# neogames

Investor Presentation

March 2021

### Disclaimer

This presentation, and the accompanying oral presentation, contain forward-looking statements within the meaning of Section 27A of the Securities Act, Section 21E of the Exchange Act, and the safe harbor provisions of the U.S. Private Securities Litigation Reform Act of 1995, that relate to our current expectations and views of future events. These statements relate to events that involve known and unknown risks, uncertainties and other factors which may cause our actual results, performance or achievements to be materially different from any future results, performance or achievements expressed or implied by the forward-looking statements. In some cases, these forward-looking statements can be identified by words or phrases such as "may," "will," "expect," "anticipate," "aim," "estimate," "intend," "plan," "believe," "potential," "continue," "is/are likely to" or other similar expressions. These forward-looking statements are subject to risks, uncertainties and assumptions, including those described under the heading "Risk Factors" in the Registration Statement on Form F-1 (File No. 333-249683 (the "Registration Statement"), including a prospectus, which NeoGames S.A. (the "Company") has filed with the SEC in connection with its initial public offering of the Company's ordinary shares (the "Ordinary Shares"), some of which are beyond our control. In addition, these forward-looking statements reflect our current views with respect to future events and are not a guarantee of future performance. Actual outcomes may differ materially from the information contained in the forward-looking statements as a result of a number of factors.

Moreover, new risks emerge from time to time. It is not possible for our management to predict all risks, nor can we assess the impact of all factors on our business or the extent to which any factor, or combination of factors, may cause actual results to differ materially from those contained in any forward-looking statements we may make. In light of these risks, uncertainties and assumptions, the forward-looking events and circumstances discussed in this presentation may not occur and actual results could differ materially and adversely from those anticipated or implied in the forward-looking statements as a result of various factors described in this annual report, including factors beyond our ability to control or predict. We caution you therefore against relying on these forward-looking statements, and we qualify all of our forward-looking statements by these cautionary statements.

The forward-looking statements included in this presentation are made only as of the date hereof. Although we believe that the expectations reflected in the forward-looking statements are reasonable, we cannot guarantee that the future results, performance or events and circumstances reflected in the forward-looking statements will be achieved or occur. Moreover, neither we nor our advisors nor any other person assumes responsibility for the accuracy and completeness of the forward-looking statements. Neither we nor our advisors undertake any obligation to update any forward-looking statements for any reason after the date of this presentation to conform these statements to actual results or to changes in our expectations, except as may be required by law. You should read this presentation with the understanding that our actual future results, performance and events and circumstances may be materially different from what we expect.

We obtained the industry, market and competitive position data in this presentation from our own internal estimates and research as well as from publicly available information, industry and general publications and research, surveys and studies conducted by third parties such as the American Gaming Association, Eilers & Krejcik Gaming, Gambling Compliance, H2 Gambling Capital and La Fleur's TLF Publications, in addition to reports from state lottery commissions. Industry publications and forecasts generally state that the information they contain has been obtained from sources believed to be reliable, but that the accuracy and completeness of such information is not guaranteed.

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This presentation, and the accompanying oral presentation, includes EBIT, EBITDA, Adjusted EBITDA and Adjusted EBITDA Margin, which are financial measures not presented in accordance with International Financial Reporting Standards ("IFRS"), as issued by the International Accounting Standards Board, that we use to supplement our results presented in accordance with IFRS. We include these non-IFRS financial measures because they are used by our management to evaluate our operating performance and trends and to make strategic decisions regarding the allocation of capital and new investments. These measures are not intended to be substitutes for any IFRS financial measures and, as calculated, may not be comparable to other similarly titled measures of performance of other companies in other industries or within the same industry. These financial measures exclude certain expenses that are required in accordance with IFRS because they are non-cash or are not associated with the operational activity of the business. See the appendix for a reconciliation of these non-IFRS measures to the most directly comparable IFRS measure.

Except where the context otherwise requires or where otherwise indicated, the operational information in this presentation reflects the contracts and operations of NeoPollard Interactive LLC ("NPI") as though they were contracts and operations of the Company, and the revenues in this presentation reflect the consolidated revenues of the Company together with 50% of NPI's revenues and additional game royalties from certain games as compensation for the development of such games. We refer to these additional game royalties, together with 50% of NPI's revenues, as the Company's "NPI Revenues Interest".



### **Company Overview**





NeoGames provides a complete iLottery solution; well positioned as a leader in the rapidly expanding North American iLottery market



100% Digital Business

Technology driven business transforming the traditional retail-based lottery market



**Crucial Market** Lotteries provide much needed contributions to state budgets to fund public projects and initiatives



Market Leader

70% market share in U.S. iLottery Gross Wager<sup>1</sup>



**Proven Success** Our success in existing states points to our ability to increase our customers' iLottery penetration



#### **Highly Scalable**

SaaS business model with long-term contracts with recurring revenues tied to GGR / NGR



#### Significant Barriers to Entry

Complexities of regulatory and government contract environment along with specialized technology required for the lottery industry



#### Tech, Ops & Content

We contribute the iLottery tech, Games content, PAM, and Digital Ops to NeoPollard Interactive ("NPI"), 50/50 JV with Pollard Banknote through which we conduct our North American iLottery business

- 1. Source: Eilers & Krejcik Gaming's U.S. iLottery Tracker 4020
- 2. As of 12/31/20. Includes NeoGames revenue plus 50% of NPI revenues plus incremental royalties from certain games as compensation for our development of such games (collectively referred to hereafter as "NPI Revenue Interest").
- 3. As of 12/31/20. See pg. 28 for Adjusted EBITDA reconciliation to net income.



**\$58.7mm** 2020 Revenue<sup>2</sup>

**\$28.7mm** 2020 Adjusted EBITDA<sup>3</sup>



### **Business Snapshot**

NeoGames has multi-year contracts with state lotteries to develop and manage their iLottery program



**Company Formed** 

2014

Work Force





Jurisdictions<sup>1</sup>

Major Offices

Market Share in U.S. iLotterv Gross Wager<sup>2</sup>

- As of March 11, 2021
- Source: Eilers & Krejcik Gaming's U.S. iLottery Tracker 4020 2.
- In Europe, in certain jurisdictions taxes are also deducted. З. 5

#### **Complete offering**



#### What do we do?

- Engaged by state lotteries as a turnkey iLottery solutions provider
  - Enables the addition of an online sales channel by operating the iLottery platform and games
  - Develops games in-house that are added to the lottery's suite of games

#### How do we make money?

- Revenue typically tied to gaming volumes
- Revenues calculated as a % of gross gaming revenue (GGR) or net gaming revenue (NGR) generated via iLottery platform
  - GGR means gross sales less winnings paid to players
  - NGR means GGR less any promotion dollar incentives granted to players<sup>3</sup>
- Adaptability of technology makes the business highly scalable



### **Technology platforms**

Complete tech platforms for Lotteries with full support of iLottery and iGaming verticals



oneodraw<sup>®</sup>

One of only four US certified Draw Games systems



Sophisticated and flexible elnstant games server



## **aneogames**tudio<sup>®</sup>

Pioneers of elnstants and purely focused on lottery games innovation







30+ new games per year

Award winning games





268

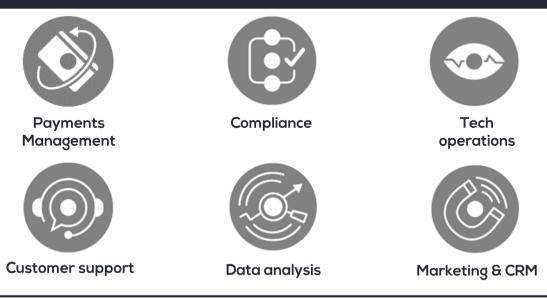
## **Operational Services**

Full suite of operational services through experienced teams of experts



# 100% Operational excellence

#### Complete operational services





Global Customer Base

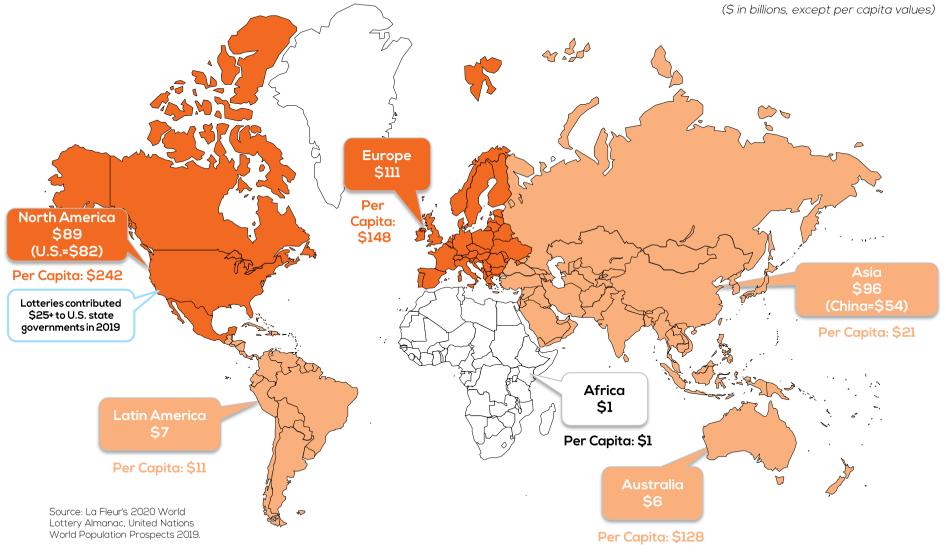


## Industry Overview



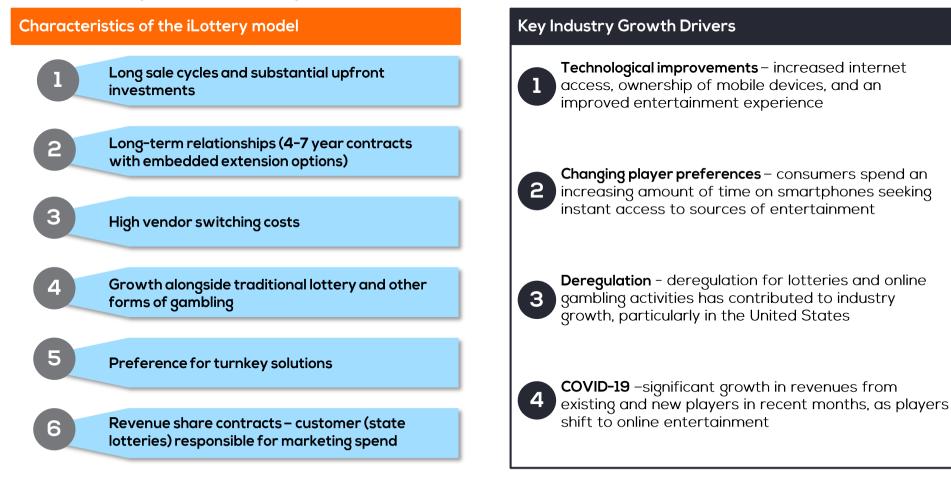
## **Global Lottery Market**

The global lottery market was worth approximately \$310 billion in gross sales in 2019



### **iLottery Market Model**

Technological improvements and changing player preferences are driving the shift of traditional "brick and mortar" lottery model to iLottery

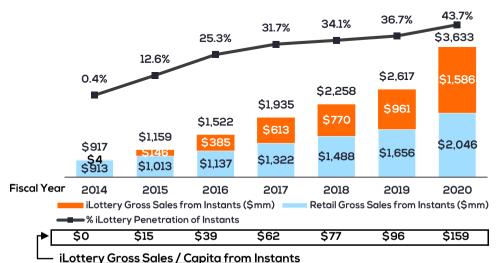


### **Business Overview**

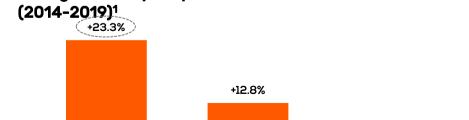


### **Michigan Case Study**

Powering the Michigan iLottery since 2014, with an award winning solution extended through 2026



#### Michigan Gross Sales and iLottery Penetration<sup>1</sup>



**MI** Total

(DBG + Instants)

Michigan Lottery Outperformance: Gross Sales CAGR

Michigan Lottery – Winner, Lottery Operator of the Year 2020

**MI Instants** 



66 Very impressive performance. To be so far ahead [of] other U.S. iLottery operators is testament to excellent performance across the board. Clearly many well-thought and well executed innovations across payments, product, and marketing.

**EGR Judges Panel** 

+4.8%

Total US

(DBG + Instants) as Reported (ex. MI)<sup>2</sup>

In 2019, MSL won the Gaming Intelligence lottery operator of the year award

- <u>iLottery GGR / Capita from Instants</u>
- 1. Source: Michigan Lottery, GamblingCompliance. Represents fiscal years.

 Some states calculate gross sales in different ways than others. In New Hampshire, for example, the reported total lottery gross sales includes the GGR from iLottery Instants as opposed to the gross sales from iLottery instants. Due to lack of uniform disclosure and available information, we have taken the sales as reported for all states excluding Michigan.

\$219



Figures in \$mm, except per capita

#### Michigan iLottery GGR from Instants<sup>1,3</sup>

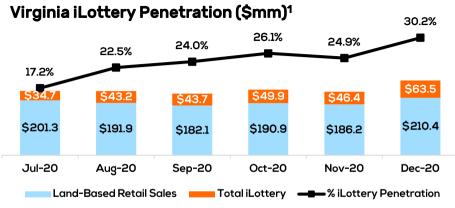


+63.9% CAGR

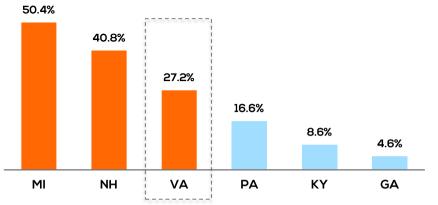
### **Continued Success**

Since its full iLottery launch, Virginia has experienced rapid growth in per capita iLottery sales

- In March 2020, VA moved from a draw games subscription-only offering to a full iLottery offering including Instants and DBG
  - This offering launched in July 2020 and contracted through 2026 (with an option to extend through 2031)



#### iLottery Instants Penetration by State (4Q 2020)<sup>2</sup>

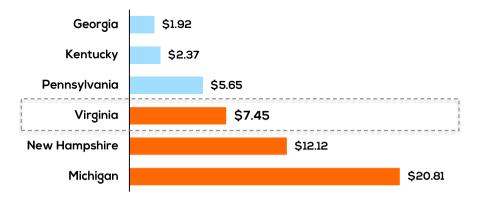


Source: Company data, GamblingCompliance

1. Source: Eilers & Krejcik Gaming's U.S. iLottery Tracker

2. Source: state lottery commissions. Each state represents results for the fourth quarter of 2020 (October - December).

#### December 2020 Gross iLottery Sales per Capita<sup>1</sup>



- 66 It is remarkable that we stood up in about 13 weeks what might've been expected to require 13 months of work in any other circumstance...We're certainly pleased that the result was the strongest US ilottery launch of any state so far. And that's due to our very talented team and our experienced gaming partner, NeoPollard. ??1
- 66 By week three we had achieved month-three sales goals...So now three months in since flipping the switch, we've seen about \$90m in ilottery sales activity from more than 60,000 unique bettors. We're focusing on new account registrations; in August new accounts were up more than 30% versus July. 991

Kevin Hall, executive director at Virginia Lottery 10/9/20

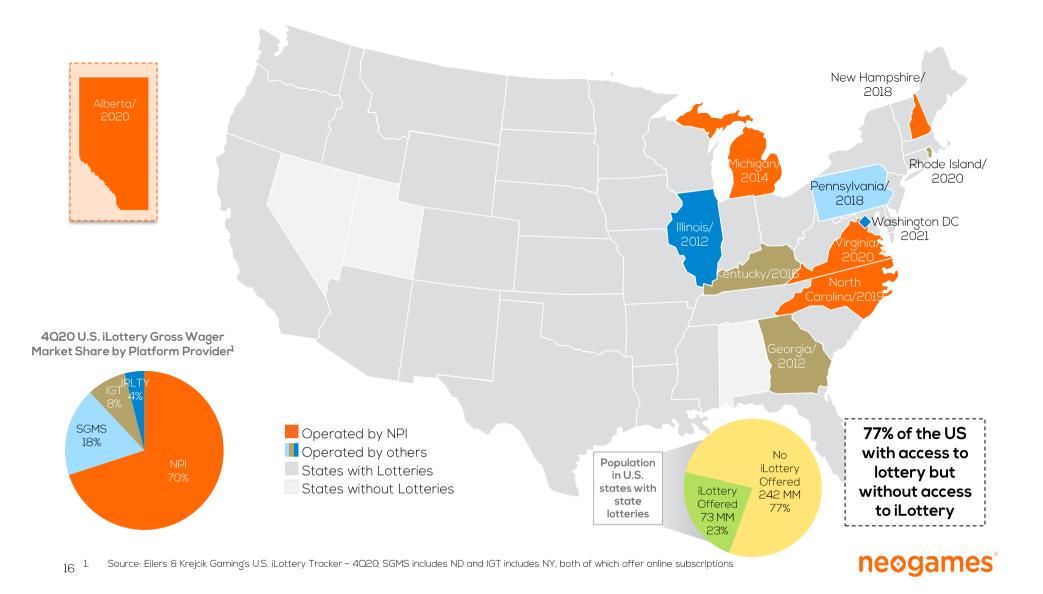
Importantly, however, retail sales continued to post year-on-year rises in July and August, following the ilottery launch. **99**<sup>1</sup> **iGB North America** 

10/9/20



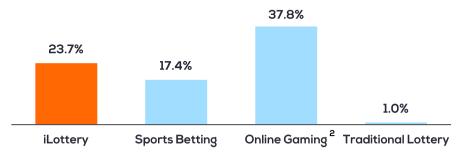
### **Current North America iLottery Landscape**

70% market share<sup>1</sup> of U.S. iLottery Gross Wagers. Well positioned to further increase market share

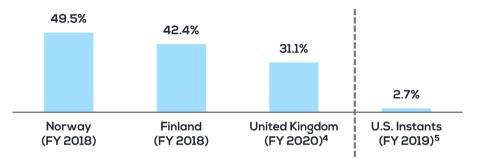


**US iLottery Market Potential** 

#### European Market Gaming Vertical GGR CAGR Comparison (2003 – 2019)<sup>1</sup>



### iLottery Penetration in U.S. and Select Mature European Markets<sup>3</sup>



#### Selected Key U.S. Lottery Metrics<sup>6</sup>

\$82.2bn U.S. Retail Gross Sales (FY 2019) MI Gross Sales CAGR (FY 2014-2020) MI iLottery Penetration (FY 2020)

- 1. Source: H2GC. Includes European Union and United Kingdom.
- 2. Online Gaming for 2007-2019 (as 2007 was the first year of available data in H2GC for the United Kingdom).
- 3. Source: GamblingCompliance, state lottery commissions.
- 4. Represents digital sales as a % of total sales for the national lottery.
- 5. Represents iLottery gross sales from Instants in MI, PA, NH, GA, and KY in fiscal year 2019 divided by total gross sales from Instants in all U.S. states during fiscal year 2019.
- 6. Source: La Fleur's, Michigan Lottery.



### **Expanding Our Offering**

Leveraging our experience and success with Sazka full iGaming and iLottery in the Czech Republic; Contracted and launched a multi-vertical offering in Alberta



#### Sazka is our largest European lottery customer

- 2015 signed contract with Sazka s.a. in the Czech Republic to provide a turn-key online solution
- We provide Sazka with a full suite tech to run iLottery and iGaming
- In 2020, we earned a 6-year extension to 2025
- 30% of Sazka's GGR generated from its online channel in 2020



#### Sept. 30, 2020, AGLC officially launched PlayAlberta!

- March 2020: NPI awarded multi-vertical online offering contract to create and power the only regulated gaming website in Alberta
  - 7-year initial term plus 5-year optional extension
- First North American customer where NPI is servicing the entire online gaming suite
  - NPI is also responsible for marketing initiatives allowing us to enhance the overall omni-channel experience

#### Solution Verticals Include







(DBG)

Casino

Additional metrics

Source: Sazka 2019 annual report.

Source: AGLC 2020 annual report

Czech Republic has a population of 10.7 million

Sazka GGR of €286mm in Czech Republic in FY2019<sup>1</sup>

iLotterv (Instants)

#### **Solution Verticals Include**



#### **Additional metrics**

- Alberta has a population of 4.4 million •
- AGLC gross sales of C\$918 million in FY2020<sup>2</sup>

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1

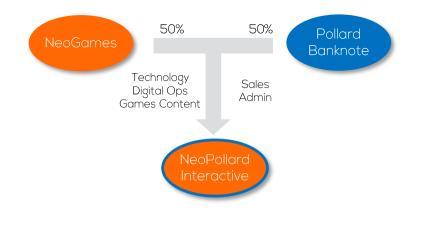
### **NeoPollard Interactive (NPI) Joint Venture**

#### **NeoPollard Interactive Overview**

- Following a successful joint win of the Michigan Lottery contract, NeoGames and Pollard Banknote formed NeoPollard Interactive (NPI) in July 2014, a 50/50 joint venture, to pursue iLottery contracts in North America
- NeoGames provides the complete technology solution, games content, technology development services and certain gaming operations services, while Pollard provides sales, marketing, and administrative support
- NPI has since expanded to become a leading iLottery supplier in North America
  - NPI provides iLottery solutions in Virginia, New Hampshire, North Carolina, and Alberta
- NeoGames and Pollard split revenues and costs on a 50/50 basis, as adjusted for certain game development expenses related to exclusive iLottery content



- NPI has been named Lottery Supplier of the Year for the second consecutive year in the eGaming Review ("EGR") North America Awards
- The Lottery Supplier of the Year category celebrates suppliers who have demonstrated outstanding performance and innovation in the delivery of market-leading solutions for lottery operators



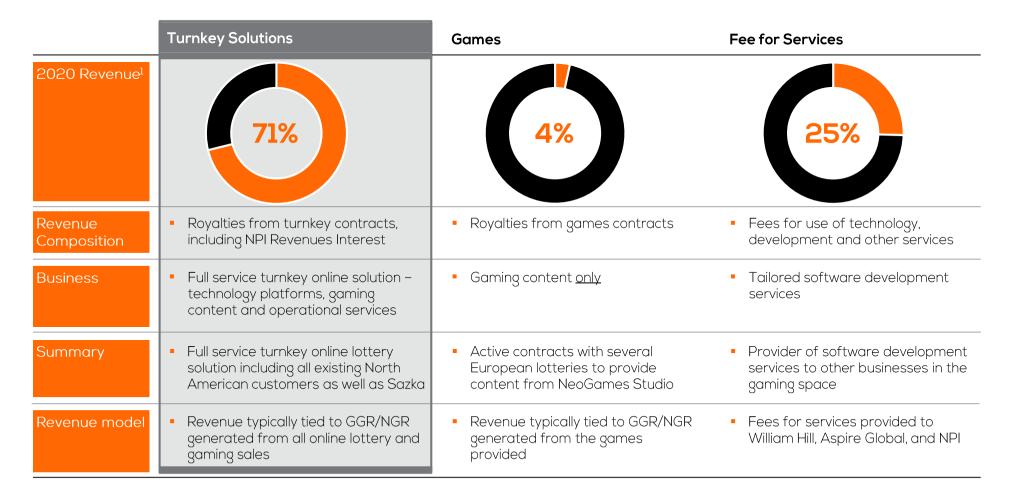


## Financials neogames<sup>®</sup>

### **Revenue Streams**

Turnkey Solutions make up a majority of our revenue and are expected to increase in weighting with additional contracts recently launched

- 2020 Revenue of \$58.7mm (\$49.2mm NeoGames revenues and \$9.5mm NeoGames' NPI Revenues Interest)



1. Turnkey Solutions and total revenue include NeoGames' NPI Revenues Interest.



### **Annual Financial Snapshot**

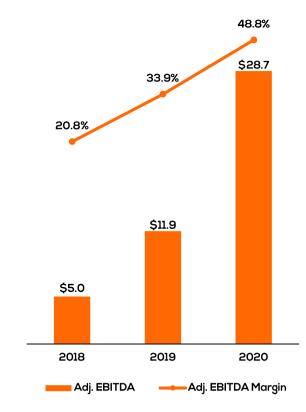
Delivering consistent historical revenue and Adjusted EBITDA growth<sup>1</sup>

Annual Revenues (\$mm)

Annual Revenue by Stream (\$mm)<sup>2</sup>

Annual Adjusted EBITDA (\$mm)<sup>3</sup>





1. See revenue, and Adjusted EBITDA to net loss reconciliation on pg. 28.

2. Includes \$0.6mm, \$2.0mm, and \$9.5mm of NeoGames' NPI Revenues Interest in 2018, 2019 and 2020, respectively.

3. Adjusted EBITDA reflects the adoption of IFRS 16 lease standards.



### **Quarterly Financial Snapshot**

Strong revenue and Adjusted EBITDA growth<sup>1</sup> compared to fourth quarter of 2019

Quarterly Revenues (\$mm) Quarterly Revenue by Stream Quarterly Adjusted EBITDA (\$mm)<sup>3</sup> (\$mm)<sup>2</sup> 48.7% \$18.**5** +87.3% YoY - \$18.5 35.0% \$4.4 1 \$4.5 н \$9.0 Т \$0.8 1 I. \$9.9 \$9.9 \$0.9 \$3.4 \$13.3<sup>2</sup> \$14.0 \$0.6 \$3.5 \$9.0 \$5.8<sup>2</sup> 40 2019 40 2020 40 2019 40 2020 40 2019 40 2020 Turnkey Services Games NG NPI Revenues Interest 🗖 Adj. EBITDA Adj. EBITDA Margin

1. See revenue, and Adjusted EBITDA to net loss reconciliation on pg. 28.

2. Includes \$0.9mm, and \$4.5mm of NeoGames' NPI Revenues Interest in 40 2019 and 40 2020, respectively.

3. Adjusted EBITDA reflects the adoption of IFRS 16 lease standards.



# Growth Strategies



### **Growth Strategies**

#### **Existing Market Penetration Expansion**

- Demonstrated ability to drive significant expansion of iLottery penetration in our existing markets
- Most customer markets in infancy stage with significant growth opportunity
- Proven success in Michigan, Virginia, and New Hampshire plus the experience in certain European markets approaching 50% iLottery penetration

#### Growing Game Studio Customer Base

- Strong performance of games places us in a good position to capitalize on the content expansion trend
- Expanded offering of games expected to be enhanced by upward trends in the market related particularly to Instants

#### Winning New US Turnkey Contracts

- While lottery is offered in 46 states and the District of Columbia, full turnkey iLottery solutions are currently offered in only ten states
- We look to leverage our success and our leading position to win more turnkey solutions contracts as the rest of the 37 jurisdictions move to adopt iLottery programs

#### Expanding the Scope of Existing Contracts

- Certain customers may have approval to expand scope of offering to other gaming verticals, providing opportunity to expand to iGaming and online sports betting
- Demonstrated ability to drive success with a complete online gaming offering when customers are allowed to do so (i.e. Sazka and AGLC)

#### Expanding Geographical Presence and Range of Offerings

 The opportunity to pursue other iLottery markets beyond North America and Europe, and other products such as online casino and sports betting provides additional areas for growth

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Thank you!

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Appendix



### **Consolidated Statements of Income**

	Quarter ended December 31,				Year ended December 31,					
		2020	1	2019		2020		2019		2018
	(ur	naudited)	(una	audited)	(ur	naudited)	(un	audited)	(un	audited)
Revenues	\$	14,007	\$	8,955	\$	49,202	\$	33,062	\$	23,478
Distribution expenses	<u> </u>	1,989	<u> </u>	1,326	<u> </u>	6,685	Ψ	4,252	Ψ	4,519
Development expenses		2,342		1,436		7,452		6,877		5,782
Selling and marketing expenses		389		679		1,483		1,981		1,457
General and administrative expenses		2,119		1,475		7,496		4,957		4,948
Initial public offering expenses		1,151		-		2,796		-		-
Depreciation and amortization		3,161		2,570		11,657		9,685		7,759
		11,151		7,486		37,569		27,752		24,465
Profit (loss) from operations		2,856		1,469		11,633		5,310		(987)
Interest expenses with respect to funding from related parties		1,082		991		4,343		3,792		2,309
Finance income		-		(46)		(21)		(53)		-
Finance expenses		57		102		747		382		195
Profit (loss) before income tax expense		1,717		422		6,564		1,189		(3,491)
Income tax expenses		(737)		(283)		(1,443)		(1,243)		(586)
Profit (loss) after income tax expense		980		139		5,121		(54)		(4,077)
The Company's share in profits (losses) of Joint Venture		1,514		(787)		1,393		(3,924)		(1,898)
Net and total comprehensive income (loss)	\$	2,494	\$	(648)	\$	6,514	\$	(3,978)	\$	(5,975)
Net income (loss) per ordinary share outstanding, basic	\$	0.11	\$	(0.03)	\$	0.29	\$	(0.18)	\$	(0.27)
Net income (loss) per ordinary share outstanding, diluted	\$	0.10	\$	(0.03)	\$	0.27	\$	(0.18)	\$	(0.27)
Weighted average number of ordinary shares outstanding:										
Basic	2	23,354,587	21	,983,757	2	22,329,281	2	1,983,757	21	,983,757
Diluted	2	24,938,404	21	,983,757	2	23,898,477	2	1,983,757	21	,983,757
					-		-			

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### **Balance Sheet**

	December 31,				
		2020		2019	
ASSETS	(Unaudited)		(Unaudited)		
CURRENT ASSETS		<u> </u>			
Cash and cash equivalents	\$	59,767	\$	6,016	
Restricted deposit		12		138	
Prepaid expenses and other receivables		1,446		905	
Aspire Group	56			296	
Due from the Michigan Joint Operations and NPI		3,192		250	
Trade receivables		3,701		2,737	
Total Current Assets	\$	68,174	\$	10,342	
NON-CURRENT ASSETS					
Restricted deposit		164		150	
Restricted deposits - Joint Venture		3,773		2,000	
Company share of Joint Venture net assets		-		603	
Property and equipment		1,301		849	
Intangible assets		17,835		14,413	
Right-of-use assets		3,127		4,688	
Deferred taxes		211		130	
Total Non-Current Assets		26,411		22,833	
Total assets	\$	94,585	\$	33,175	

#### LIABILITIES AND EQUITY (DEFICIT)

CURRENT LIABILITIES				
Trade and other payables	\$	4,910	\$	\$ 1,855
Lease liabilities		1,651		1,455
Loans and other due to William Hill, net		1,972		14,245
Employees' related payables and accruals		3,562		2,583
Total Current Liabilities \$ 12,095				\$ 20,138
NON-CURRENT LIABILITIES				
Capital notes, loans and accrued interest due to Aspire Group	\$	17,739	\$	\$ 14,987
Loans and other due to William Hill, net		10,666		-
Company share of Joint Venture net liabilities		1,025		-
Lease liabilities		1,855		3,382
Accrued severance pay, net		384		276
Total Non-Current Liabilities	\$	31,669		\$ 18,645
EQUITY (DEFICIT)				
Share capital		44		21
Reserve with respect to transaction under common control		(8,467)		(8,467)
Reserve with respect to funding transactions with related parties		20,072		16,940
Share premium		68,608		22,788
Share based payments reserve		3,907		2,967
Accumulated losses		(33,343)		(39,857)
Total Equity (Deficit)	-	50,821		(5,608)
Total liabilities and equity (deficit)	\$	94,585		\$ 33,175

### **Adjusted EBITDA Reconciliation**

	Quarter ended December 31,			Year ended December 31,				
		2020 2019		2020		2019		
Net and total comprehensive income (loss)	\$	2,494	\$	(648)	\$	6,514	\$	(3,978)
Income tax expenses		737		283		1,443		1,243
Interest and finance-related expenses		1,139		1,047		5,069		4,121
EBIT		4,370		682		13,026		1,386
Depreciation and amortization		3,161		2,570		11,657		9,685
EBITDA		7,531		3,252		24,683		11,071
Initial public offering costs		1,151		-		2,796		-
Share-based compensation		274		158		969		615
Company share of NPI depreciation and amortization <sup>1</sup>		52		47		203		168
Adjusted EBITDA	\$	9,008	\$	3,457	\$	28,651	\$	11,854





\$ and shares in millions	As of Dec. 31, 2020
Aspire Global Loan	\$22.4
William Hill Loan	\$13.1
Total Debt	\$35.5
Less: Cash and Cash Equivalents	\$59.8
Net Debt	\$(24.3)
Total Common Shares Outstanding	25.0



Illustrative evolution of an iLottery contract							
1 RFP	Contract Awarded	3 Implementation	4 Delivery	Commercial Launch			
~2-5 months	(+) ~1-2 months	Immediately post signing	(+) ~8-12 months	Go live			
<ul> <li>RFP issued</li> <li>Formal response provided</li> </ul>	<ul> <li>Awarded contract</li> <li>Signed contract</li> <li>Deposit of performance bond with state lottery / treasury</li> </ul>	<ul> <li>Development of solution according to scope</li> <li>Deployment of data centers</li> </ul>	<ul> <li>Recruitment charges including setting up instate account team, marketing heads and team members for customer support</li> </ul>	<ul> <li>Start incurring operational costs, banking, dedicated team, technology support, monthly releases and road map development</li> <li>Gradual ramp up of accounts</li> </ul>			

### **Management Team**

	Senior executives with long employment tenure at the Company
Position	Experience and Qualifications
Moti Malul Chief Executive Officer	<ul> <li>Joined in 2008 and has been serving as CEO since 2018</li> <li>Previously Executive Vice President of Sales and Business Development</li> <li>Prior to joining NeoGames, Moti served in key marketing and management positions in the telecom and internet sectors for more than 12 years, including at companies such as Ericsson, Smile Media, and others</li> <li>Holds an MBA from Tel Aviv University</li> </ul>
Raviv Adler Chief Financial Officer	<ul> <li>Joined in 2010 as Director of Finance and has served as CFO since 2013</li> <li>More than a decade of experience in key finance positions in a range of multinational technology and IT enterprises, such as Hewlett Packard and Ernst &amp; Young, as well as start-up companies</li> <li>Holds a BA in Economics and Accounting and CPA certification issued by the Israel Ministry of Justice</li> </ul>
Oded Gottfried Chief Technology Officer	<ul> <li>Joined NeoGames as Chief Technology officer in 2008</li> <li>Specializes in critical information systems, internet technologies and databases</li> <li>Most recently worked as an engineer for the Israel Defense Forces</li> </ul>
Rinat Belfer Chief Operations Officer	<ul> <li>Joined NeoGames in 2009</li> <li>Leads customer design, delivery and implementation</li> <li>Has managed numerous complex technology development and delivery projects</li> </ul>
Oren Tamir Managing Director of NeoGames Ukraine	<ul> <li>Acted as Chief Operations Officer from 2008 to 2018</li> <li>More than 20 years of experience in human resources and operational management prior to joining NeoGames, including previous experience at San Disk</li> </ul>

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