



HOUSING

Rent payments through ZPOT

Attention: Important information for tenants of our residential locations!

Until March 2026, the rental costs for the accommodation you use are deducted weekly from your payslip by NL Jobs. You signed an authorization for this in the rental agreement.

Recent developments in Dutch legislation mean that rent payments will be collected in a different way.

NL Jobs has been working for a long time with the real estate organization ZPOT. ZPOT is the owner and landlord of all residential locations used by NL Jobs employees.

Starting from April 6, 2026 (week 14), the rent must be paid via a payment link that you will receive weekly from ZPOT.

You will receive this link every Thursday afternoon via email and Plan4Flex. If you forget to pay, reminders will also be sent via SMS.

This means that from the salary payment of April 8/9 onward, you will receive €148 net more each week from NL Jobs in your salary. However, you must pay this amount yourself directly to ZPOT as rent for your accommodation.

How can I pay?

- Via the payment link
- Via bank transfer
- By debit card payment at a large residential location

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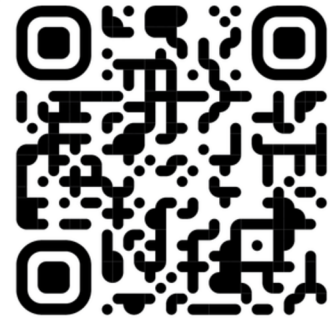
As a result of this change, it is no longer possible to request a housing discount via No Limits. However, you can still use NL Cash for a gross bonus, shop items, and lottery tickets.

More details about the payment procedure can be found in the instruction video and manual. These can be found on the website www.zpot.nl/how-to-pay or by scanning the QR code next to this article.

It is important that you pay on time each week to avoid administrative and collection costs.

We count on your understanding and cooperation.

The management of NL Jobs & ZPOT



MARKETING

No Limits

Recently, we conducted a satisfaction survey specifically about No Limits. 724 employees shared their feedback, for which we are sincerely grateful!

The average satisfaction score for the loyalty program is 8.6. A great result, if you ask us!

Users expressed the most interest in:

- New challenges
- More items in the shop
- The ability to watch a (live) lottery draw

We are currently in discussions with the app developers to introduce new features and make some adjustments, so that using the app becomes even more enjoyable for you. So stay tuned!

Greetings from the Marketing team!

Changes for drivers

Digital trip registration

Since 2025, we have been working on a new digital system to register trips. All NL Jobs vehicles now have a track-and-trace system installed. At the moment, we are still testing and improving this system.

Soon we are planning to stop using paper kilometer lists. This means you will no longer need to write down every address you visit. The new system will do this automatically.

This change will save you time and make your work easier.

We do not have an exact date yet for when exactly we will stop with the paper kilometer lists, but we are aiming to make it happen as soon as possible. We will inform you in time.

Fuel cards in regio North

Since March 2026, all cars in regio North have their own fuel card.

This means that drivers in this region no longer need to come to weekly tankings and can tank their cars independently. This should give you more flexibility in your work.

Thank you

Finally, we would like to thank all drivers for their daily effort and commitment. Your work in bringing employees safely to their workplace is very important and highly appreciated.



Do you want to grow?

In the past three months, we have provided 150 employees with courses such as MBO level 1, Dutch, English, forklift and EPT certificates, spraying licenses, and access to GoodHabitZ—an online platform offering hundreds of courses for personal and professional development.

We are very happy and impressed by the employees who, alongside their hard work, choose to invest time and effort in their own development. This benefits everyone.

However, we are also aware that it is not always easy to find the energy for this. Work pressure, missing your family, and living in a different country can bring a lot of stress.

Doorzaam (an organization we often collaborate with) has developed a great program called "Open Up." Through this program, employees can speak anonymously with a psychologist about what is bothering them, in their own language and completely free of charge.

We will soon be placing posters at client locations, as well as in our hotels and housing facilities, so that our employees can make use of this offer. Mental health is just as important as physical health. When you feel good mentally, it has a positive impact on your work, your energy, and your daily life. That is why we believe it is important to pay attention to this and support our employees.

If you are also one of these motivated employees and want to continue developing yourself, send us an email at developmentcenter@nl-jobs.com or a WhatsApp message at +31 6 45349632, and we will be happy to help you further.



Happy Easter!

We would like to wish everyone a Happy Easter!

We hope you have a nice time, whether you celebrate Easter for religious reasons, with family and friends, or simply enjoy some rest days.

In the Netherlands, Easter is celebrated on Sunday and Monday (5 and 6 April). During these days, please keep in mind:

- Many shops may be closed or have shorter opening hours
- Public transport runs on the "Sunday" schedule on both Easter days.
- Many people are free, so tourist attractions might be busier on those days. Traffic and general public life should be quieter than usual.



Newsletter

BY YOU & FOR YOU

Do you want to be part of the next newsletter?

We are looking for our employees to contribute articles to the next Lions Update. If you would like to contribute to this initiative, let us know at marketing@nl-jobs.com



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