

Annual Report of the Supervisory Board 2025

Wetsus
**European Centre of Excellence for
Sustainable Water Technology**

2025 Annual Report of the Supervisory Board

Introduction

This is the annual report of the Supervisory Board of Wetsus for the year 2025. In this document, the Supervisory Board summarises its vision, composition and main activities over the past year. This report, once approved by the supervisory board, is published on www.wetsus.nl

Role and vision of the Supervisory Board

Under Wetsus' Articles (Article 10), the core task of the Supervisory Board is:

'supervising the policy and the functioning of the Executive Board, as well as the general course of affairs in the Foundation and the organization connected to it'.

The prime task of the Supervisory Board is to support and supervise the Executive Board. The Supervisory Board also has a core task in monitoring the strategy and philosophy of Wetsus.

The Supervisory Board's vision for the further development of Wetsus distinguishes the five main lines set out below. These aspects form an important assessment framework for the Supervisory Board in evaluating the further development of Wetsus as a European centre of excellence for water technology.

Research excellence

Wetsus strives for research excellence. Only projects that meet the highest scientific standards will be included in the program. Wetsus has its projects carried out under the responsibility of the best research institutes. Wetsus will also maintain a state-of-the-art laboratory for this purpose. Multidisciplinary cooperation between universities will be maximised, and the knowledge present in companies will be mobilised as much as possible. All results will be published in international top scientific journals.

Strengthening valorisation

The knowledge gained should be put to useful use in society as soon as possible. The most appropriate route is via Wetsus' partners. Companies can incorporate the knowledge into their existing and/or new products, and the knowledge partners publish the knowledge, disseminating it through their own networks and channels. Also via the Wetsus network the dissemination and use of the innovative knowledge is promoted, for example through new cooperation relationships.

When knowledge cannot be used through the existing network of Wetsus participants, Wetsus will actively try to let the knowledge be used by new companies. To this end, a policy for spin-off companies is pursued.

Attracting top talent

The Wetsus research program is mainly executed by PhD researchers. For the program, as long as the budget is sufficient to do so, an average of about 15 researchers per year is recruited via 2 calls. In close cooperation with the University of Groningen, Wageningen University and the University of Twente, Wetsus also operates the Master Water technology, a joint degree research master's program.

In addition, cooperation with universities of applied sciences is part of the strategy, both in education and research.

Based on the need from the water sector for new talent, it is of utmost importance to build systems and networks to find, stimulate and attract this talent. Wetsus is therefore the initiator and executor of several talent programs that on the one hand focus on inspiring youth for technical education and on the other hand look at attracting international talent. From all educational activities together, a life-long learning line for water technology has emerged around Wetsus, from Intermediate Vocational Education, Bachelor programs, Master programs to PhD. This not only provides an attractive transfer profile for students, but also a broad talent pool for the water sector.

Innovation Ecosystem

Wetsus strives to maintain and expand a unique innovation ecosystem: WaterCampus Leeuwarden. In close collaboration with companies, governments, universities and vocational education, and with WaterCampus partners Water Alliance, CEW and various others, an effective European talent-, innovation- and entrepreneurship-hub for the water sector is shaped and effectively operated.

In addition, together with knowledge institutes, technology companies and public end users, a knowledge agenda is being developed to make an important contribution to national and global water challenges.

The influence of soils on water quality is large. Therefore Wetsus also takes the initiative to expand the Watercampus with a dedicated ecosystem for soil sciences.

Internationalisation of partners, funding and impact

Wetsus' vision is to be a research institute embedded in the national knowledge infrastructure, with an international reputation and international partners. The focus for connecting business participants and solving water problems is global. The focus for connecting knowledge workers and knowledge partners is Europe. In addition, Wetsus has the strategy to establish and strengthen dedicated long-term cross-continental research collaborations, starting with partners in China and Africa.

In terms of funding, Wetsus wants to create synergy in regional, national and EU-funding.

The Supervisory Board believes that on all the five aspects above, more than sufficient progress has been made in 2025.

Activities 2025

The Supervisory Board met four times in 2025:

- Wednesday April 9, 2025
- Friday June 20, 2025
- Wednesday September 3, 2025
- Wednesday November 5, 2025

The following topics were discussed during the meetings:

- Quarterly reports on strategic and operational development
- Finance: status per quarter and development of long-term funding
- Reporting on performance indicators and annual Plan 2024
- Evaluation of VPB tax position
- Status of research program
- PhD development program
- PhD recruitment program
- Discussion 2024 Accountant Report and approval of 2024 Annual Accounts

- Updating performance indicators 2025-2033
- Secondary functions Executive Board
- Annual Report of the Supervisory Board 2024
- Approval of budget 2026 and Annual plan 2026
- Mid-term audit plan 2026
- Self-evaluation Supervisory Board
- Evaluation of staff experience

During the Supervisory Board meetings, informative presentations were given by three researchers.

In addition to the regular Supervisory Board meetings, the chairman and vice-chairman held regular informal consultations with the Executive Board.

An introductory dinner between the Supervisory Board and young talents in the scientific staff took place on April 8, 2025.

In the focus meeting of September 3, the supervisory board has (in absence of the executive board) spoken with 3 delegations from the Wetsus staff (PhD/MSc students, support staff and science staff) about their findings, experiences and advices with regard to their employment at Wetsus.

Composition of the Supervisory Board

At the end of 2025, the Supervisory Board consisted of the following persons:

- Mr drs. Ed Nijpels, chairman
- Mr dr. Henk Vasmel, vice-chairman
- Ms prof.dr. Carolien Kroeze (Universities - Wageningen University)
- Mr drs.ir. Joost Timmerman (Companies - Paqell)
- Mr ir. Pieter Hack (Companies with turnover < € 100 million)
- Mr ir. Tjeerd Roozendaal (Public companies - Vitens)
- Mr prof.dr.ir. Tom Veldkamp (Universities - Twente University)
- Mr prof.dr. Jouke de Vries (Universities - Groningen University)
- Mr drs. Marc Otto MPM (Universities - NHL-Stenden)
- Mrs ir. Hilde Prummel (Companies - WLN)

In 2025 Mrs. ir. Hilde Prummel (WNL) and Mr. Marc Otto MPM have joined the Supervisory Board in 2025. Ms. ir. Erica Schaper MBA left the Supervisory Board in 2025.

Composition Audit Committee

At the end of 2025, this committee consisted of the following members of the Supervisory Board:

- Mr dr. Henk Vasmel, chairman
- Mr ir. Pieter Hack

In 2015, it was decided that the Audit Committee meets to consider the annual budget and the annual accounts and further if the agenda items call for.

In 2025, the Audit Committee met twice (June 5 and October 27), prior to the meetings of the Supervisory Board, in the presence of the Executive Board and the controller. The Audit Committee discussed the annual accounts, budget and interim financial reports. The meeting on the annual accounts was attended by Bentacera's external auditor.

Functioning of the Executive Board

Periodic performance reviews are conducted by the chairman and vice-chairman of the Supervisory Board with the Executive Board. In 2025, this performance review took place on September 8.