

THE NAYAX PULSE

Attending to our customers,
tending to each other

CEO corner

Dear colleagues,

For many people working at Nayax worldwide this is the start of a new year. I would like to share with you some key messages from the toast we had last week at HQ. Our strategy of customer focus requires two pillars, internal and external. Internally we are in the process of defining our organizational values. I know many of you have participated in several focus groups on the subject, led by HR. We are now consolidating your inputs, incorporating this with our strategic focus. We do not yet have the finalized phrasing, but I can tell you that the values will be centered around 4 pillars: ownership, listening & communicating, action and integrity. These values will also drive our new performance management model, which will consist of What we do and How we do it. The How – our behavioral competencies, will be based on our organizational values. We will provide you with more information and training on the subject in the upcoming month. Externally we are working to consolidate our branding, a great effort led by the marketing team. Both of these internal and external elements will define our products and services and the way we work to deliver them.

The COVID situation still brings instability to our daily business. In Israel we have entered into a national quarantine and are shifting between remote and office based working, experiencing sales fluctuations and difficulty anticipating business impact. However, looking to the future, we will see an expedited shift to digital, unattended payment solutions and we plan to be ready to reap the benefits once we come out of COVID. Nayax will be in the front line to lead this trend once the market recovers, positioning Nayax as the number one company in the unattended business. For this, we need to prepare now by continuing to invest and to recruit the right talents.

In our business units, the Retail increases sales, selling dozens of units per day in Israel. In 3 years our objective is to reach 50K units, positioning ourselves as number one in Israel. We also have great news from the US – Canteen, the largest vending services company in the US, has placed their first order with Nayax. Well-done for our US and HQ teams! We also have a large client in the pipeline based in Europe, an effort driven by our international and HQ sales teams. These two initiatives will leverage us to new heights in the unattended markets.

I wish you and your loved ones a happy and healthy new year. Chag Sameach and stay safe.

Yair Nechmad, CEO

Celebrate!!

Send a birthday greeting to our friends below!

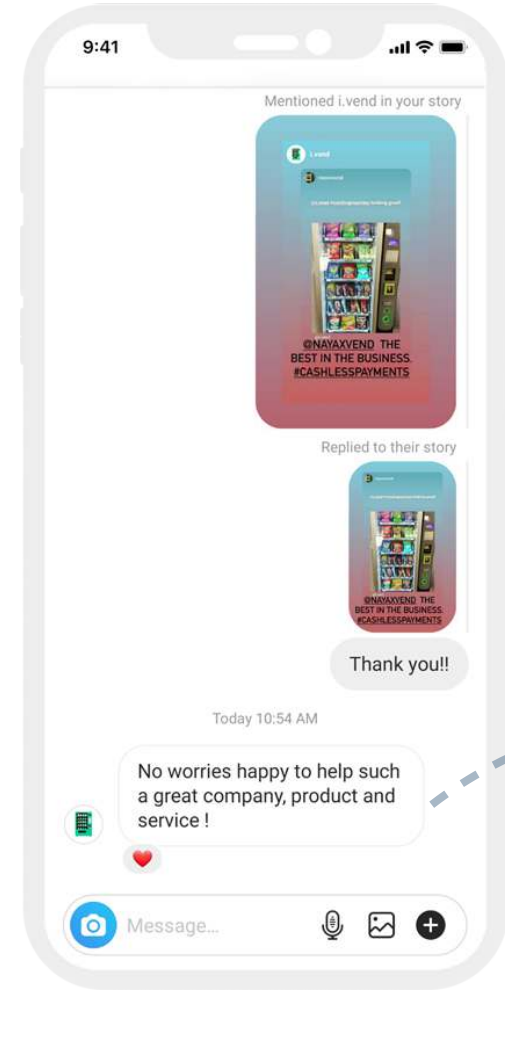
Sarah Skinner – Sep 2
Tali Hantler – Sep 9
Michal Benisho – Sep 11
Sammy Yahiaoui – Sep 11
Nila Tabachnik-Varshavsky – Sep 12
Alberto Bar-Noy – Sep 14
Jorge Leibovich – Sep 14
Keren Werner Shalhavi – Sep 16
Dganit Meyer – Sep 20
Yaron Dolev – Sep 20
Tom Yaish – Sep 21
Mirit Lasry – Sep 23
Jake Hinson – Sep 24
Lion Yanai – Sep 25
Lewis Zimble – Sep 26
Or Meir Levy – Sep 26
Guy Greenberg – Sep 27
Omri Efrat – Sep 27
Raz Lev – Sep 28
Yehonatan Ben Harush – Sep 28
David Gitelman – Sep 29
Idan Ziegel – Sep 30
Mira Joffe – Sep 30
Yael Schwartz – Sep 30

Congrats to all on their work anniversaries!

Pete Carmain – 1 year
Margarita Polyakova – 1 year
Tahlia Myint – 1 year
Igor Sokolovsky – 1 year
Elad Shahar – 1 year
Eran Zafir – 1 year
Fumihito Irie – 1 year
Gilad Hirsch – 1 year
Hirohisa Gotoh – 1 year
Ido Algom – 1 year
Tomer Ben David – 1 year
Caitlin Williams – 2 years
Abu Emran – 2 years
Victor Sharygin – 3 years
Lev Merkushin – 3 years
Yumi Machloutf – 3 years
David Slutzky – 3 years
Tami Erel – 5 years
Philippe Berrebi – 7 years
Greg Hasslinger – 13 years

We're Number 1!

Most of our customers are on one Social Media platform or another, and we're thrilled when they share how much they love Nayax!



No worries happy to help such a great company, product and service !



Social Media!

Are you following Nayax on Social Media? Be a Brand Ambassador!

Where you at? Instagram? Facebook? LinkedIn? Nayax is there and it's worth following along to get the most immediate updates about new customer installs and external announcements.

Nayax uses our Social Media platforms for branding purposes, as well as to generate leads for Sales. However, our reach is limited to those who follow us. However, did you know that a Nayax post shared on one of your personal accounts is reshared 24x more than when that same content is shared by Nayax alone?

Take a minute to follow Nayax on your platform of choice:

Customer-facing links:

in LinkedIn: @nayaxvend
Instagram: @nayaxvend
You Tube: @NayaxCashless-Payment-Solutions
Facebook: @nayaxvending

Internal HR Links:

Instagram: https://www.instagram.com/we_are_nayax/
Facebook: <https://www.facebook.com/wearenayax>

And then be a brand ambassador! When you see Nayax's posts cross your feed, give a like, repost, leave a comment – all of these activities help boost our engagement and spread the Nayax message!



Chronicle – a word from Nayax employees

Let's hear from our colleagues!

Livia Laun's interview



What's your story?

I have 2 wonderfully crazy little girls – Elise and Audrey with my husband, Mark and we reside in MD. We have just moved to a new home and are still settling in to our new surroundings.

What do you do at Nayax?

I work in the Onboarding dept in the US office.

What was your best career decision?

Actually it was deciding to take a year off with my first daughter. I got time to spend as a stay home mom which I did cherish. It did helped me to realize I do enjoy and need the work place in my life to help me and my family to stay sane.

Tell us about your hobbies / what do you like to do in your spare time?

I like to do a lot of things, which of course are difficult to do these days for various reasons – but I love biking, visiting with friends, trying new restaurants, and trying to experience new things when possible.

What is your favorite place in the world and where would you like to visit when travel is back?

My favorite place is Cefalu, Sicily where my father was born – it is amazingly beautiful and the food goes without saying. Dreams are made of that place. I also, really loved Margret River region in Western Australia – never seen so many stars when camping there and the winery wasn't too bad either. I would love to make it to Greece, Iceland, or Croatia one day!

Fernando Flores's interview

What's your story?

I was born in the Philippines and moved to the US in 2000. My first job here in the US was a check data processor in a bank for eight years. After the banking world, I worked as a technical support agent for a credit card processing company and has been in the support helpdesk since. I joined Nayax in 2017 as an Account Manager.

What do you do at Nayax?

As an Account Manager, we support vending machine operators when they call or email for assistance in making sure that the Nayax devices in their vending machines are working. We also help the operators in using the MoMa and Monyx mobile applications as well as using the Nayax (DCS) portal.

What was your best career decision?

I would say my best career decision was when I became a technical support agent for the credit card processing company, which I consider as my foundation as an account manager in Nayax now.

Tell us about your hobbies / what do you like to do in your spare time?

I ride my bike on weekends or whenever I can. I play guitar and some DIY at home. My wife and I are big "foodies" and enjoy watching movies and tv shows.

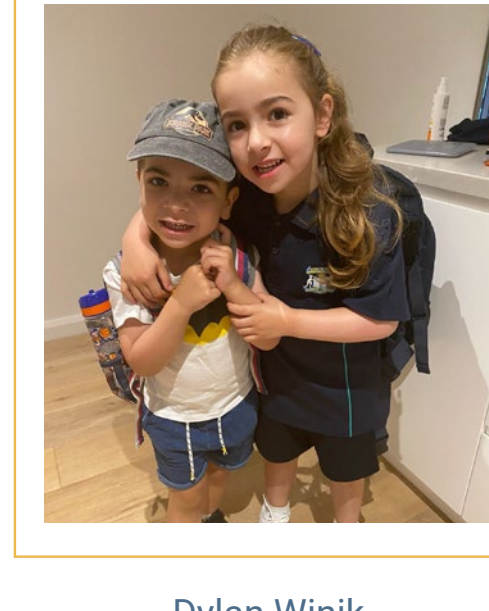
What is your favorite place in the world and where would you like to visit when travel is back?

The Philippines is still my favorite place in the world – awesome food, friendly people and a lot of interesting places to visit. Going to Jerusalem is in our "bucket list" and probably get the chance to visit the Nayax office in Israel.

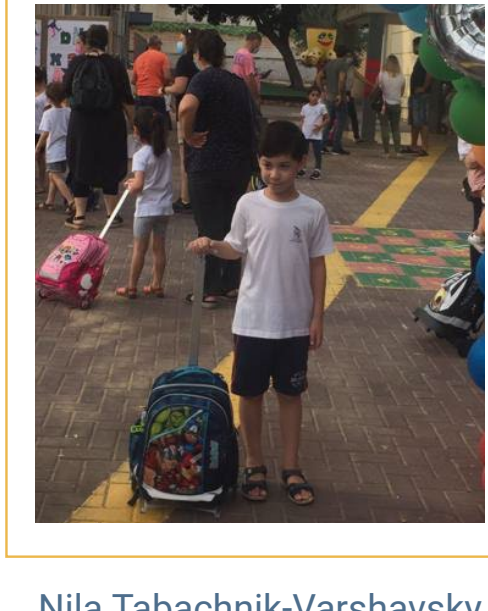


Off to School (for a week)!

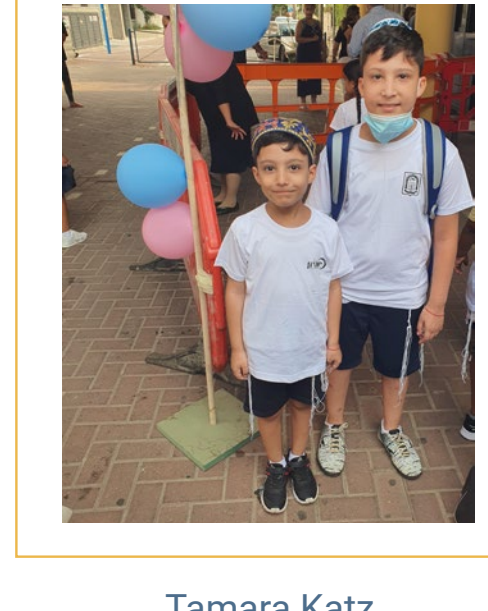
Last month marked the first day of school for many children in the Nayax offices – unfortunately, lockdown meant back to remote learning via Zoom! Until they can get back into a classroom, let's enjoy these pics of Nayax employees and their new students.



Dylan Winik



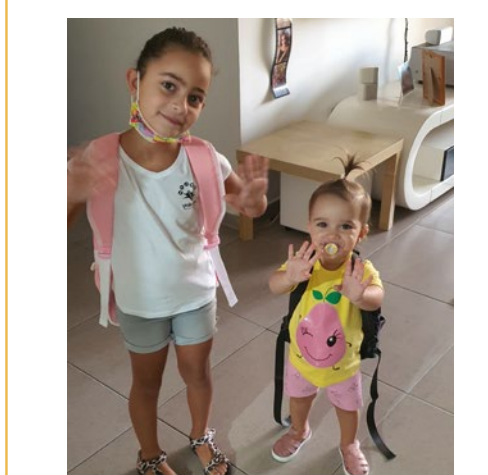
Nila Tabachnik-Varshavsky



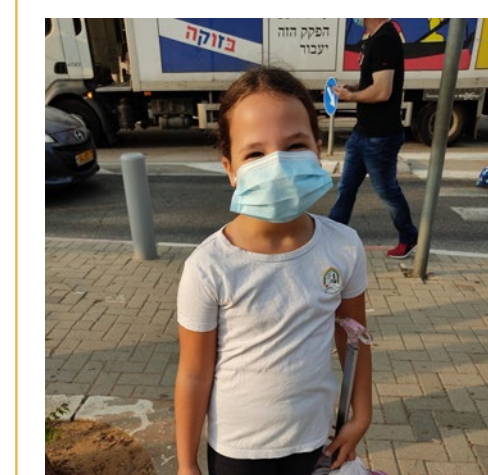
Tamara Katz



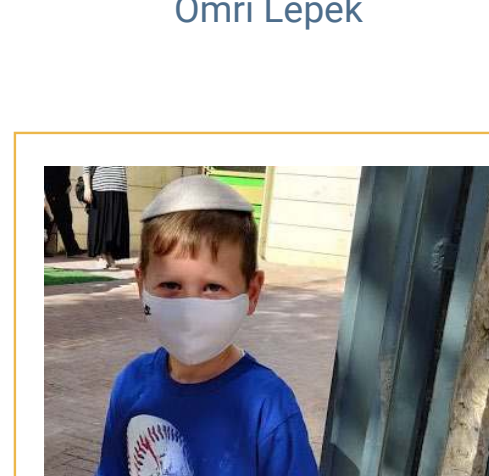
Omri Lepek



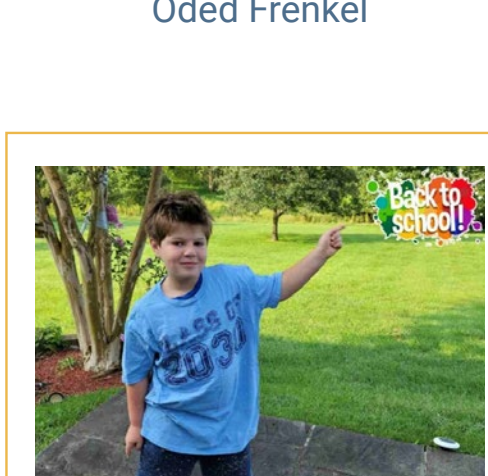
Oded Frenkel



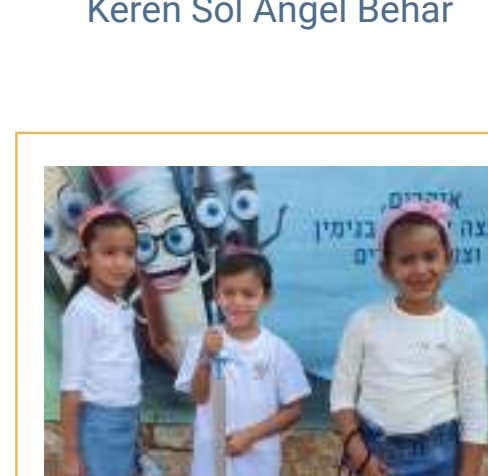
Keren Sol Angel Behar



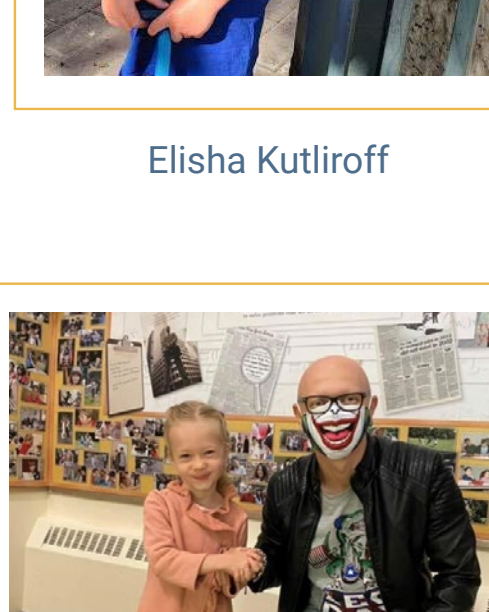
Elisha Kutliroff



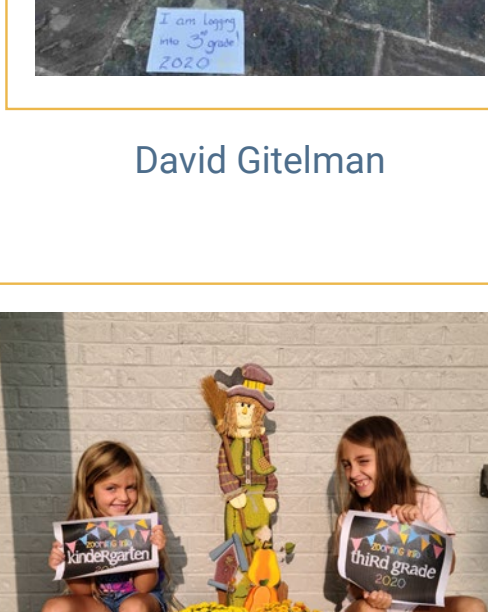
David Gitelman



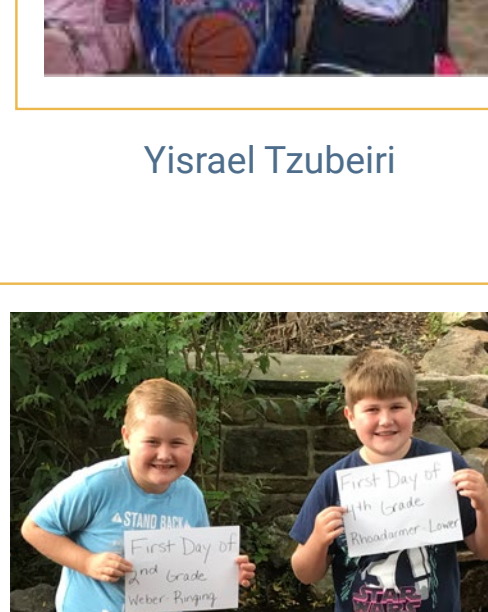
Yisrael Tzubeiri



Alex Vaserman



Livia Laun



Bryan Hebert