25 meetings with policy makers.	4 position papers/ reports and 5 feedbacks to EU. 46 meetings with policy makers
Green jobs creation	# of jobs created	32	+6



Governance and Compliance

A circular economy balances ecological sustainability with social responsibility, creating systems that are both environmentally sound and socially just. Governance is key to this transition, embedding fair labor practices and equitable resource distribution into business models and operations.

Diversity, much like biodiversity for the planet, strengthens companies. Culture, disciplines, and generations bring perspectives essential for resilience. Resortecs embraces the principles of the Circular Economy with its values—bold, open, savvy, and sincere—into leadership and governance. This approach fosters sustainability, social impact, and industry-wide transformation.

Table 7 details the measurement methods that Resortecs employed to ensure impacts are accounted for and aligned with the overall strategy.

Table 7: Theory of change metrics, related to governance and compliance

	Metric	Activities	Outcome	Target SDG	Ultimate impact
Gov.	Number of females in the team (#)	Hiring process and equal pay	Team gender equality	5	Equality and Equity
	Number of females in management positions (#)	Hiring process and equal pay	Management gender equality	2-10	Equality and Equity
	Number of nationalities in the team (#)	Hiring process and equal pay	Team diversity	10	Equality and inclusion
	Number of age groups in the team (#)	Hiring process and equal pay	Team diversity	10	Equality and inclusion

4.1. Equity, Diversity and Inclusion (EDI)

At Resortecs, the commitment to the principles of Equality, Diversity, and Inclusion (EDI) is deeply ingrained, recognizing that a diverse team is crucial for fostering creativity and innovation across borders. The dedication to EDI is not merely a principle but a core component of the business strategy. The organisation actively seeks to bring together individuals from a variety of backgrounds, cultures, and experiences to ensure a richer, more inclusive workplace - leveraging the power that lies in EDI to innovate. Comprehensive guidelines and metrics have been established to uphold these values.

4.2. Metrics

- Number of Females in Team, Management and Board
The representation of women within the workforce and leadership roles is monitored to ensure gender diversity and equality.
- Number of Nationalities in the Team
The diversity of nationalities within the team is measured to ensure a broad spectrum of cultural perspectives.
- Age Diversity
Age distribution within the team is analysed, categorised into three groups (over 45, 30-45, under 30), to maintain a balanced and multigenerational workforce.
- Resortecs integrates equity, diversity, and transparent impact measurement into its circular economy strategy, driving industry transformation through inclusive leadership, rigorous ESG reporting, and science-based accountability.

As a startup, Resortecs focuses on attracting young, creative and experienced talents:

- #under 30
- #30-45
- #over 45

Resortecs social impact to date is summarised in Table 8.

Table 8: Resortecs Governance impact to date

Metric	Unit	Impact up to Date 2023	Impact of 2024
Women representation in the leadership team	%F/M	66%	62%
Women representation in the team	%F/M	62%	54%
Number of different nationalities	Number of different nationalities	56%	70%
Age diversity	4<30 6>30-45 1> +45		

4.3. Transparent Impact Measurement and leadership:

Resortecs wants to become a leader of the circular transformation in the textile industry. To reflect on this leadership role, the internal reporting and guidelines adhere to the highest and most recognised standards such as the ESRS guidelines of the CSRD EU directive (see appendix).

Guidelines:

— The Thread

Resortecs provides for free upon request a guide to current textile regulations in the EU, making it easy for all to break down and understand the impact of legal changes on the industry.

— ESG report

Resortecs' ESG annual report aims to be both detailed yet accessible, avoiding generic content while ensuring it meets regulatory requirements. The goal is to provide comprehensive, clear information that reflects the company's commitment to transparency and sustainability without overwhelming the reader.

— Impact report

Resortecs reports its external impact to stakeholders and investors, ensuring transparency and accountability for its positive contributions to people and planet. This approach avoids greenwashing by providing clear, evidence-based proof of its sustainability efforts.

— LCAs

The company delivers science based reports such as life cycle assessments (LCAs) and cost analyses to elevate reporting standards across the sector. Its openly accessible LCA/C evaluations are independently verified by third-party experts, ensuring credibility and alignment with best practices.

As a leader in the field, Resortecs received recognition by major institutions with the following awards:



H&M foundation Global Change Award 2018

Industry
Stockholm - Sweden



Radicale vernieuwer 2019

Impact
Belgium

**Textirama Foundation
Award 2019**
Industry
Belgium



**European Social Innovation
Competition 2020**

Impact
Europe



**Le meilleur de l'année
2020 Paris Match**
General Public
France



**Kering x Change
Now - Responsible
Fashion Award 2020**
Industry
France



**Solar Impulse 100
Efficient Solutions**
Impact
Switzerland

**SDG
Pioneer
2022**

**Sustainability
pioneer of 2022
by VBO/FEB**
Industry
Belgium



**Winner Textirama
Take-off Award**
Industry
Belgium



**Belgian Fashion
Awards 2021**
Industry
Belgium



**Desigual Awesome
Lab Award 2021**
Industry
Spain



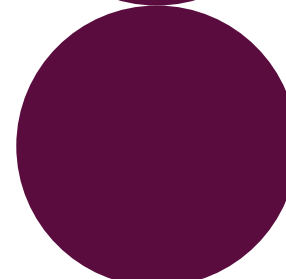
**Change Maker of
the Year by BFA**
Industry
Belgium



**Meest Verdienstelijke
Oost-Vlaming**
General Public
Belgium



**Viva Technology
Female Founder
Challenge 2022**
Industry
France



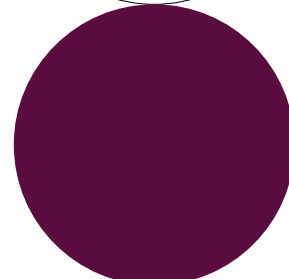
**GEC Textile
Award 2022**
Industry
Germany



**Make it Circular Challenge by
What Design Can Do 2023**
Industry
The Netherlands



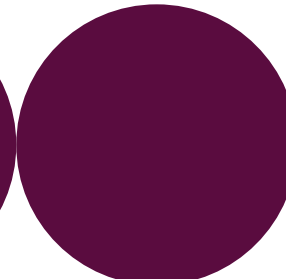
**Luxury Law Summit -
Sustainable Luxury
Award 2023**
Industry
United Kingdom

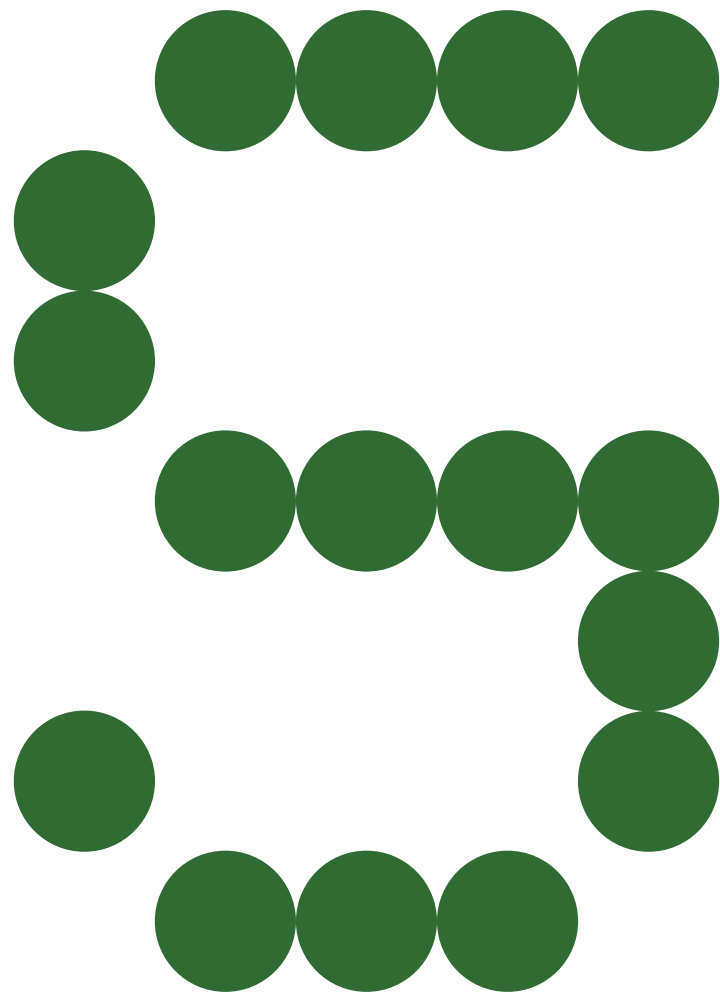


**Henry van de Velde
Awards - Ecodesign
by Ovam 2023**
Industry
Belgium



**Jonge Vlaming
van het Jaar - De
Warande 2023**
Impact
Belgium





Turning vision into impact



As we reflect on the past year, one thing is clear:

Resortecs is turning circularity from a buzzword into reality.

Our eco-design guidelines and Smart Stitch™ threads have empowered brands to produce garments that are ready for circularity from day one.

With our Smart Disassembly™ system, we've proven that complex, multi-material textiles can be efficiently disassembled—15x faster and with 2x more material recovery than traditional methods.

By providing clean, consistent feedstock for recyclers, we're not just reducing waste—we're unlocking new business opportunities, lowering costs, and reshaping how the textile industry handles end-of-life materials.

But we're only getting started. We believe the future of fashion is designed for disassembly, built for reuse, and powered by collaboration. In a time of environmental urgency, incremental change won't cut it—we need bold, systemic solutions. Resortecs is here to lead that transformation.

We've validated our impact.

We've built strong partnerships.

We're scaling fast.

Join us—as a brand, recycler, policymaker, or investor—and be part of a movement redefining what's possible in textiles. Together, we can close the loop and create a world where fashion leaves no footprint behind. Let's move forward—not with less harm, but with more impact.

We scale both Smart Stitch™ and Smart Disassembly™.

Resortecs scales its impact by advancing its Smart Stitch™ portfolio through R&D, scaling production, and refining solutions that enable circular design. In this manner a growing portion of garment production is tranformed into “made-to-be-unmade” products. Simultaneously, it expands Smart Disassembly™ by increasing operational capacity and working on establishing new pre-treatment hubs worldwide.

Collaboration is key—Resortecs works with brands, recyclers, and stakeholders to drive market adoption while shaping policies that support the circular textile transition. By fostering innovation, raising awareness, and building partnerships, Resortecs creates a sustainable and circular textile ecosystem, redefining industry standards, engaging industry partners, and upholding social and governance responsibilities, creating a holistic strategy to transform the textile industry into a sustainable circular ecosystem.

- Resortecs is scaling Smart Stitch™ and Smart Disassembly™ to redefine circularity, targeting 617 million eco-designed garments, 6,500 tons of waste reduction, and over 100,000 tons of CO₂ savings by 2030.

Table 9: Resortecs 2030 Projections: Scaling Circular Impact

Metric	Base year	2030	Potential cumulative impact by 2030
Km of thread sold (km)	18,582	27,162,185	42,540,050
Ecodesigned garments (pcs)	174,800	422,601,865	617,773,307
Waste reduction (tons)	na*	4,212	6,535
CO ₂ emissions reduction (tons)	na*	75,220,315	116,688
Water consumption reduction (L)	na*	52,654,220	81,682,195,000
Land use reduction (m ² a)	na*	75,220,315	116,688,850
Outreach (#)	96,724	2M	7.2M
Outreach to policy makers (#)	4 position papers/ reports and 5 feedbacks to EU	2 position papers/reports and feedback	26 position papers/reports and feedbacks
Number of females in the team (#)	54%	50%	50%
Number of females in management position (#)	62%	50%	50%
Number of nationalities in the team (#)	70%	>50%	>50%

*garments produced are still in use and did not reach yet their end of life

About Resortecs

Resortecs is a design-for-disassembly company leading the circular transition in fashion with heat-dissolvable stitching threads and thermal disassembly systems that make recycling easy.

Through targeted innovations in the way clothes are assembled and disassembled, our solutions empower fashion brands to rise to today's environmental challenges at the pace and scale Earth needs. All without compromising the creativity, design, and quality of clothing.

Resortecs' patented thermal disassembly solution is five times faster than traditional disassembly methods and makes it possible to recycle as much as 90% of a textile product:

- Smart Stitch™
our heat-dissolvable stitching thread with different melting points (150 °C, 170 °C and 190 °C), enables brands to transform their products into recyclable, circular pieces from the manufacturing stage.
- Smart Disassembly™
our thermal disassembly system, enables recyclers to unlock higher volumes of premium-quality material, processing up to 4M textile products/year with low CO₂ emissions.

Awards & supporters

LA MAISON <i>des Startups</i> / LVMH	FASHION FOR D	ELLEN MACARTHUR FOUNDATION
Global Change Award AN INNOVATION CHALLENGE BY H&M FOUNDATION	RESPOND	RADI CALE VER NIE UW ERS.
European Investment Bank	SOLARIMPULSE OUR CHALLENGE 1000 EFFICIENT SOLUTIONS	Dezigual®
bfa BELGIAN FASHION AWARDS 2019	—textirama— FOUNDATION	EUROPEAN SOCIAL INNOVATION COMPETITION
GEC Textile Award	VIVA Female Founder Challenge TECHNOLOGY	AGENTSCHAP INNOVEREN & ONDERNEMEN
Henry van de Velde Awards 23	Co-funded by the European Union	WHAT DESIGN CAN DO

Table 10: Resortecs 2030 projections: Scaling Circular impact

Testimony



Sofia Cunha

Who are you and what do you do at Resortecs?

My name is Sofia. I'm 27 years old, and I was born in Portugal. I studied textile engineering with a focus on chemistry, advanced materials, and sustainability. Before joining Resortecs, I worked at a textile company in Portugal. Now, I am the Production Manager and I oversee everything related to the properties of our threads — from the thread supply chain and production quality to inventory management and customer order fulfillment. I also support the R&D department with certification, information management, and testing.

Why did you join the company?

I discovered Resortecs through LinkedIn while still working in Portugal. In 2021, I interviewed for an R&D role, but it turned out not to be the best fit for me. Two years later, a new opportunity opened at Resortecs, and I immediately applied as it was a perfect match with my experience. After several interviews, I received and accepted an offer. Moving to Belgium was an opportunity to learn more about myself, discover a new culture, and embrace a new mindset.

What makes you excited to come to work every morning?

I feel that we all share a strong sense of purpose as we are developing highly ambitious projects. Customers, suppliers, or peers that I meet, are always excited to discover an alternative path toward sustainability. I also value the office environment — we genuinely give one another the chance to grow. No one tries to hold anyone back from doing their best, and no idea is dismissed without being properly considered.

Finally, I appreciate the autonomy we have. Every task is an opportunity to learn and apply new skills.



Christophe Berlo

Who are you and what do you do at Resortecs?

I'm Chris. I am the CFO of Resortecs. Basically, it means dealing with all the numbers but it's much more than that. It's taking part of the operations, the strategy and being a bit of the glue between the different departments, aligning with the financial objectives and means.

Why did you join the company?

Well, it was an encounter or a discussion with Cédric and Vanessa at the time where we discussed the project the first time. We discussed the impact, the potential and the perspective of this project. And I told myself that I could not say no to such a breathtaking project. I really wanted to be part of it, to bring meaning into my professional life and dedicate time for something that matters.

What makes you excited to come to work at Resortecs every morning?

I am excited about being able to be part of the transformation of the Textile industry. I am proud of how far we have come in this systemic transformation of the industry. But what I'm more proud of is really the team we are working with. All the different talents that we have on board, the complementary expertises and diverse cultures. This is a very rich working environment.

Testimony



Maria Duque Fernandez

Who are you and what do you do at Resortecs?

I'm Maria. I'm head of R&D at Resortecs. I'm a chemical and textile engineer. At Resortecs, I work in the R&D department on Smart Stitch™ and Smart Disassembly™, contributing to the technical development of our solutions and leading customer and research projects.

Why did you join the company?

I've always been very interested in textiles technology, in circularity and sustainability being conscious about this industry and our environment. I found Resortecs' technology very interesting with the ability to make the textile industry more circular and more sustainable and the possibility to impact on the future of this industry.

What makes you excited to come to work at Resortecs every morning?

I'm proud of being able to work on a unique technology that enables circularity and sustainability in the textile industry. I'm learning a lot regarding technology as well as about the industry. I'm also proud of being able to develop new ideas and projects and see their impact on brands and other stakeholders within the value chain.



Maxime Fougere

Who are you and what do you do at Resortecs?

I'm Maxime, Sales Manager at Resortecs. I joined Resortecs less than a year ago. Before that, my background was in specialty chemicals and cosmetics. My role goes from identifying new potential clients and new markets where we can offer our solution, to handling the daily interactions with existing customers. I also act as a link between the outside world—our customers, partners, and market trends—and the internal teams, making sure what we develop aligns with real-world needs and expectations..

Why did you join the company?

When I joined Resortecs, I was also going through a personal transition. I wanted to change the way I consumed and acted, especially by reducing my own CO₂ emissions. Joining Resortecs made sense because it aligned with those personal goals. It allowed me to go beyond individual action and contribute to something bigger through my work.

What makes you excited to come to work at Resortecs every morning?

What I like is that we're working on a real challenge—one that needs a solution. It's not easy, because the solution we offer requires changes in behavior, both at the individual level and across the ecosystem. Changing one person is already difficult, so changing an entire system is a huge challenge. But, little by little, we're convincing partners and stakeholders across the value chain to join us which is definitely encouraging.

Another key strength of Resortecs is the team itself. There's a strong team spirit, openness, and diversity. I'm not sure if it's luck or if it's the mission that attracts these types of people, but everyone here wants to achieve more than just personal success. We all understand that we need each other to grow the company, and that's what drives us forward.

About the authors



Dr. Rawaa Ammar

Dr. Rawaa Ammar is an expert in climate risk mitigation, decarbonization and LCA with 15 years of experience; she leads the sustainability and impact strategy.

She is connecting different stakeholders to accelerate the circular transition in fashion. Passionate about nature, science, and social equity, she holds a Ph.D. in Earth and Environmental Sciences from ULB in Brussels.



Anouk Teuling

Anouk Teuling is Resortecs' Junior Environmental Engineer. She focuses on Environmental, Social, and Governance (ESG) assessments, with a key role in implementing double materiality and impact reporting.

At Resortecs, Anouk works on data collection, sustainability metrics analysis, and supports the creation of comprehensive ESG reports to enhance the company's sustainability performance.



Maxime Fougere

Maxime Fougere, Resortecs' Sales Manager, brings 10+ years of experience in business development, strategic marketing, and partnerships.

With an MBA from IESE and a PhD in Mechanics & Engineering from École des Mines, he has driven growth at The Venturi Tribe, Lubrizol, and L'Oréal. Now, he's expanding Resortecs' impact across the textile industry.



Magdalena Zapryanova

Magdalena Zapryanova, Resortecs' Growth Hacker, holds a Master's in Marketing from Erasmus University Rotterdam (The Netherlands).

As a freelance digital marketer, she developed holistic growth strategies for start-ups and scale-ups, specializing in SEO, paid campaigns, and content marketing.

After working as a Digital Marketer at Baxter, she joined Resortecs to drive lead generation and strategic campaigns, accelerating the adoption of circular textile solutions.



Cédric Vanhoeck

Cédric Vanhoeck is Resortecs' co-founder and CEO. Cédric holds an Industrial Design Engineering bachelor's degree from TU Delft (The Netherlands) and a Brand Management master's degree from Domus Academy (Italy).

After joining the Antwerp Fashion Academy, he saw first-hand the huge disconnect between fashion and the circular economy. For over 7 years, Cédric has dedicated his time and expertise to using technology to address the environmental challenges of the textile industry.

Glossary

ESG

Environmental, Social, and Governance – criteria used to evaluate a company's sustainability and ethical impact.

ESG Report

A report detailing a company's performance and initiatives in environmental, social, and governance areas, providing transparency for stakeholders.

GRI framework

The Global Reporting Initiative (GRI) framework provides standards for sustainability reporting, enabling organizations to disclose their environmental, social, and governance impacts.

UN Sustainable Development Goals

A set of 17 global goals established by the United Nations to address challenges like poverty, inequality, climate change, and environmental degradation by 2030.

B-Corp certification

A certification awarded to businesses meeting high standards of social and environmental performance, accountability, and transparency.

Science Based Target Initiative

A framework guiding companies in setting science-based emissions reduction targets aligned with the Paris Agreement's goal to limit global warming to 1.5°C or 2°C.

Theory of Change

A strategic framework outlining how a company's activities lead to desired social or environmental outcomes, emphasizing long-term goals and impact pathways.

Pre-processing

The preparatory stage in recycling, involving sorting, cleaning, and disassembly to optimize materials for further processing.

Linear Model

A traditional economic model where resources are extracted, used, and disposed of, in contrast to a circular economy.

Eco-design

A design approach that integrates sustainability principles to minimize environmental impact across a product's lifecycle

Multi-material garments

Garments made from a combination of different materials, often requiring pre-processing to be recycled.



www.resortecs.com

