



Nayax

Welcome Booklet



Hi!



YOUR BOOKLET JOURNEY

- 1 Intro**
A Message from the CEO and CTO | HR Message
- 2 Get to know Nayax**
Facts & Figures | Our History | Our Services & Products
- 3 The Way We Work**
Performance Model | Our Values - OLAH! | OKRs - The WHAT | Our Behaviors - The HOW
Performance Cycle
- 4 Professional Development & Training**
Nayax University | Courses & Training | Careers @ Nayax
- 5 Meet bob**
Let's Log In | Set Your Profile | Get to Know Others | Manage Your Attendance
My Documents | Request Vacation Days | Define and Update Your OKRs
- 6 You have questions? We have the answers!**
Attendance | Sick Leave | Vacation Policy | Maternity & Paternity Leave | Expense Refunds
- 7 Just 4 U!**
Cibus Card | Credit Card Benefits | Gym | Mobile Payment Participation
Health Insurance | Loans
- 8 Getting Around the Office**
Parking & Transportation | WIFI | Conference Rooms | Kitchen
- 9 Useful Info**
3cx Phone System | What's in the Area? | Recommended Apps | Your HR Portal | Contacts
- 10 Nayax Experience**
Birthday | Tasty Thursday | Holiday Gifts | Team Activities | Breakfast Club | Newsletter
Thursday Market | Nayax in Pictures
- 11 Referral Program - Refer a Friend and Get Rewarded**



Welcome on board! **We're happy that** **you've joined Nayax!**

We know the first days of your onboarding may feel like trying to drink water from a fire hose. So, we've put together this booklet to offer you comprehensive, useful information on topics that will help you feel more at home.

We wish you a successful and fulfilling journey!



A Message from the CEO and CTO

Dear Colleague,

We are pleased to welcome you to Nayax. We hope it will be an exciting and rewarding career journey for you.

Nayax is the top provider worldwide of cashless solutions, operating for 15 years, with a strong foundation in payment solutions for unattended and self-service industries. We are also diversifying into new business areas, providing innovative products in Retail, EV and Ecommerce.

By joining Nayax you are becoming part of a network of over 500 employees worldwide in 10 countries. Our team is focused on providing our customers with innovative, out-of-the-box software and hardware products and services, ensuring the highest levels of convenience and security. Today we attend to over 350,000 machines around the world in over 75 countries.

At Nayax we pride ourselves on being a company that is driven by a unique culture and set of values, centered around ownership, listening and communicating openly, with an action-oriented mindset, and conducting ourselves with the utmost honesty.

While our company is growing rapidly, we maintain a start-up feel, with a founders' mentality of working and an open-door policy at all levels. This is what brings us all together, whatever our daily role. Attending to our clients' needs, providing innovative, seamless financial solutions can only be achieved through the commitment and the unique contribution of each and every one of our people.

Once again, welcome on board. We hope you enjoy the ride!



Yair Nechmad, CEO



David Ben Avi, CTO

HR Message

At Nayax we believe that every employee is important and can contribute, in their unique way, to the success of the company. The sum of our talents and the diversity of our people is what drives our success.

Nayax strives for a long-term relationship with its employees, mutual commitment, investment of resources and expertise, as well as open communication.

In this booklet, you'll find the important information that we trust will help with your onboarding.

We are here to support your journey with Nayax!

Ella Shechtman
CHRO

Please feel free to contact us @:



Ella Shechtman
CHRO
Ellas@nayax.com
3277
052-3128071



Adi Alon Margulis,
HRIS / Analytics & HRBP
Adia@nayax.com
3224
052-5567752



Daniel Davidovich,
Talent Acquisition Specialist
Daniel@nayax.com
3241
052-4463515



Eli Oliver,
Talent Acquisition
Specialist & HRBP
Elio@nayax.com
050-2401364



Keren Sol Angel,
HROD Lead & HRBP
Kerens@nayax.com
3347
052-7586489



Lee Shehebar,
Talent Acquisition
Lead & HRBP
Lees@nayax.com
3366
054-5487017



Sonia Noa Shmuel,
Talent Acquisition
Specialist
sonias@nayax.com
054-8000676



GET TO KNOW NAYAX



Fact & Figures

2005

Established in Israel

500

Employees

A rapidly growing company with over **370 employees in Israel and over 130 worldwide**

+90

Partners - global financial institutes (issuers, acquirers, APMs & gateways)

10

Offices around the world and & over **40 distributors**

+26

Accepted **currencies**

500 M

Transactions processed in 2020

+350,000

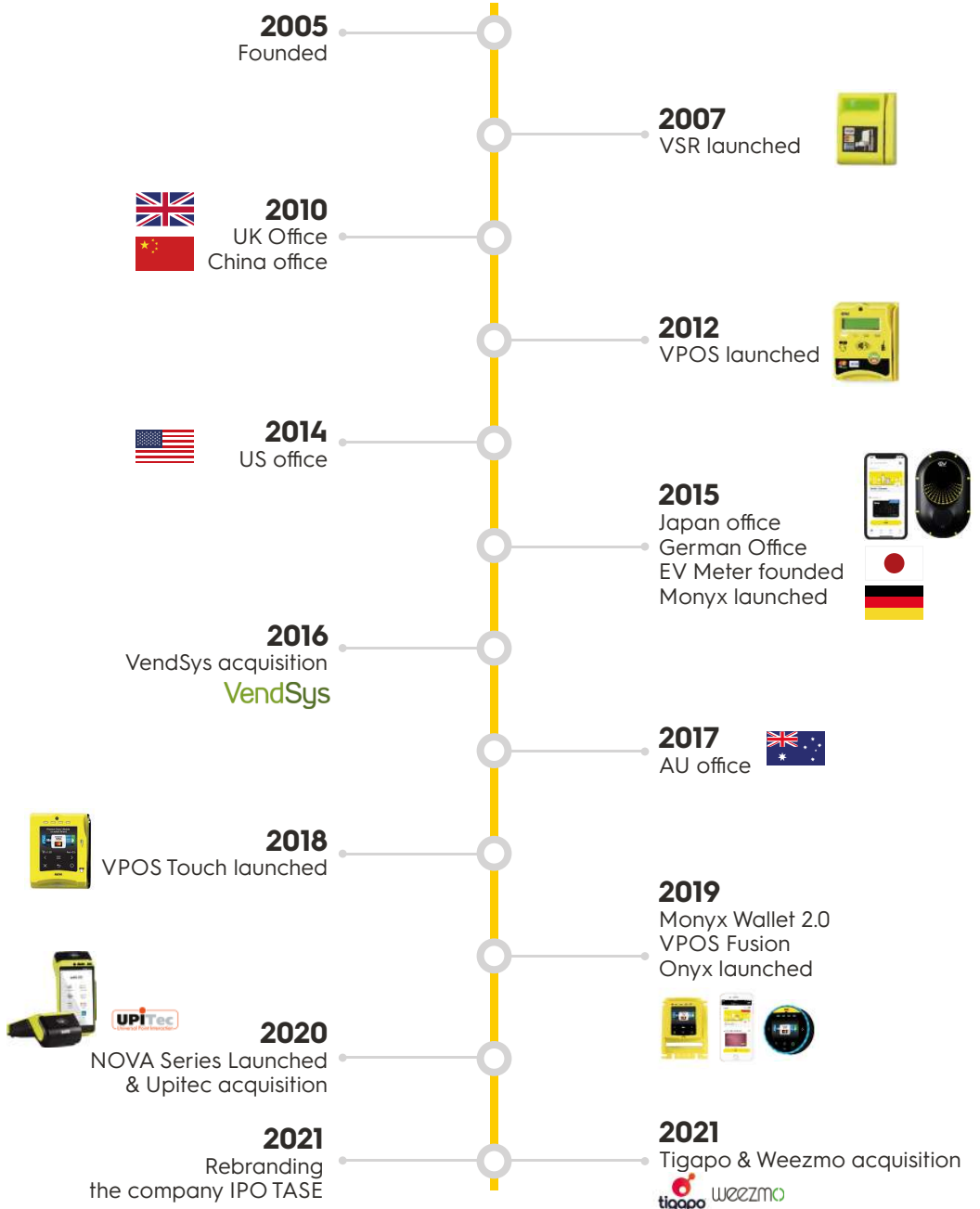
Supported machines in over **75 countries**

+80

Accepted **payment methods**



Our History



Our Services & Products

We offer a Complete Service



Unattended

All-in-one cashless payment and telemetry point of sale.
Easy installation and integration with any unattended machine.



Retail

Payment and POS solutions for Micro-Markets in the retail industry.
Enable complete business management & reports via the built-in interface.



EV Meter

A residential / commercial charging station for electric vehicles.
Enables real-time control, reporting and monitoring via the EV Meter app.



Weezmo

Offers retailers a unique AI-based marketing solution using interactive, digital receipts.



Tigapo

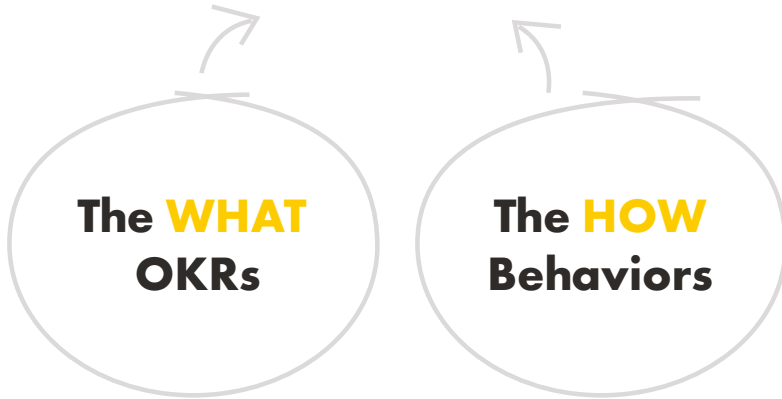
An innovative IoT management & payment system for coin operated machines, targeted at arcades & amusement centers.



THE WAY WE WORK



Performance Model



At Nayax, employee performance is assessed against objectives, feedback is given, and performance is recognized.

Our Performance & Recognition Model is defined by two elements:
WHAT & HOW.

Our OKRs (Objectives and Key Results) represent **WHAT** must be accomplished, and our Behavioral Competencies represent **HOW** things are to be accomplished.

Alongside ongoing feedback throughout the year, a comprehensive annual review is conducted to provide overall feedback on what has been achieved during the past year and what needs to be the focus for the upcoming year, giving feedback on behavioral competencies, discussing individual development targets, and reinforcing communication channels between manager and employee.

Our philosophy is to provide ongoing, open, constructive two-way feedback between manager and employee. Our approach to performance addresses both the **WHAT** and the **HOW** – both are equally important and are reflected in our 9-box model

Our Values – OLAH!

Values encapsulate our company’s mission and vision. They reflect our basic convictions and mode of conducting business with our customers, people at Nayax and our external partners. They exemplify what the organization stands for and lay out a foundation for our business actions. Our values also provide us with a compass when faced with ethical dilemmas.



Own It

Be accountable for your work, learn from experience, act with dedication and desire to benefit our customers



Listen & Communicate

Be attentive to internal and external customer needs. Work as a team to positively impact business results.



Act

Work with a sense of urgency, ensuring the highest possible standards of delivery for our products, solutions and services.



Honesty

Operate with integrity and transparency, overcoming challenges while respecting ethical business practices.



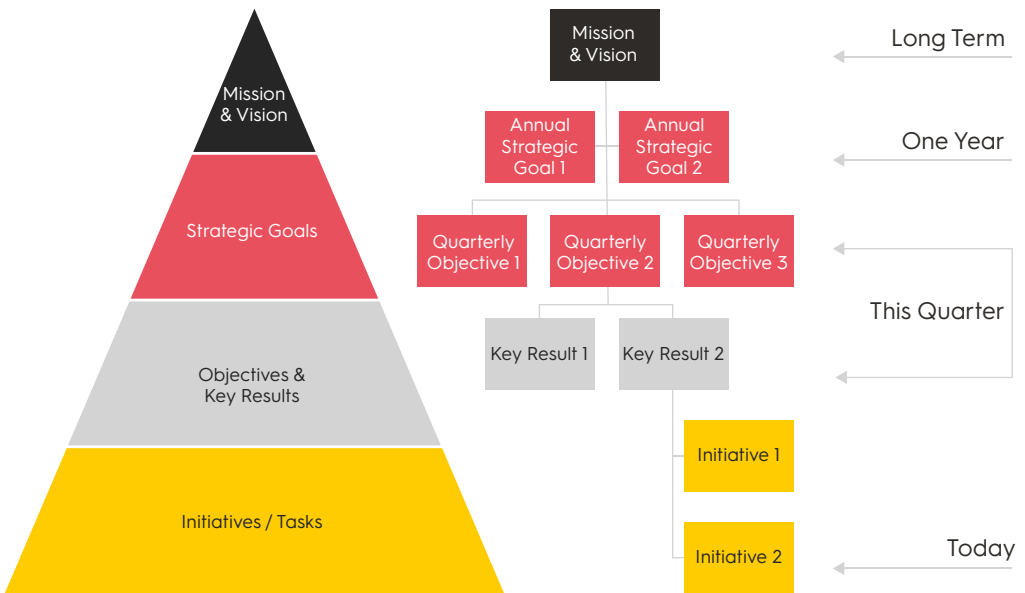
OKRs – The WHAT

OKR (Objectives and Key Results) is a goal system that creates alignment and engagement around measurable objectives, starting from the vision and strategy of the organization, down to department and individual objectives.

At Nayax, OKRs are essential elements of our way of working.

Every quarter, and on a monthly basis, employees define their OKRs.

For more information, please go to bob> Home > Company Portal> HR Portal



Our Behaviors – The HOW

Our Behavioral Competencies support us in our ambition to grow fast and in a sustainable fashion. They help us navigate and thrive in a fast-paced dynamic organization. They define a “One-Nayax” approach of how to contribute as an individual. These competencies are critical for individual, team and organizational success at Nayax, articulating a constructive way of interacting with each other, both internally and externally. If our OKRs (Objective & Key Results) represent **WHAT** we do, the behavioral competencies represent **HOW** we do it.

At Nayax the **HOW** is as important as the **WHAT**.

Core Competencies: (Relevant for all of our employees)



Strive for Results - Seek ongoing improvement of performance quality to create scalable and sustainable added value. Take ownership and be personally accountable. It's about being solutions-focused and achievement-oriented, delivering results in a timely manner, effectively and efficiently.



Embrace Change - Embrace change and innovation, be open to different ways of doing things. Look for opportunities to continuously improve the way we work, however small. It's about creating an environment where ideas are encouraged, and possibilities are explored. It's not about change for change's sake.



Focus on Customer - Understand and meet internal and external customer expectations to create positive impact. Commitment to customers is a mindset that encourages us all to identify and connect with our customers – both internal and external. It's about understanding their goals and perspectives and working together to achieve results that benefit both parties. It's not about doing everything the customer wants or pleasing them regardless of the cost.



Act with Integrity - Operate with honesty and transparency, in a consistent manner, ensuring the highest ethical, security and quality standards. Integrity is the foundation on which we build relationships and trust with our colleagues and customers.

Non-Core Competencies: (Relevant for people managers and per individual need)



Learn & Develop - Take responsibility for continuously learning and developing oneself and others, anticipating future business needs, benefiting individual growth and organizational success. It's about acquiring new knowledge, succession planning and talent management.



Work as a Team - Cooperate with peers, stakeholders and partners across the organization in a respectful and engaging manner to positively impact business results. It's about leveraging skills and expertise to achieve common goals. It's not about spending time and energy with others with no end goal in mind, creating needless bureaucracy or delays.

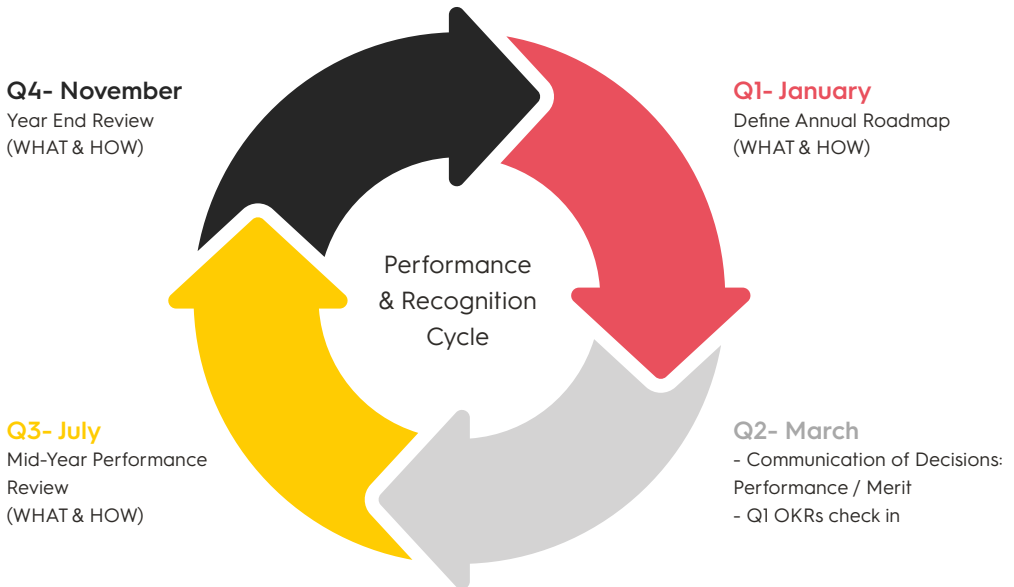


Performance Cycle

At Nayax, employee performance is assessed against defined objectives, feedback is given, and performance is recognized.

A clear set of **OKRs** (Objectives & Key Results) which is **WHAT we do**, and **Behavioral Competencies, HOW we work**, are defined together with the direct manager.

Alongside ongoing feedback throughout the year, a comprehensive annual review is conducted with the purpose of providing overall feedback on what has been achieved during the past year and what needs to be the focus for the upcoming year, giving feedback on behavioral competencies, discussing individual development targets and reinforcing communication channels between manager and employee. Our philosophy is to provide ongoing, open, constructive two-way feedback between manager and employee. Our approach to performance addresses both the **WHAT** and the **HOW** - both are equally important and are reflected in our 9-Box Model.



Performance 9-Box Grid

The WHAT (OKRs)

Overachieved - 3	<p>B+</p> <p>Exceeds achievement of expected results, does not demonstrate appropriate behaviors</p>	<p>A+</p> <p>Exceeds achievement of expected results and demonstrates expected behaviors</p>	<p>A++</p> <p>Role model in terms of results achievement and behavioral impact</p>
Achieved - 2	<p>B</p> <p>Achieved expected results, but does not demonstrate expected behaviors</p>	<p>A</p> <p>Achieved expected results and demonstrates expected behaviors</p>	<p>A+</p> <p>Achieved expected results with very high level of behavioral impact</p>
Under Achieved - 1	<p>C</p> <p>Has to improve results achievement and expected behaviors</p>	<p>B</p> <p>Did not achieve expected results, even though behaviors meet expectations</p>	<p>B+</p> <p>Did not achieve expected results, however, shows highest level of appropriate behaviors</p>
	Under Achieved - 1	Achieved - 2	Overachieved - 3

The HOW (Behaviors)





PROFESSIONAL DEVELOPMENT & TRAINING



Professional Development & Training

People are the most crucial resource we have. As we move ahead with our ambition to become a more diversified, global, fast paced organization, our employees grow together with us. At Nayax, our employees have a opportunity to develop their careers and to advance in their personal growth.

How do we support you?



Nayax University

Nayax University is an end-to-end learning platform that teaches you how to utilize Nayax's solutions to the fullest! It offers various training modules on topics such as payment methods, machine creation, card management, and more!

To enter University go to [Your HR > Your Learning & Development](#)



Courses & Training

Nayax employees can participate in various courses and training offered throughout the year. The courses are delivered by leading professionals, both external and internal.

For more information, discuss your training needs with your direct manager or go to [Your HR Portal > Your Learning & Development](#)

Career @ Nayax

We believe that our people are our best asset, and we are highly supportive of internal career development. If you have 2+ years seniority with the company and an "A" or above in performance rating, we encourage you to apply.

To enter Nayax careers page go to [Your HR> Career Site](#)



"I joined Nayax during my last year of Electrical engineering as a Junior embedded engineer. After 6 months of hard work my efforts were acknowledged, and I was challenged with the role of Firmware version leader for one of the company's largest platforms at the time (AMIT).

Two years later, I was promoted to the role of Embedded Team Leader, which gave me the opportunity to train other junior engineers.

Today, after more than 4.5 years at Nayax, I am the Embedded Operations Director".

Gabriel Ben Moshe,
Embedded Operations Director



"In August 2018, I started working at Nayax as a systems analyst and integration engineer in the Payment Solutions team. Since then, the team has grown and developed, and acquired more and more skills and responsibilities.

In October 2020, I was given the opportunity to lead the payment integration team".

Tom Yaish,
Payments Integration Team Leader



"I joined Nayax and its Network Operation Center (NOC) team as a part time job while in my second year of software engineering studies. After that, during my final year of studies, I was given the opportunity to join the QA Web team as a full-time employee.

As a developer at Nayax, I get a deep understanding of the whole system and its functionality. From 2017, when I joined, until today, Nayax has always felt to me like a family with smart, fun, and caring people".

Lev Merkushin,
Software Developer





MEET BOB

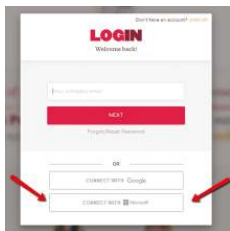




bob is a people management platform, connecting you to your teammates, your manager, and the whole company.

Let's Log In!

1. Go to <https://app.hibob.com/home> * Remember to use a Chrome browser
2. Connect with Microsoft



Set Your Profile

Update your profile and tell us a bit about yourself.

1. Go to the "Home" bar and click on your profile picture
2. Select "Go to my profile"

Get to Know Others

Go to the "People" bar and get to know your colleagues.

1. Search specific employees via the "Directory"
2. Learn more about Nayax via the Org chart and more



Manage your Attendance

1. If you are working from home, or forgot to report, update your attendance via "My attendance"
2. Go to "My time off" if you wish to request time off due to sickness or vacation
3. Go to "My time sheet" for an overview of your attendance this month.
Don't forget to submit your time sheet at the beginning of every month

My Documents

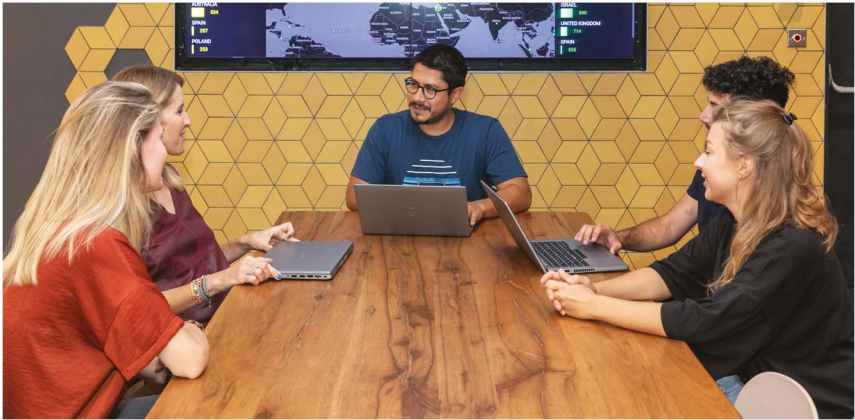
1. Go to "Docs" > "My docs" - read and approve documents designated for you
2. Go to "Company docs" to go over the general documents sent to Nayax employees

Request Vacation Days

1. Go to "Time">"My time off"> "Request time off"
2. Choose the relevant policy

Performance - Define and update your OKRs

1. Go to the "Talent" bar and click on "My Goals"
2. For more information and training
<https://app.getguru.com/card/TGGB8BKc/My-Goals-in-bob>





**YOU HAVE QUESTIONS?
WE HAVE THE ANSWERS!**



Attendance

How do I report my attendance?

Report your attendance daily.

You can use the attendance clocks at the office's entrance or report via bob if you are working from home or forgot to report.

What are the working hours?

The weekly quota for full-time hours is 42 hours per week, 5 days a week (unless stated otherwise), not including breaks. The normal work hours are 9:00-18:00. If you work less than 5 hours per day, 0.5 vacation days will be deducted.

How do I submit my monthly report?

By the second day of the beginning of each month, employees go over their attendance in bob and submit it for managerial approval directly through the system. Make sure to complete missing hours, vacation or sick leave days.



Sick Leave

What is the policy for taking a sick leave?

The payment for sick leave is as according to the law:

In the 1st year of employment:

(*This information applies to consecutive days)

- For the first day of absence from work due to illness, one is not eligible for wages.
- For the second and third days of absence, employees are entitled to receive 50% of the ordinary wage to which they were entitled had they continued to work.
- From the fourth day onward, employees are entitled to 100% of the wage to which they were entitled had they continued working.

Starting from the 2nd year of employment:

Employees are entitled to receive 100% of the wage, starting from the 2nd day.

What is the sick leave policy regarding my children?

You are entitled to sick days for your child or first degree relative, at the expense of your accumulated sick days.

Where do I submit my sick leave?

Reporting of sick leave is submitted through the bob system.

For more information, see the “Meet bob” section in this booklet.



Vacation Policy

Eligibility for vacation days is determined according to the employee's role and tenure. To learn more about your vacation rights, please see your personal contract.

Can I accumulate vacation days?

Vacation days are accumulated monthly. The maximum number of days you can accumulate per year is double the amount of your annual vacation days.

What happens if I don't have enough vacation days?

If you don't have a balance of vacation days, it is possible to enter a minus of up to 3 vacation days without a reduction in salary.

Do we work on 'Erev Chag' and 'Hol Moed'?

On 'Erev Chag', there is an option to work half a day or to take a half-day vacation, which will be deducted from your accumulated vacation days (mangers approval is needed). On 'Hol Hamoed', work is as usual.

Are there any special paid vacations?

- **Marriage** - congratulations! You are entitled to a 3-day additional voucher for that year.
- **Pregnancy, maternity & paternity leave** - For more information, see the "Maternity & Paternity Leave" section in this booklet.
- **Mourning** - An employee mourning the loss of a first-degree member of the family is entitled to up to 7 calendar days
- **Miluim** - An employee who has Miluim is entitled to full working day payment upon presentation of an army certificate.

Where do I submit my vacation request?

Requesting a vacation is through the bob system.

For more information, see the "Meet bob" section in this booklet

Maternity & Paternity Leave

Nayax employees are entitled to maternity & paternity leave as per law

Tests during Pregnancy

Employees are entitled to pay for up to 40 hours during the pregnancy period subject to their scope of position, for time they were absent from work due to routine pregnancy tests/examinations such as ultrasound scans, blood tests, amniocentesis, etc.

Contact HR to request the "Absence due to Pregnancy Tests" policy to be assigned to you in bob.

Maternity Leave - Paid (birth - 15 weeks)

Paid by National Insurance Institute (Maternity Allowance). After giving birth, send HR & payroll (Realpay@nayax.com) the birth certificate. Nayax will send the required forms on the employee's behalf to the National Insurance Institute to ensure they receive their maternity allowance (which will cover 15 weeks of paid maternity leave).

Maternity Leave - Unpaid (16 - 26 weeks)

Employees can take a total of 26 maternity leave weeks; The 16th to 26th weeks are unpaid. (Halat/ת"ל)

Additional Unpaid Leave after Maternity Leave (26 week +)

Employees can extend their maternity leave and take unpaid leave. The terms of this leave are calculated as 25% of the time period the employee was employed by Nayax, and not exceeding one year (including maternity leave). If an employee was employed by Nayax for more than one year, the time of this leave will be equal to 11 weeks of maternity leave.

Read more - Hebrew (no English version available)

Maternity Leave for Spouse (including same sex couples)

Spouses are entitled to share maternity leave with their spouse starting from the seventh week after birth, as long as the mother is entitled to maternity leave and has chosen to shorten it and return to work. This applies to fathers and same sex couples.

For further information please go to [Your HR Portal > Policies & Procedures > Nayax Maternity & Paternity Handbook](#)



Expense Refunds

Refund for work related expenses:

1. Fill in the expense report and attach an invoice.
2. Send the report to your direct manager for approval and then to Finance (tamara@nayax.com)
3. Please do not send expenses directly to payroll. Payroll receives the consolidated expense reports from Finance at the end of the month.
4. Refunds must be submitted by the 25th of each month to. Any refund submitted after this date will be paid with the salary of the following month
5. In the case of hosting expenses, the name of the customer and the number of guests must be indicated

For the Expense Report, go to [Your HR > Policies & Procedures](#)





JUST 4 U!



Cibus | sodexo*



- You are entitled to a Cibus card with a credit of 35 NIS per day and a maximum of 750 NIS per month, to be used between 7:00-24:00 on Sunday-Thursday (not accrued to the subsequent month).
- Download the Cibus App, order your meal and get it delivered straight to the office
- For further information go to [Your HR Portal>Policies & Procedures>Eshel Policy](#)

Credit Card Benefit

We are happy to offer you and your spouse a business credit card of your choice. Credit cards are exempt from fees and offer a variety of benefits and discounts to their holders.



For further information, please go to [Your HR < Nayax Experience](#)

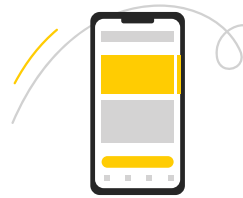
Gym



- A complementary gym is located on the 2nd floor of our building in Herzeliya. You can access the gym with your employee card.
- Opening hours are:
Sundays - Thursdays 6:00 - 09:00 , 16:00 - 21:00.
- Every visit to the gym during working hours requires signing out and in of work.
- There is a shower at your disposal in our offices.

Mobile Payment Participation

- Nayax employees are eligible to purchase a mobile phone once every 3 calendar years and receive reimbursement of 800 ILS net. The reimbursement will be given based on a receipt provided by the employee and with the monthly expense report. Please send an E-mail with the above to both @Lianne Fadida from reception and @Tamara Katz from finance.
- In addition, the company may reimburse the monthly basic level phone bill.
- For further information contact the reception staff or, go to [Your HR Portal>Policies & Procedures>'Mobile Phone Policy'](#)

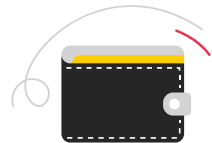


Health Insurance

- Nayax employees and their families, are entitled to favorable terms of extended health insurance (up to 25% discount off the market cost).
- Nayax employees who have worked for the company for at least two years and are aged 40 and over (the HMOs' recommendation is for similar tests once every two years for those aged 45 plus), are entitled to annual cohesive screening tests at Ichilov Hospital with a 50% company subsidy.

Loans

If you are employed with Nayax for 6 months or more, you are eligible to receive a loan of the maximum amount of a one monthly salary, payable in up to 12 monthly payments. To do so, you will be asked to sign a loan agreement. More details available at the HR department.





GETTING AROUND THE OFFICE



Getting Around the Office



Parking & Transportation

- Nayax employees can park in the building parking lot in the permitted areas (parking places with no signs). Vehicle identification is automatic.
- Our parking spaces are limited. If your vehicle is not identified, take a ticket from the machine and get an exit permit card from the reception.
- For those with bicycles or scooters, there is a dedicated parking lot on the 1st floor. The parking is in a locked and reserved area. The door opens with an employee card.
- We are located near the Ben Zion Michaeli Street train station, which is an approximately 10-minute walk to our office.

Conference Rooms

There are 6 conference rooms in our offices:

- Picasso – Near the main kitchen
- Einstein – Near the main kitchen
- Marie Curie – Near the reception
- Marilyn Monroe – Near the main kitchen
- Alan Turing – Near the main kitchen
- Seinfeld – A standing conference room, near the main kitchen



You can book these rooms via Outlook or the tablets outside the large conference rooms.

Crestron Mercury:

We have a smart multimedia system for easy and fast connection to meetings in the meeting rooms, mirroring your computer and screen.

To login, see the information on the lower left side of the screen:

- Connect to Nayax's Wifi
- Enter the address written in VISIT into your browser and you will access the Air Media site
- If it's the first time you are using this system, follow the instructions and download the agent
- Choose "Presentation" and write the code as displayed on the meeting room screen.
- **Don't forget to log out! Your computer screen will continue to be mirrored until you log out.**

Kitchen

There are kitchen facilities available for your use. Every day, groceries are ordered for the employees, including cheese, milk, yogurt, fruit and more.

We care about the environment therefore we use only reusable dishes - no disposable dishes are used in our offices.

Don't forget to clean up after yourself.





USEFUL INFO



Useful Info



3cx Phone System:

There are 4 ways to dial out and receive calls (local client, web client, app client, desk phone, if you have one):

1. Office internal calls – 4 digits – you can find office employees in your web client phone directory.
2. Local calls – Please note that our office number is 077. Don't forget to dial the area code.
3. International calls – to US – please dial 00 before the phone number. All other destinations, please dial 013 before the phone number.
4. Number starts with * – please dial *9 before the phone number.



What's in the area?

Near our office you can find a variety of restaurants:

1. NONO & MIMI – Italian restaurant, bakery and breakfast
2. Companya – Homemade dishes
3. Sushi Room – Sushi & Thai food
4. Moses – Burgers
5. Hummus Caspi
6. Hamezave – Salads



Recommended Apps

Following is a list of recommended apps you can download to your cell phone to make your job easier:

- **Hibob** – Our HR information system. Useful for clocking-in and out while working from home, and used as an internal address book
- **Outlook** – E-mails and calendar
- **MS Teams** – Video conference and chat
- **3CX** – Calls in and out of your landline
- **Monyx** – Our wallet app, which you can use for the vending machines in the office
- **Cibus** – Manage your orders with the app.

Contacts

Your HR Portal

Your HR Portal provides access to helpful people & organization-related content in an easy and convenient way.

You can find information including a company overview, performance management, policies, forms, career at Nayax, and more.

To access Your HR Portal, go to
>bob>Home> Company portal In bob



How to contact HR:

For HR contact details see “HR Message” section in this booklet

You are always welcome to come and talk to us in person!

IT

To open a ticket, use one of the following, per your need:

For end-user support (Office 365, SBO, Phones, Personal computers etc.):

- Email- helpdesk@nayax.com
- Self-service portal <https://helpdesk.nayax.com> – during the “submit a ticket” phase, select the “Corporate IT Team” under “Group”
- If there is no option to open ticket, call ext. 8014 and an available representative will answer

For Production and Development Environment Support, (DCS, Monitoring, JIRA, Git, Kibana, QA Environment):

- Email itops@nayax.com or devops@nayax.com
- Open a Jira ticket under the “ITOPS” project without changing the default assignee (Should be “Automatic” or “Default”).
- Self-service portal <https://helpdesk.nayax.com> – during the “submit a ticket” phase, select the DevOps



NAYAX EXPERIENCE





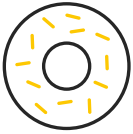
Birthdays

We celebrate your special day together with you!
On your birthday you will receive a Buyme gift card.
Happy Birthday!

Team Activity

At Nayax, we believe that working as a team is essential to our success, so we support you and your team members in connecting outside of work hours. Every team receives a designated budget just to be together and have fun!

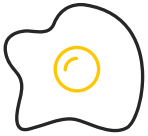
For more information and creativity ideas, please contact Gali Gutman or Lianne Fadida from reception.



Tasty Thursday

Every Thursday, just before we leave for the weekend, we treat our employees to a tasty desert.
Bon Appetit!





Breakfast Club

Every quarter we get together for a breakfast and hear an inspiring lecture by external or internal speaker. If you have an interesting life story or expertise you would like to share with the organization via this platform, please contact the HR team
Enjoy!

Holiday Gifts

At Nayax we offer you a variety of fun and attractive holiday gifts



Newsletter

Want to be updated with what's going on at Nayax?
Our monthly newsletter keeps you up to date with everything that's happening.

For access, connect to your [HR Portal](#)

Thursday Market

At Nayax we support small businesses by letting you do your weekend shopping in the office.

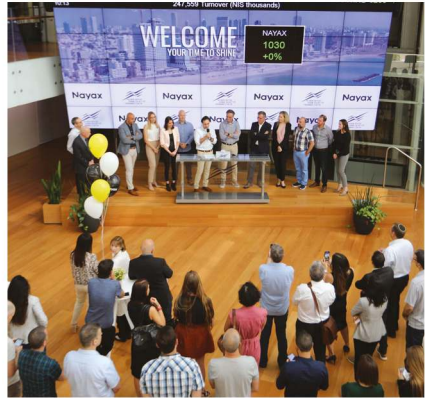
The Thursday market is held once a month!



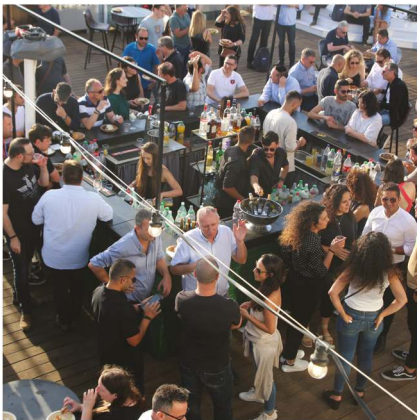


NAYAX IN PICTURES











REFERRAL PROGRAM – REFER A FRIEND AND GET REWARDED!

We're always on the lookout for awesome people to join Nayax. Tell your friends about us and get rewards for a successful hire.

HOW TO SUBMIT YOUR FRIEND'S CV?

1. Go to the Nayax career page.
2. Click on 'Employees at Nayax' at the bottom of the page and log in with your name and company email.
3. After signing in, select the relevant position and click on 'Refer a Friend' at the bottom of the page.
4. Upload your friend's CV

SPREAD THE WORD!

Want to increase your chances of getting your friends hired at Nayax? Share our open positions on your social media! Candidates who apply using your links will be automatically referred by you. If we hire them, three months after they come on board, you'll get a reward!

*** For more information, please go to
Your HR < Policies & Procedures < Nayax's Friend Referral program guidelines**

JOIN AND SHARE US IN YOUR SOCIAL MEDIA



