

FOR IMMEDIATE RELEASE

Freelancer Limited Strengthens Leadership Team with Key Appointments

SYDNEY – July 17, 2025 – Freelancer Limited (ASX: FLN) (OTCQX: FLNCF), the world's largest freelancing and crowdsourcing marketplace by total number of users and projects posted, today announced three strategic appointments to its global leadership team, reinforcing its capabilities in enterprise sales, compliance, and corporate communications.

Ed Wong - Director of Enterprise Sales (Vancouver)

Ed Wong brings extensive experience in leading high-growth teams and developing strategic partnerships within the retail and crowdsourcing sectors. For the past six years, Mr. Wong served as Head of Sales at HeroX, a global crowdsourcing platform that partnered with NASA to secure the prestigious NOIS3 (NASA Open Innovation Services) contract. His proven track record in cultivating enterprise-level client relationships will be instrumental in accelerating Freelancer's market expansion. Previously Mr. Wong held senior sales roles at Monster and Pepsi.

Owen Smith - Head of Compliance (Sydney)

Owen Smith joins as a recognised expert in regulatory affairs and risk management, with comprehensive expertise in global compliance frameworks developed across multiple Fortune 500 companies in the Asia-Pacific region. His appointment reinforces Freelancer's commitment to maintaining the highest standards of integrity and regulatory excellence. Mr. Smith previously held senior positions including Head of Legal at Crown Financial Services, Head of Compliance at CLSA Premium, and compliance leadership roles at Independent Reserve.

Brent O'Halloran - Director of Communications (Sydney)

Mr. O'Halloran brings distinguished experience in strategic communications and media relations. During his nine-year tenure at Sky News, he served in multiple capacities including Science & Technology Correspondent, Asia Correspondent, and Foreign Coordinator. Prior to Sky News, Mr. O'Halloran was Bureau Chief at Seven News. He will lead Freelancer's global communications strategy, enhancing brand narrative and stakeholder engagement worldwide.

Executive Commentary

"We are thrilled to welcome Ed, Owen, and Brent to our leadership team," said Matt Barrie, Chief Executive Officer of Freelancer Limited. "These strategic appointments underscore our commitment to attracting world-class talent as we accelerate our global expansion. Their combined expertise will be instrumental in driving enterprise growth, strengthening our

compliance framework, and amplifying our mission to empower millions of businesses and freelancers worldwide."

These appointments are effective immediately.

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Forward-looking statements

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About Freelancer

Thirteen-time Webby award-winning Freelancer is the world's largest freelancing and crowdsourcing marketplace by total number of users and projects posted. More than 80 million registered users have posted over 25 million projects and contests to date in over 3,000 areas as diverse as website development, logo design, marketing, copywriting, astrophysics, aerospace engineering and manufacturing. Freelancer owns Escrow.com, the leading provider of secure online payments and online transaction management for consumers and businesses on the Internet with over US\$8 billion in transactions secured. Freelancer also owns Loadshift, Australia's largest heavy haulage freight marketplace with over 800 million kilometres of freight posted since inception. Freelancer Limited is listed on the Australian Securities Exchange under the ticker ASX:FLN and is quoted on OTCQX Best Market DTC under the ticker FLNCF.