

To whom it may concern,

I am a Lead software engineer on an HSM visa and have been living and working in the Netherlands for 3.5 years.

I am writing to express my profound concern about this change. I have decided to move to the Netherlands as one of my most life-changing decisions, given the rules at the time.

This was a social contract, on which I can rely on what I am promised, and changing this rule is a breach of trust.

This change brings a lot of problems, but some of the most important ones are as follows:

1. Financial uncertainty: This undermines my ability to make long-term financial plans, such as securing a mortgage, as my residency status is now in limbo for an additional five years.
2. Professional Instability: It creates a disincentive for highly skilled migrants like myself to commit our careers long-term to Dutch companies.
3. Social Integration: The feeling of belonging is crucial for integration. This policy sends a clear message that, despite our contributions, we are not truly welcome.

This not only affects the expat community and me personally, but it also affects the Netherlands and its competitive advantage in attracting educated and skilled labor. And will put companies under pressure to find talent, and inevitably, they have to move to find their workforces outside of the Netherlands.

Lastly, I urge you to reconsider this proposal's retroactive effect. At a minimum, a grandfather clause should be implemented to exempt residents who arrived under the five-year rule from this change, honoring the commitment made to them.