



27 July 2022

Freelancer Limited

1H22 Results Presentation



Matt Barrie
Chief Executive Officer

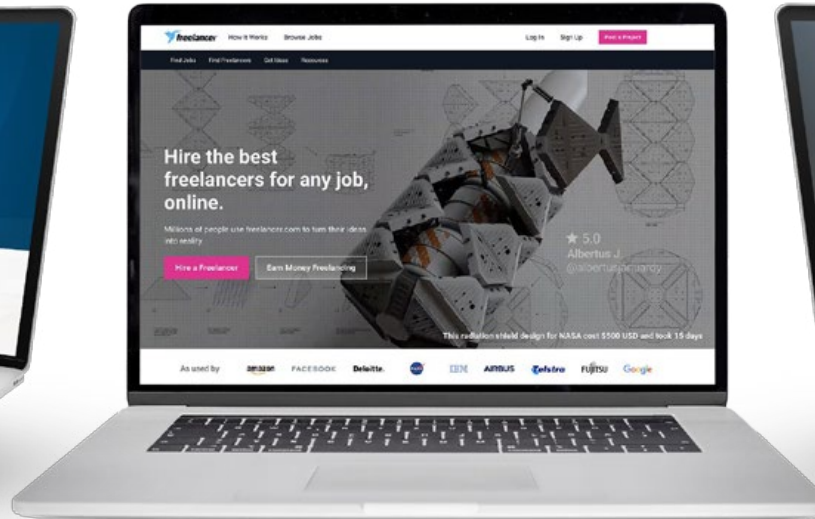
ASX: FLN
OTCQX: FLNCF

investor@freelancer.com

Powering the world's entrepreneurs & commerce



#1 for Secure Online Payments
over US\$6 billion in
transactions secured



#1 Online Services Marketplace
over US\$5 billion in jobs
awarded

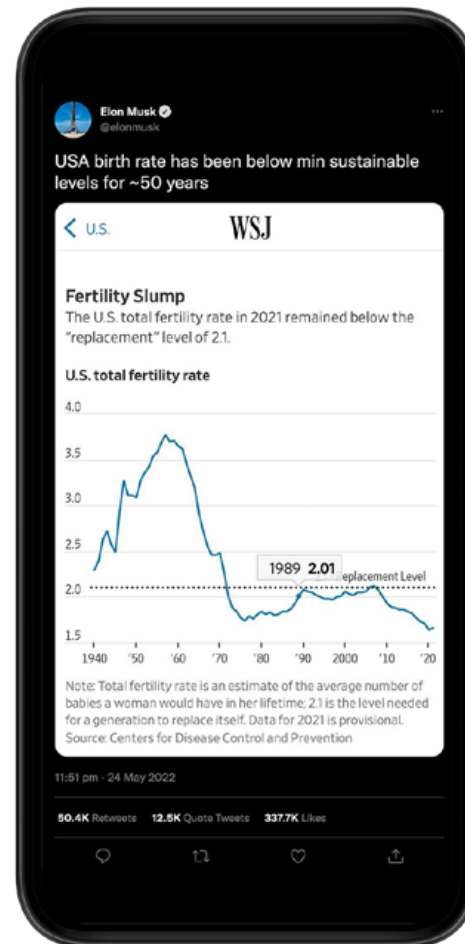
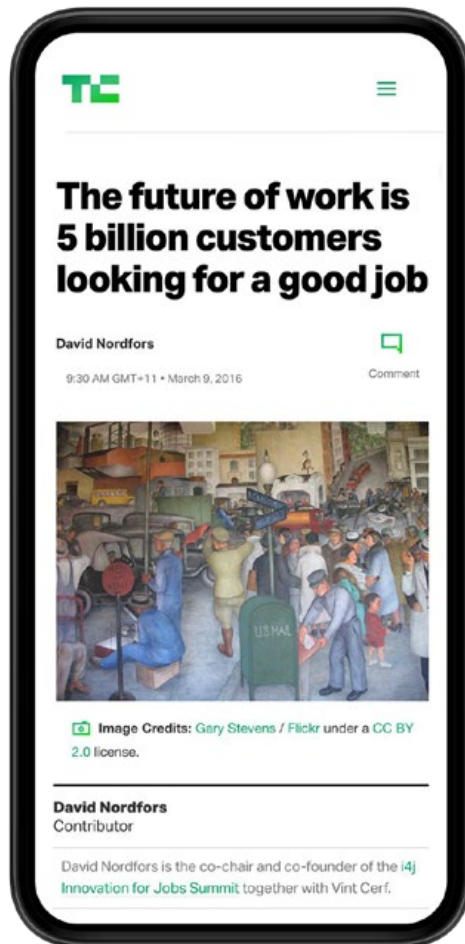


#1 Online Freight Marketplace
in Australia, over 680 million km
in freight posted

Freelancer Limited
ASX: FLN, OTCQX: FLNCF

Freelancer.com is your partner
in the new world of work.





.. solving a trillion dollar problem





Make it real.

We help small businesses, startups, entrepreneurs and large enterprises turn that spark of an idea into reality.



This architectural design cost
and took 12 days to make

\$1613 USD

Change lives.

"Coming from a third-world country and the smallest in West Africa where opportunities are very limited, Freelancer.com has helped me expand globally by helping me make a living from something that I really have a passion for, design."

Sulayman Sanyang

Video & Motion Graphics
Banjul, Gambia

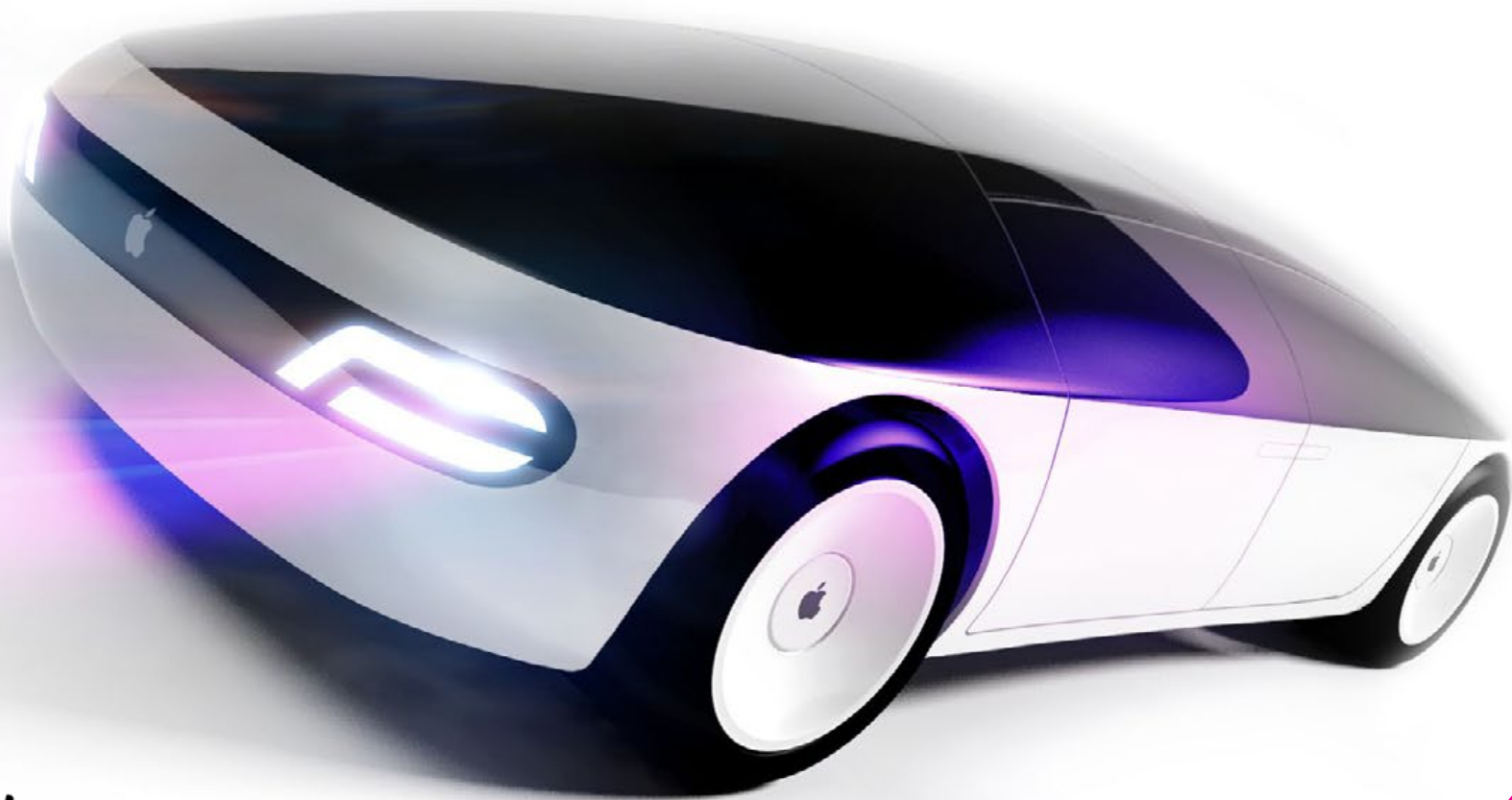


5.0/5.0 rating, 24 reviews



Create the Future.

We help entrepreneurs create products & services
that will make a better world.



Change Lives.

This Apple Car 3D concept cost
and had 190 entries in 15 days

\$1500 USD

<https://www.freelancer.com/contest/Create-a-design-for-the-rumored-Apple-Electric-Car-159251>

1H22 Results



Freelancer Group Results for 1H22

- Freelancer Limited delivers all-time record first half Gross Payment Volume in 1H22 of \$652.2 million (up 15.2% on pcp) or US\$470.7 million (up 7.8% on pcp):
 - Freelancer GMV \$64.7m down 4.8% on pcp (US\$46.6m, down 11.0%)
 - Escrow GPV of \$564.1m, up 18.7% on pcp (US\$407.2m, up 11.1%)
- Revenue \$29.2m (up 5.1% on pcp) or US\$20.9m (down 2.1%), second highest 1H:
 - Freelancer revenue \$23.5m up 3.4% on pcp (US\$16.9m, down 3.6%)
 - Escrow revenue \$5.7m up 12.8% on pcp (US\$4.1m, up 4.2%)
- In Australian dollars, FX was a tailwind of +6.8% in 1H22 on pcp.
- Group Operating EBITDA was (\$4.1m), NPAT (\$3.1m).
- Escrow.com was profitable in 1H22 with EBITDA of \$0.7m.
- Freight division now approximately break-even in June.
- Operating cash flow for the year was \$2.3 million (1H21: \$2.7 million).
- Cash & equivalents Jun 30 of \$31.7 million, up 5% vs Dec 21.
Escrow cash off-balance sheet US\$42.6 million.

1. Depreciation of \$2.2m and finance costs of \$0.9m relating to office leases (accounted for in accordance with AASB 16 Leases) are included in EBITDA

Freelancer Group Results for 1H22

Loadshift & Freightlancer 2Q22:

- 20,580 requests for transport (up 10.6% on pcp)
- 29,082,912 kilometres of freight posted (up 8.3% on pcp)
- ~\$89 million of notional Gross Load Value (> \$350 million per annum)

Metrics:

- Average load distance: 1,432 km / load
- Average time to first bid: 18 minutes
- Average number of bids per job: 4.7
- Average freight charge: \$3.05 per kilometre
- Average load size: \$4,367.60

Milestones:

- More distance on average day than the Earth to the Moon (384,400 km)

Group Gross Payment Volume (GPV) 1H22

GPV all-time record for 1H of \$652.2m (up 15.2% on pcp) or US\$470.7m (up 7.8% on pcp)

Group

- 1H22 GPV \$652.2m up 15.2% on pcp (US\$470.7m up 7.8%)

Freelancer

- GPV \$88.2m down 2.7% on pcp (US\$63.5m, down 9.1%)
- GMV \$64.7m down 4.8% on pcp (US\$46.6m, down 11.0%)

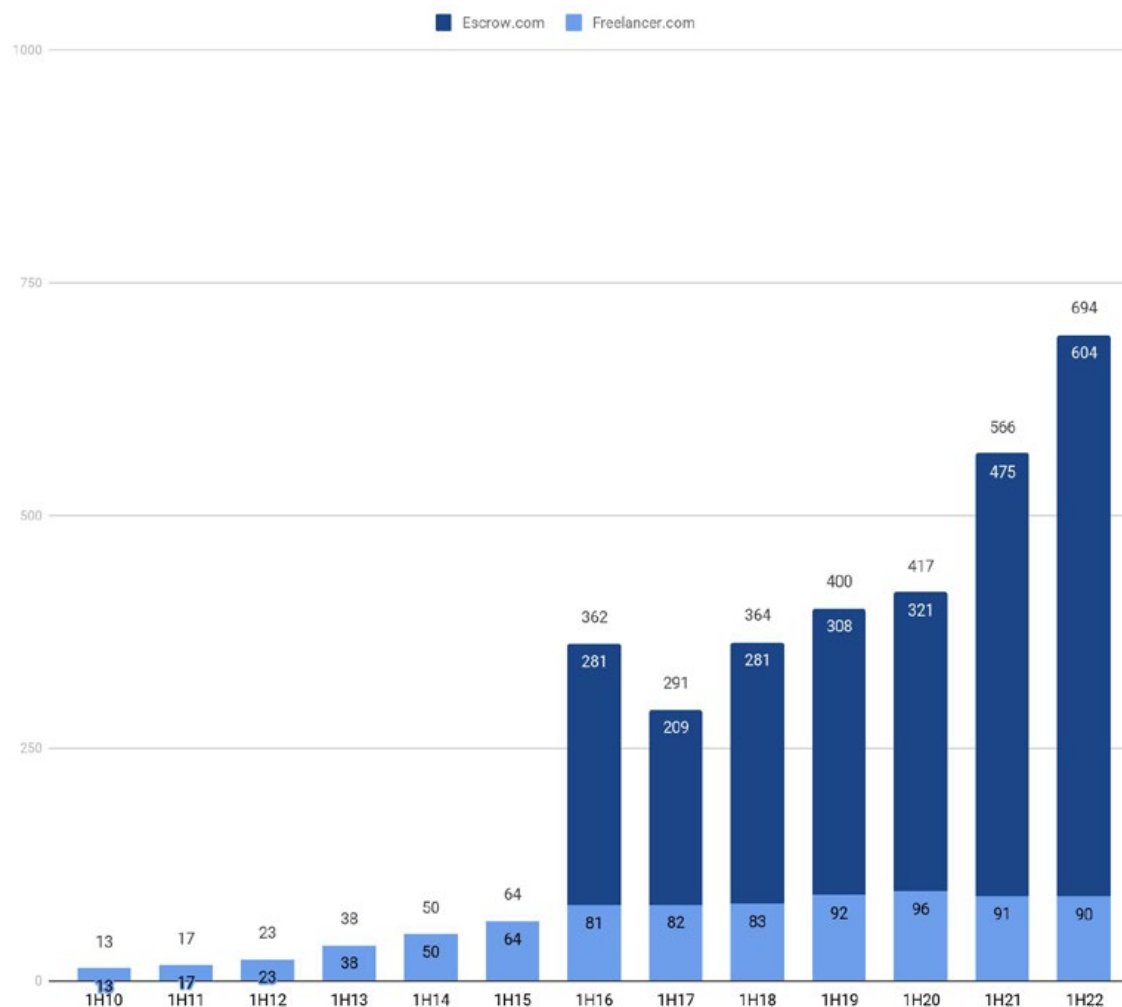
Escrow

- Escrow GPV of \$564.1m, up 18.7% on pcp (US\$407.2m, up 11.1%)

FX tailwind of +6.8% as AUD/USD moved from an 0.7715 to 0.7192..

~74% of group revenue is USD, 7% AUD

Gross Payment Volume (GPV) is calculated as the total payments to Freelancer or Escrow users for products and services transacted through the Freelancer or Escrow websites (GMV) plus net Revenue. Based on Freelancer's unaudited management accounts which have not been subject to an auditor's review.



Net revenue 1H22

Revenue \$29.2m (up 5.1% on pcp), second highest 1H on record or US\$20.9m (down 2.1% on pcp)

Group

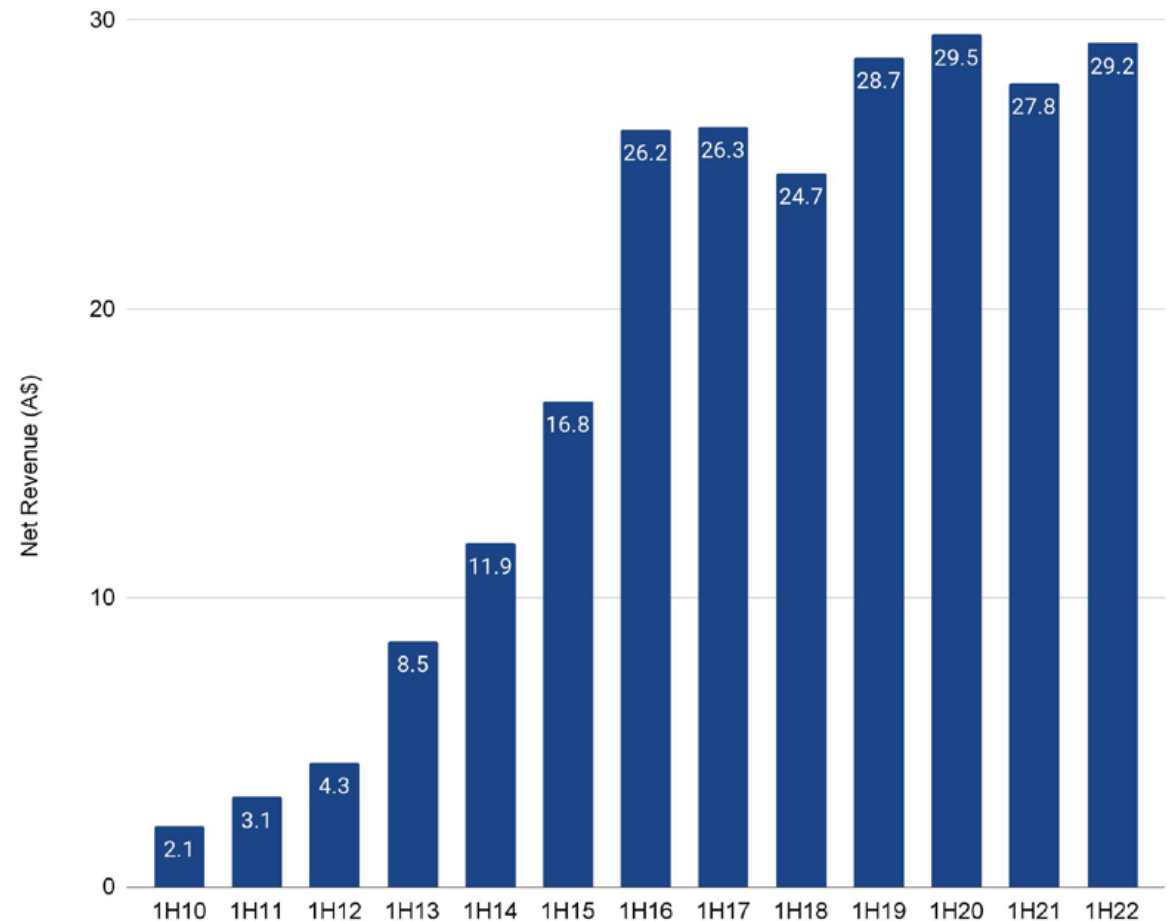
- Revenue \$29.2m, up 5.1% .
- Group revenue ~74% USD, 7% AUD
- Gross margin remains high at 85.4%

Freelancer

- Freelancer revenue \$23.5m, up 3.4%
- Commissions unchanged at 13% since FY10

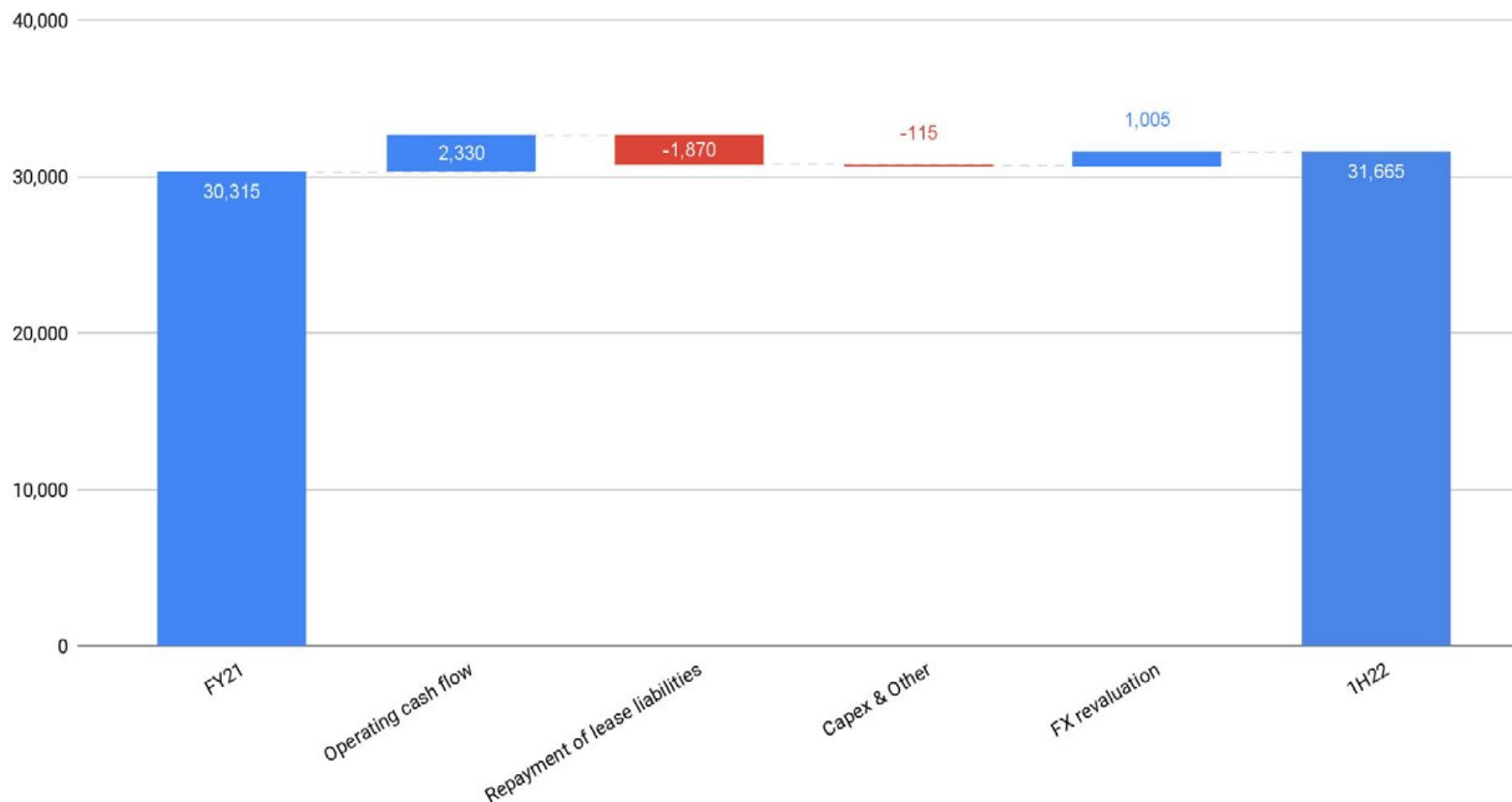
Escrow

- Revenue \$5.7m, up 12.8% on pcp (US\$4.1m, up 4.2%)
- Escrow blended take rate ~1.00%



Cash flow profile 1H22

Cash & cash equivalents at \$31.7 million at 30 June 2022



- Positive operating cash flow in 1H22 of \$2.3m
- Escrow had off-balance sheet cash of US\$42.6 million at 30 June 2022

Summary profit & loss statement 1H22

Target sustained positive operating EBITDA by end 3Q22

- Group 1H22 NPAT \$(3.1m) vs \$(1.7m) in pcp. Increased NPAT loss primarily due to:
 - Lower than expected revenues from the core consumer marketplace
 - Employee expenses up 17% and marketing up 31% in anticipation of higher revenues
 - At June 22, marketing back to ~1H21 levels and employee expenses ~half back
- Escrow division profitable for 1H22, freight division cashflow positive in June 22.
- Towards end of 2Q22, numerous cost efficiencies across all categories. Together with ongoing strategies to improve revenue growth, objective is to ensure sustained level of positive operating EBITDA is achieved by the end of 3Q22.

(A\$m) 1 Jan - 30 Jun	1H22 Actual	1H21 Actual	Change
Net Revenue	29.2	27.8	+5%
Gross Profit	25.0	23.2	+8%
<i>Gross margin (%)</i>	85.4%	83.3%	+2.1%
Other income	0.1	0.2	n/m
Employee expenses	(14.6)	(12.5)	+17%
Administrative expenses	(6.2)	(5.7)	+7%
Marketing related expenses	(5.0)	(3.8)	+31%
Occupancy costs	(2.4)	(2.7)	-11%
FX losses	(1.0)	(0.7)	+35%
Share-based payment expense	(0.1)	(0.1)	n/m
EBITDA	(4.2)	(2.1)	n/m
EBIT	(4.3)	(2.2)	n/m
NPAT	(3.1)	(1.7)	n/m
Excluding share-based payments expense			
EBITDA	(4.2)	(2.0)	n/m
EBIT	(4.3)	(2.1)	n/m
NPAT	(3.1)	(1.6)	n/m

Notes

- ❖ Operating earnings are exclusive of non-cash share based payments expense of \$93k in 1H22 and \$78k in 1H21.
- ❖ Net of employee expenses attributable to cost of sales.
- ❖ Occupancy costs adjusted to include depreciation of \$2.2m (1H21: \$2.3m) and finance costs of \$0.9m (1H21: \$1.1m) relating to property leases and deducting sublease rental income of \$0.9m (1H21: \$0.9m).
- ❖ Depreciation and amortisation expense of \$146k in 1H22 and \$122k in 1H21. Excludes depreciation arising from AASB16 leases.

Summary balance sheet 1H22

Additionally A\$42.6 million of cash is off-balance sheet in Escrow.com's trust accounts

- Cash & equivalents at end of 1H22 \$31.7m (up 4.5% from Dec 21), no net debt.
- Trade and other receivables includes receivables from various payment gateways in relation to partially completed transactions
- Other assets increase due to timing of prepayments, particularly annual insurance renewals
- Trade and other payables includes user obligations (user balances and milestone payments held on balance sheet). These increased by 9.4% from FY21

- ❖ Deferred tax assets reflected net of Deferred tax assets of \$12.5m and Deferred tax liabilities of \$(5.2m).
- ❖ Reserves include non controlling interest in Freightlancer Group.

(A\$m) 30 June 2022	1H22 Actual	FY21 Actual	Change
Cash and cash equivalents	31.7	30.3	+4%
Trade and other receivables	6.7	7.2	-7%
Other assets	3.5	2.5	+37%
Plant and equipment	0.6	0.6	n/m
Intangibles	34.1	34.1	-
Right of Use Asset	16.6	18.8	-12%
Deferred tax assets (net)	7.3	6.0	+22%
Total assets	100.5	99.6	+1%
Trade and other payables	46.3	41.3	+12%
Lease Liabilities	19.8	21.8	-9%
Other liabilities	5.7	5.1	+11%
Total liabilities	71.8	68.2	n/m
Net assets	28.7	31.4	-9%
Contributed equity	38.9	38.8	+1%
Reserves	5.0	8.3	+93%
Retained earnings	(15.2)	(15.7)	-14%
Total equity	28.7	31.4	+9%

Freelancer's Online Economy

- USERS
- JOBS POSTED
- JOBS DONE

Note: Sample of projects awarded in 2020. The pink lines indicate where projects are being posted by employers, and the blue lines indicate where the projects are being performed by freelancers. Thicker lines indicate a higher volume of work. White dots indicate the location of Freelancer's users. Edges are sampled data from awarded projects in the period indicated.

Freelancer's Online Economy – United States



Freelancer's Online Economy – Europe



Freelancer's Online Economy – Australia






Freelancer's Online Economy– India





53

Regional Websites

North America

-  US (International)
-  Canada
-  Jamaica
















Africa

-  South Africa
-  Kenya









Europe

-  United Kingdom
-  European Union
-  France
-  Germany
-  Greece
-  Portugal
-  Spain
-  Czech Republic
-  Sweden
-  Iceland
-  Ireland
-  Italy
-  Netherlands
-  Turkey
-  Poland
-  Romania
-  Russia
-  Ukraine
-  Norway
-  Hungary
-  Finland
-  Denmark
-  Albania
-  Slovenia

Asia Pacific

-  Australia
-  New Zealand
-  Hong Kong
-  Bangladesh
-  India
-  Indonesia
-  Japan
-  Korea, Republic of
-  Malaysia
-  Pakistan
-  Philippines
-  P.R. China
-  Singapore
-  Thailand
-  Vietnam

Latin America

-  Argentina
-  Brazil
-  Chile
-  Colombia
-  Ecuador
-  Mexico
-  Peru
-  Uruguay

34

Languages

Languages

- | | |
|------------------|-----------------|
| Afrikaans | 日本語 |
| Bahasa Indonesia | 한국어 |
| Bahasa Malaysia | Norsk-Bokmål |
| বাংলা | Nederlands |
| Català | Polski |
| Čeština | Português |
| Dansk | Română |
| Deutsch | Русский язык |
| ελληνικά | Shqip |
| English | Slovene |
| Español | Svenska |
| Suomi | Kiswahili |
| Filipino | Thai |
| Français | Türkçe |
| हिन्द | Tiếng Việt |
| Magyar | Українська мова |
| Italiano | 中文(简体) |

39

Currencies

Currencies

- | | |
|-----|-----|
| USD | CNY |
| NZD | DKK |
| AUD | VND |
| GBP | AED |
| HKD | ARS |
| SGD | BDT |
| PHP | COP |
| EUR | PKR |
| CAD | CHF |
| ZAR | HUF |
| INR | ILS |
| JMD | KRW |
| CLP | NOK |
| MXN | QAR |
| IDR | RON |
| MYR | RUB |
| SEK | SAR |
| JPY | THB |
| PLN | TRY |
| BRL | |



Freelancer Statistics

Freelancer is changing lives around the world, whether it be for entrepreneurs, small businesses or large organizations. We provide easy access to talented freelancers from all around the world, who offer a wide range of services at competitive prices.

60m+

TOTAL
REGISTERED
USERS

21m+

TOTAL JOBS
POSTED

65%

OF PROJECTS
RECEIVE BIDS IN
UNDER 60
SECONDS

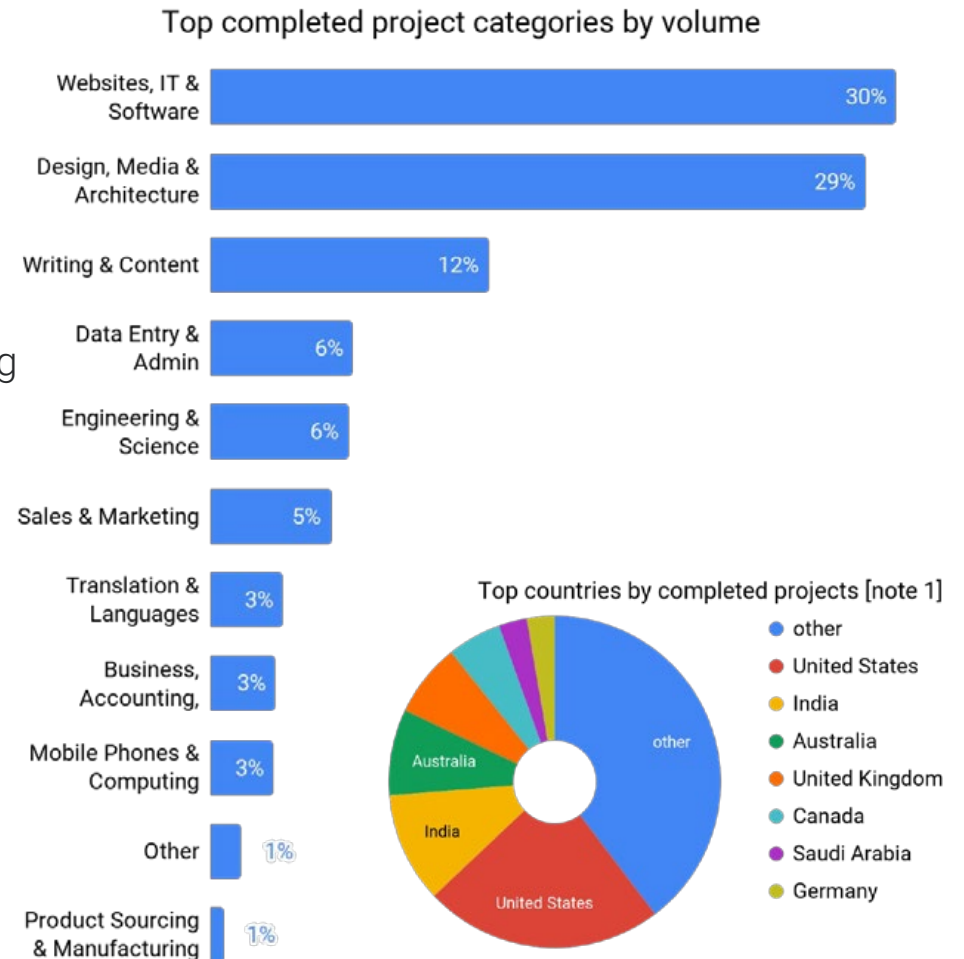
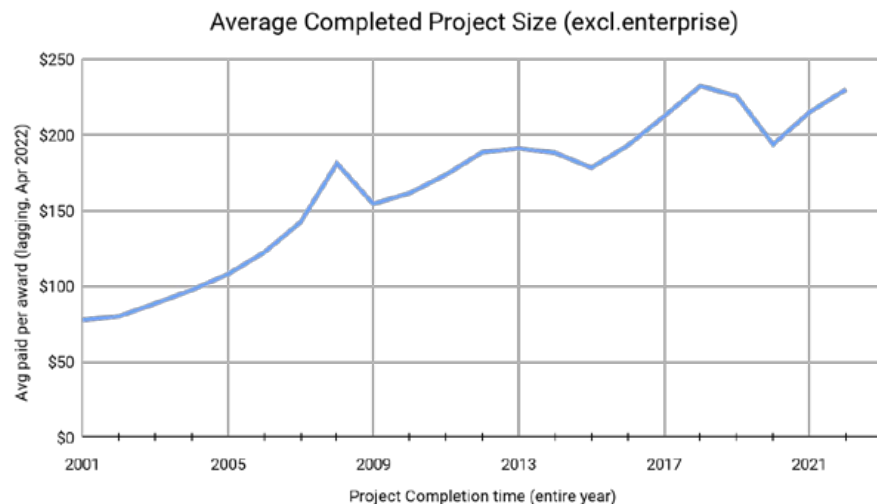
41

AVERAGE
BIDS PER
PROJECT

Marketplace dynamics 2Q22

“Every job, every country, every language, every currency, at any time”

- Over 2,000 job categories as diverse as Aerospace Engineering, Biotechnology, Sales, Manufacturing, Mechanical Engineering
- Complexity & sophistication growing over time
- Average completed project size was US\$241 in 2Q22³, up 12% on pcp. Note that this graph is lagging and this number will rise as further payments can increase over time for projects.



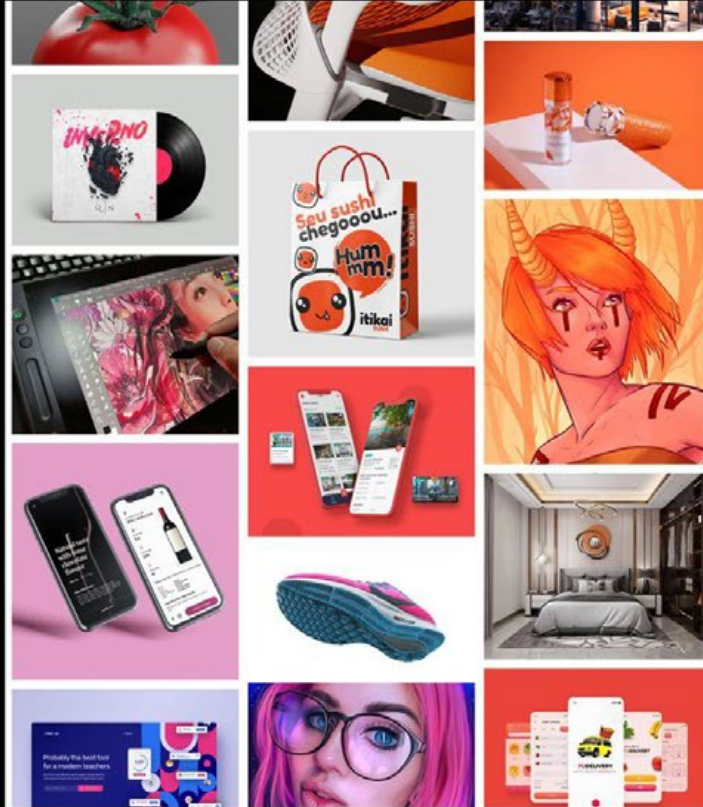
1. Based on the number of completed projects in FY21.

2. Based on the value of project payments for projects that were posted in FY21.

3. Average amount paid per completed project. Note that this number can continue to rise as further payments are made on these projects over time.

Freelancer is the largest & lowest cost elastic cloud workforce

- **Access the world's largest on-demand elastic cloud workforce of over 50m users** in 247 countries, regions & territories with over 1800+ skills, speaking 34 languages and transacting in 39 currencies.
- **No crowdsourcing platform globally has the liquidity of Freelancer.com.**
- **For clients** it's **free** to post your job, **free** to review receive obligation-free quotes, **free** to chat with freelancers and review samples of work, portfolios etc.
 - **3%** project commissions paid by clients when a project is awarded and accepted.
- **For freelancers** it's **free** to view projects posted, **free** to bid on projects, **free** to chat to clients, **free** to fill in your profile, upload your portfolio & provide samples of work.
 - **10%** project commissions paid by freelancers when a project is awarded and accepted
- **Try it today by posting your job for free.**



Welcome to the world's largest
freelancing marketplace,
turning dreams into reality.

[Get started >](#)

Projects

65%

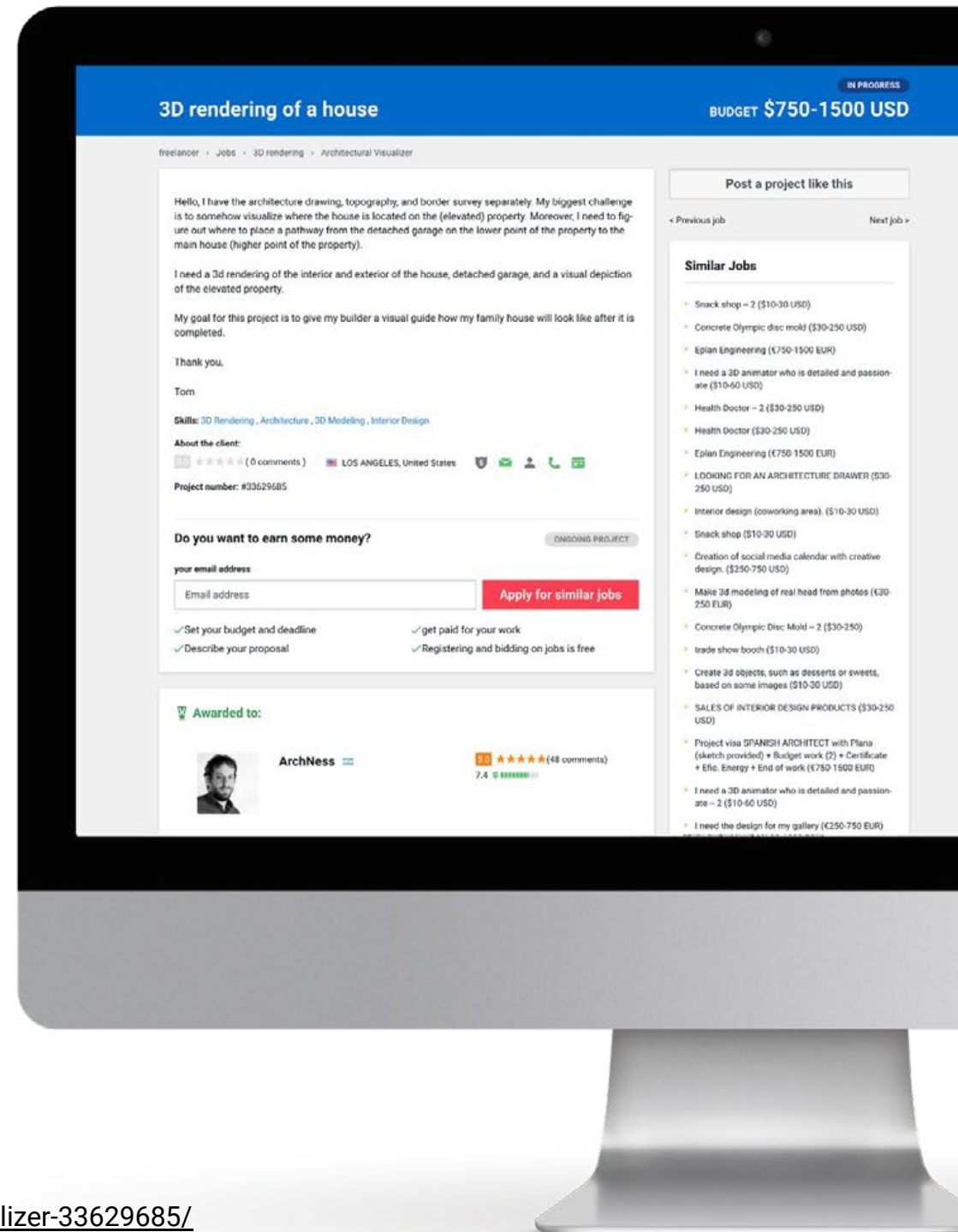
of projects receive bids within 60 seconds



Architectural Visualizer

by Nestor M. @ArchNess

\$1500.00 USD



<https://www.freelancer.es/projects/rendering/Architectural-Visualizer-33629685/>

Contests

Get the perfect design by crowdsourcing your ideas to millions of freelancers

The larger the prize, the better the entries, and freelancers dynamically adapt their style to suit your feedback.

Unmatched liquidity:
1,100,000+ entries per month
~13,000,000 entries per year

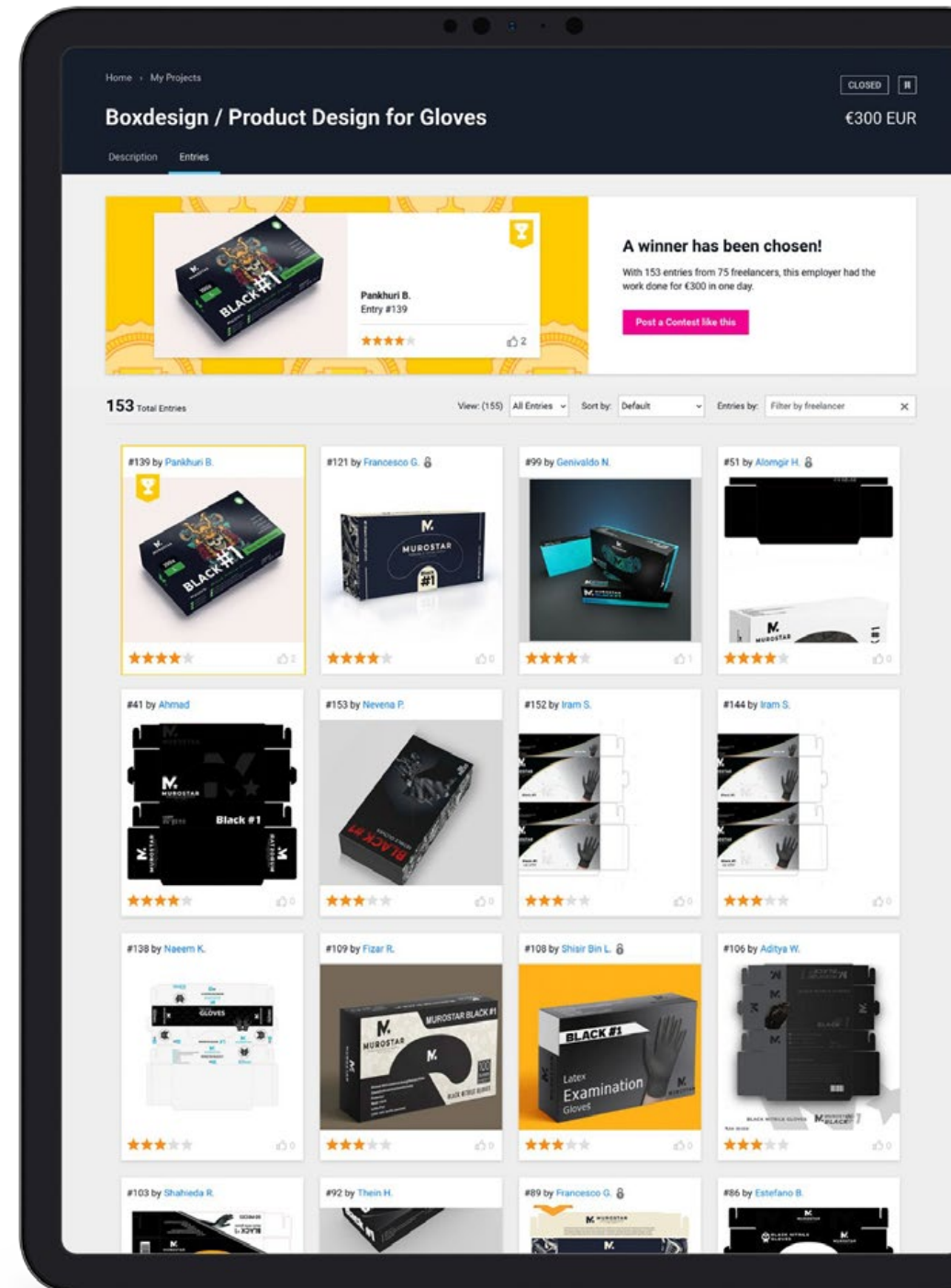
88%

of contests receive
entries within 1 hour

247

average entries
per contest

<https://www.freelancer.com/contest/tv-show-poster-2113858>





TV Show Poster

\$250 USD

Description

Entries





Pradeep M.
Entry #243

★★★★★

4

A winner has been chosen!

With 289 entries from 95 freelancers, this employer had the work done for \$250 in 7 days.

[Post a Contest like this](#)

289 Total Entries

View: (289)

All Entries ▾

Sort by:


Default ▾

Entries by:

Filter by freelancer




#243 by [Pradeep M.](#)



★★★★★

4


#266 by [Paul M.](#)



★★★★★

0


#263 by [Ivan D.](#)



★★★★★


1


#258 by [Riski M.](#)



★★★★★

0


#247 by [Ricky M.](#) 



★★★★★


0


#241 by [Abdelmounaime D.](#)



★★★★★

0


#231 by [Ricky M.](#) 



★★★★★

0

#157 by [Abdelmounaime D.](#)



★★★★★

0



This poster design cost
and took 7 days to make

\$250 USD

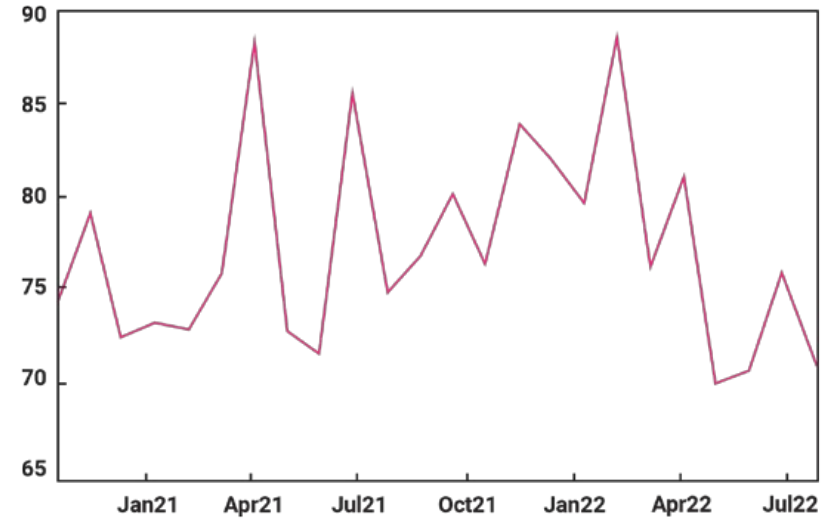
Contests



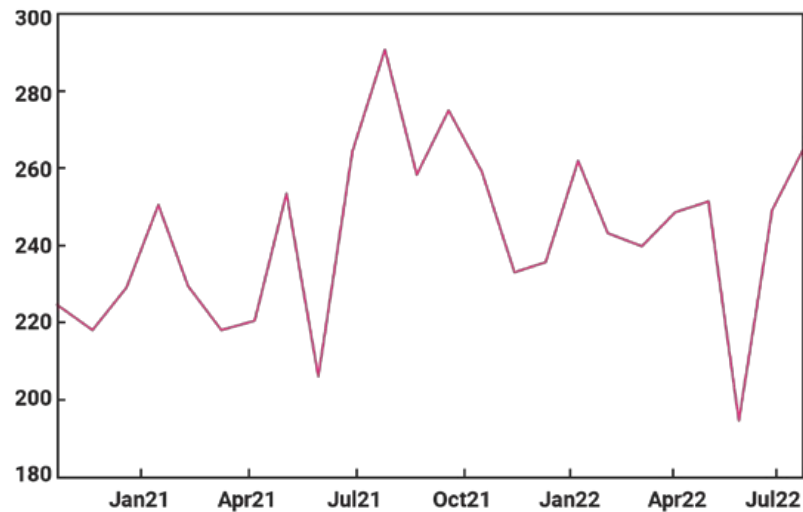
Revenue per contest



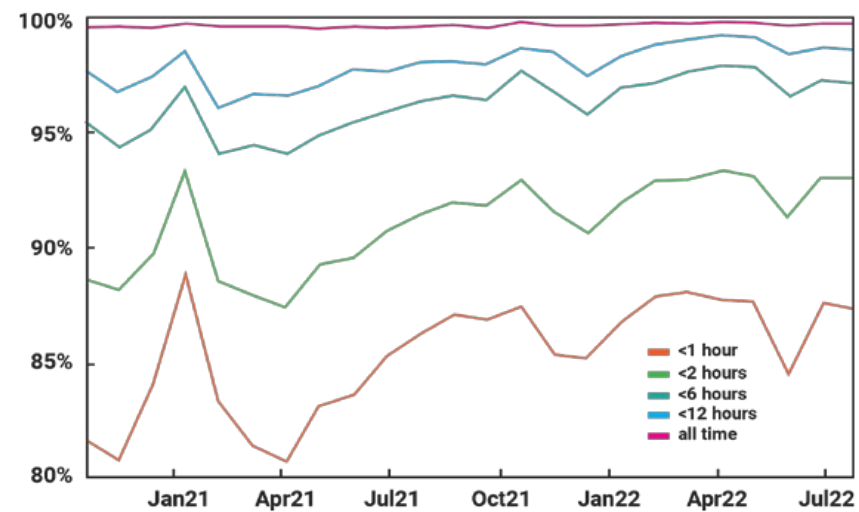
Average prize money per contest (USD)



Average number of entries per contest



% of contests with first entry in time segment





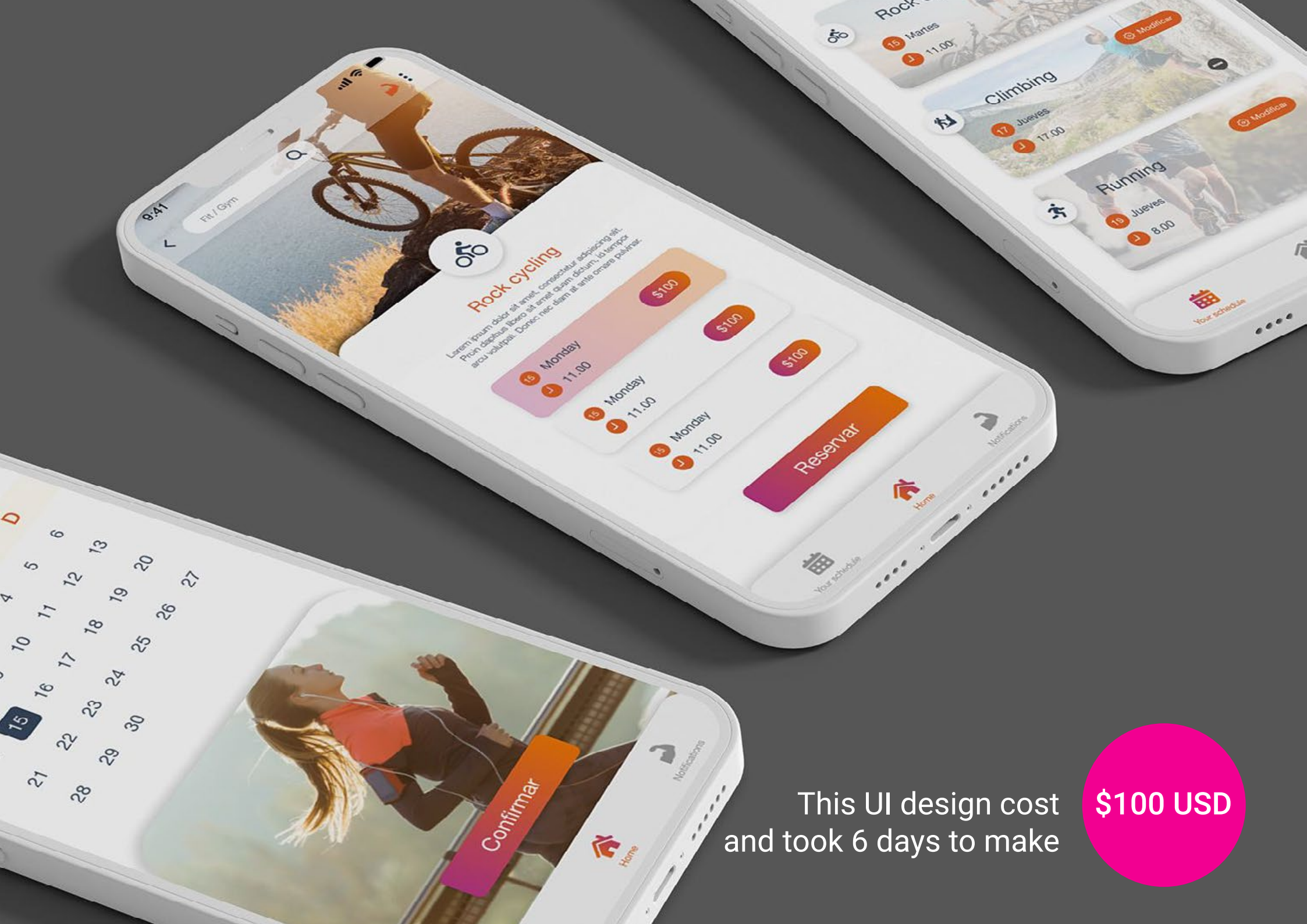
This logo design cost
and took 10 days to make

\$100 USD



This logo design cost
and took 10 days to make

\$175 USD



This UI design cost
and took 6 days to make

\$100 USD



This logo design cost
and took 1 days to make

\$50 USD



This 70s style logo cost
and took 6 days to make

\$70 USD

A condensation-covered glass bottle of Meteor Ciders is the central focus. The bottle is dark and covered in numerous water droplets. The background is a high-contrast, black and white image of a water splash, creating a sense of freshness and movement. The brand name 'Meteor Ciders' is written in a white, elegant script font across the middle of the bottle. A small, stylized apple icon is positioned at the end of the word 'Ciders'.

Meteor
Ciders

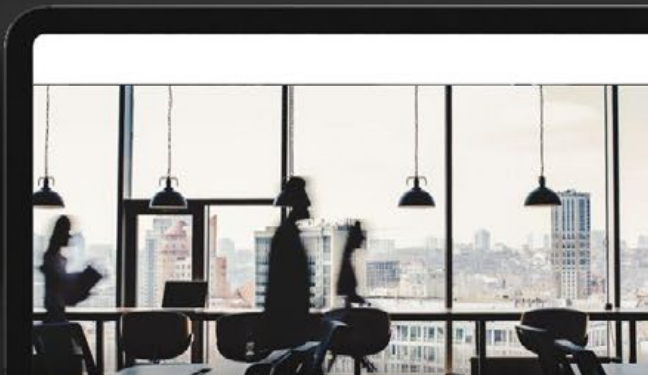
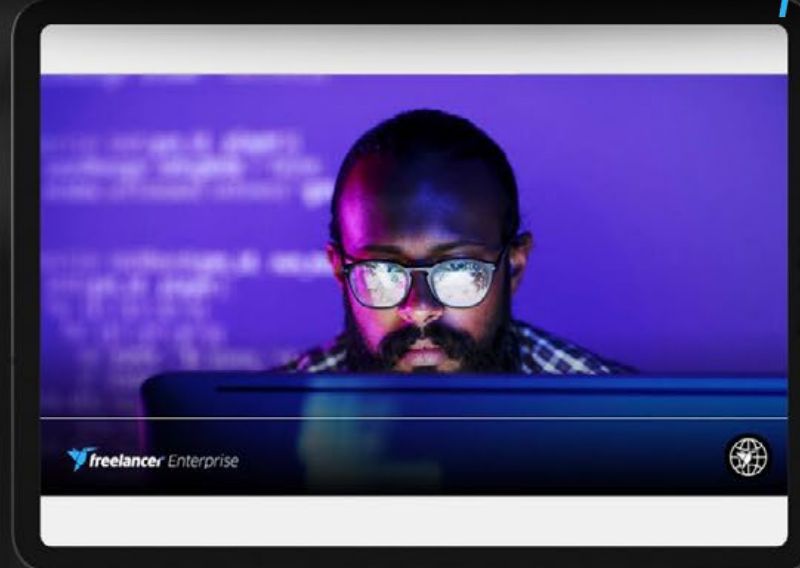
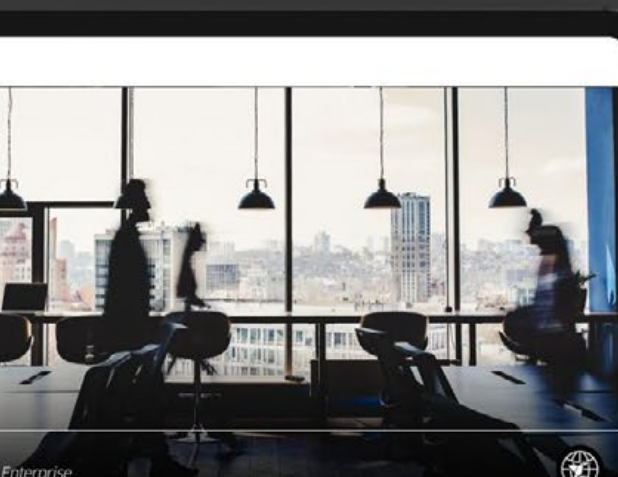
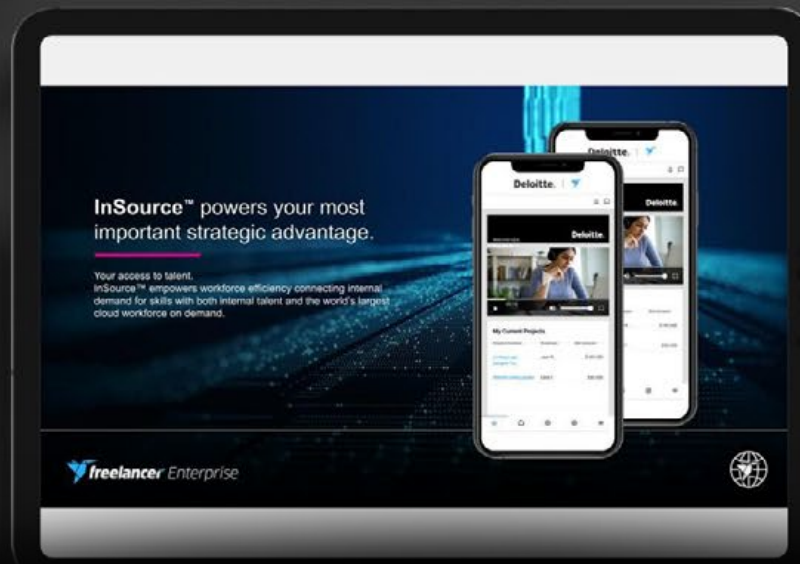
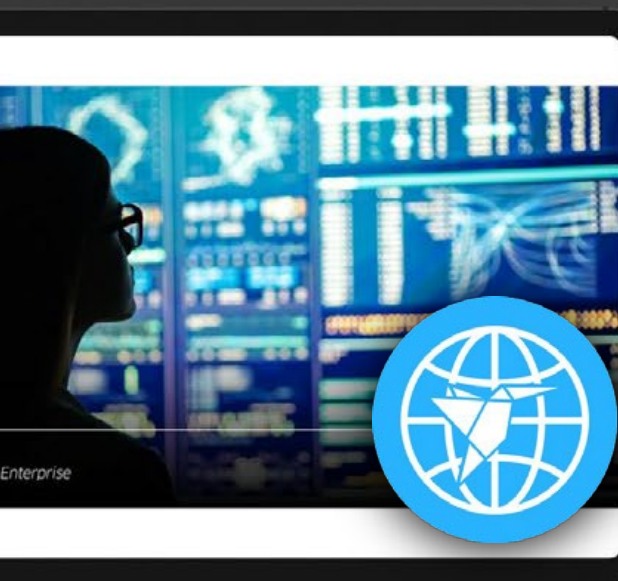
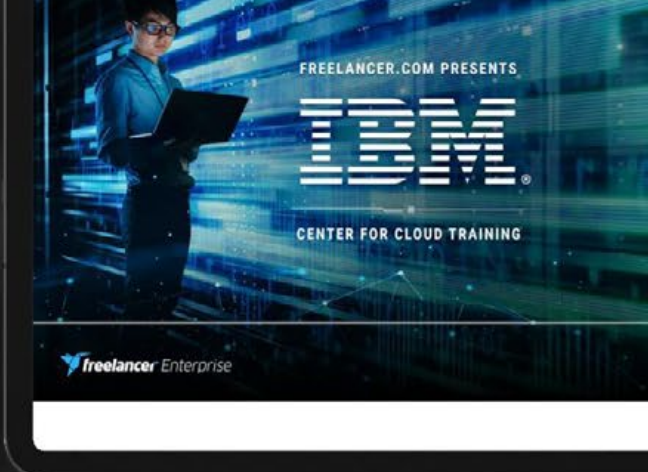
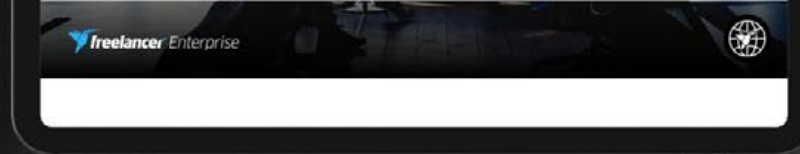
This logo design cost
and took 17 days to make

\$150 USD



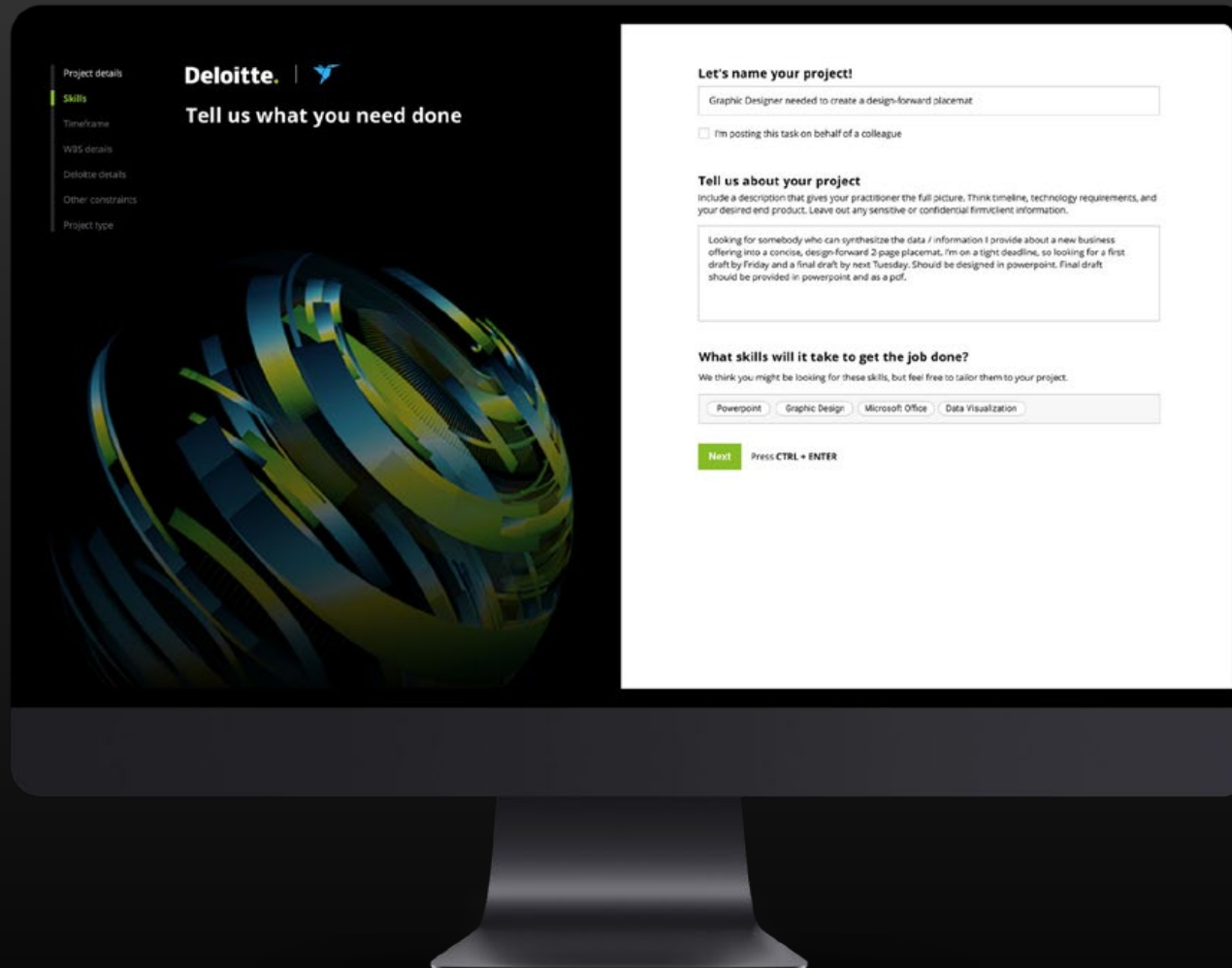
This interior design cost
and took 7 days to make

\$355 USD



Freelancer Enterprise

Deloitte.





"We accelerated the launch of the MyGigs Platform, a self-service short-term staffing app connecting our internal talent pool to open project opportunities, in an effort to create the #1 remote talent experience. Since March 2020, **the number of gig workers has more than doubled** to a total of 16,800 and the number of job posts has increased by 10x for a total of 100k hours. As we begin to navigate the "new normal," we will focus on **onboarding another 35,000 internal resources** and **drive to delivering 20% of all projects*** through this platform. MyGigs is **changing the way we deliver work** on our projects to our firm, our clients, and our society!"

** US Consulting projects*



Nishita Henry,
Chief Innovation Officer @ Deloitte

Deloitte.


This **Telecommunications Infrastructure** project cost

\$1,500


and was done in

2 weeks

70 page report researching national broadband landscape and solutions.

Matthew S. @norsedeuce 

Ghostwriter | Editor | Article Writing Pro

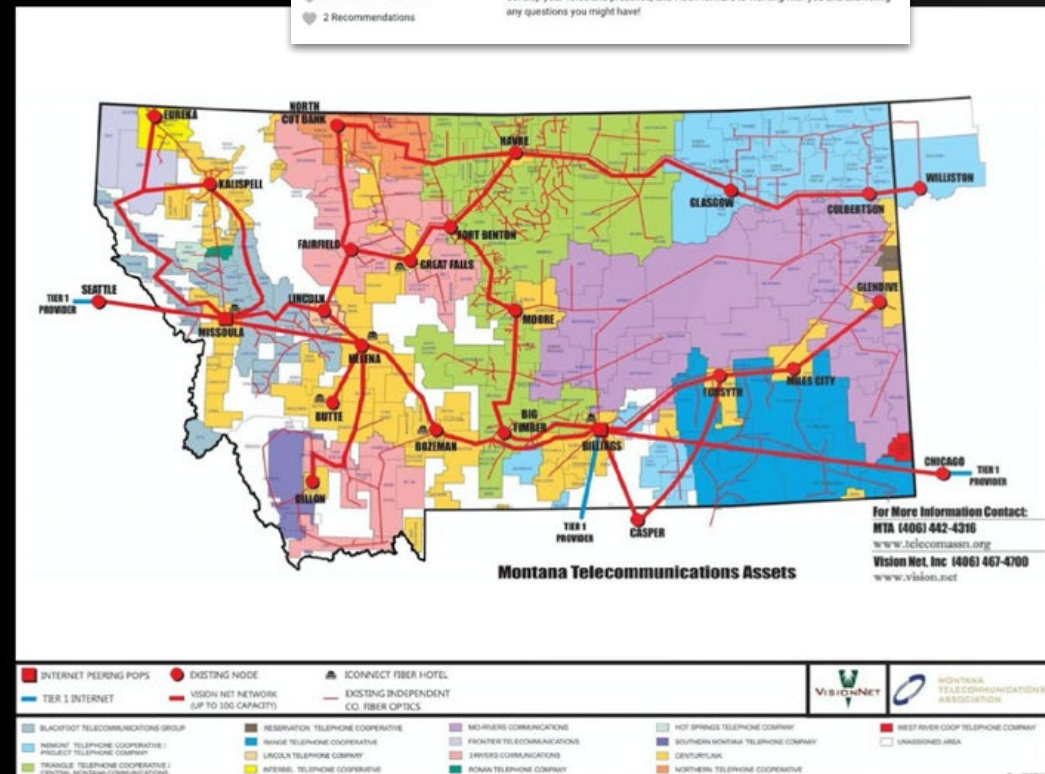
5.0 ★★★★★ (70 reviews) 7.2 

100% Jobs Completed 96% On Budget
100% On Time 13% Repeat Hire Rate

I've made a life out of collecting experiences, and I draw upon those experiences anytime I help you tell your story. I have a long history (20 years) of academic work and am comfortable working in most disciplines. My literature and writing degrees, in addition to graduate work in education and environmental science, attest to my knowledge. As head of an environmental non-profit and busy freelancer, I pride myself on my organization and attention to detail. I've written for multiple publications and in multiple formats—in addition to a long history of creating and managing online and written content for multiple small businesses—and would like to put those skills to work for you.

I also believe very strongly in collaboration to ensure you get the highest quality work. If it's not exactly what you want, then it's not what I want to give you. I'm eager to help you develop your voice and presence, and I look forward to working with you and answering any questions you might have!

Im Online!
\$40 USD / hour
Mccall, United States
It's currently 2:23 pm here
Joined October 2, 2016
2 Recommendations





Freelancer has worked with NASA since 2015 to crowdsource solutions to complex problems faced by astronauts on the cutting edge of space exploration.

6,762

FREELANCERS
PARTICIPATING

137

COUNTRIES
PARTICIPATING

14,657

DESIGNS
TO DATE

"[NASA saw] extraordinary cost-savings (80-99%) when compared to traditional methods... implemented.. 30% faster than standard agencies or vendors.. 97% across a wide range of federal space programs"*

<http://freelancer.com/nasa>



Success with NASA led to
Freelancer jointly winning
the US\$25 million
**NASA Open Innovation
Services 2 contract (NOIS2).**

Under NOIS2 NASA became the centre of
excellence for open innovation for US
Government departments.



National Aeronautics and
Space Administration
Lyndon B. Johnson Space Center
2101 NASA Parkway
Houston, Texas 77058-3696



June 1, 2020

Reply to Attn of: BH4-20-085

Freelancer International Pty Limited
ATTN: Robert Matthew Barrie, CEO
Level 20, 680 George St
Sydney NSW 2000
Australia

Subject: RFP 80JSC020R0030, Source Selection Notification, NASA Open Innovation
Services 2 (NOIS2)

Congratulations on your selection for award of the NOIS2 Contract. A copy of the source
selection statement that describes the basis for this selection is enclosed.

A Post-award Conference will be conducted in the near future to present the overall contract
requirements and to introduce the team members. NASA will contact you regarding a date and
an agenda for the conference.

If you would like to request a Post-award Debriefing, please contact the undersigned in writing
within 3 days after receipt of this notice. Written requests should be sent electronically via email
to [REDACTED]. If a timely
request is not received, a debriefing may not be provided. If a debriefing is requested, please
include a list of attendees (name, title, and company). Please limit the number of your team's
representatives to no more than six (6) attendees. It is the Government's goal for the debriefing
to occur within five days after receipt of a written request. The rules governing Post-award
Debriefings are described in FAR 15.506, *Post-award debriefing of offerors*.

One electronic copy of your proposal will be retained in the permanent contract file, and all
remaining copies will be destroyed.

If you have any questions regarding the content of this letter, please contact the undersigned at
[REDACTED]



Enclosure
NOIS2, Source Selection Statement

Freelancer powers U.S. Government

Success with NOIS2
saw funding increase
600% to US\$175 million
in November 2021

Freelancer is working with U.S. Government in the fields of:

- Computational fluid dynamics
- Electrical engineering
- Physics
- Data science
- Machine learning
- Physics
- Mechanical engineering
- Graphic design
- UI/UX design
- Software engineering
- Network science
- Advanced manufacturing
- Transcription
- Information security



AIRBUS

This **Andon Manufacturing Consulting** project cost

\$21,000

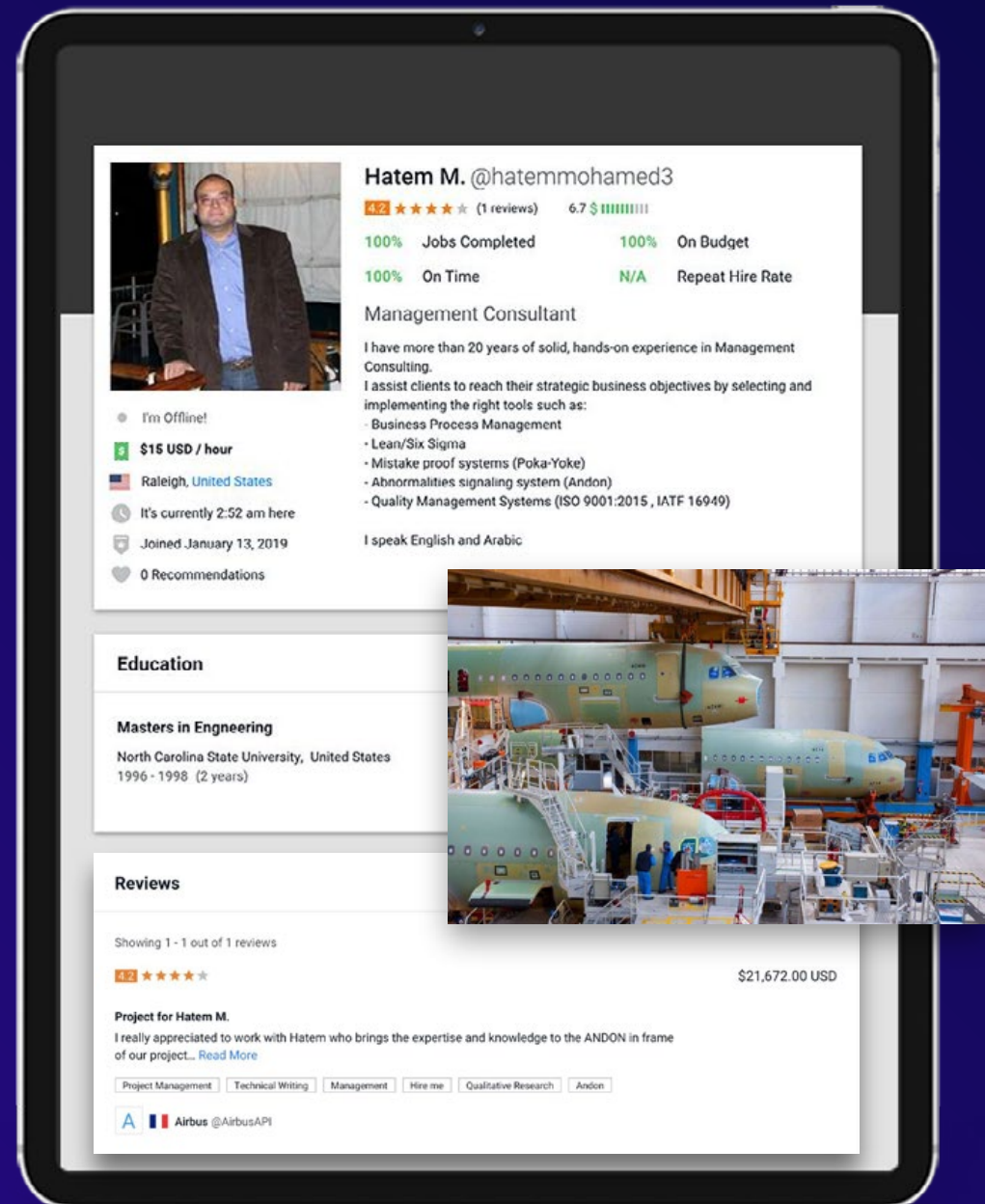
and was done in

3 months

Main Industrial Architect Cross
Program for Airbus Helicopter

Main Component Assembly Manager
for Airbus Helicopter

**Airbus told it us a 3 month RFI process
would take 5 months, costing ~\$200k.**





National Institutes
of Health

INNOVATION CHALLENGES

NICHD launched a US\$400,000 challenge crowdsourcing solutions identifying factors and interventions that impact maternal morbidity and severe maternal morbidity.

12 prizes totaling US\$400,000 were awarded to 7 teams for innovative solutions to identify risk factors in first-time pregnancies.

Freelance winners included:

Columbia University and Hunter College, New York City

On Predicting and Understanding Preeclampsia: a Machine Learning Approach

Ansaf Salieb-Aouissi, Ph.D., Team Lead (Columbia)

Delfina,

San

Francisco*

Random Forests for Accurate Prediction of the Risk of Hypertensive Disorders of Pregnancy at Term

Ali Ebrahim, Ph.D., Team Lead

IBM Data Science and AI Elite, San Francisco*

Outcomes Among Nulliparous Women

Ainesh Pandey, Team Lead

University of Washington, Seattle*

Structural Equation Model Identifies Causal Pathways Between Social Determinants of Maternal Health, Biomarkers of Allostatic Load, and Hypertensive Disorders of Pregnancy among U.S. Racial Groups

Monica Keith, Ph.D., Team Lead



Hypertensive Disorders of Pregnancy Predictor

This research tool was created for the NICHD Decoding Maternal Morbidity Challenge, where it received [awards for innovation and addressing health disparities](#). It is for demonstrative purposes only and not for clinical use. The information on this site is **not** intended or implied to be a substitute for professional medical advice, diagnosis or treatment.

Enter parameters to calculate hypertensive risk.

Model Parameters

Complete blood count test Interval, days	Complete blood count hemoglobin, g/dL
First trimester serum screen PAPP-A Results Multiples of the median (MOM)	First trimester serum screen β HCG Multiples of the median (MOM)
Second trimester screen Total β HCG Results Multiples of the median (MOM)	Second trimester screen uEstriol Results Multiples of the median (MOM)
Inhibin A (DIA) Results Multiples of the median (MOM)	Third trimester lab studies (> 24 0 weeks) Blood count, lowest hemoglobin during third trimester before labor and delivery test date Interval, days



NIST

National Institute of
Standards and Technology
U.S. Department of Commerce

Comm^aNDINGTECH

Command Dashboard Integrating Next Gen Technology Challenge

POWERED BY



US\$1,000,000 prize purse

.. to develop an Incident Command Dashboard that advances public safety's ability to respond to emergencies through better UI/UX and data connectivity.

Managed Services



Our elite managed services teams operate 24x7 to help you work with the top 1% of our talent. They ensure that your projects get done smoothly, on time and on budget.

Recruiter • Preferred Freelancer Program

**Record-breaking
NPS rating
achieved in 2021**

74%

GROWTH IN
NUMBER OF
PREFERRED
FREELANCERS

Introducing Photo Anywhere

Give us a location, we'll send you photos in 24-48 hours.

Built on top of the **Freelancer API**, the Photo Anywhere app allows users to order photographs from anywhere in the world.

Give it a try, you'll be amazed.

www.photoanywhere.com

Journalism

You now have a global photojournalism team.

Retail

Check how your products are displayed in stores.

Ecommerce

Get photos taken and QA before you buy online.

Real Estate

Get recent photos taken of a property.

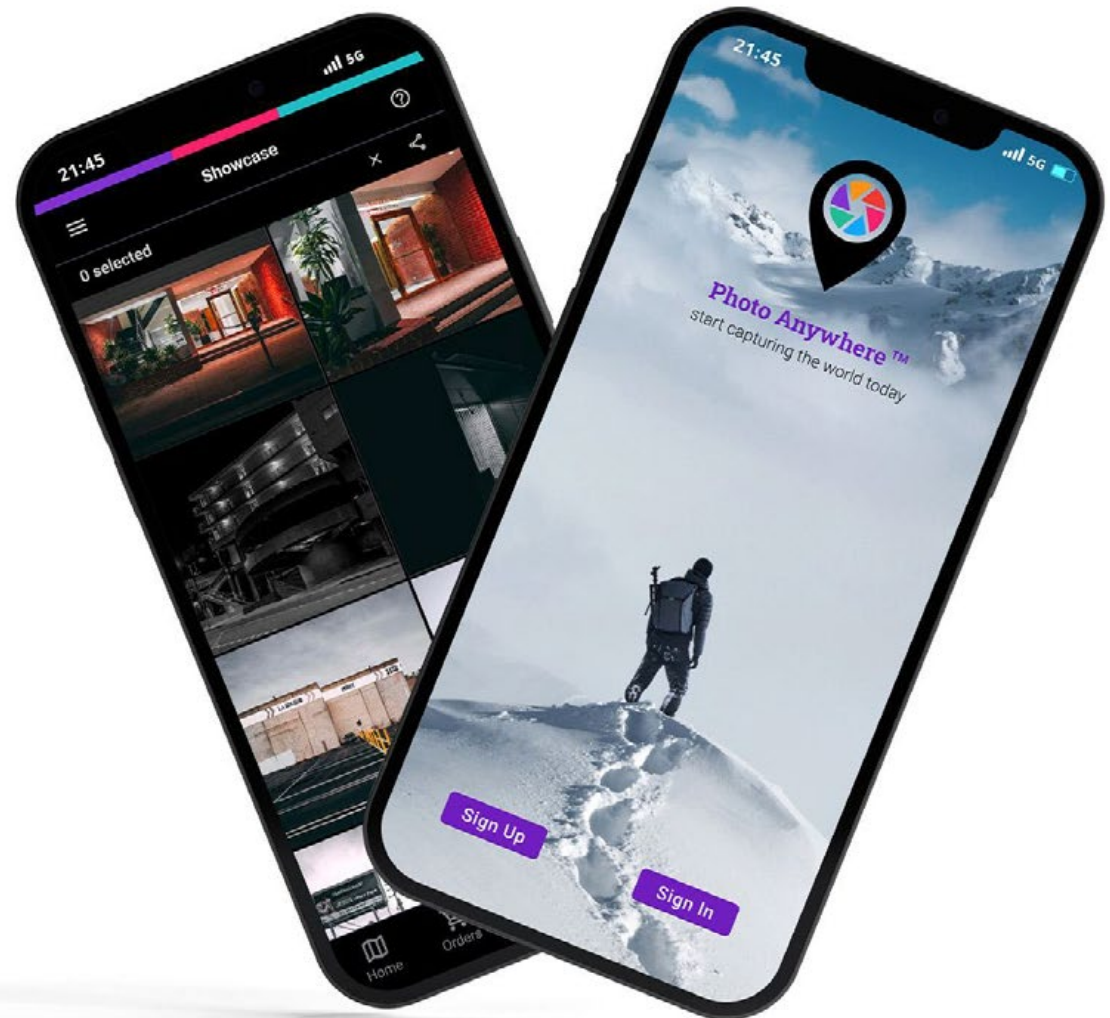
Market Research

Check up on competitors, commodity stockpiles.

Travel Planning

Or virtual travelling in the age of Covid.

And more..



Senior Management Team | Freelancer

Specialists in growth, finance, operations, infrastructure, international execution, compliance and engineering



Neil Katz

Chief Financial Officer
*B Com (Hons) ACA
EPGC (Stanford)*

Neil Katz is the Chief Financial Officer at the Freelancer Group and is responsible for the finance and administration functions of the Company. Neil has over 20 years experience in finance, accounting and general management. Neil has held CFO roles at a number of technology companies, including IPscape, Threatmetrix (acquired by NYSE:RELX), Sensory Networks (acquired by NASDAQ:INTC) and Aprix (acquired by NYSE:IBM).



Andrew Boyton

A/Vice President, Engineering
*BE (Software)
BSc (Maths), PhD
(Formal verification)*

Andrew is responsible for leading the global engineering teams, defining and executing the company's long-term technical roadmap, and aligning engineering excellence with business goals. Andrew holds first-class honours degree in Software Engineering, a Mathematics degree, and a Ph.D. in Computer Science from the University of New South Wales, Australia, and serves on the board of directors for two residential colleges at the same university.



Adam Byrnes

Vice President, Product & Growth
*BE (Electrical)
(Hons I) / BSc (Adv)
(Physics)*

Adam Byrnes is responsible for product leadership at Freelancer. He advises on the product direction and strategy of the Freelancer marketplace, and provides mentorship to other product managers in the business. Adam holds first class honours degrees in Advanced Physics and Electrical Engineering from the University of Sydney



Yves Sy

Vice President, Operations
BSc (Computer Science)

Yves Sy is the Vice President of Operations at Freelancer.com, where he is responsible for the company's global operations including strategy planning, internal policies, and optimizing execution and delivery across engineering, people operations and customer support. Yves holds a BSc (Computer Science) degree from the University of the Philippines Manila, and has nearly 20 years of experience in the technology industry.



Shaun McMeeken

Vice President of Enterprise Sales
*B Bus (Monash)
(Virginia Tech)*

Shaun McMeeken is the Vice President of Enterprise Sales at Freelancer.com, where he supports Fortune 500 and similar organisations implement new talent models to optimise their workforce for the future. He was a member of the founding ANZ Executive Board at Groupon where he led the sales team as Vice President Sales.



Sebastián Siseles

Vice President, International
*JD (University of Buenos Aires) / MBA
(Pittsburgh) / Marketing Diploma
(FAECC, Argentina)*

Sebastián Siseles is responsible for creating, communicating, maintaining, and aligning the company's international expansion strategy for long-term. An Argentine entrepreneur with an MBA from the University of Pittsburgh, Sebastián has a background in law specialising in corporate finance and M&A.



Laurent Goudet

Chief Technology Officer
*BSc (Mathematics & Computer Science)
(Honours) / MSc
(Embedded Systems)
(Honours)*

Laurent Goudet is the Chief Technology Officer at Freelancer and is responsible for the technical direction of the company, ensuring alignment with its business goals. Prior to transitioning from Software Architect to Chief Technology Officer in early 2021, Laurent has been leading multiple technical initiatives, transforming the Web & native clients into mobile-friendly, fast, and reliable web applications, lifting the user experience and reducing the engineering costs.



Bryndis Henrikson

Vice President, Managed Services
BSc (Missouri)

Bryndis has been leading operations at the Freelancer Group for nearly a decade. She implements innovative management strategies which focus on building a mission-driven culture. Prior to Freelancer, Bryndis spent time designing standards-based eLearning programs in Taiwan. She earned a Bachelor of Science from Missouri State University.

Board of Directors

Technology focused entrepreneurial board with successful exits to major global corporations.



Matt Barrie

Chief Executive Officer & Chairman

**BE (Hons I) BSc (Hons I) Syd.
GDipAppFin MAppFin HonDLitt Macq.
MSEE Stanford SEP GAICD FIEAust**

Matt Barrie is an award winning technology entrepreneur. Matt was Adjunct Associate Professor at the Department of Electrical and Information Engineering at the University of Sydney where he taught Cryptography for fifteen years and, later, Technology Venture Creation. He is the co-author of over 20 US patent applications. Previously he founded and was CEO of Sensory Networks Inc., a vendor of high performance network security processors which sold to Intel Corporation (NASDAQ:INTC).



Darren Williams

Non-Executive Director

BSc (Hons I) PhD (Computer Science) MAICD

Darren transitioned from Executive Director and Chief Technology Officer of Freelancer to Non-Executive Director in late 2015. In his time as an executive he was responsible day-to-day for strategic leadership of the company's operating and technical direction. Darren has experience in computer security, protocols, networking and software. Prior to joining Freelancer, Darren was a co-founder of Sensory Networks, where he held the roles of Chief Technology Officer and subsequently Chief Executive Officer. In 2013 Sensory Networks sold to Intel Corporation (NASDAQ:INTC).



Simon Clausen

Non-Executive Director

Simon is a founding investor of Freelancer. Simon has more than 17 years experience in high growth technology businesses in both Australia and the United States. His technical expertise includes proficiency in multiple software development languages, computer security and vulnerability analysis, and he is co-author and inventor of a number of technology patents. Simon founded and was CEO of PC Tools, which he grew to over \$100 million in revenue, more than 250 employees and offices in 7 countries. PC Tools was acquired by Symantec Corporation (NASDAQ:SYMC) in October 2008 in one of Australia's largest ever technology acquisitions.

Recent Awards | Freelancer.com



HR Tech Award

Talent Acquisition:
Best Virtual / Hybrid Solution

HR Tech Awards 2022



Gold Stevie

Innovation in Technology
Management, Planning &
Implementation
(Other Service Industries)

The Asia-Pacific Stevie
Awards 2022



APAC Insider

Best Cloud-Based
Freelancing & Crowdsourcing
Talent Platform

Southeast Asia Business
Awards 2022



Gold Stevie

Excellence in Innovation in
Technology Industries
(More than 100 Employees)

The Asia-Pacific Stevie
Awards 2021



Gold Stevie

Innovation in Technology
Management, Planning &
Implementation
(Other Service Industries)

The Asia-Pacific Stevie
Awards 2021



Gold Stevie

Communications,
Investor Relations or PR
Executive of the Year:
Sebastian Siseles

The International Business
Stevie Awards 2019



Gold Stevie

Executive of the Year:
Matt Barrie - for Business or
Professional Services

The International Business
Stevie Awards 2019



Silver Stevie

Innovative Achievement
in Growth

The Asia-Pacific Stevie
Awards 2022



Bronze Stevie

Innovative Achievement in
Sales or Revenue
Generation : Freelancer
Enterprise

The Asia-Pacific Stevie
Awards 2022



HR Tech Award

Best Comprehensive
Solution

HR Tech Awards 2021



Silver Stevie

Achievement in Growth

The International Business
Stevie Awards 2021



Official Webby Honoree

Best Employment Website

24th Annual Webby
Awards 2020



Securing the world's trade



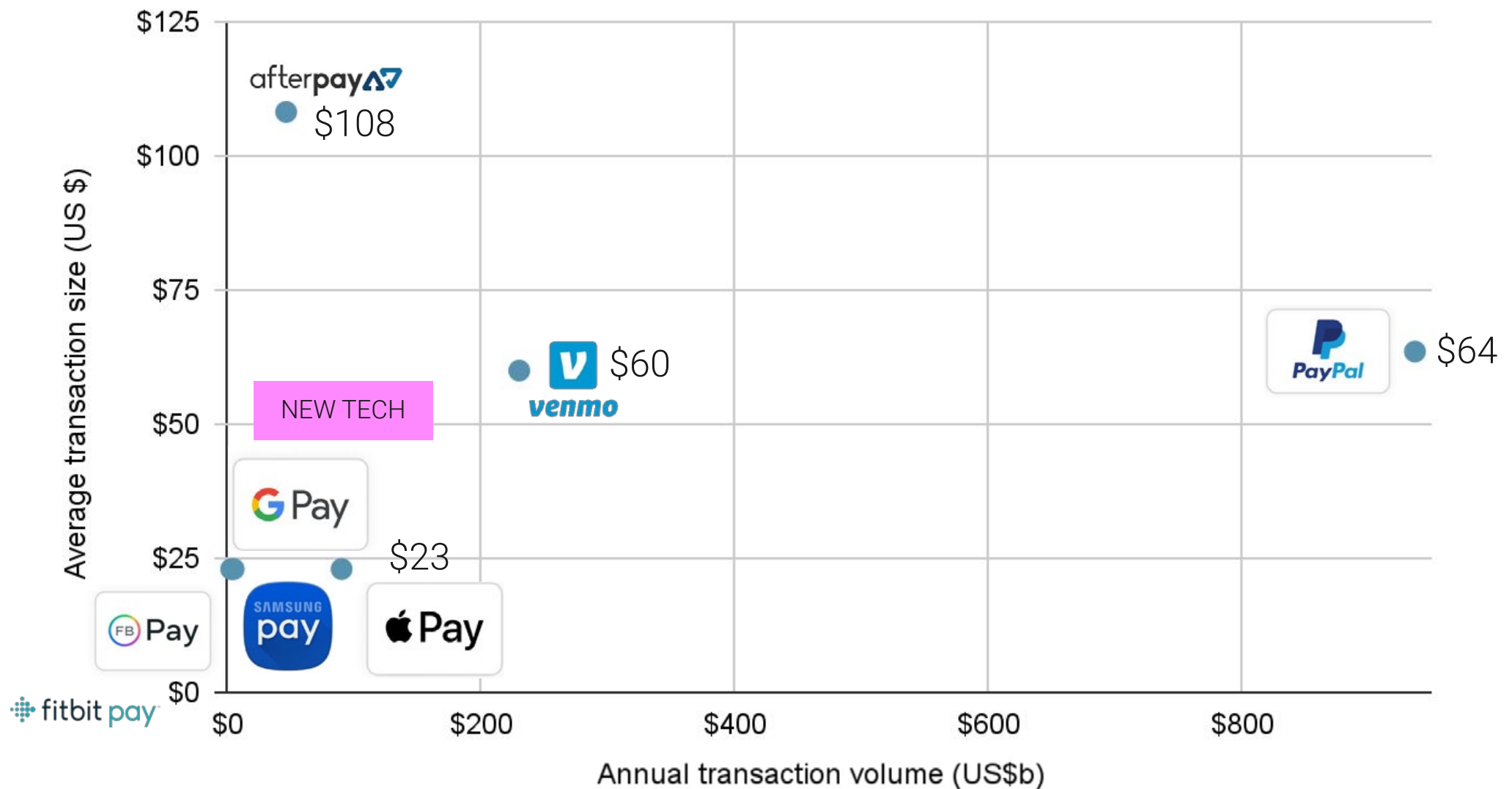
Inspect goods & services before releasing funds
OVER US\$5,800,000,000 IN TRANSACTIONS SECURED

investor@escrow.com



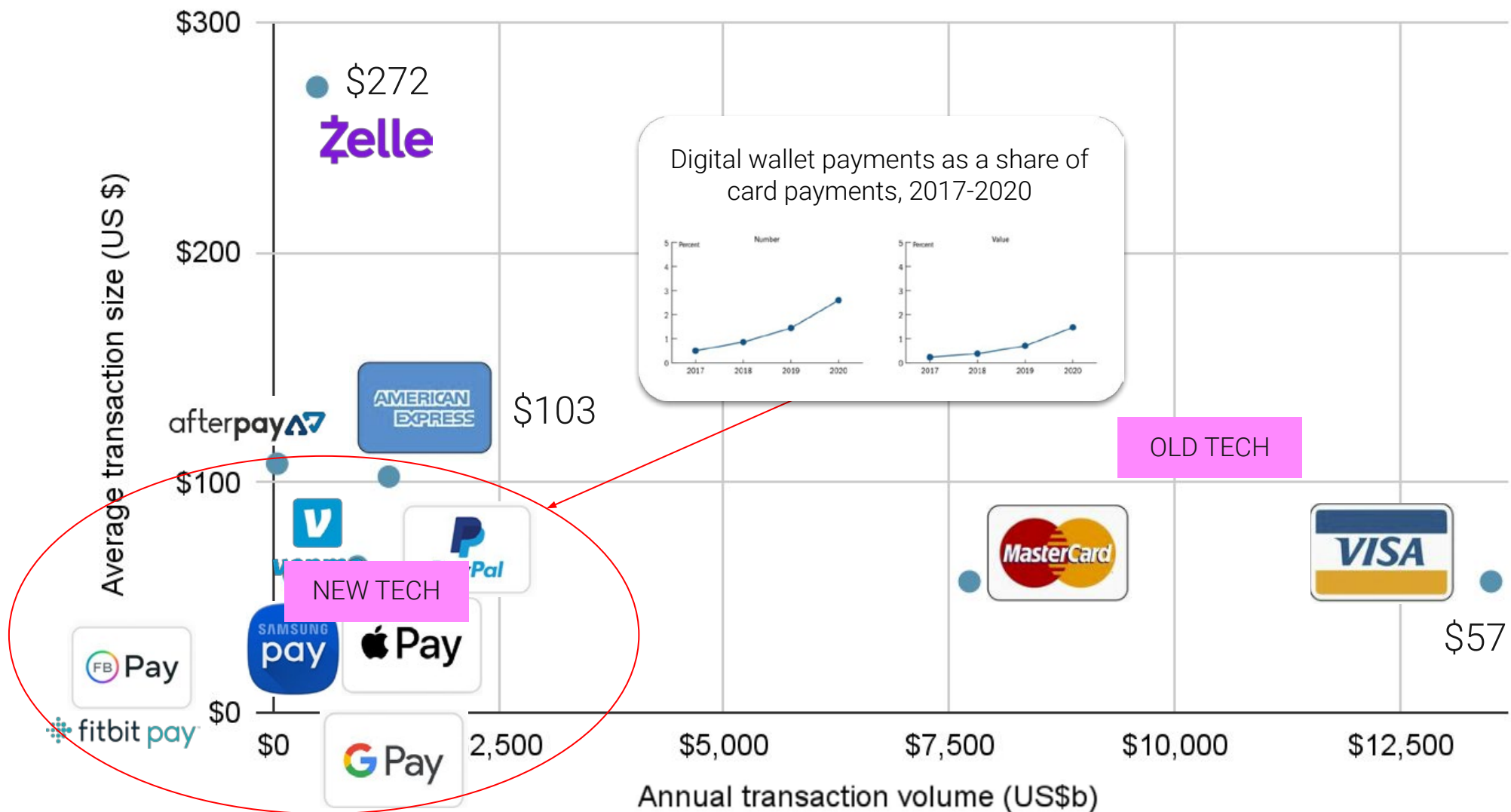
The world's trade is going online,
but digital payments can only buy a coffee, not sell a car

Most of the innovation in payments is in low-value



Zelle: <https://www.businessinsider.com/zelle-and-venmo-end-2021-with-strong-volume-2022-2>, <https://www.businessofapps.com/data/mobile-payments-app-market/>
 Paypal: <https://www.nasdaq.com/articles/paypal-stock-has-given-up-all-its-pandemic-era-gains-is-it-a-buy-now>
 SWIFT: <https://economics.stackexchange.com/questions/9165/how-much-money-is-wire-transferred-every-year-worldwide>
 BPay, Bank transfer: <https://www.rba.gov.au/publications/annual-reports/psb/2020/trends-in-payments-clearing-and-settlement-systems.html>
 Letter of Credit: <https://swiflinstitute.org/wp-content/uploads/2014/11/2014-11-International-Trade-Risk-and-Role-of-Banks-Niepmann-and-Schmidt-Eisenlohr-REVISED.pdf>
 Checks: <https://go.gale.com/ps/i.do?id=GALE%7CA91090224&sid=googleScholar&v=2.1&it=r&linkaccess=abs&issn=1048115X&p=AONE&sw=w&userGroupName=anon%7E8bea63a6>
 Apple Pay, Google Pay: <https://appleinsider.com/articles/21/08/17/apple-pay-accounted-for-92-of-us-mobile-wallet-debit-transactions-in-2020-study-says>
 Volumes: <https://blockworks.co/bitcoin-surpasses-3-trillion-in-transactions/>
 Venmo: <https://www.businessofapps.com/data/venmo-statistics/>
 Letter of Credit: <https://www.alliedmarketresearch.com/letter-of-credit-confirmation-market-A06312#:~:text=The%20global%20letter%20of%20credit,2.72%25%20from%202021%20to%202030.>
 ACH: <https://www.nacha.org/content/ach-network-volume-and-value-statistics#:~:text=2021%20Full%20Year%20Volume%20and,payment%20volume%20grew%20nearly%2074%25.>

The red ocean in small value payments <3% of card volume



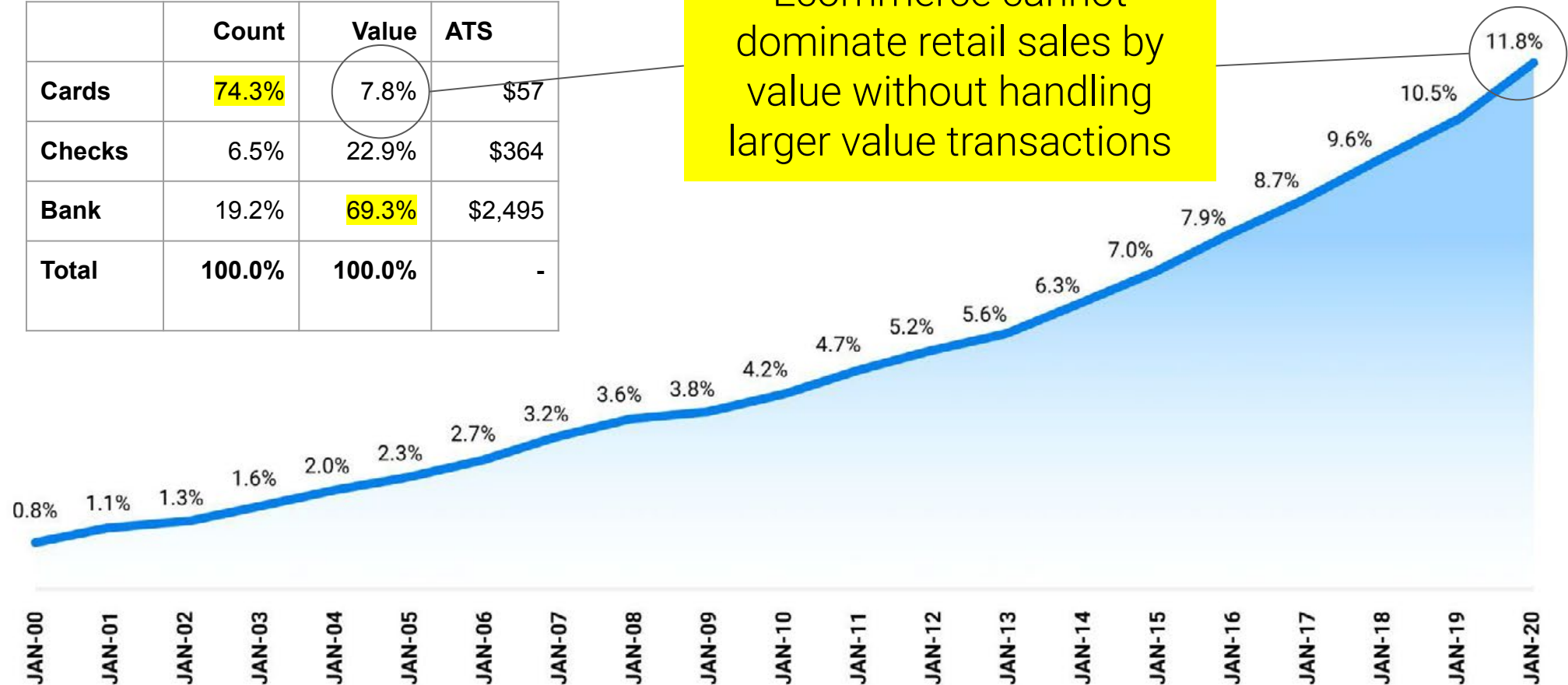
Includes all card transactions made via a digital wallet, including tokenized digital wallet. Include: Digital wallet transactions made by using electronic devices, such as smartphone, smart watch, or activity tracker, by "tapping" the device at the point-of-sale (POS) terminal (i.e., Apple Pay, Samsung Pay, Google Pay, Fitbit Pay, Masterpass). Also include tokenized digital wallet transactions made by using customer's payment credentials saved in a virtual account number. These credentials can be stored either on a smartphone or in the cloud. When making a purchase, a substitute account number and a transaction specific code ("token") are used to process payments. This can include purchasing items online with a computer or using a smartphone to make a purchase with a browser or in-app (i.e., Apple Pay, Google Pay, Masterpass, Visa Checkout, Amex Express Checkout). Include digital wallet near-field communication (NFC) transactions, MST (magnetic secure transmission) transactions, quick response (QR) code transactions, barcode transactions, in-app transactions, or browser transactions. Do not include: Card-on-file e-commerce transactions (cardholder-initiated or merchant-initiated) (i.e., installment payment) or transactions made via contactless cards (i.e., "tap and pay").

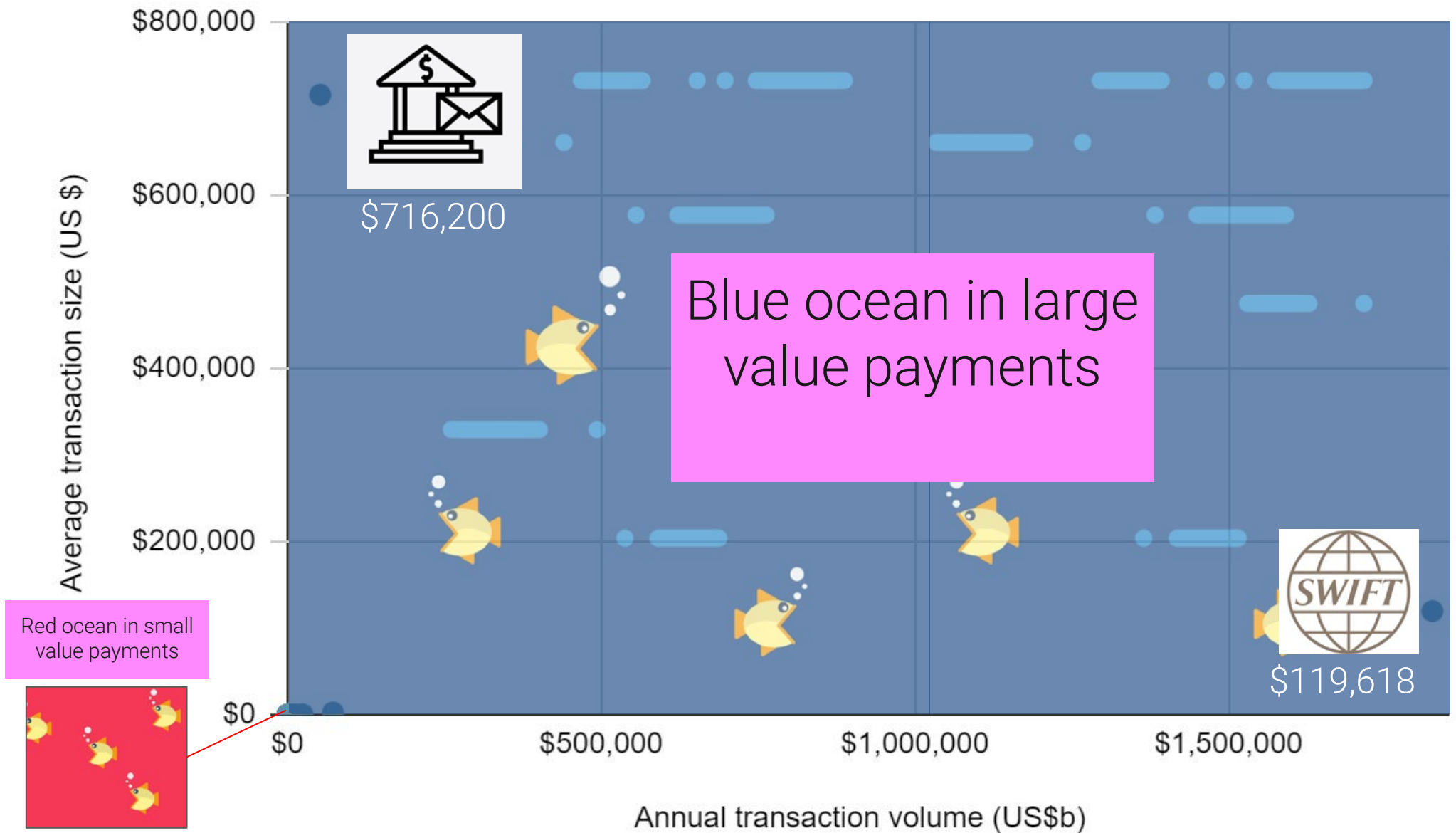
Card volume <8% of US domestic payments

Annual US e-commerce retail sales as percentage of total sales, seasonally adjusted

	Count	Value	ATS
Cards	74.3%	7.8%	\$57
Checks	6.5%	22.9%	\$364
Bank	19.2%	69.3%	\$2,495
Total	100.0%	100.0%	-

Ecommerce cannot dominate retail sales by value without handling larger value transactions





Zelle: <https://www.businessinsider.com/zelle-and-venmo-end-2021-with-strong-volume-2022-2>, <https://www.businessofapps.com/data/mobile-payments-app-market/>

Paypal: <https://www.nasdaq.com/articles/paypal-stock-has-given-up-all-its-pandemic-era-gains-is-it-a-buy-now>

SWIFT: <https://economics.stackexchange.com/questions/9165/how-much-money-is-wire-transferred-every-year-worldwide>

BPay, Bank transfer: <https://www.rba.gov.au/publications/annual-reports/psb/2020/trends-in-payments-clearing-and-settlement-systems.html>

Letter of Credit: <https://swiftinstitute.org/wp-content/uploads/2014/11/2014-11-International-Trade-Risk-and-Role-of-Banks-Niepmann-and-Schmidt-Eisenlohr-REVISED.pdf>

Checks <https://go.gale.com/ps/i.do?id=GALE%7CA91090224&sid=googleScholar&v=2.1&it=r&linkaccess=abs&issn=1048115X&p=AONE&sw=w&userGroupName=anon%7E8bea63a6>

Apple Pay, Google Pay: <https://appleinsider.com/articles/21/08/17/apple-pay-accounted-for-92-of-us-mobile-wallet-debit-transactions-in-2020-study-says>

Volumes: <https://blockworks.co/bitcoin-surpasses-3-trillion-in-transactions/>

Venmo: <https://www.businessofapps.com/data/venmo-statistics/>

58 Letter of Credit: <https://www.alliedmarketresearch.com/letter-of-credit-confirmation-market-A06312#:~:text=The%20global%20letter%20of%20credit,2.72%25%20from%202021%20to%202030.>

Online payments fail above a few thousand dollars

Secure business payments are bespoke, slow, error-prone & expensive.

Inspections are required before shipping.

ESCROW AGREEMENT

This Escrow Agreement (the "Agreement") is made and effective the [DATE].

BETWEEN: [YOUR COMPANY NAME] (the "Seller"), a corporation organized and existing under the laws of the [State/Province] of [STATE/PROVINCE], with its head office located at: [YOUR COMPLETE ADDRESS]

AND: [BUYER NAME] (the "Buyer"), an individual with his main address located at: [BUYER ADDRESS] or a corporation organized and existing under the laws of the [State/Province] of [STATE/PROVINCE], with its head office located at: [COMPLETE ADDRESS]

AND: [ESCROW AGENT NAME] (the "Escrow Agent"), an individual with his main address located at: [ESCROW AGENT ADDRESS] or a corporation organized and existing under the laws of the [State/Province] of [STATE/PROVINCE], with its head office located at: [COMPLETE ADDRESS]

RECITALS

Simultaneously with the making of this Agreement, Seller and Buyer have entered into a contract (the "Contract") by which Seller will sell to Buyer the following property:

[DESCRIPTION OF PROPERTY BEING SOLD]

1. DATE OF CLOSING

The closing will take place on [DATE OF CLOSING], at [TIME OF CLOSING] at the offices of [NAME OF THE OFFICE WHERE CLOSING IS TAKING PLACE], located at [ADDRESS OF THE OFFICE], or at such other time and place as Seller and Buyer may jointly designate in writing. Pursuant to the Contract, Buyer must deposit [DOWN PAYMENT AMOUNT] as a down payment to be held in escrow by the Escrow Agent.

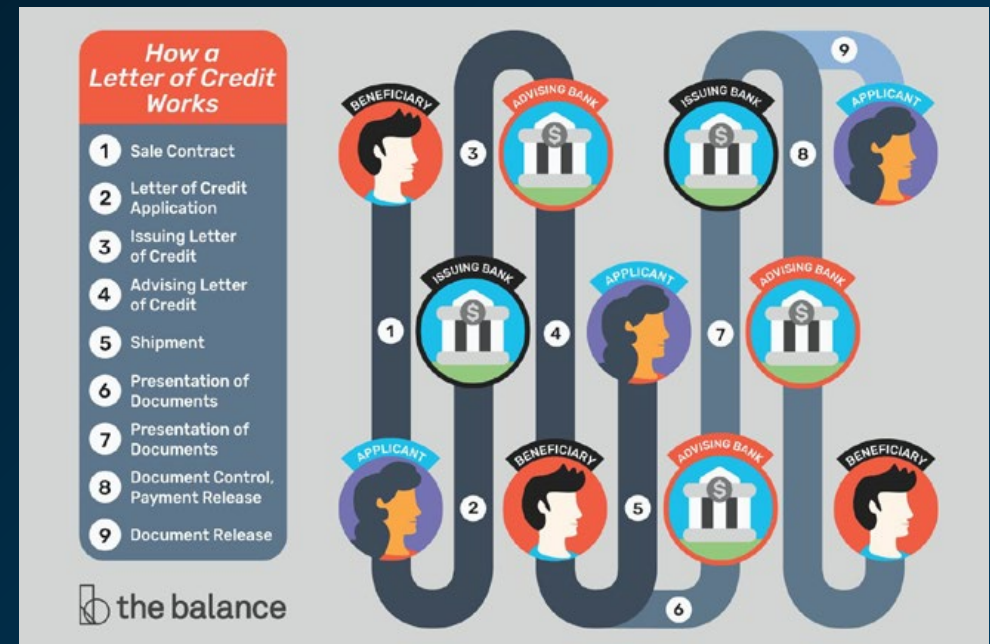
2. PAYMENT TERMS

If the closing takes place under the Contract, Escrow Agent at the time of closing shall pay the amount deposited with Agent to Seller or in accordance with Seller's written instructions. Escrow Agent shall make simultaneous transfer of the said property to the Buyer. If no closing takes place under the Contract, Escrow Agent shall continue to hold the amount deposited until receipt of written authorization for its disposition signed by both Buyer and Seller. If there is any dispute as to whom Escrow Agent is to deliver the amount deposited, Escrow Agent shall hold the sum until the parties' rights are finally determined in an appropriate action or proceeding or until a court orders Escrow Agent to deposit the down payment with it. If Escrow Agent does not receive a proper written authorization from Seller and Buyer, or if an action or proceeding to determine Seller's and Buyer's rights is not begun or diligently

Escrow Agreement Page 1 of 2

"According to the ICC, the world-wide documentary discrepancy rates against the DLC [letters of credit] are between 60% to 70%"

https://www.researchgate.net/publication/320420420_Evaluating_the_Risk_of_Documentary_Discrepancies_in_the_Use_of_Estonian_Export_Letters_of_Credit



Online payments fail with untrustworthy counterparties





Buyer protection is a terrible experience for consumers.

Card fraud over the next decade will cost \$409 billion in losses globally *

I sent all the evidence that a £450 pair of trainers were perfect, but it refunded the buyer who has kept my trainers


Money ► Property Pensions Savings Borrowing Careers

Consumer champions
Scams


Miles Brignall
Mon 31 Aug 2020 02:00 EDT
  

I could prove I had been scammed but eBay wasn't on my side

I sent all the evidence that a £450 pair of trainers were perfect, but it refunded the buyer who has kept my trainers



▲ eBay's buyer protection ... but what about a seller who has been scammed? Photograph: NetPhotos/Alamy

I appear to have been scammed after I sold a £450 pair of trainers on eBay about a month ago to a "buyer" in the US.

They paid straight away, and the delivery address was a business in New York, but there was no contact name and they had zero feedback. This concerned me, but I believed I'd be protected by eBay.

I took pictures of the shoes and the box from every angle, and then I bubble-wrapped and double-boxed them so there was zero chance of any damage, and the buyer couldn't possibly dispute their condition. Which is exactly what happened.

Escrow.com solves large value payments in an untrustworthy world



Escrow.com holds the funds while the transaction completes.

ESCROWAPI

Built for developers, by developers.

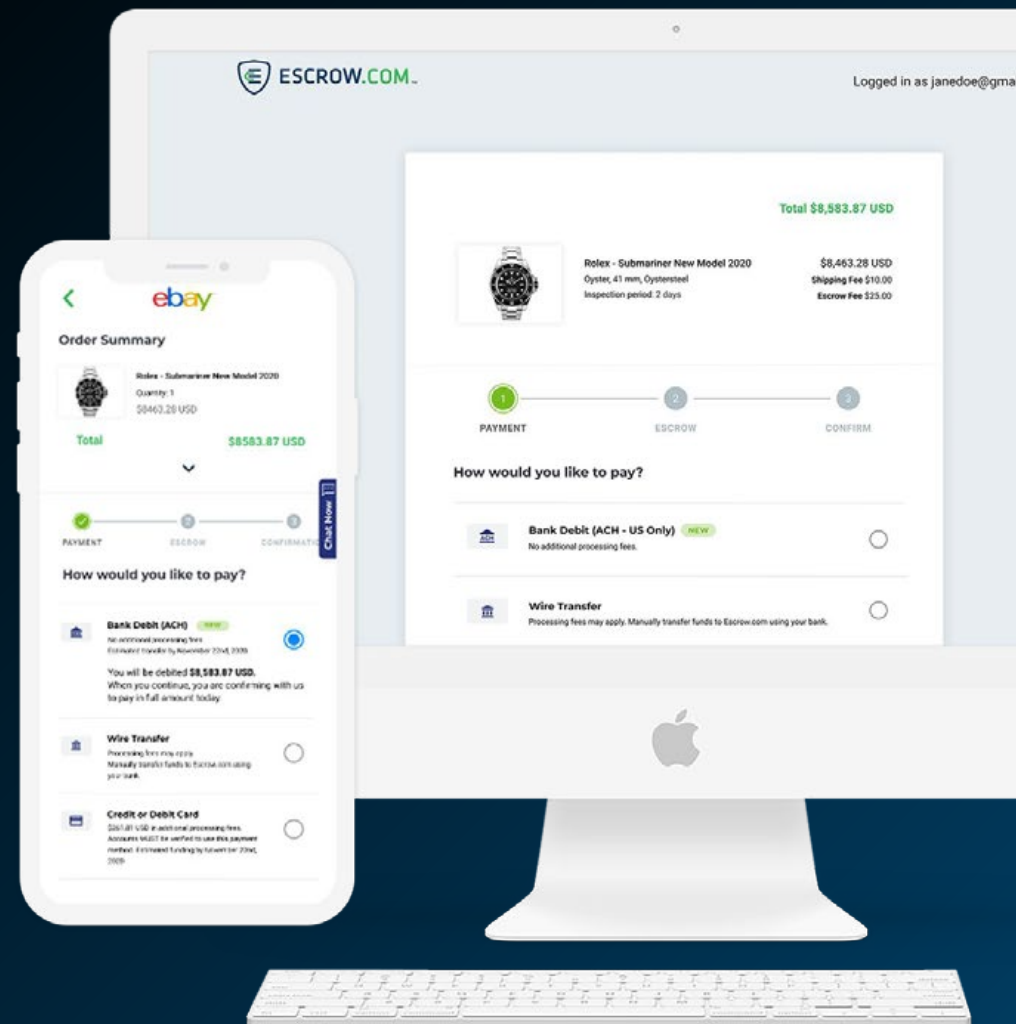
ESCROWPay

The simplest way to add escrow payments to your website, mobile app, online store, classified site or marketplace.

Escrow.com payments with one line of code.

ESCROWOffer

Allows buyers and sellers to negotiate a price & securely transact domain names, cars, boats, aircraft or any high-value item online.

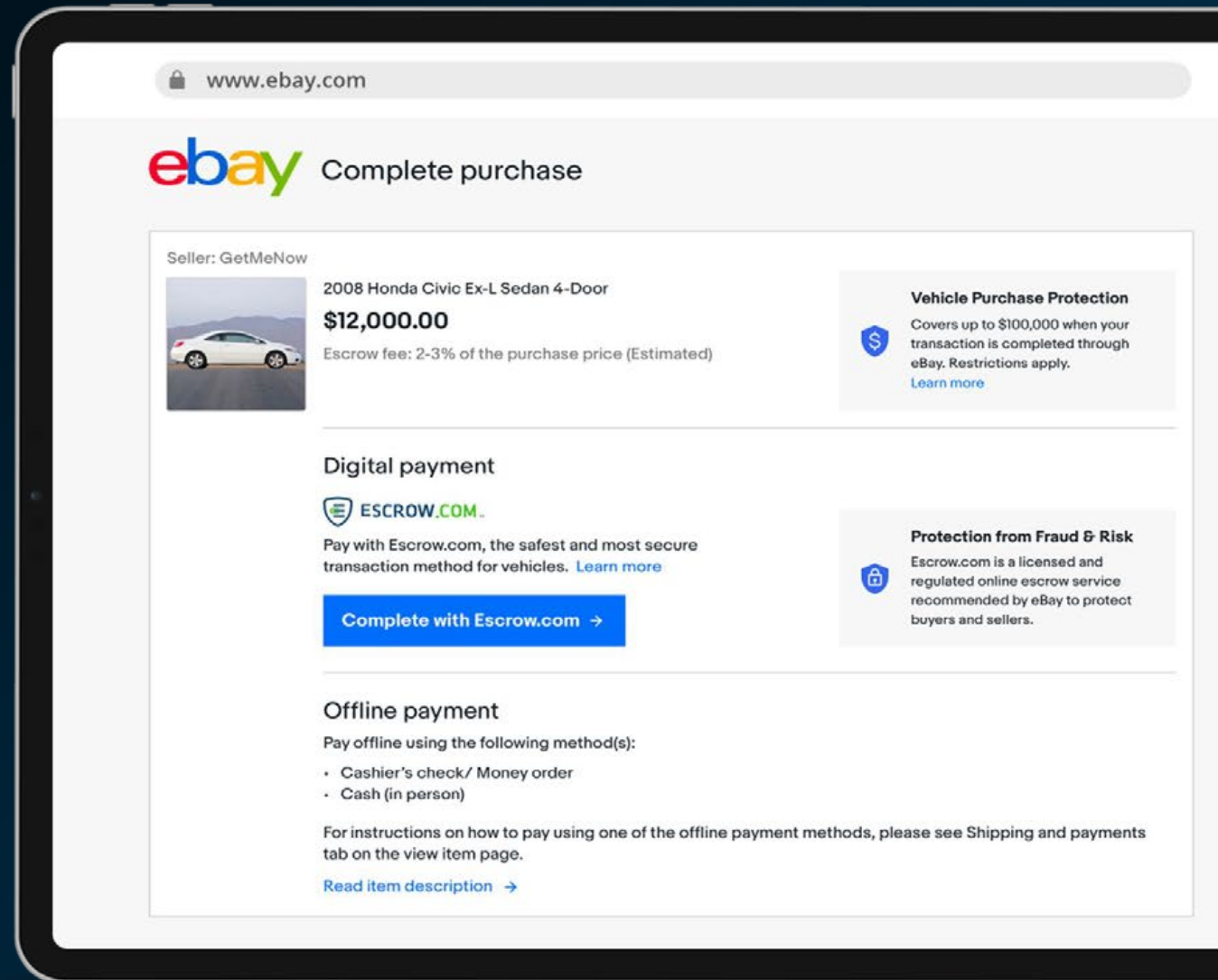




+



Escrow.com is the only online payment method for eBay Motors listings in the United States

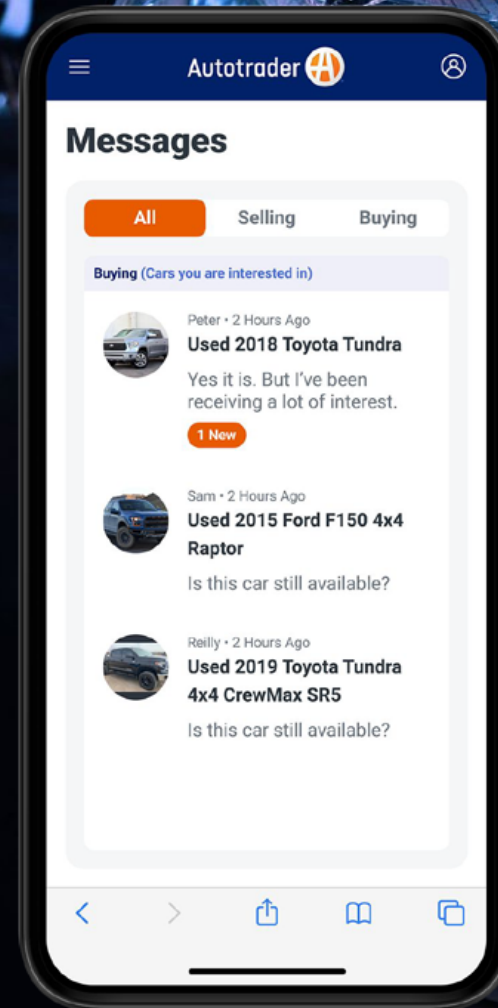
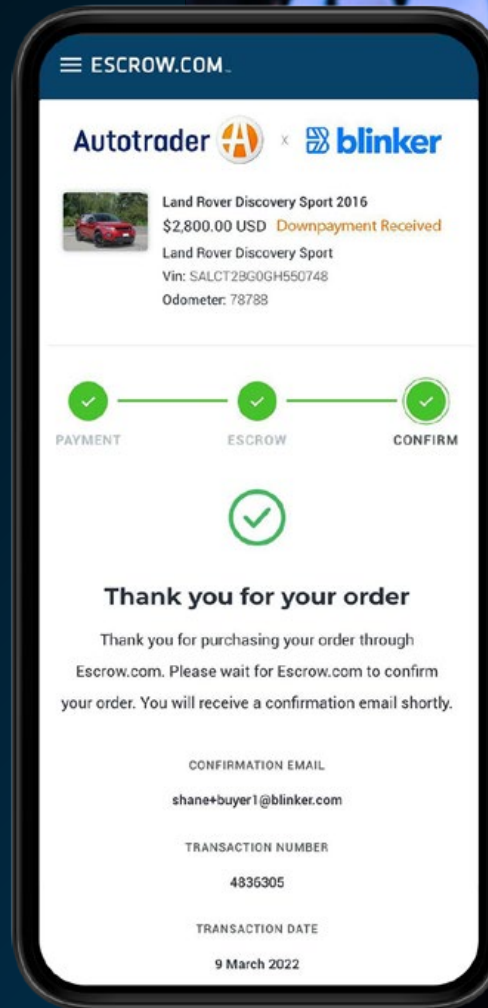




+



The **Escrow.com** integration allows buyers and sellers on Autotrader a complete end-to-end purchasing, secure payment and financing experience.



Escrow.com is the
only secure online
payment method for
high value items

\$100 to \$100,000,000+

USD, EUR, CAD, AUD & GBP



CARS



BOATS



AIRPLANES



MOTORCYCLES



DOMAINS



COLLECTIBLES



COMPUTERS, TV & HIFI



MACHINERY & ROBOTICS



ANTIQUES



NETWORK EQUIPMENT



GEMSTONES & JEWELRY



GENERAL MERCHANDISE



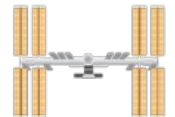
HEAVY EQUIPMENT



INTELLECTUAL PROPERTY



IMPORT/EXPORT



SPACE STATION DEPOSITS



BUSINESS ASSETS



SERVICES & CONTRACTORS

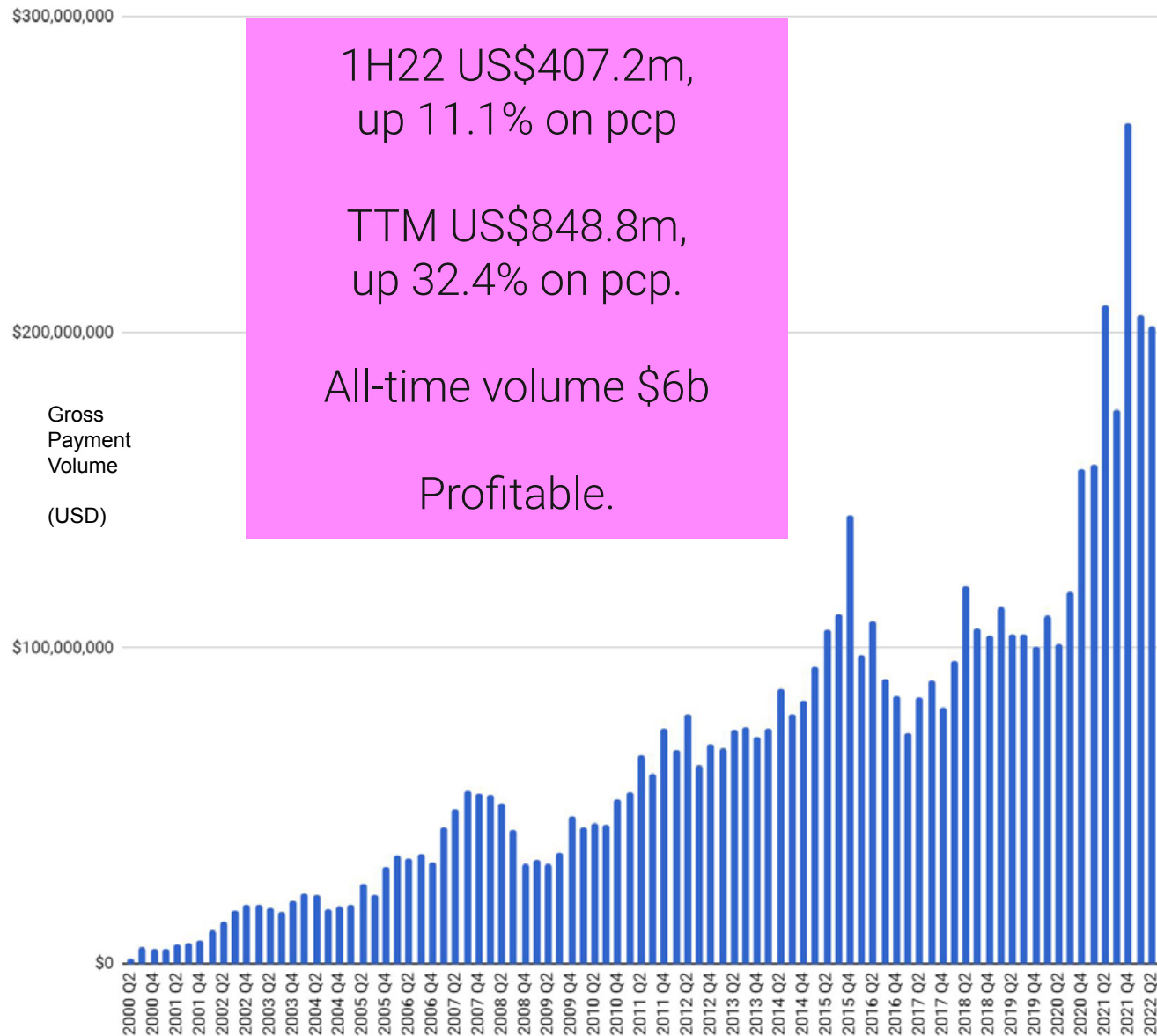


WEBSITES



ELECTRONICS

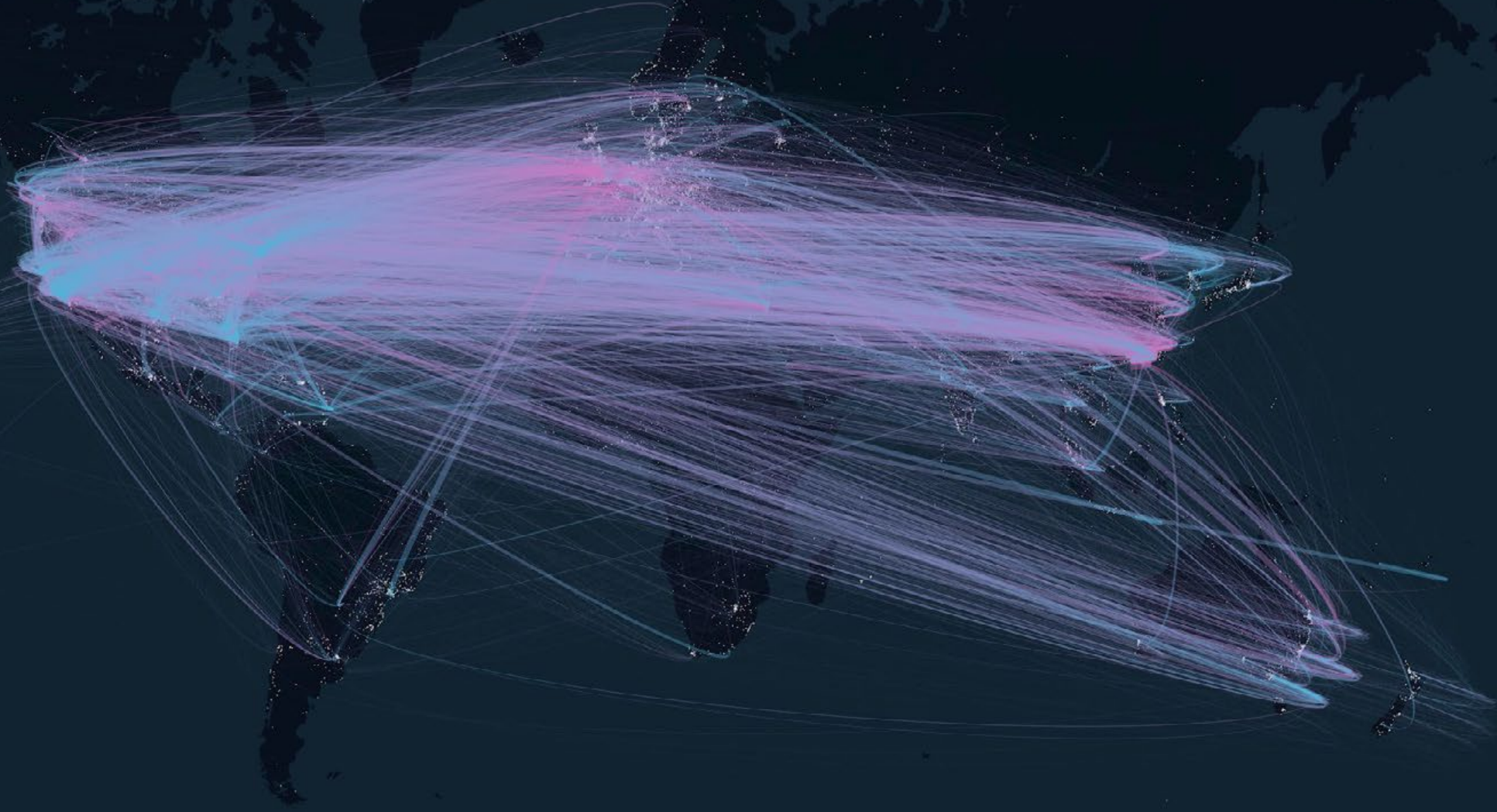
Escrow.com Gross Payment Volume (US\$)





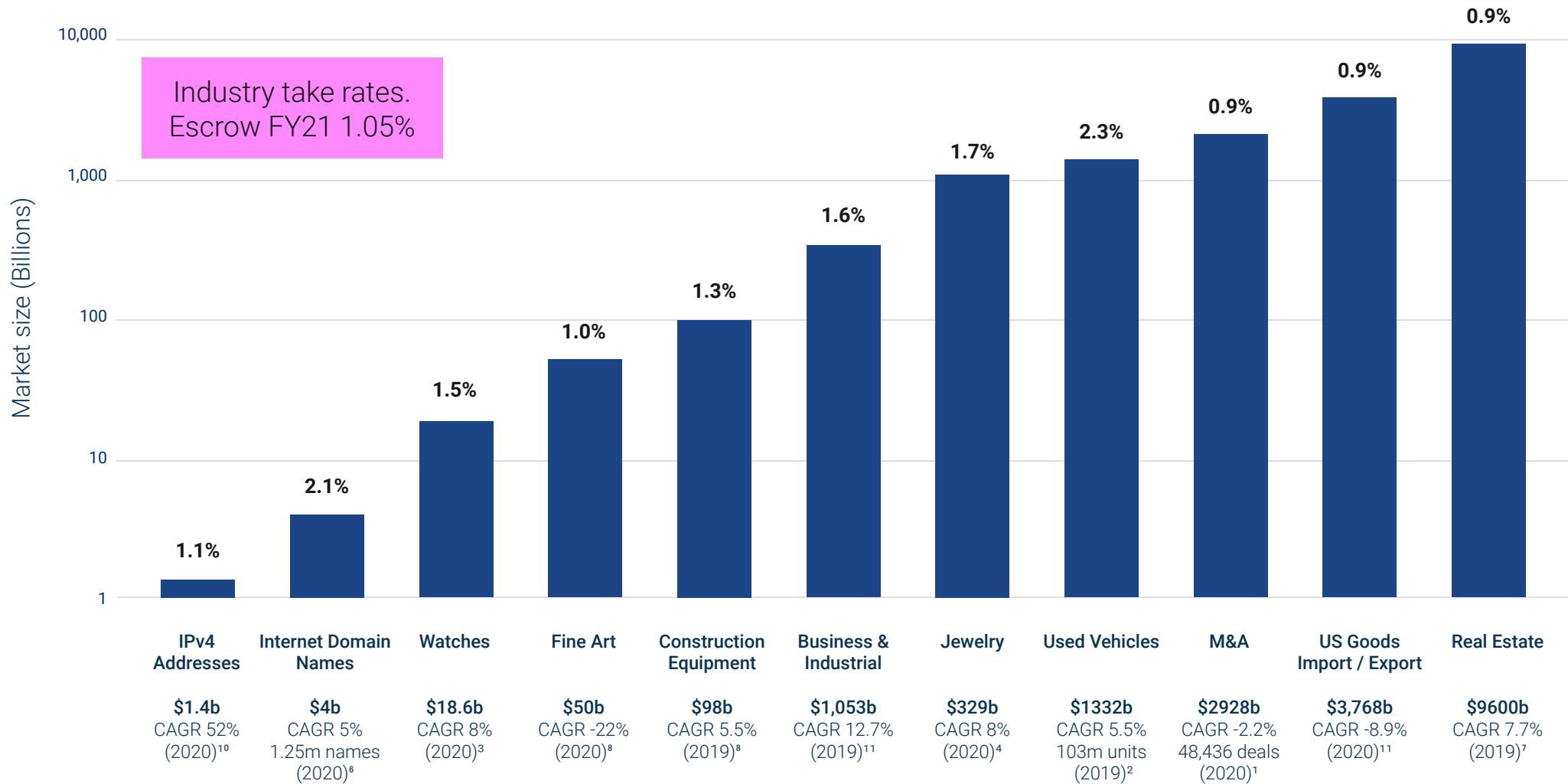
ESCROW.COM™

Over 2 million customers.



NOTE: SAMPLE OF TRANSACTIONS. THE PINK LINES INDICATE WHERE ESCROW TRANSACTIONS ARE BEING ORIGINATED BY BUYERS, AND THE BLUE LINES INDICATE WHERE TRANSACTIONS ARE BEING FULFILLED BY SELLERS. THICKER LINES INDICATE HIGHER VOLUME. WHITE DOTS INDICATE THE LOCATION OF ESCROW.COM'S USERS. ALL TIME DATA.

Key verticals 2022+



1 <https://www.pwc.com/gx/en/services/deals/trends.html>

2 <https://www.grandviewresearch.com/industry-analysis/used-car-market>

3 <https://usa.watchpro.com/pre-owned-luxury-watch-market-is-worth-18-6-billion-and-growing-fast/>

4 <https://www.grandviewresearch.com/industry-analysis/jewelry-market>

5 <https://www.ibisworld.com/industry-statistics/market-size/web-domain-name-sales-united-states/>

6 <https://domainnamewire.com/2021/04/14/sizing-the-domain-name-aftermarket/>

7 https://www.msci.com/documents/1296102/19878845/MSCI_Real_Estate_Market_Size_2020.pdf/06a13e2c-0230-f253-26fa-3318cecb1c59

8 <https://www.gminsights.com/industry-analysis/used-construction-equipment-market>

9 <https://www.artsy.net/article/artsy-editorial-collectors-art-market-2021-report>

10 Escrow.com estimates, https://www.caida.org/catalog/papers/2013_first_look_transfer_markets/first_look_transfer_markets.pdf

11 US Trade Census FT900 https://www.census.gov/foreign-trade/Press-Release/ft900_index.html

Beach head customers in key verticals

Domain Names



IP Addresses



Cars



Boats, Aircraft, Vehicles



Fine Art



Luxury, Watches &
Jewellery, Auctions



Intellectual Property



Business Sales, Mergers
& Acquisitions



Import / Export



Oil & Gas



Services



The world's largest online escrow company.



Escrow.com has 52 financial services licenses granted or in-application (Hawaii, Nevada and the territories are the only US licenses remaining to be granted).

Four U.S. states do not require Escrow.com to hold licenses (Indiana, Massachusetts, Tennessee, Wisconsin).

Additionally Escrow.com holds an Australian Financial Services License #501215 and is licensed as a MSB in Quebec, Canada #904468.

A UK Payments Institution license is in-application with the Financial Crimes Authority.



Escrow.com is the only multi-jurisdiction licensed online escrow company with 52 licenses granted or in-application.

Stopped escrow

Not external

Surrogacy escrow

Online Escrow Companies

The following companies are licensed to provide online escrow services:

- Assembly Escrow Inc.**
Telephone: 866-862-2714
Email: tracey@promisepay.com
Website: <http://promisepay.com>
- Upwork Escrow Inc.**
Telephone: 650-316-7557
Email: Escrow@Upwork.com
Website: <https://www.upwork.com>
- SeedTrust Escrow, Inc.**
Telephone: 800 205-3527
Email: Info@SeedTrustInc.com
Website: <https://SeedTrustInc.com>
- Internet Escrow Services, Inc.**
Telephone: 1-888-511-8600, 949-635-3800
Email: sales@escrow.com
Website: <http://www.escrow.com>
- Vector Escrow Services**
Telephone: 707-708-0803
Email: duncan@vectorescrow.net
Website: <https://www.vectorescrow.com>

If you are checking on any company other than the ones listed above, you should click here for [Consumer Alerts](#). Many alleged online escrow companies are falsely using names similar to our licensees or current licensee Numbers in an effort to deceive consumers into believing they are licensed and regulated by the State of California.

Key Consumer Links

- [Consumer Alerts](#)
- [Consumer Advisories](#)
- [Search for DFPI Licensees](#)
- [Licensees and Industries Regulated by the DFPI](#)
- [Actions, Orders and Administrative Hearing Decisions](#)
- [File a complaint](#)
- [Submit a Public Records Request](#)

News & Info Links

News

- [Newsroom](#)
- [Press Releases](#)

Marijuana escrow

California escrow licenses

Benefits of using Escrow.com



Increase Trust

Marketplaces are all about trust. Escrow dramatically lifts trust for platforms.



Increase Liquidity

Buyers can inspect the goods or services before releasing the funds, driving cross-border transactions.



Increase Network Effects

Greater liquidity means more buyers & sellers, better choice, pricing and conversion rates.



Compliance as a Service

AML/KYC, bonding, SARs, IFTIs, OFAC/PEP & sanctions checks not the business of platforms.



Increase Insights

Know who your customer is, enables bidirectional feedback, what happens after the match



Increase Revenue

Upselling is now possible because the platform handles the payment.

Cars, boats & airplanes are the perfect match for Escrow.com

Escrow.com solves trust problem

- Buyer & seller have to physically meet to transact
- Seller accepting cards risks chargebacks
- Buyer using cash or wire has to risk delivering cash safely and trusting the seller to deliver a vehicle in good standing

With Escrow.com one can ship across state lines,
physical inspection and acceptance happen on delivery.

Value-add services include:

- Title collection
- Lienholder payoff
- Lease swap arrangements
- Checking shipping documents
- Post inspection sale adjustments





ESCROW.COM & **ebay** MOTORS first transaction

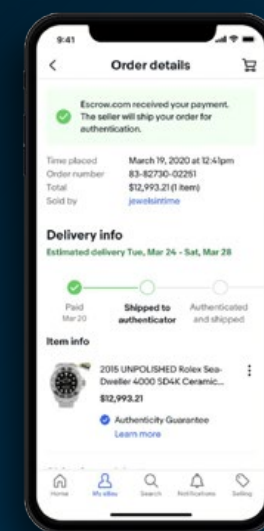
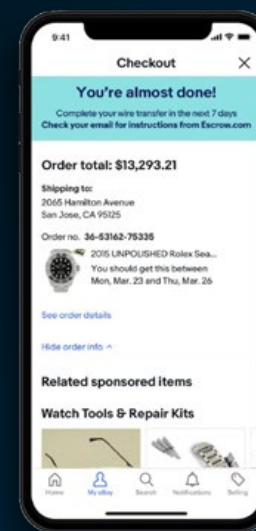
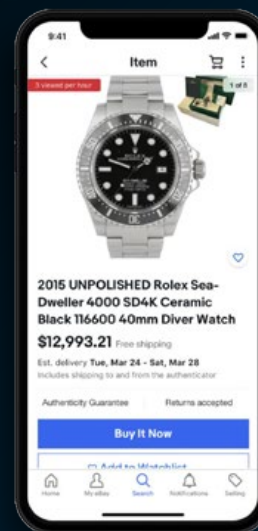
enabled the secure sale of a 1930 Ford Model A from Poway, California to Farmington, New York - a distance that would normally be complicated to transact over.

"We've seen a tremendous uptick in interest for luxury watches this past year, with more than 22 million site searches for Cartier, and more than 15 million for Tag Heuer. Escrow joins Authenticity Guarantee as eBay's response to that growing appetite."

Charis Márquez, Vice President of Fashion, eBay



+



Escrow.com secures
the Authenticity Guarantee
service for eBay luxury watches

Buyers <https://www.youtube.com/watch?v=ikZ4JQkgA2M>

Sellers <https://www.youtube.com/watch?v=pVPwUSlg06Y>

Escrow.com enables trading of oil, gas and mineral rights online

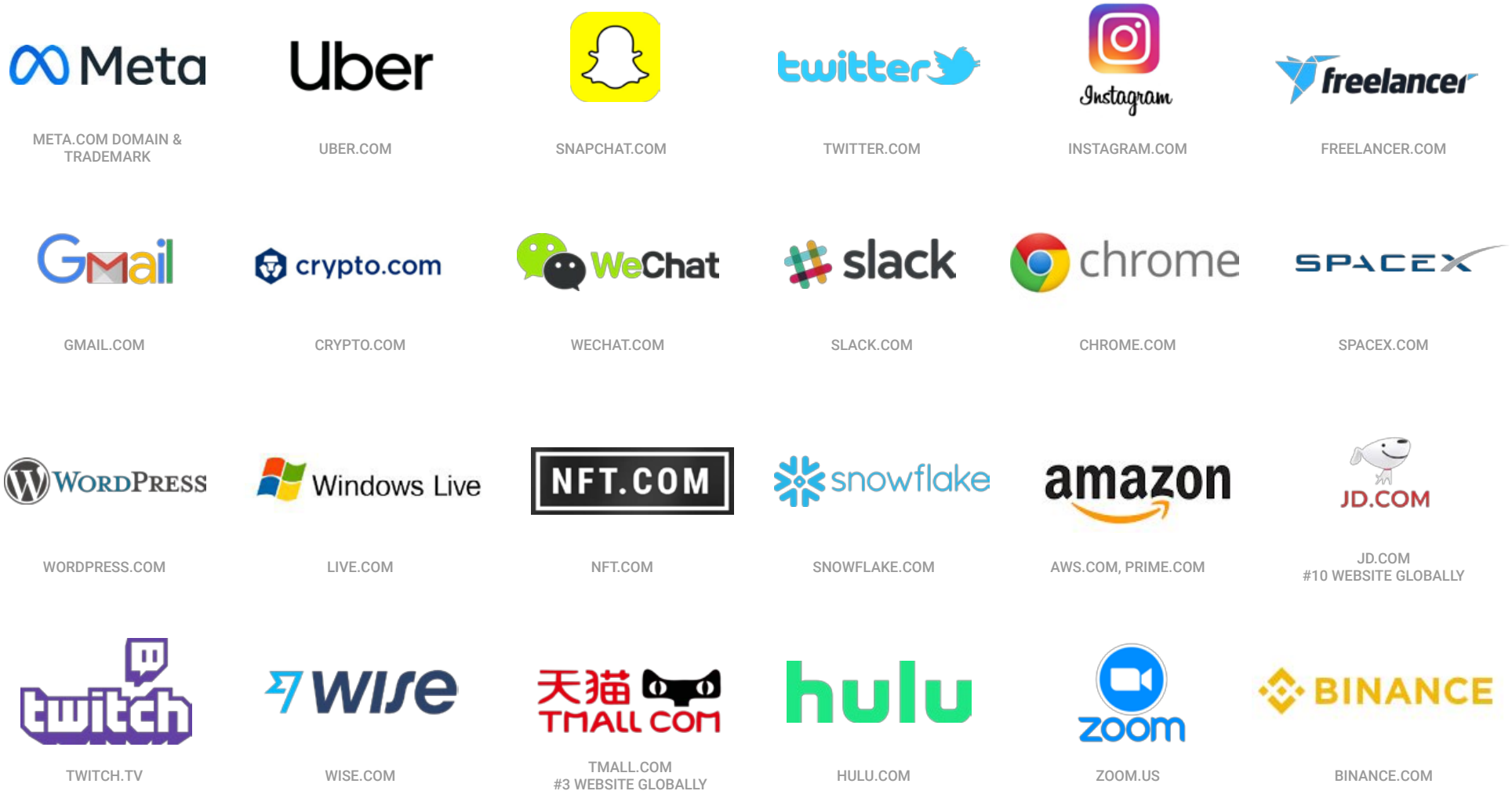
In a world first, [Escrow.com](https://www.escrow.com) enabled Energy Domain to complete sales of non-operated mineral rights online, transforming a centuries old business into an online marketplace.



52.5 mineral acres of oil rights securely sold through [Escrow.com](https://www.escrow.com)



Escrow.com is where the metaverse is bought and sold



All these domains were bought through Escrow.com

Management Team



Matt Barrie
Chief Executive
*BE (Hons I) BSc (Hons I)
GDipAppFin MAppFin MSEE
(Stanford) GAICD SEP
FIEAust*

Matt Barrie is an award winning technology entrepreneur. Matt was Adjunct Associate Professor at the Department of Electrical and Information Engineering at the University of Sydney where he taught Cryptography for fifteen years and, later, Technology Venture Creation. He is the co-author of over 20 US patent applications. Previously he founded and was CEO of Sensory Networks Inc., a vendor of high performance network security processors which sold to Intel Corporation (NASDAQ:INTC).



Jackson Elsegood
General Manager
BCom CA

Jackson Elsegood is responsible for directing the strategic development of Escrow.com and execution of escrow activities. Previously with First Data and PwC, Jackson brings over ten years of international payments experience to the team and is dedicated to working closely with our customers to help them to do business all over the world. Jackson is a member of the Institute of Chartered Accountants in Australia and holds a bachelor's degree from Sydney's Macquarie University.



Neil Katz
Chief Financial Officer
*BCom (Hons) ACA
EPGC (Stanford)*

Neil Katz is the Chief Financial Officer at the Freelancer Group and is responsible for the finance and administration functions of the Company. Neil has over 20 years experience in finance, accounting and general management. Neil has held CFO roles at a number of technology companies, including IPscape, Threatmetrix (acquired by NYSE:RELX), Sensory Networks (acquired by NASDAQ:INTC) and Aprtex (acquired by NYSE:IBM).



Daronn Grosvenor
Senior Director of Global Compliance - BSA Officer
BSc

Daronn Grosvenor is the Senior Director of Global Compliance at Escrow.com, where he is responsible for overseeing and maintaining the global compliance program. With over ten years of experience in the financial industry, he has led multiple compliance initiatives, with focus on BSA/AML regulation across banks, credit unions and FinTech companies. His experience spans across compliance program management, system intelligence and process/system implementation. Daronn is a Certified Anti Money Laundering Specialist (CAMS) and holds a bachelor degree in Accounting from Rutgers University.



Bin Rong
Director of Engineering
*BE (Nanjing) ME PhD
(RMIT) (Computer
Science)*

Bin Rong is the Director of Engineering at Escrow.com, where he is responsible for overseeing the engineering department, driving technical strategy, and aligning engineering excellence with business goals. Before joining Escrow.com, Bin was CEO and founder of a technology company in payments and mobile. There he built a large scale real-time processing system for traffic related data, including GPS from over 4 million cars, taxis and buses. The user facing app was used by over 8 million users. Before that he was a researcher at IBM T. J. Watson working on large scale real-time stream processing.



Kristian Sisayan
Associate Product Manager
BS CS

Kristian Sisayan is the Associate Product at Escrow.com, where he is responsible for overseeing product development, engineering, and business operations. He also manages relationships with partners and key stakeholders, and ensures timely and proper execution of goals across the business. Kristian is previously a Software Engineer at Escrow.com and holds a bachelor degree in Computer Science from De La Salle University in the Philippines.

Recent Awards | Escrow.com



Silver Stevie

Achievement in Sales or
Revenue Generation

The International Business
Stevie Awards 2021



Bronze Stevie

Achievement in Growth

The International Business
Stevie Awards 2021



Gold Stevie

Company of the Year -
Financial Services - Small

The International Business
Stevie Awards 2020



Bronze Stevie

Most Innovative Company
of the Year - Up to 100
Employees

The International Business
Stevie Awards 2020



Silver Stevie

Company of the Year: for
Financial Services - Small

The International Business
Stevie Awards 2019



Bronze Stevie

FinTech Solution

The International Business
Stevie Awards 2019



Gold Stevie

Company of the Year:
Financial Services - Small

The International Business
Stevie Awards 2018



Bronze Stevie

Financial Services

The International Business
Stevie Awards 2018



BBB Torch Award For Ethics

Better Business Bureau
Torch Awards 2017



Export of the Year Award NSW iAwards

Premier's NSW Export
Awards 2016



FREIGHTLANCER

A *Loadshift* Company



Globally connecting freight owners with transport operators

10,000+

TRANSPORT
OPERATORS

50,000,000+

FREELANCERS
METRO DELIVERY



Heatmap showing the 50 million strong freelancer network

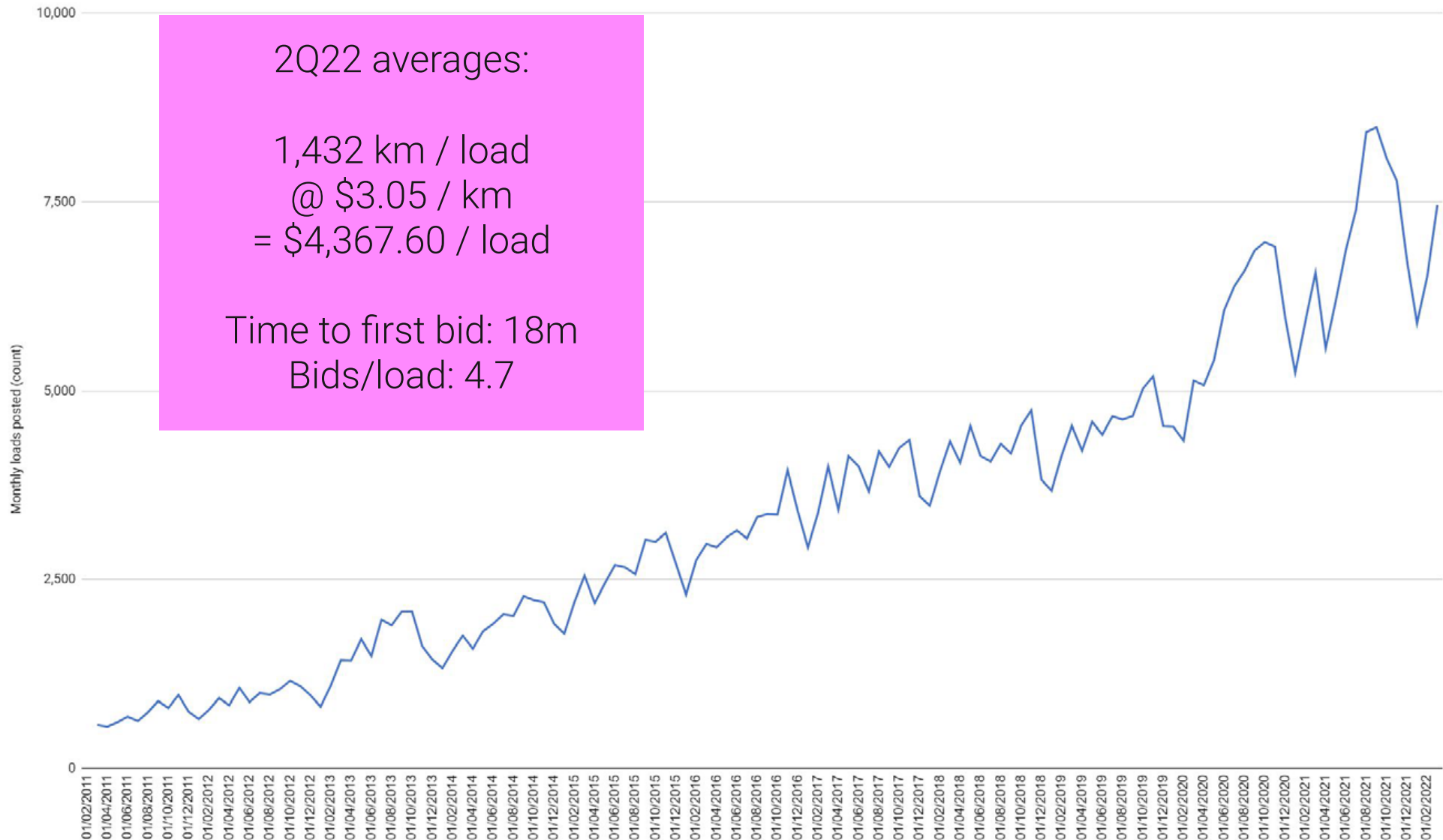
Freight Customers



FREIGHTLANDER

A Loadshift Company

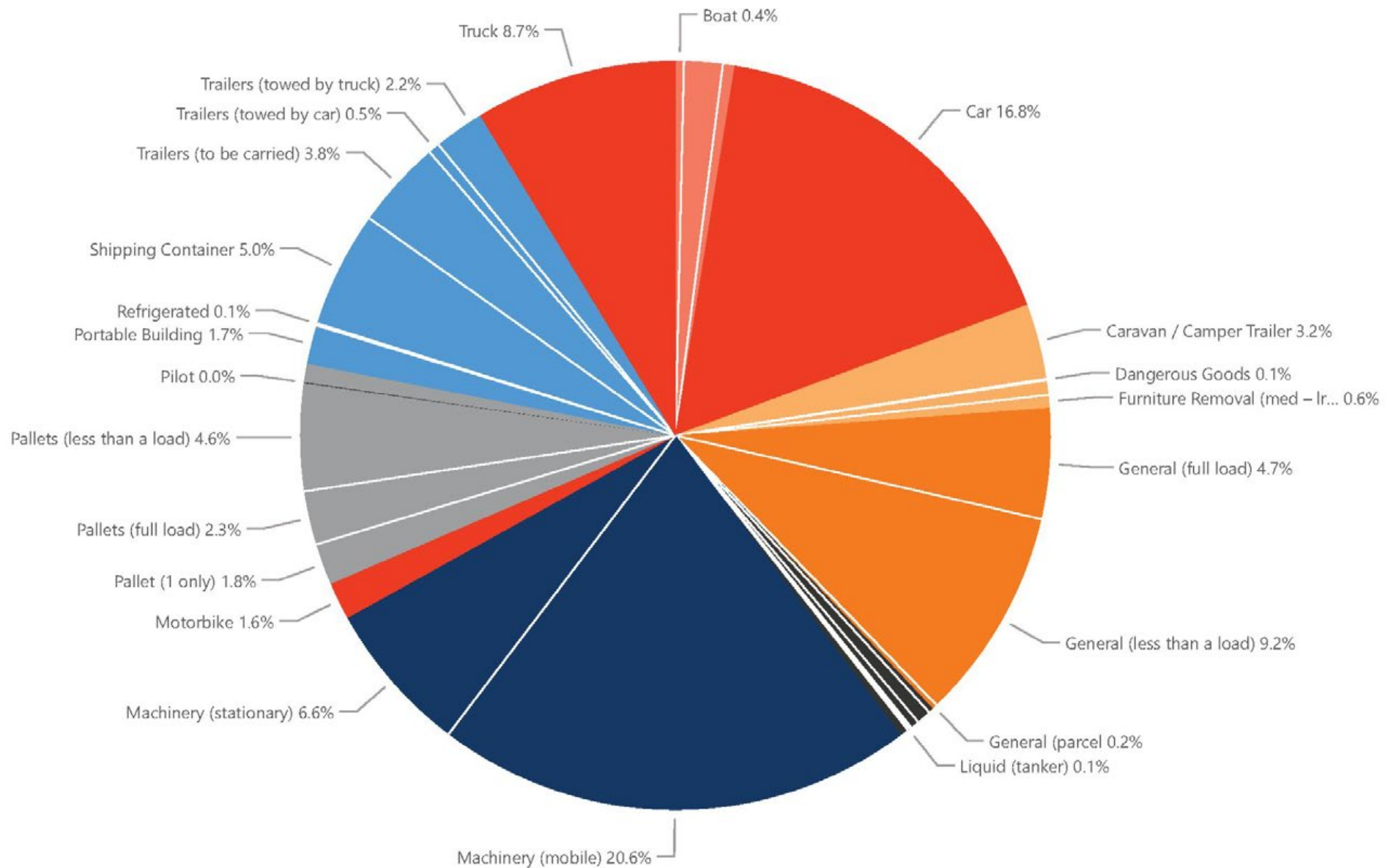
20,580 loads in 2Q22 (up 10.6% on pcp)



29,082,912 km of freight in 2Q22 (up 8.3% on pcp)



Freight Categories 2Q22



Newcrest Mining

Over \$1.2 million worth of freight moved in 12 months

- Cat 785 dump truck: \$55,000 plus GST
 - Rockhampton QLD to Cadia NSW (1,303 km)
 - 50% saving on previous movement
- B Double Full Load Urgent Hotshot: \$12,500 plus GST
 - 2up Drivers Perth to Cadia (3,685 km)
 - Previous price \$21,500 plus GST
 - 40% saving on previous movement

Saving 30% on average versus on previous movements for one of Australia's largest gold mines.



Top: B Double full load urgent hotshot moved using Freightlancer
Bottom: CAT 785 dump truck moved for Newcrest using Freightlancer



Redpath Mining

Six figures worth of freight moved in 12 months

- RVD crates hotshot return load: \$19,033 plus GST
 - Kalgoorlie to Cadia, 2 up drivers (6,304 kms)
 - 30% saving (saving \$6,700 per leg)
- Full trailer of equipment (18 tonnes): \$5,000 plus GST
 - Maddington Perth to Orange NSW (3685 km)
 - Flat top semi - \$1.35/km plus GST



Top: Full trailer of equipment (18T) moved for Redpath using Freightlander
Bottom: RVD crates hotshot return load moved for Redpath using Freightlander

FREIGHTLANDER

A Loadshift Company

A FreightLancer truck is driving on a winding road through a hilly, dry landscape. The truck is a semi-trailer unit with a black trailer and an orange cab. The trailer has 'FREIGHTLANCER' written on it in white. The road is paved and has a metal guardrail on the left side. The hills are covered in dry grass and some small trees. The sky is blue with some light clouds.

Industrial

- Mining
- Infrastructure
- Construction
- Rail
- Oil & Gas
- Manufacturing
- Heavy haulage
- Bulk tipper transport
- Car, boat transport
- Container transport
- Palletised freight
- Grain transport
- Livestock transport
- Machinery transport
- Liquid transport
- Trailer transport
- International shipping
- Refrigerated transport

Retail

- Food delivery
- Furniture delivery
- Courier
- General freight
- Motorcycle courier
- Bike courier
- Pickup & delivery
- Removal services
- Packing & shipping

FREIGHTLANCER

A Loadshift Company

Freightlancer manages it all for you

Permits
Pilots
Road closures
Import / export taxes & duties
Marine Insurance
Customs clearance
Quarantine
Shipping documents
Packing
Washing / cleaning
Craneage
Container rental
Vessel booking
Multi-currency
Escrow payments

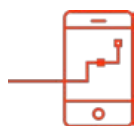


Advantages



Real-time bidding, competitive quotes fast

Upload a photo, dimensions, weight and delivery address & get quotes fast.



Live tracking of cargo on the move

Notification on collection and drop off, minimum, maximum and average speeds traveled.



Vetted operators

Choose from a range of vetted drivers and see reviews to ensure reliability and quality.



Compliance peace of mind

Freightlancer conducts audits on operators and loads to ensure compliance.




Secure payments

Powered by Escrow.com, payment is kept in trust until it has been delivered.



Top: CAT 793 Body transported under pilot and police escort using Freightlancer
Bottom: R1700 underground loader, lashed securely for transport booked

A large blue and silver Freightlancer truck is shown from a front-three-quarter view, carrying a yellow Liebherr 984C excavator on its flatbed. The truck has a chrome grille with 'OVER' and 'SIZE' on the bumper, and 'VIGEO 934' on the license plate. The excavator has 'J8 984 08' and 'LIEBHERR' on its side. The scene is set in a desert at dusk or dawn.

Mining

Ship anything, anywhere. Urgent or unique, Freightlancer can handle it.

Whether sending CAT loaders to Tanzania, a drill to South Korea or hotshotting a transmission to Papua New Guinea, we've done it.

An ASX 50 listed mining company reported saving over 30% on heavy haulage and urgent freight movements for an underground gold mine using Freightlancer, whilst also achieving huge efficiency gains.

125 tonne Liebherr 984C excavator shipping from the Kimberleys to Kalgoorlie using Freightlancer

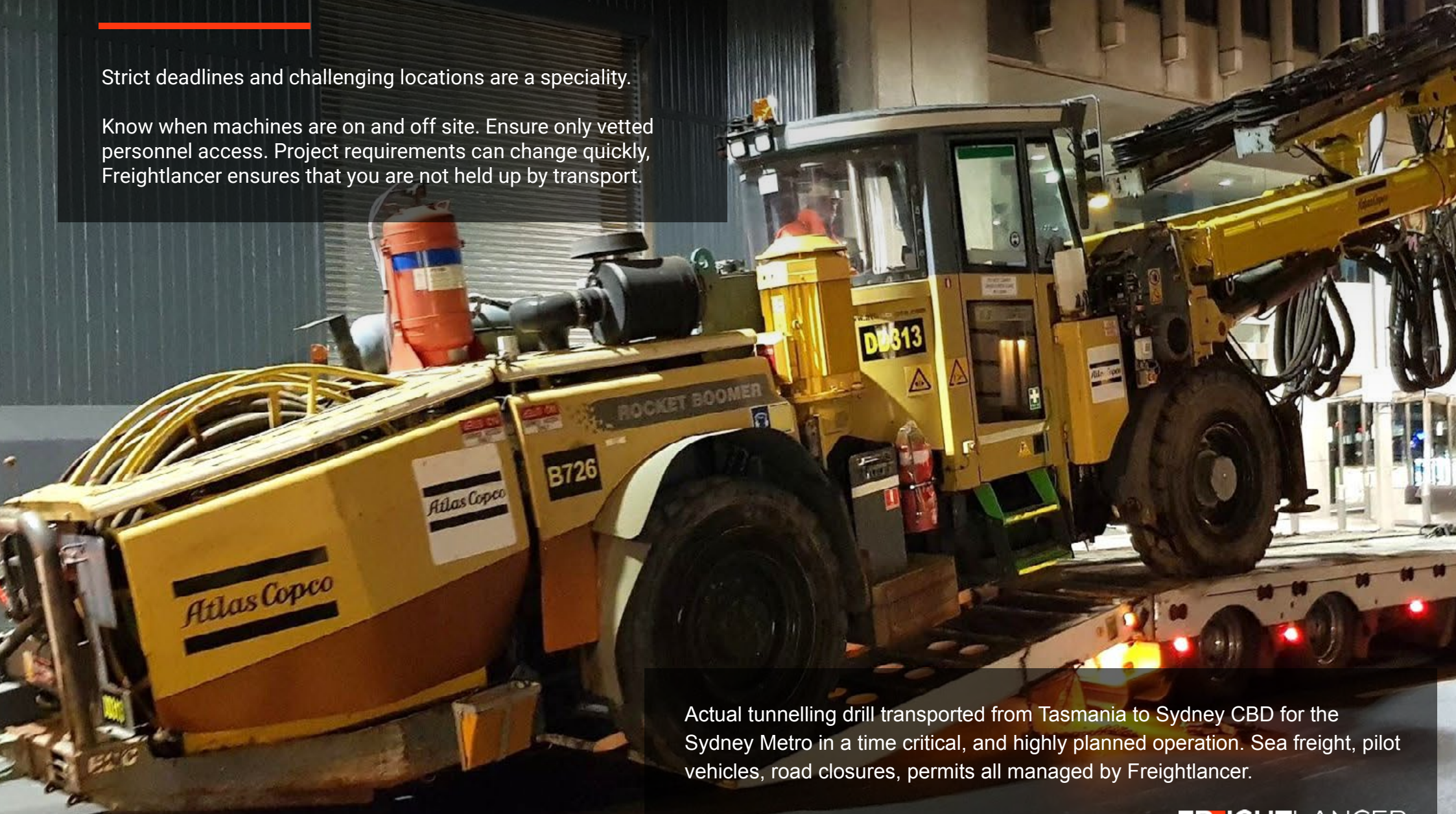
FREIGHTLANCER

A **Loadshift** Company

Infrastructure / Construction

Strict deadlines and challenging locations are a speciality.

Know when machines are on and off site. Ensure only vetted personnel access. Project requirements can change quickly, Freightlancer ensures that you are not held up by transport.



Actual tunnelling drill transported from Tasmania to Sydney CBD for the Sydney Metro in a time critical, and highly planned operation. Sea freight, pilot vehicles, road closures, permits all managed by Freightlancer.

International Shipping

Use freightlancer to handle all of your import / export or shipping needs.
Direct rates with some of the biggest shipping lines.
Extensive network of freight forwarders and customs brokers all over the world.
Ensure loads are shipped safely to destination with payment secured by Escrow.com.



54 tonne CAT Underground Loader delivered to Tanzania using Freightlancer

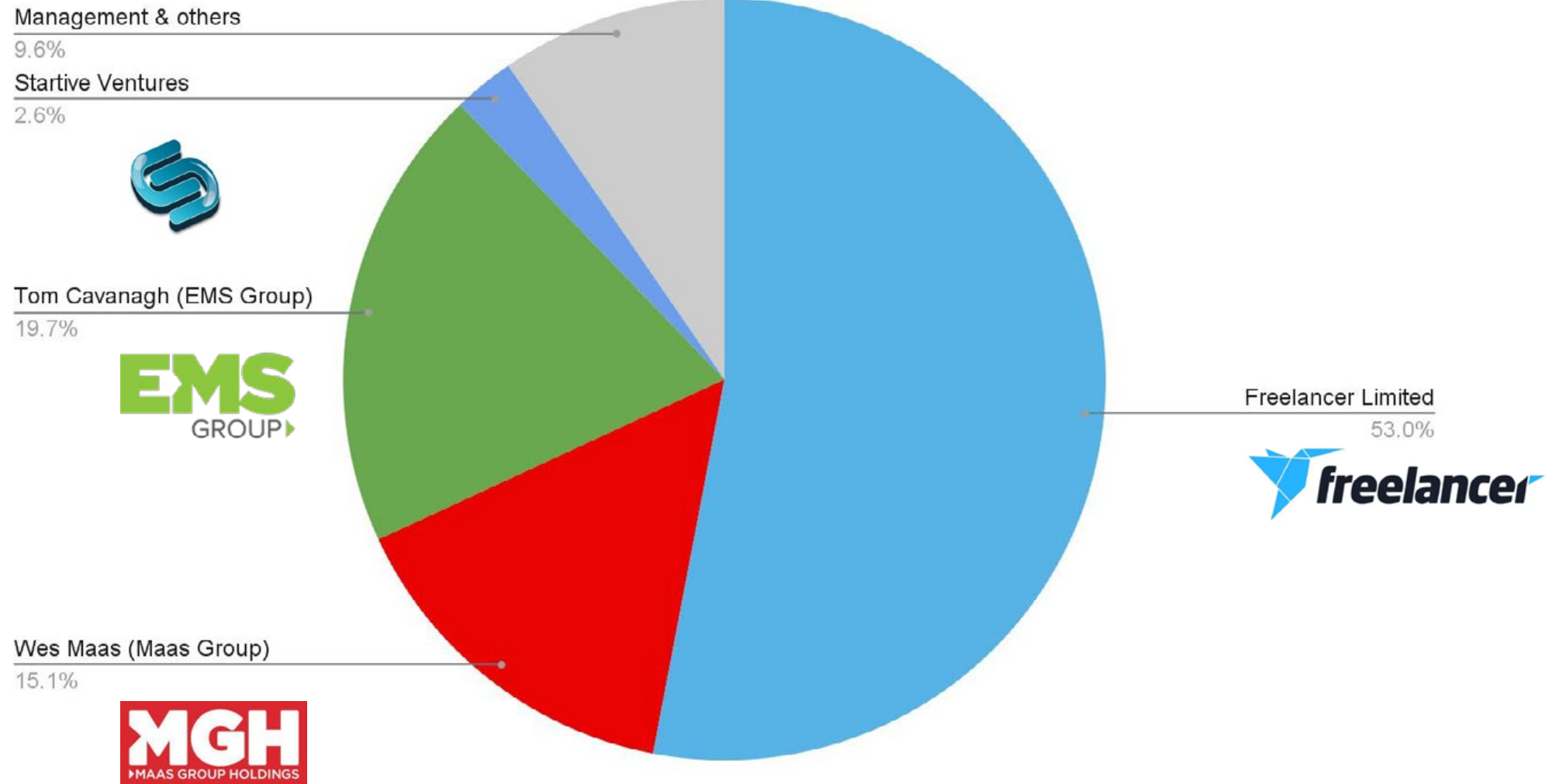
GIANT PADDLEWHEELER IN BIGGEST MARINE MOVE IN THE SOUTHERN HEMISPHERE

Freightlancer successfully transported the Pride of the Murray in 2Q22 to its new home in the Thompson River, a 1,750km voyage at a maximum of 80 km/hour with a 192 tonne payload.

This was the largest overland marine transport operation ever attempted in Australian history.



Freightlancer/Loadshift Ownership



Leadership Team



Matt Barrie
Executive Chairman

Matt Barrie is an award winning technology entrepreneur. Matt was Adjunct Associate Professor at the Department of Electrical and Information Engineering at the University of Sydney where he taught Cryptography for fifteen years and, later, Technology Venture Creation. He is the co-author of over 20 US patent applications. Previously he founded and was CEO of Sensory Networks Inc., a vendor of high performance network security processors which sold to Intel Corporation (NASDAQ:INTC).



Neil Katz
Chief Financial Officer

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Bryndis Henrikson
VP of Operations

Bryndis has been leading operations at the Freelancer Group for nearly a decade. She implements innovative management strategies which focus on building a mission-driven culture. Prior to Freelancer, Bryndis spent time designing standards-based eLearning programs in Taiwan. She earned a Bachelor of Science from Missouri State University.



Md. Habib Ullah
Product Manager

Habib brings a wealth of experience in product management. He developed the product strategy for an EdTech venture for UNSW in consultation with a team of top tier consultants and senior management including the Dean and Provost of UNSW. Habib holds an MBA from AGSM @ UNSW Business and a Bachelors in Engineering from the National University of Singapore. Before moving to Australia, Habib was involved with surgical robotics product development, taking a GI tract surgical robot from lab to clinical trial.



Stanislav Markevic
Engineering Lead

Stanislav has been working professionally as a web developer for the past 10 years. Before joining the Freelancer Group three years ago, he was involved in a number of startups and consulting projects. Stanislav brings a wealth of knowledge and experience to his role leading the Freightlancer and Loadshift engineering teams. He has a Bachelors of Computer Science and a Masters in Computer Science from the University of Bialystok in Poland.



Drew Davis
National Sales Manager

Drew is one of a new breed of technology entrepreneurs striving to take the internet start-up world beyond the hype into traditional 'on-the-tools' industries. Graduating from Sydney University with a Bachelor of Commerce, Finance, Drew initially founded leading boutique Australian technology firm, dripcreative. Formerly General Manager of Freightlancer, Drew rejoins the company as National Sales Manager. .



Joshua Mayne
Digital Marketing Manager

Joshua has been at the cutting edge of the digital freight sector here in Australia for almost a decade. During his tenure at Loadshift, he and his team have overseen the development and execution of many of Loadshift's core products and marketing strategies, growing the business to become not only Australia's largest freight marketplace but also a household name. Since Freightlancer's acquisition of Loadshift Joshua's experience and insight has helped guide the merge between the companies.

“160 million jobs, or about 11% of the projected 1.46 billion services jobs worldwide, could in theory be carried out remotely, barring any constraints in supply”*

* McKinsey Global Institute, The Emerging Global Labor Market, Part I: The Demand for Offshore Talent in Services.



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Such forward-looking statements are not guarantees of future performance and involve known and unknown risks, uncertainties and other factors, many of which are beyond the control of Freelancer, which may cause actual results to differ materially from those expressed or implied in such statements.

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