

CIBUTEX WEDNESDAY AMSTERDAM 01.10.2025 WORKING ON CHANGE

Looking back

We took some time to let the latest Cibutex Event sink in and we took a look at the surveys and opinions we collected during the day. Today we report back to you. We have summarized the speakers and topics of the day for you in the following slides.

WELCOME AT
CIBUTEX
AMSTERDAM 01.10.2025

GREENLOOM
More sustainable.
More circular.

Why an event

Nothing beats meeting in person. Because we do not only meet to exchange information, but also to have real contact, to communicate and find out with all our senses how others feel about our work, our proposals and our ideas. That is why Cibutex organizes two events every year: one in spring and one in the fall. To discuss, see and feel why we do what we do every day.

Change

The theme of the day was 'Working on Change' so naturally our moderator Simone wanted to know what our relationship with 'change' really is. She got us out of our seats and moving throughout the room. And not for the last time today, as we would find out...





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TAKING CARE TOGETHER

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CONTAMINATION CONTROL EXPERTS **Welcome**



Simba Global

After the traditional welcome to the newcomers, our ecosystem now contains 50 members and partners and we are well connected with 7 large national and international organizations.



Professional


Another warm welcome was given to Hein Barnhoorn. Hein will take the role as Cibutex' director from November 1, from our Amsterdam office.

The appointment of Hein marks a professional milestone in the development of Cibutex.

CIBUTEX ACADEMY

The Academy

Another milestone and example of turning vision into action, was the short presentation of the Ciburtext Academy. The Academy offers a wide variety of information and education. In 2026 the portfolio of courses steadily grow, but the first actual classes will take place in this year. More to follow.



The Cibutex Academy offers courses, lectures, workshops.

Online and on site.

Individually, one-on-one, small teams, large groups and big audiences.

The Cibutex Academy helps you to make the most of your circularity efforts.

Get your team on track, raise awareness in your staff, invite your clients and other stakeholders to teach them about the urgency of sustainability.

Recycling market

What will the future bring?

What is happening in the market of (textile) recycling? What is needed to respark this industry and contribute to a sustainable world at the same time? Ralf Hellmann, our CTO, enlightened us with his insights.

From exchange platform to registration system. Or both ...

Cibutex' EOL textile platform

CIBUTEX X **CHANGE**

How to proceed?

Directly connected to the market situation, is the function of our EOL textile exchange platform, CibuteXchange.

When there is no feedstock to exchange, why do we need a platform like this?

We will use the current situation to make the exchange platform more integrated (e.g. include logistics handling) and prepare additional functions to export registered data for compliance purposes.

'It is crucial that we start using the platform for all our EOL textile shipments. All the shipments. All the time.'

Ren. Je. Rot.



Next up, **the EPR Quiz** in the style of 'Ren je rot' or 'Eins, Zwei oder Drei'.

As we found out during this game, many are aware of EPR legislation, but it remains somewhat distant and abstract. We need to be prepared once the legislation is going to be actively upheld.

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Thank you

Janine, Kiki and Bryan (CCT) for your insights and clarifications.

The Impact Teams

Activation

The Impact Teams are a good way to activate members within Cibus. You can work on a concrete goal with a small team of likeminded people. Create results from which all can benefit. Fully within the circular vision of Cibus, translated to action.

Not concrete

The context of the Impact Teams was not ideal. Mixed ideas about procedures and unclear goals did not help either. We plan to respark the Impact Teams. Use the lessons learned. Nothing wrong with the idea, now let's turn it into concrete goals and actions.

Next ...

The Challenge Game (1)

What do you think ...

... is the biggest challenge for the future of Cibutex. This was the starting question for a, again, dynamic and lightly chaotic excercies.

Everyone wrote down their answer to this question. Then the whole group started circulating and exchanging their challenge cards.

Whistle

Upon a sign (whistle!) from Simone, everyone read the card in their hand and rated the challenge 1 to 10. This procedure was repeated 5 times, so each challenge had 5 ratings. Add them up and each challenge has a total rating.

Continued after lunch ...

Next ...

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The Challenge Game (2)

Teams

After lunch, we formed 12 teams to discuss solutions for one of the high ranking challenges. Each team then pitched their best idea and possible solution to their challenge.

The Challenge Game (3)

Categories

After reading all 62 challenges, we could group them under 6 categories. Each category (being the common denominator of a number of challenges) got a total score. With that score we ranked the grouped challenges. And came up with actions to follow up.

The market situation, especially the demand for recycled content.

**# 1,
504 pts.**

Context

This challenge is obvious, but largely outside the influence of Cibus. It is clear the legal obligation for companies to take back a percentage of the volume they put on the market is not enough. **The obligation should be to use a percentage of recycled content in products** – that will automatically motivate textile producers to effectively collect end-of-life materials.

Action

Although the span of influence of Cibus in this matter is limited, we keep putting this issue on the agenda where possible (see category 6 below) and we facilitate as much as possible (pilot) projects that involve the use of end-of-life materials

The role of Cibutex itself.

**# 2,
326 pts.**

Context

The second highest scoring category had a wide array of challenges. From 'more money, more members' to 'have a defined vision and goal'. But also 'have and use a platform for communication to form a community' and 'close the gap with other associations such as Maxtex and DTV'. Or 'stop talking and get things done'.

Action

We will be more clear and transparent about our vision and goal, write a 'manifesto' and summarize the reasons to become a member in the first place.

This will be part of our communication platform (the App or other platform) and an important part of new website, that will be build in Q4 of this year.

The recycling industry.

**# 3,
324 pts.**

Context

This category is represented in Cibutex and all we can and will do is find the best recycling solution for every shipment of our members.

We are of course closely connected to shifts and changes in that industry and we will stay in close contact with the industry in general and our recycling partners in particular.

Action

We will keep on finding the best solution for our members, even when this is not the ideal solution.

We also will investigate the set-up of a hub-system, by country or even across Europe.

A hub-system will need to be effective and efficient and make use of existing infrastructure.

Concrete tangible goals and results.

**# 4,
276 pts.**

Context

The 'tangible results' from this category need to originate from within our community. Cibutex is not the owner of any process or product (ref. the Kitchen Towel Project), we facilitate, support and upon completion, showcase the results.

At our event in Amsterdam, we started to create more clarity about any projects in which Cibutex members and partners are involved. This also includes projects with other companies, outside our network.

Action

Identify and communicate (when possible and allowed) about circularity projects in and with our community members.

Action and commitment from members.

**# 5,
219 pts.**

Context

We were very happy to see this category rank relatively high.

The issue of 'being active', 'taking the lead', 'develop ideas' was mentioned often, also in the discussion about the Impact Teams.

Action

We will respark the Impact Teams and we will not hesitate for any of the other challenges to call upon our members and partners.

International cooperation and legislation.

**# 6,
176 pts.**

Context

The sixth category is slow moving by nature. Cibutex recognizes the challenges in the international (textile) arena, but also sees opportunities for our niche market of business textiles.

Action

We will keep on putting this issue on the agenda in the associations we are part of.

The challenge of legislation, national and international, refers mainly to the ERP developments in the EU and EU countries. This challenge has been on Cibutex' radar for some time, it is the reason we joined the Producers Organisation Collectief Circulair Textiel (CCT).

Also, we will combine the challenge to find more members with the challenge to connect internationally.

One more

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Ralf



chemical
recycling



The industry speaks

In the last panel of the day, we welcomed three representatives from the recycling industry, to take a deeper dive into the status and future of chemical recycling.

Thank you

Dolly (Circ), Rob (Reju) and Erik (Saxcell) for your insights and shared knowledge.

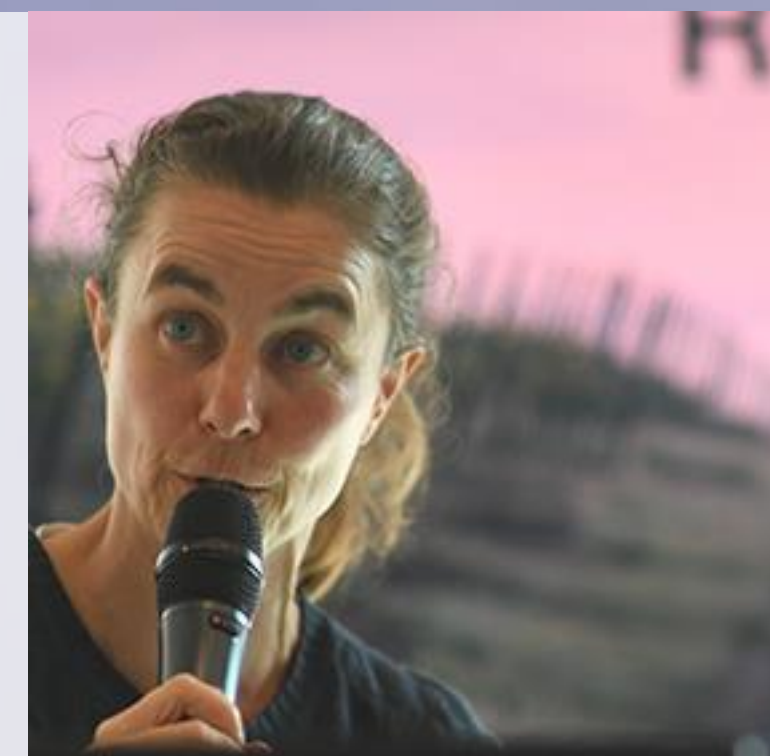
Closing words

Closing words

The day ended with a word from our directors. Probably for the last time, soon Hein will take over this task.

Thank you

Simone van Neerven, for guiding and inspiring us throughout the day. This was not the ordinary corporate get together. And we loved it.



One more!

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Folding airplanes

Final assignment

As last assignment before drinks in the skybar on the 11th floor, we all wrote our final thought of this day on a piece of paper, folded it into a small airplane and launched it towards the stage. Giving us a nice collection of spontaneous reactions to the day.

Your feedback please ...

**Around
52
planes
were
collected**

This day in one word

Interesting, informative, innovative, good introduction, eye opening, great, valuable, hopeful' and 'a journey from challenges to chances' (ok, not one word but we loved the statement).

What in particular did you like?

Three categories:

1. The interactive, cooperative parts

The workshops and group assignments, people really liked to actively work on something.

2. The networking and conversations.

Including the product displays in the other room.

3. The information sessions. Especially the ones about chemical recycling, the Cibutex update and the EPR Quiz.

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Looking ahead

A great, productive day. Yes, enough problems and challenges ahead. But also some light at the horizon, especially when you feel the energy in the Cibutex community. Thank you everyone for your participation. See you again next spring!

Team Cibutex