



**Vince**  
**My story**

**1934**

**alsico is born**

**2016**

**I'm asked to be  
the new boss**

I'm ambitious  
I'm fearless  
I'm naive

**my only conditions**

**|1| my strategy  
|2| invest in sustainability**

**1967**

**alsico introduces  
PolyCotton** in Europe  
with Klopman

**1967 - ...**

**expansion**

own fabrics and better garments  
made in own factories  
laundry expert  
capabilities  
9.000 people

**2026**

**Better Future System** including a Better  
Future Strategy and a team of 76 people  
**alsico academy** alsico life, communication and  
R&D

**arx initiative** building a circular workwear industry  
**project 3CL** closed loop workwear solution

**... Fitzroy ...**

THE NEXT STEP IN RESPONSIBLE WORKWEAR

# FITZROY



**polyester made 100% from recycled textiles**

**circular+** true closed loop

**not** from virgin fossil-based materials

**not** from PET bottles

**same** performance

**no** price premium

AN INNOVATION FROM

**alsico**<sup>®</sup>

**1934**

**alsico is born**

**2016**

**I'm asked to be  
the new boss**

I'm ambitious  
I'm fearless  
I'm naive

**my only conditions**

**|1| my strategy  
|2| invest in sustainability**

**1967**

**alsico introduces  
PolyCotton** in Europe  
with Klopman

**1967 - ...**

**expansion**

own fabrics and better garments made in own  
factories  
laundry expert  
capabilities  
9.000 people

**2026**

**Better Future System** including a Better  
Future Strategy and a team of 76 people  
**alsico academy** alsico life, communication and  
R&D

**arx initiative** building a circular workwear industry  
**project 3CL** closed loop workwear solution

**... Fitzroy ...**

**2016**

I'm asked to be the new boss

I'm ambitious

I'm fearless

**I'm naive**

**my conditions**

**1 | my strategy**

**2 | invest in sustainability**

**2026**

Better Future System

alsico academy

arx initiative

project 3CL

**what I  
was not  
told**

**It was a double  
turnaround** 1,000 people

**financial context**

layoff round

dark red financials

**sustainability**

not hot at that time

**that guy is crazy** board thought my second condition was completely unreasonable and unneeded

**“their” conditions**

**“ok”, only budget** for 1 person on sustainability

CULTURE

EATS

STRATEGY

FOR

-BREAKFAST





**“Success is a moment; failure is a teacher. There is nothing better than failure.** Failure teaches you, shapes you, and leaves you with stories worth telling. Success is fleeting; **failure stays with you, challenges you, and makes you grow.** Success gives satisfaction; **failure gives wisdom, character, and memories.** So don't fear failure. It's where the lessons live, the stories begin, and growth happens.”

**Vincent** Gaston **Siau**

**Vince**  
**The Future**

# Design for circularity.

The most impactful is **extending the lifetime of garments**; this is only possible with qualitative garments.

arx® is alsico's home for all initiatives in care & repair, rework and recycling. It aims at building a circular economy for the workwear industry.

^ |arx®| **end-of-life/use management**

- recyclability tests
- learn from it

^ |arx®| **new material sourcing**

- continuous testing of new fibre/fabrics in-house PQC
- **building new labs of our own**

^ |arx®| **eco-design guide**

- global task force

^ |arx®| **new business opportunities**

**garment check** | for each customer / brand need contract with clear agreements and instructions (grading, repairs, how to, etc.), so we can think and (re)act as they would.



**fit for duty** | specific to and of primary importance in the workwear. Protection always comes first. This does impose limitations on design for circularity in terms of legislation, possibilities in design, fibre / blend choices, etc.

# PRISM - a hardware/software product

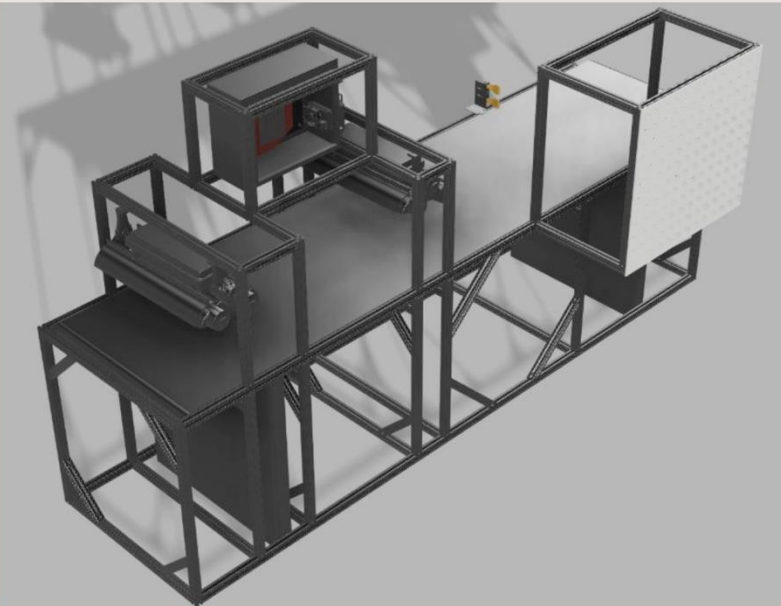
Application  
Finished Garments

Sorting Speed  
1,800 pieces per hour

Sorting categories  
Configured to recycling process' capabilities

Underlying PRISM technology  
Deep learning algorithms, hyperspectral imaging, computer vision, neural networks

Deployment date  
Q3 2026



# PRISM™

by Sixone

Shifting the paradigm on textile waste

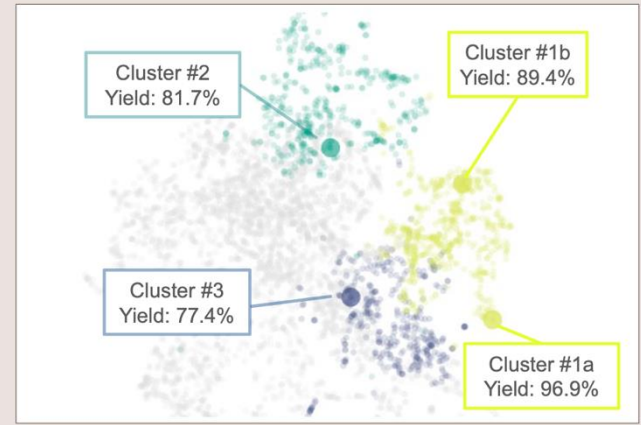
Today's sorting technologies:

If *fiber* and *color* are the same, they must be the same.



**PRISM:**

These clothes are not the same, so how do we best process each one?



**Vince**  
**My beliefs**

**THERE  
IS  
NO  
FINISH  
LINE**





**THERE IS NO FINISH LINE.**



Beaverton, Oregon

©BRS, Inc.



## **THERE IS NO FINISH LINE.**

Sooner or later the serious runner goes through a special, very personal experience that is unknown to most people.

Some call it euphoria. Others say it's a new kind of mystical experience that propels you into an elevated state of consciousness.

A flash of joy. A sense of floating as you run.

The experience is unique to each of us, but when it happens you break through a barrier that separates you from casual runners. Forever.

And from that point on, there is no finish line.

You run for your life. You begin to be addicted to what running gives you.

We at Nike understand that feeling. There is no finish line for us either. We will never stop trying to excel, to produce running shoes that are better and better every year.

Beating the competition is relatively easy.

But beating yourself is a never ending commitment.



World Headquarters  
8285 SW Nimbus Ave., Suite 115  
Beaverton, Oregon 97005.

Also available in Canada through Pacific Athletic Supplies Ltd., 2433 Beta Avenue, B.C. Canada V5C 5N1 (604) 294 5307

**one last thing**  
**exclusivity VS complementarity**





**1934**

**alsico is born**

**2016**

**I'm asked to be  
the new boss**

I'm ambitious

I'm fearless

**I'm naive**

**my only conditions**

**|1| my strategy**

**|2| invest in sustainability**

**1967**

**alsico introduces  
PolyCotton** in Europe  
with Klopman

**1967 - ...**

**expansion**

own fabrics and better garments  
made in own factories  
laundry expert  
capabilities  
9.000 people

**2026**

**Better Future System** including a Better  
Future Strategy and a team of 76 people  
**alsico academy** alsico life, communication and  
R&D

**arx initiative** building a circular workwear industry

**project 3CL** closed loop workwear solution

**... Fitzroy ...**

**“Naivety is the fuel of human progress. It blinds us just enough to the risks, so that we dare to attempt what reason alone would never permit.”**

**Vincent Gaston Siau**

