

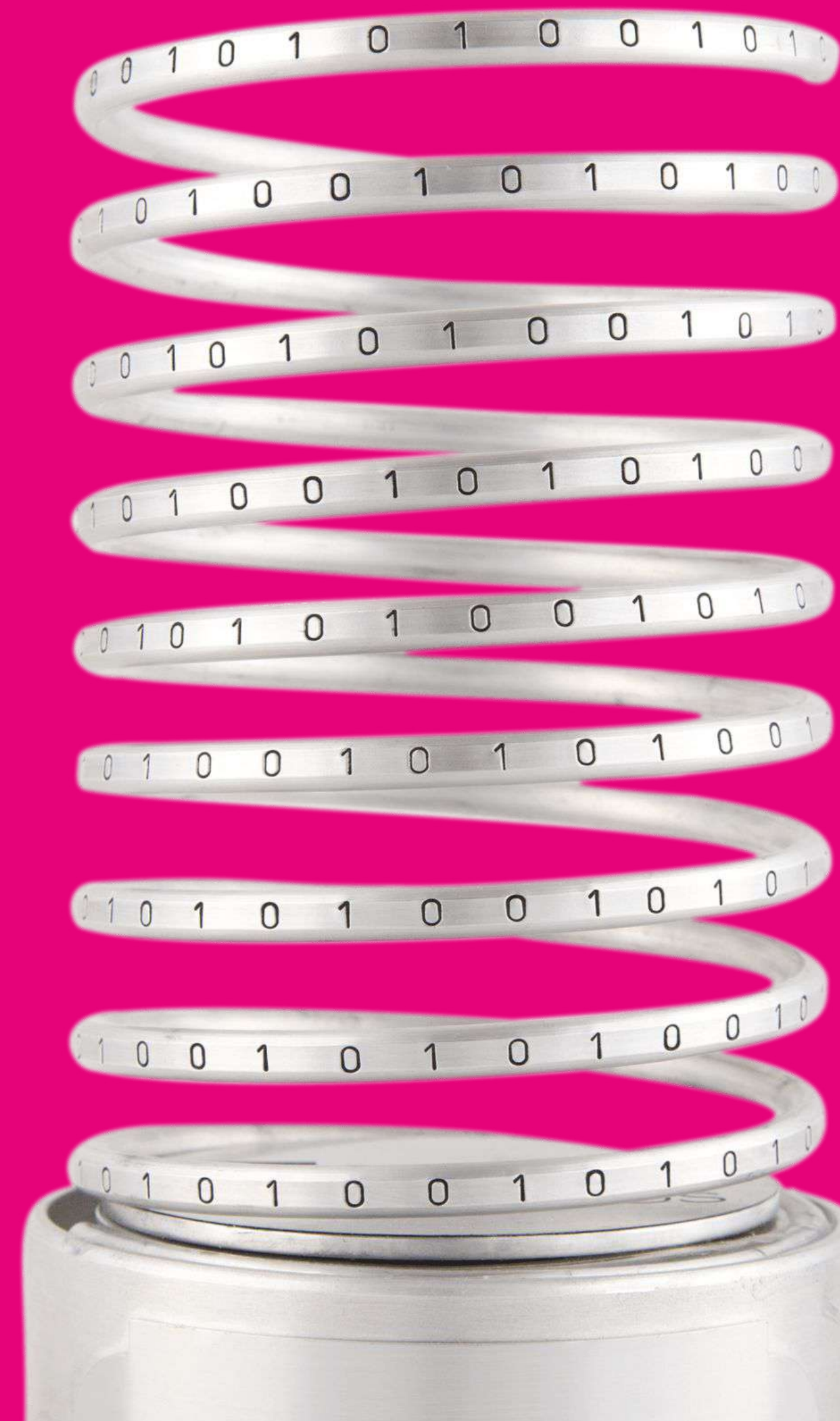


Freelancer Limited AGM 2025

Matt Barrie
Chief Executive Officer

ASX: FLN
OTCQX: FLNCF

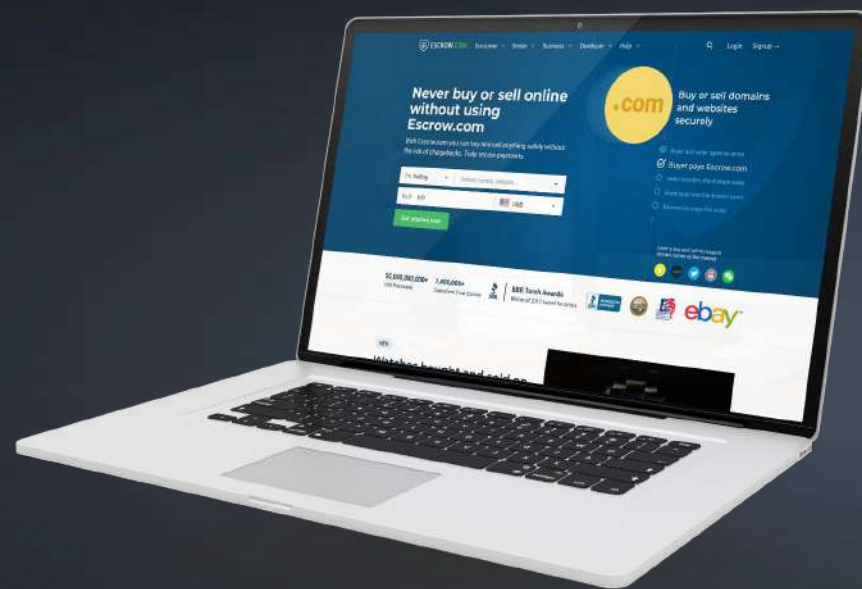
matt@freelancer.com



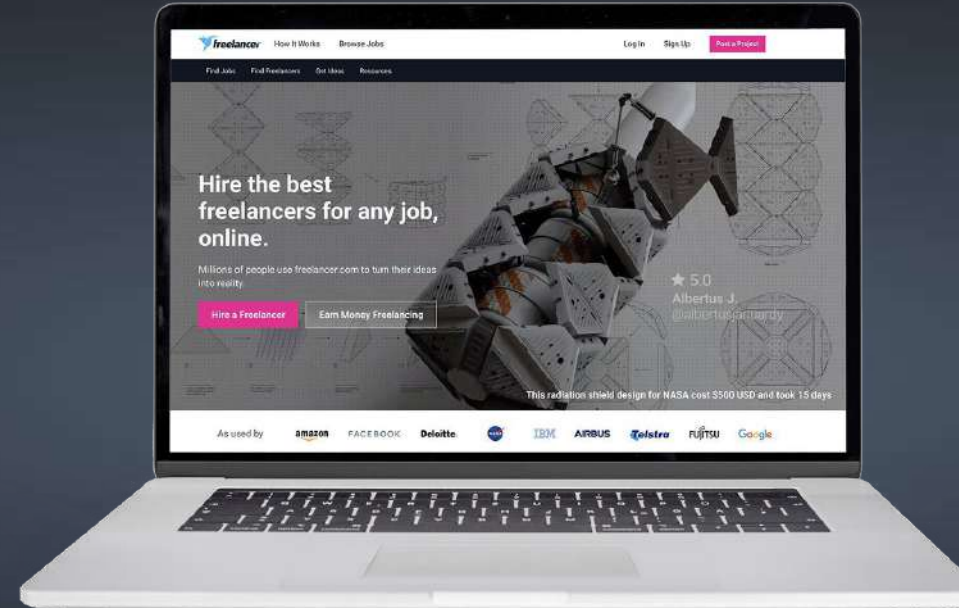
**"Freelancer's 13th Webby
Cements Legacy as
Internet's Gold Standard
for Employment"**

Yahoo! Finance

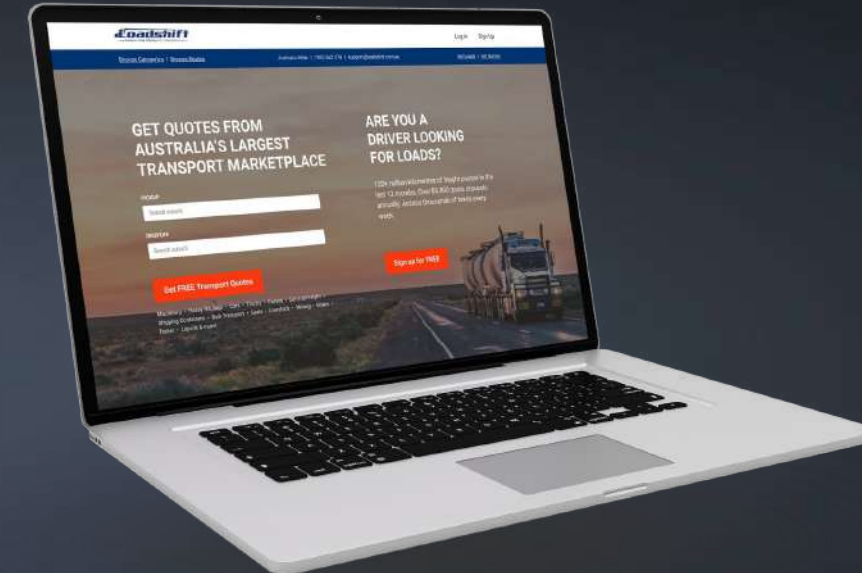
Building the Amazon of Services: Powering Labor, Payments & Freight



#1 Global escrow leader,
securing worldwide commerce
US\$7,500,000,000 in payments



#1 Global labor platform,
connecting 80M+ users for
US\$5,000,000,000+ in jobs



#1 Australian heavy haulage,
expanding to global platform
800,000,000km in freight

Freelancer Limited
ASX: FLN, OTCQX: FLNCF

Solving Trillion Dollar Problems

Labour

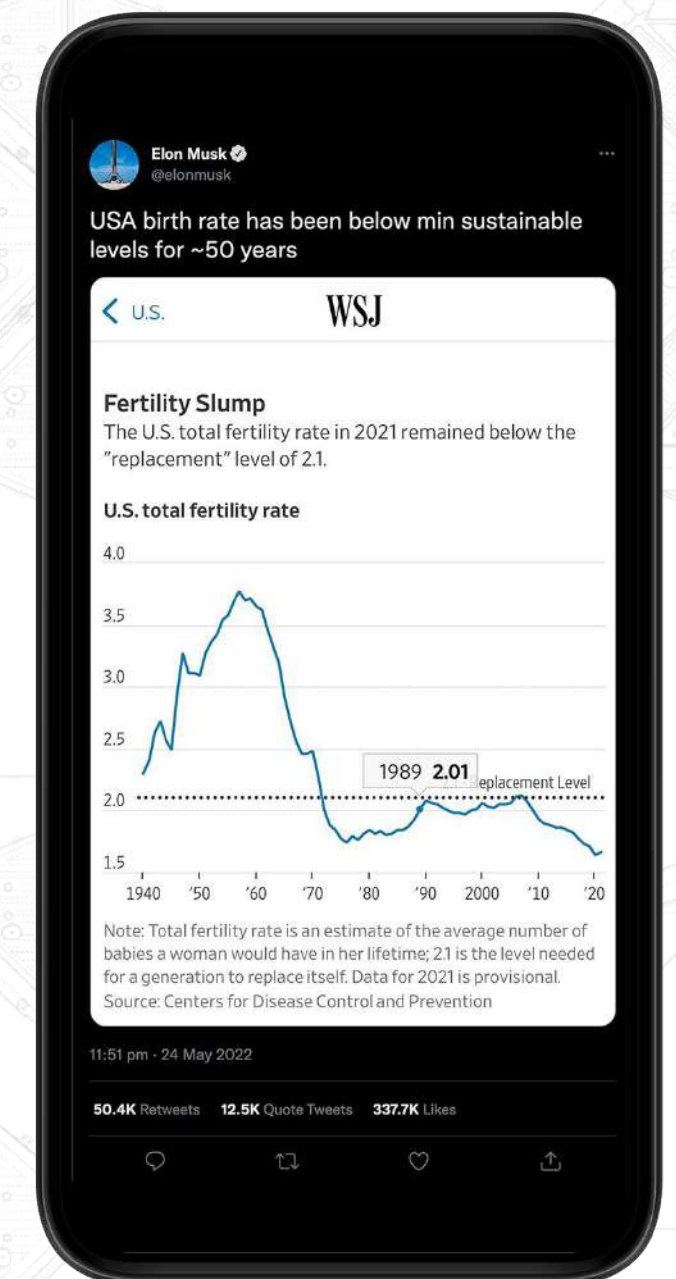
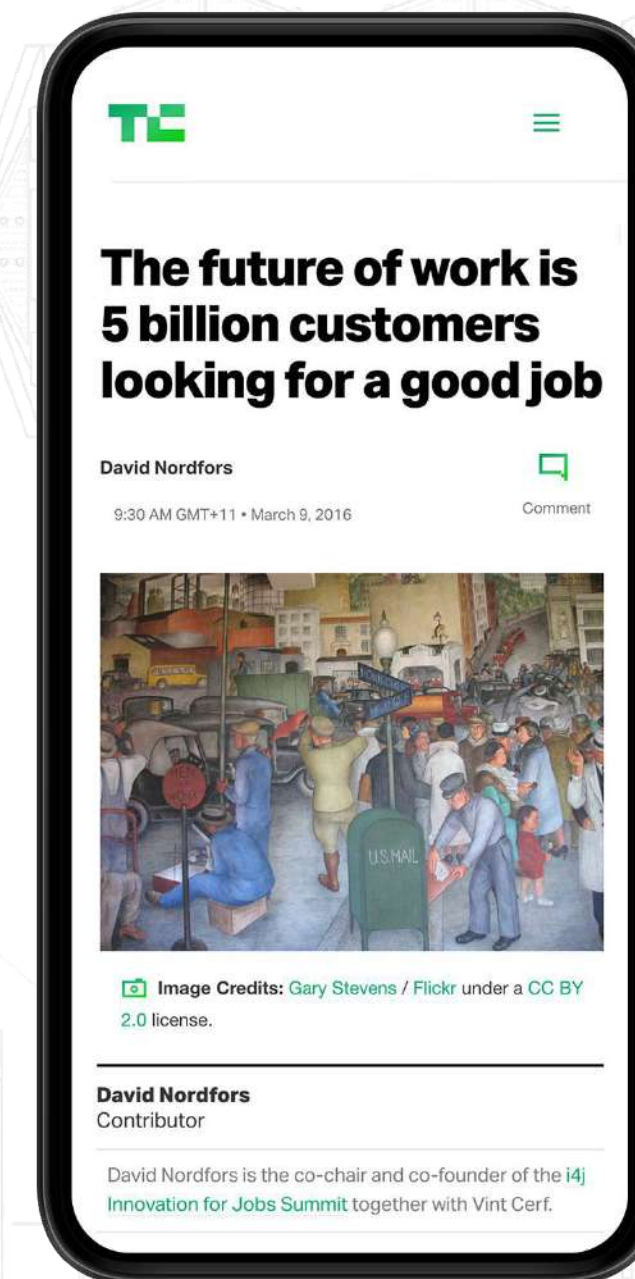
5 billion seek work while talent runs scarce:
intellectual capital is the 21st century battleground.
Freelancer: Making tomorrow's innovations real today.

Payments

Trust closes deals. In high-stakes transactions,
bulletproof escrow isn't a luxury:
Escrow.com powers global trade without borders.

Freight

Logistics gone digital. Today's shippers demand
transparency, instant matching, and secure payments.
Loadshift keeps the world's supply chains running.



Freelancer Limited: Powering Global Commerce



How We Make Money

Freelancer

World's largest cloud workforce: 80m+ users, \$10 to \$10m jobs

3% fee from clients + 10% from freelancers on every job, with optional memberships and premium add-ons.

Escrow.com

World's largest online escrow company: \$7.5b+ vol, \$10k to \$100m deals

Average 1.47% fee on each secure transaction; high-value, repeat deals monetise trust at scale.

Loadshift

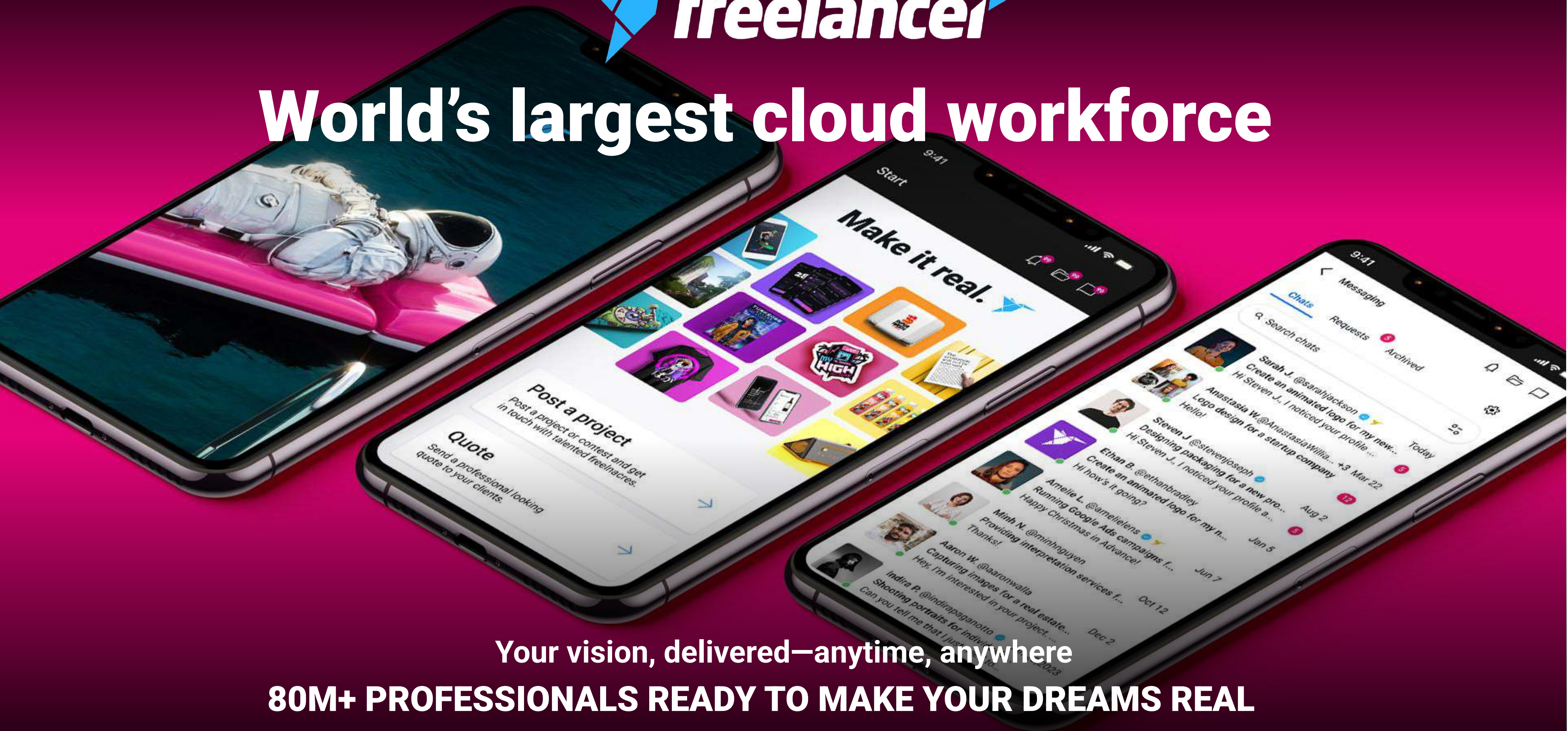
Australia's largest freight marketplace, 800,000,000 km shifted

3% fee from shippers + 10% from carriers on every load; volume-driven upside. Built on Freelancer, going global.

Our competitive edge: Monetising critical business infrastructure across the digital economy.



World's largest cloud workforce



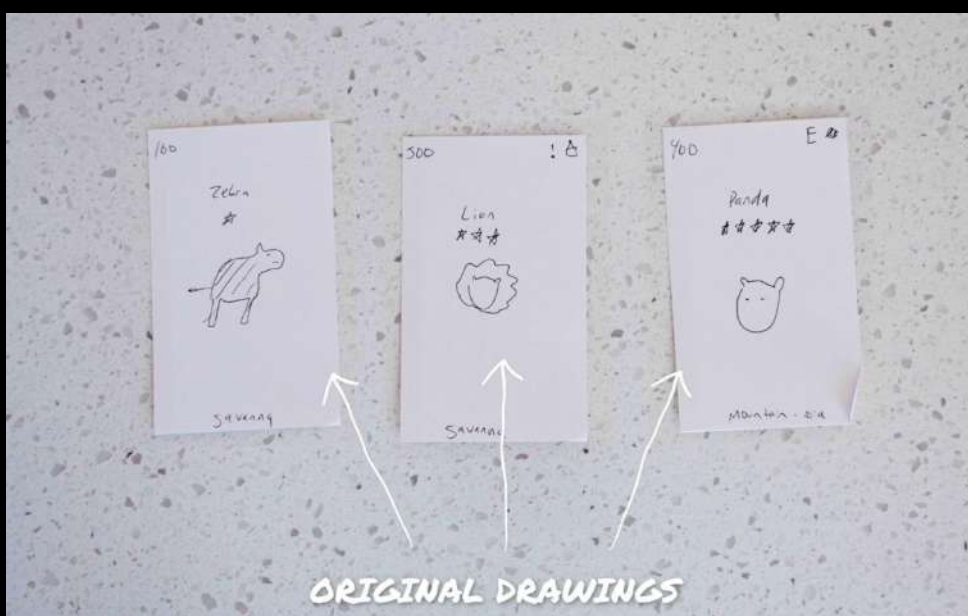
Your vision, delivered—anytime, anywhere

80M+ PROFESSIONALS READY TO MAKE YOUR DREAMS REAL

Make it real.

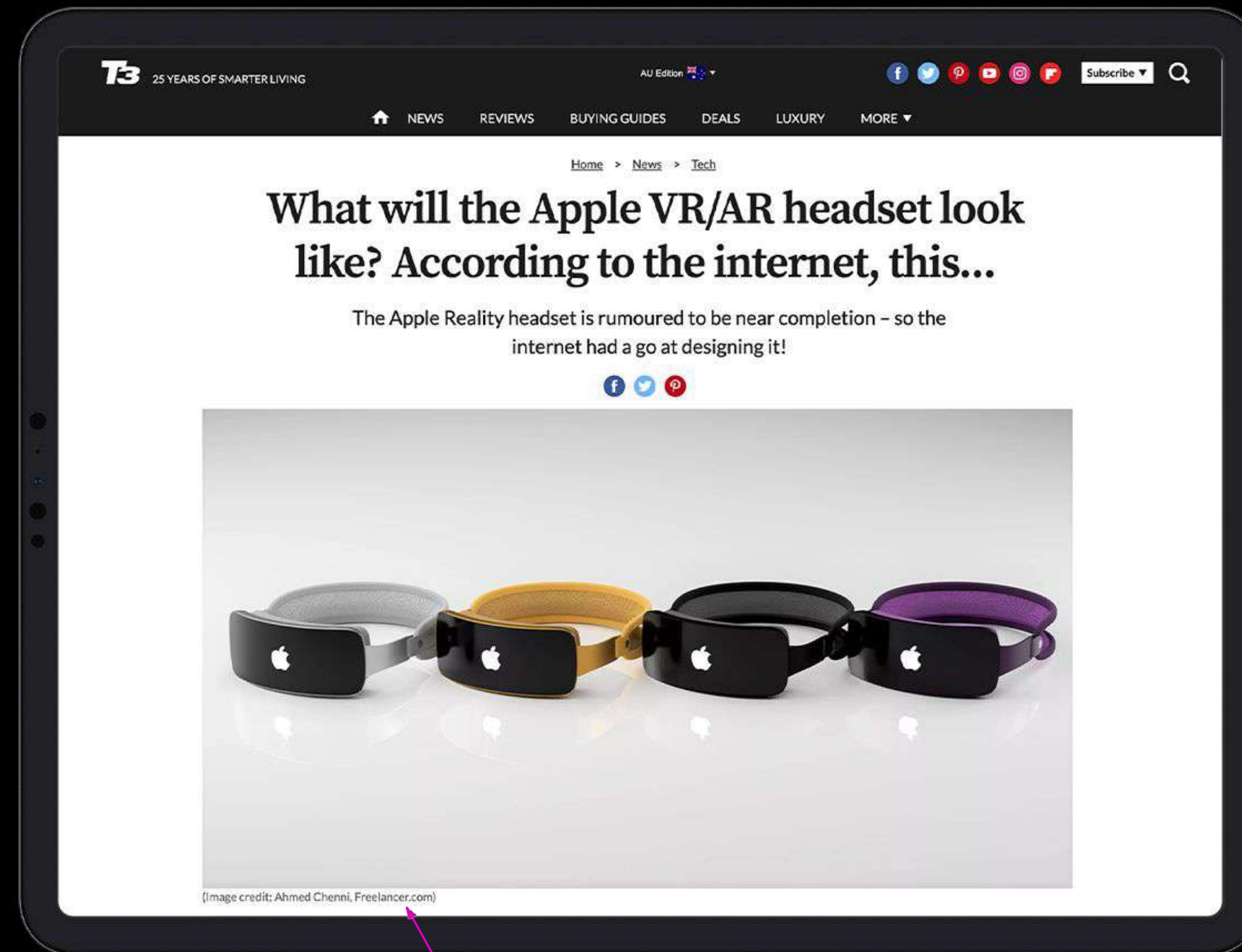
This game product design cost
and took 30 days make

\$2500 USD



Create the Future

We help entrepreneurs & organizations create products & services of the future.



This Apple VR headset concept cost
and had 56 entries in 14 days

\$500 AUD

Change lives.

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

Sulayman S.
@sulayman360



★★★★★ 5.0

Video & Motion Graphics
Banjal, Gambia



Freelancer is the world's biggest cloud workforce

- 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 - India

52

Regional Websites



North America

-  US (International)
-  Canada
-  Jamaica

Latin America

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

Africa

-  South Africa
-  Kenya

Europe

-  United Kingdom
-  European Union
-  France
-  Germany
-  Greece
-  Portugal
-  Spain
-  Czech Republic
-  Sweden
-  Iceland
-  Ireland
-  Italy
-  Netherlands
-  Turkey
-  Poland
-  Romania
-  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

33

Languages

Afrikaans

Bahasa Indonesia

Bahasa Malaysia

বাংলা

Català

Čeština

Dansk

Deutsch

ελληνικά

English

Español

Suomi

Filipino

Français

हिन्द

Magyar

Italiano

日本語

한국어

Norsk-Bokmål

Nederlands

Polski

Português

Română

Shqip

Slovene

Svenska

Kiswahili

Thai

Türkçe

Tiếng Việt

Українська

мова

中文(简体)

38

Currencies

USD

NZD

AUD

GBP

HKD

SGD

PHP

EUR

CAD

ZAR

INR

JMD

CLP

MXN

IDR

MYR

SEK

JPY

PLN

BRL

CNY

DKK

VND

AED

ARS

BDT

COP

PKR

CHF

HUF

ILS

KRW

NOK

QAR

RON

SAR

THB

TRY

Transform your business with

AI DEVELOPMENT

Your new
receptionist
just ate Siri
for breakfast.

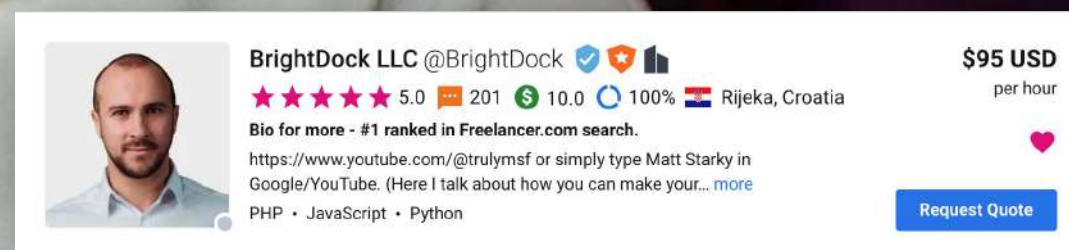
Get your AI Action plan now at:
freelancer.com/ai

Web Development >> App Development >> AI Development



Change Lives.

Changing lives across the globe, Freelancer empowers entrepreneurs, SMBs, and enterprises to achieve more. Our marketplace connects visionary clients with world-class talent, delivering exceptional results at scale.



BrightDock LLC @BrightDock

5.0 201 10.0 100% Rijeka, Croatia

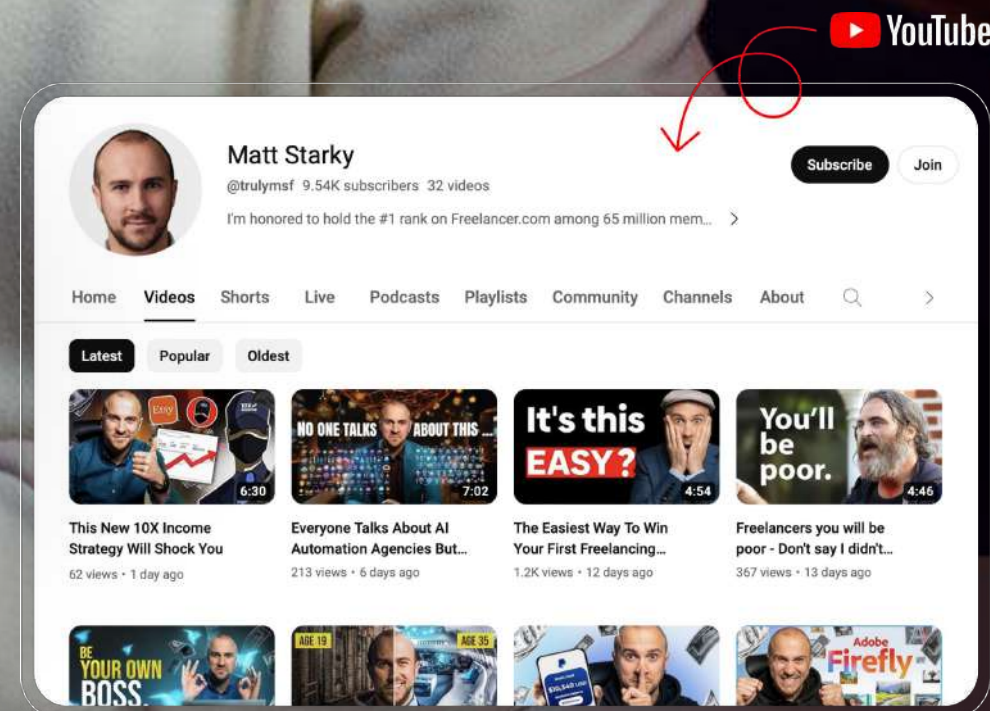
Bio for more - #1 ranked in Freelancer.com search.

<https://www.youtube.com/@trulymf> or simply type Matt Starky in Google/YouTube. (Here I talk about how you can make your... [more](#))

PHP • JavaScript • Python

\$95 USD per hour

Request Quote



Matt Starky

@trulymf 9.54K subscribers 32 videos

I'm honored to hold the #1 rank on Freelancer.com among 65 million mem...

Home Videos Shorts Live Podcasts Playlists Community Channels About

Latest Popular Oldest

This New 10X Income Strategy Will Shock You 62 views • 1 day ago

Everyone Talks About AI Automation Agencies But... 213 views • 6 days ago

The Easiest Way To Win Your First Freelancing... 1.2K views • 12 days ago

Freelancers you will be poor - Don't say I didn't... 367 views • 13 days ago

BE YOUR OWN BOSS

ADD TO

ADD TO

ADD TO

ADD TO

Matt Starky (@Brightdock) built a seven-figure business through Freelancer, now mentors the next generation of digital entrepreneurs.

80M+
GLOBAL TALENT POOL

25M+
PROJECTS CREATED

76%
PROJECTS RECEIVE BIDS
WITHIN 60 SECONDS

51
AVERAGE COMPETING
PROPOSALS / PROJECT



The Industry's Most Trusted Talent Platform

Freelancer leads every major competitor for customer satisfaction:

4.5 "Excellent" rating on Trustpilot from 16,000+ verified reviews

4.7 out of 5 on SiteJabber across 19,000+ customer ratings

Winner – 2024 SiteJabber Customer Choice Award for outstanding service

#1 in customer satisfaction among global freelancing platforms, year after year

When you choose **Freelancer**, you're choosing the platform businesses trust most.



✓ Claimed profile

Freelancer

Reviews 16,033 •  4.5 ⓘ



Freelancer ✓

 4.8 (18,659 reviews)

www.freelancer.com

[Write a Review](#)

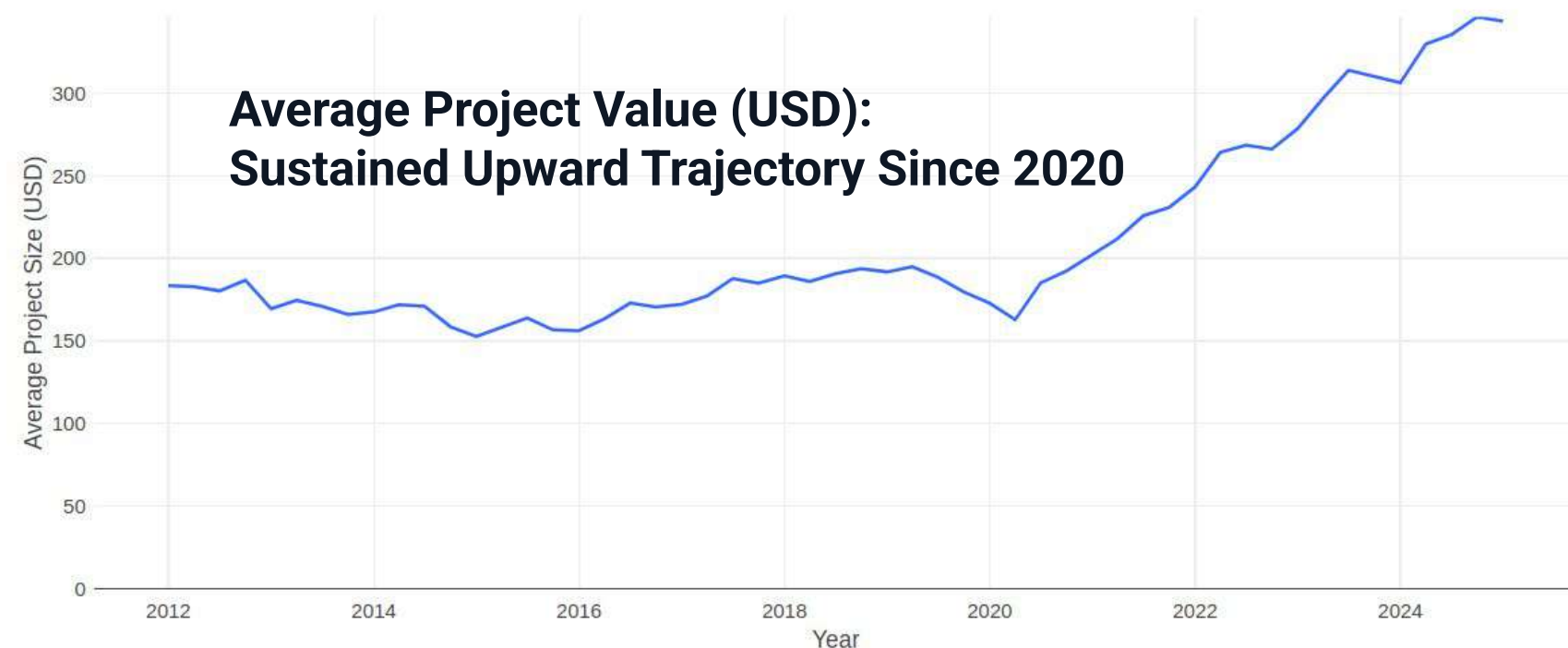
[Ask a Question](#)



Marketplace Dynamics FY24

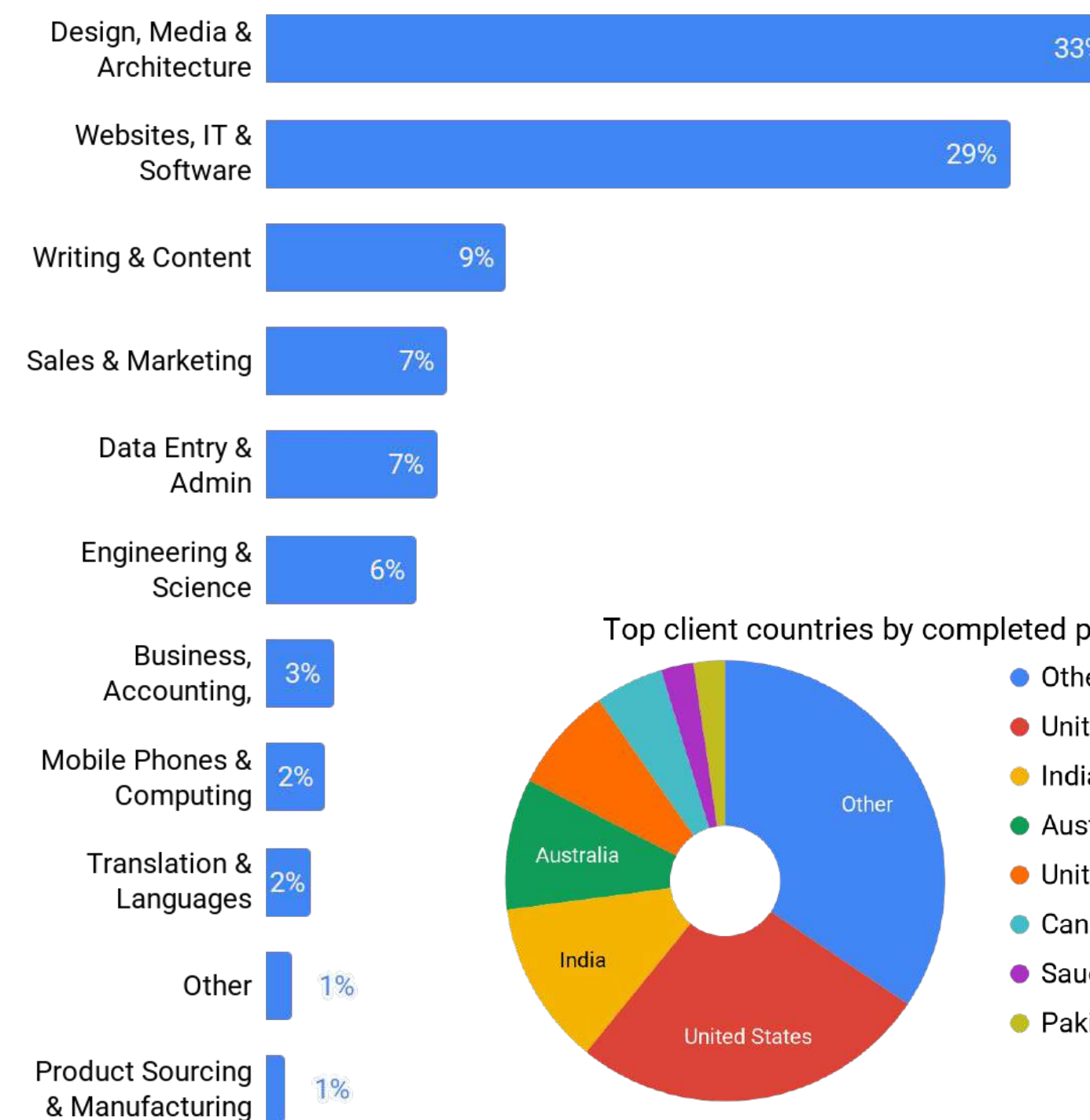
“Every job, every country, every language, every currency, at any time”

- Unparalleled diversity with 3,000+ job categories spanning cutting-edge fields: from Aerospace to Biotechnology
- Complexity & sophistication growing over time
- Average project value soared to US\$334 in Q4 (↑29.3%), reflecting higher-value work migration to platform

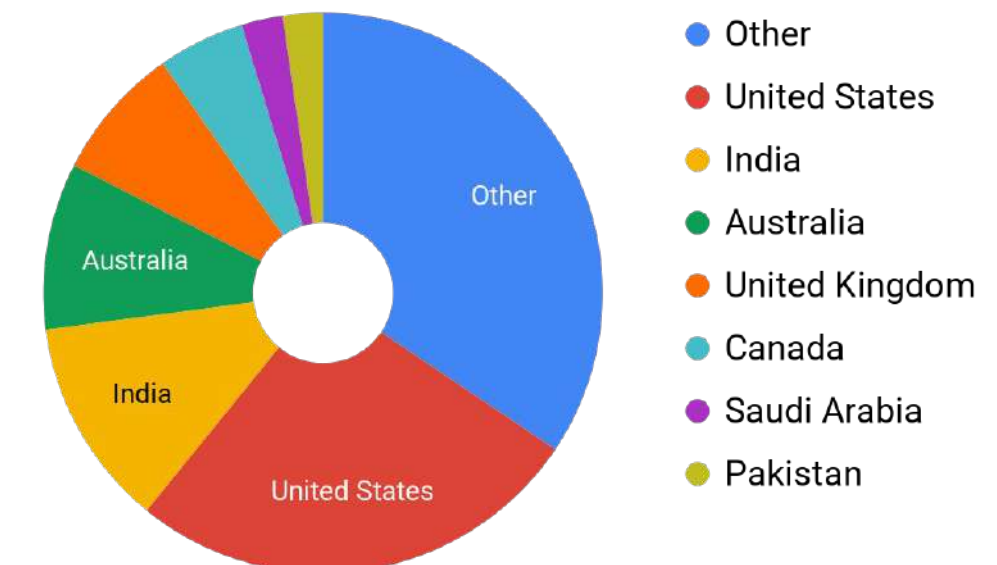


1. Based on the number of completed projects in FY24
2. Defined as the GMV over the time period, divided by the count of projects with GMV within the time period.

Top completed project categories by count FY24



Top client countries by completed projects FY24





Freelancer: The World's Largest Cloud Workforce

Unmatched value, unrivaled scale, AI-powered precision

Global Talent Network:

80+ million professionals across 247 countries & territories, 3,000+ skills, 33 languages, and 38 currencies

Hyperfluid Marketplace:

76% of projects receive bids within 60 seconds—no platform globally matches our response velocity or scale

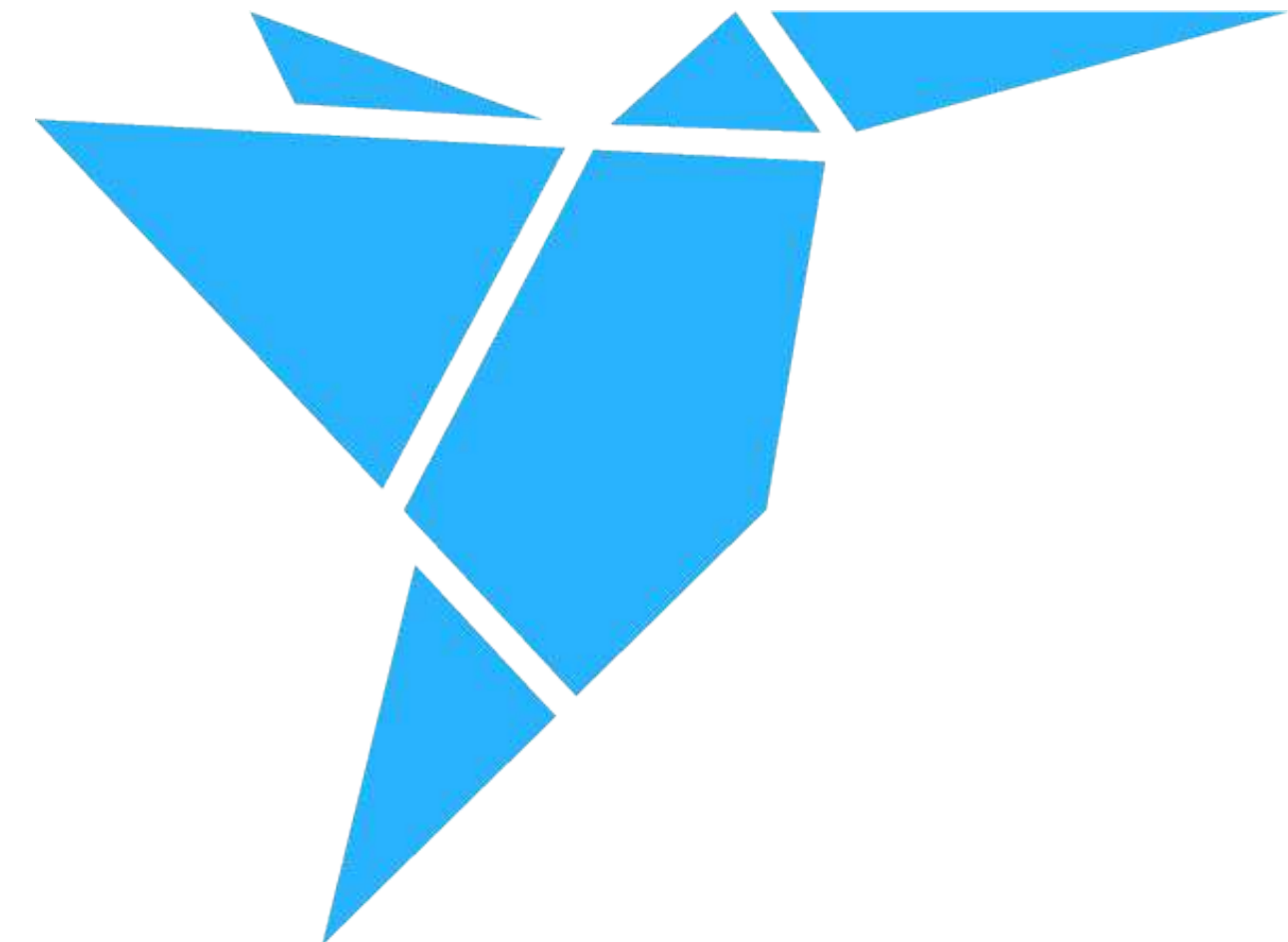
Client-Friendly Model:

- **Free** to post jobs, review portfolios, and receive competitive bids
- Industry-low 3% commission only when you hire

Freelancer-Friendly Platform:

- **Free** access to global opportunity marketplace
- **Free** professional profile and portfolio builder
- Transparent 10% commission structure

- **Unlock global talent today- post your project for free**



Projects

From Concept to Creation in Minutes

Post your project brief and watch top talent compete for your business. Our platform delivers unmatched speed and selection with built-in payment protection.

76%

of projects receive bids within 60 seconds

51

bids on average per project

Simply describe your needs and set your budget

Receive an average of 51 qualified proposals

Home design for a lake view lot **Complete**

The project entails creating a comprehensive set of 15 high-quality renderings, both exterior and interior, for a residential property located in Miami, Florida. This will involve the development of a detailed 3D model of the residence, which captures its architectural nuances, environmental context, and design aesthetics. The initial phase will include the creation of preliminary renderings to visualize the basic layout, design elements, and color schemes. These preliminary renderings will serve as the foundation for subsequent refinement and corrections.

Bids: 35 **Average bid: \$3,184 USD**

Susan P. @susamp **\$3,200 USD** in 14 days
Residential Architect and 3D Modeler
I would love to design a stunning home that maximizes the lake views while blending seamlessly with the natural surroundings. With my experience in architectural design and a keen eye for creating functional yet beautiful spaces, I will craft a layout that enhances both aesthetics and comfort. I'll ensure the design takes full advantage of natural... more

Robert Y. @roberty **\$3,100 USD** in 12 days
Home Design Specialist
I have a passion for designing homes that embrace their natural surroundings, maximizing lake views with stunning, functional layouts. With my expertise, I'll create a design that blends beauty, efficiency, and comfort to perfectly suit your needs. Let's work together to bring your dream lakefront home to life with thoughtful planning and creativity.

Suresh M. @sureshdesigns **\$3,000 USD** in 14 days
Architectural Designer
I specialize in designing homes that seamlessly integrate with their surroundings, maximizing lake views while ensuring comfort and functionality. Let's create a beautiful, thoughtfully planned space that perfectly suits your vision and the unique potential of your lot.

Andrew W. @andywhomes **\$3,500 USD** in 16 days
Custom Home Planner and Designer
I specialize in creating custom home designs that maximize scenic views while ensuring comfort and functionality. Your lakefront lot offers incredible potential, and I'll craft a layout that blends seamlessly with the surroundings. Let's collaborate to design a beautiful, timeless home that perfectly fits your vision.

Kelly S. @kellys **\$3,230 USD**
Sceni
I specialize in des maximizing lake beautiful, though potential of your

Phillip H. @philiph **\$3,210 USD**
odel
ustor
w. Yo
essl
tha

★★★★★ 5.0

Home design for a lake view lot

Went above and beyond to understand the project requirements. While his work is excellent, he is a great person to work with. I would highly recommend working with this freelancer.

Garima L. @TLC2019

Review portfolios, ratings, and previous work

Contests

**Unlimited creative firepower,
only pay for results**

Harness the collective genius of our global talent pool: logos, website designs, naming, packaging, illustration, and product concepts & more.

The Contest Advantage:

1,400,000+ entries per month
15,000,000+ entries per year

93%

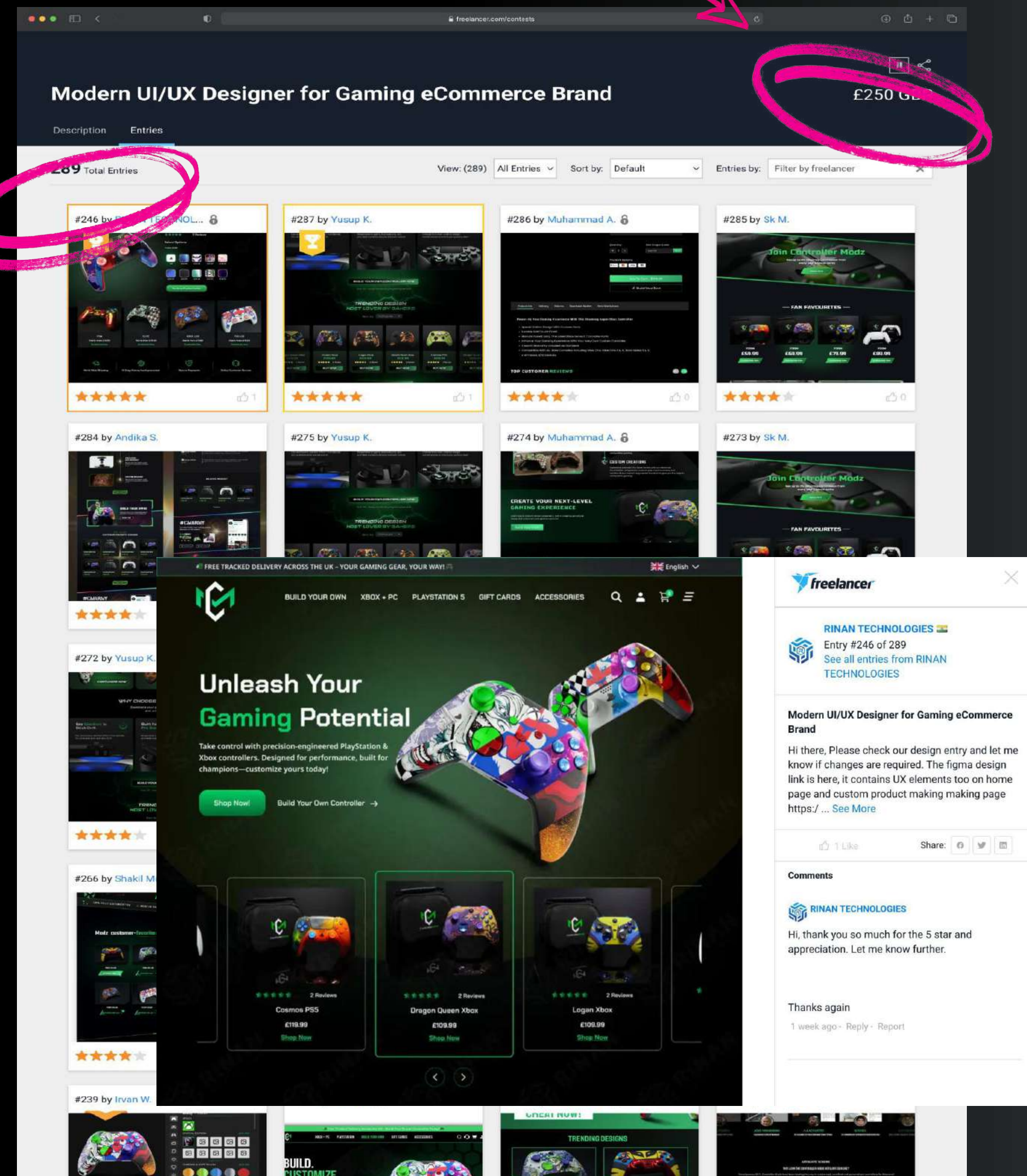
of contests receive
entries within 1 hour

528

average entries
per contest

*289 freelancers
competing for the
prize!*

Offer a prize

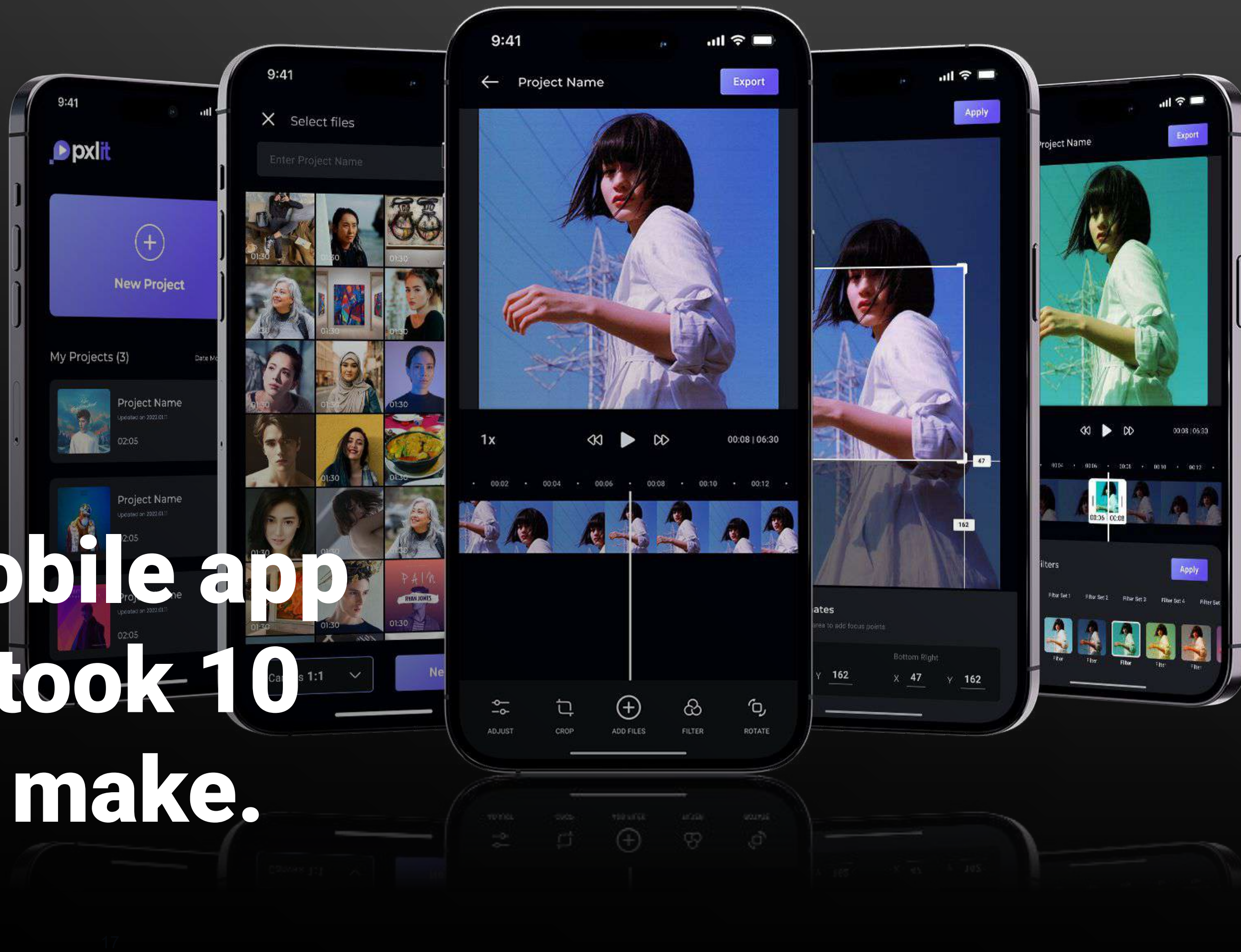


*Ratings and
feedback until won*



**This mobile app
design took 10
days to make.**

\$500 USD





This 3D product
visualisation
took 3 weeks



\$435 USD





**These detailed 3D
watches modelled
in 1 week.**

\$500 USD






This Next Generation System for First Responders was built for the National Institute of Standards and Technology



\$1M USD

Ready-to-Deliver Services from Top-Tier Talent

*Freelancers
can create
and sell their
own custom
services*

Realistic 3D Animation Creation

Ekarthaan. @Ekarthaan

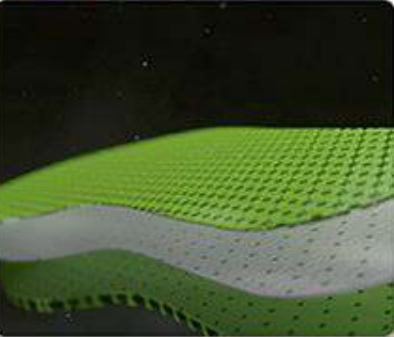

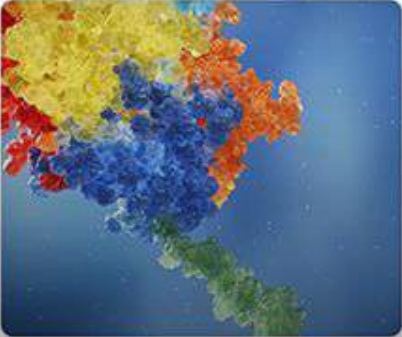



★★★★★

4.8

164

India



What's included

Hourly Work

✓ For 3D Video Animation	\$40/hour
--------------------------	-----------

Items

✓ 90 second 3D Animation Realistic	\$2,000
------------------------------------	---------

🕒 28 days delivery

[Purchase for \\$2,000](#)

[Chat](#)

By purchasing this service, you declare you have read and agree to our [User Agreement](#) and [Privacy Policy](#).

About this service


Custom CGI 3D Animation Service Elevate your concepts with our tailored CGI 3D animation service. From script to rendering, we promise exceptional quality and creative realization.

Key Steps: Consultation: In-depth discussion to understand your vision, setting the stage for collaboration. Script and Storyboard: Develop a comprehensive script and storyboard as the guiding blueprint.

*Clients can
purchase
services
directly*



Your Project, Our Global Cloud of 80 Million Professionals



Ashraf S. @ashrafshekh

★★★★★ 4.9 168 8.1 95%

MECHANICAL ENGINEER | SOLIDWORKS | ANSYS | CAD,CAM

\$30 USD / Hour · India (4:18 AM) · Joined on March 26, 2015

VUTUK DESIGN AND MEDIA

Looking for a highly skilled mechanical engineer with a wealth of experience in design and expert proficiency in various design tools? Look no further! With 12 years of experience in the design field, I have honed my skills in tools such as SolidWorks, ANSYS, CATIA, and Fusion 360, to name a few.

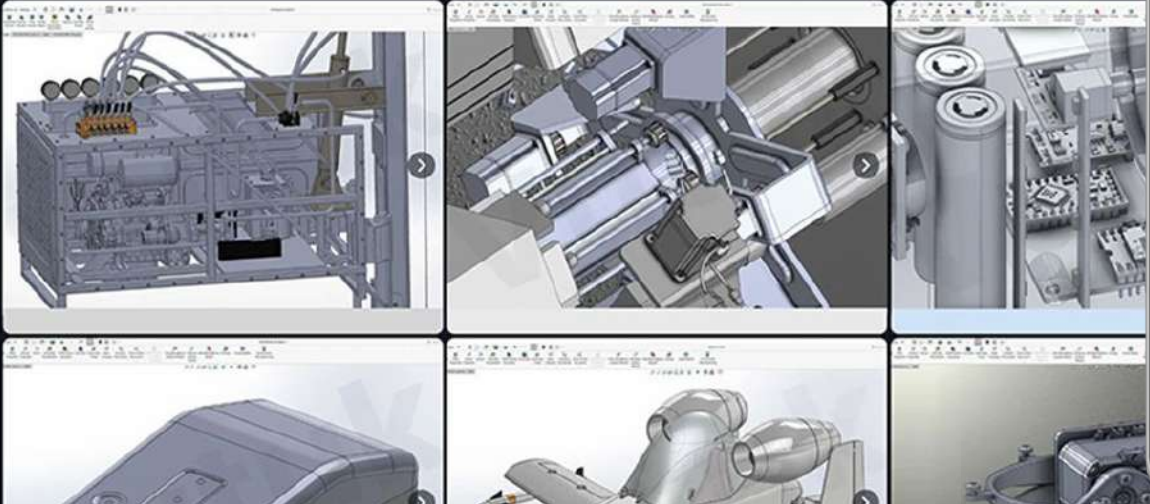
My expertise in machine design, FEA analysis, CFD analysis, and structural analysis make me a valuable asset to any team.

Additionally, I have a talent for creating stunning 2D drawings, product renderings, and animations, including explainer animations in both 2D and 3D. I also have experience in heavy equipment lifting plans, 2D explainer animation videos, and video editing.

Let's work together to bring your designs to life and take your projects to the next level!

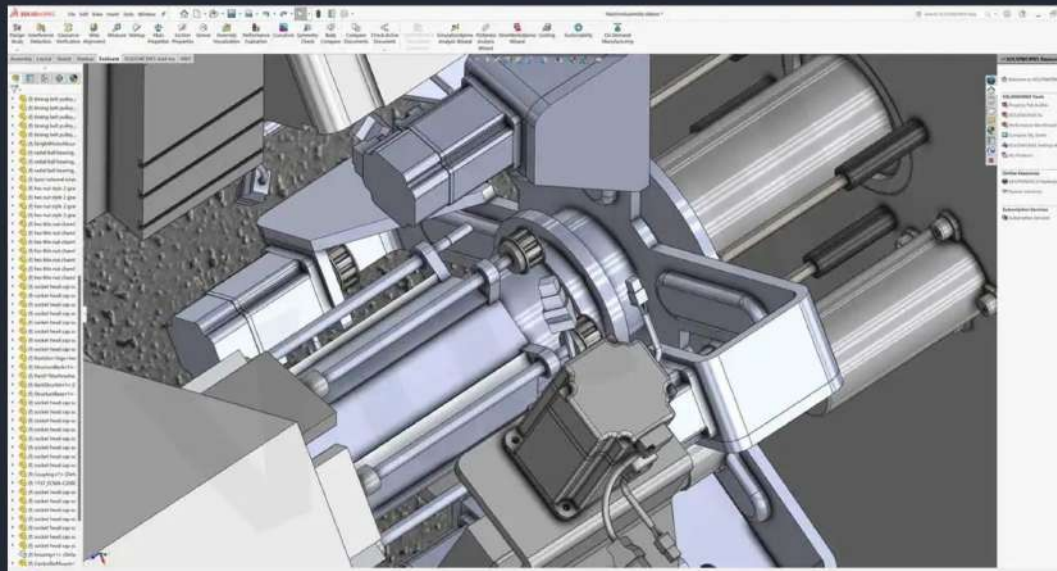
Portfolio

All 3D Modelling (24) New Product design (25) CFD Simulations (12) New Concept Design (4)



Machine designs Portfolio-21

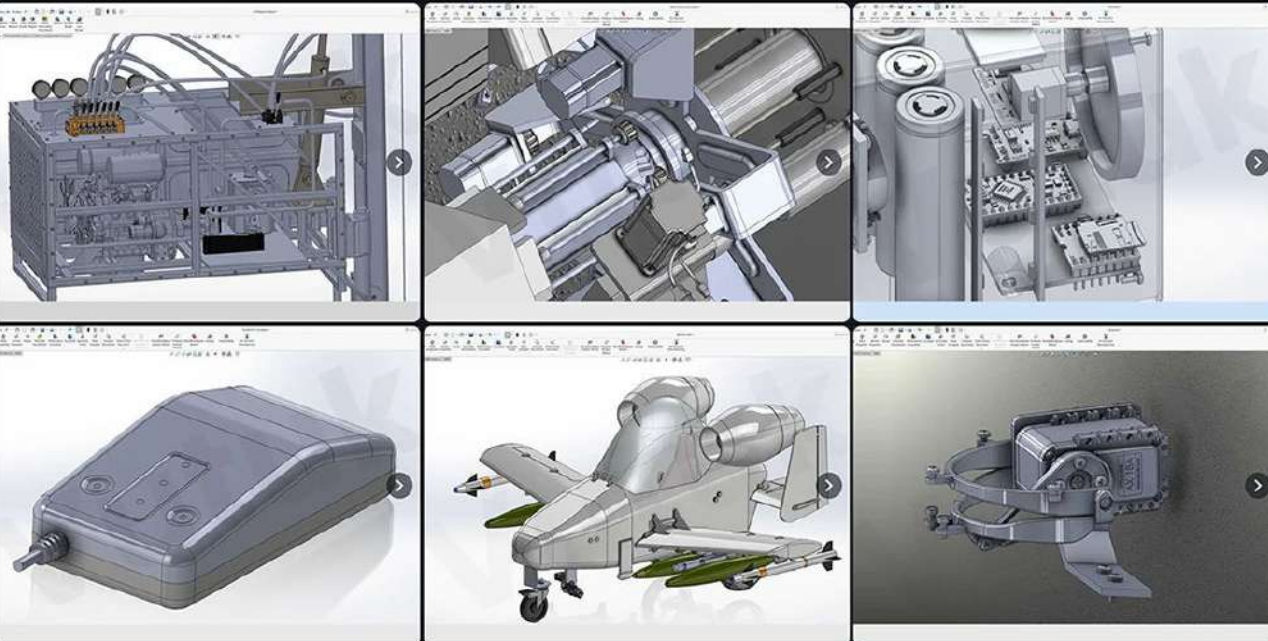
3D MODELLING, NEW PRODUCT DESIGN



Vutuk.com

Portfolio

All 3D Modelling (24) New Product design (25) CFD Simulations (12) New Concept Design (4)



Deloitte.



72,138

CONSULTANTS
ONBOARDED

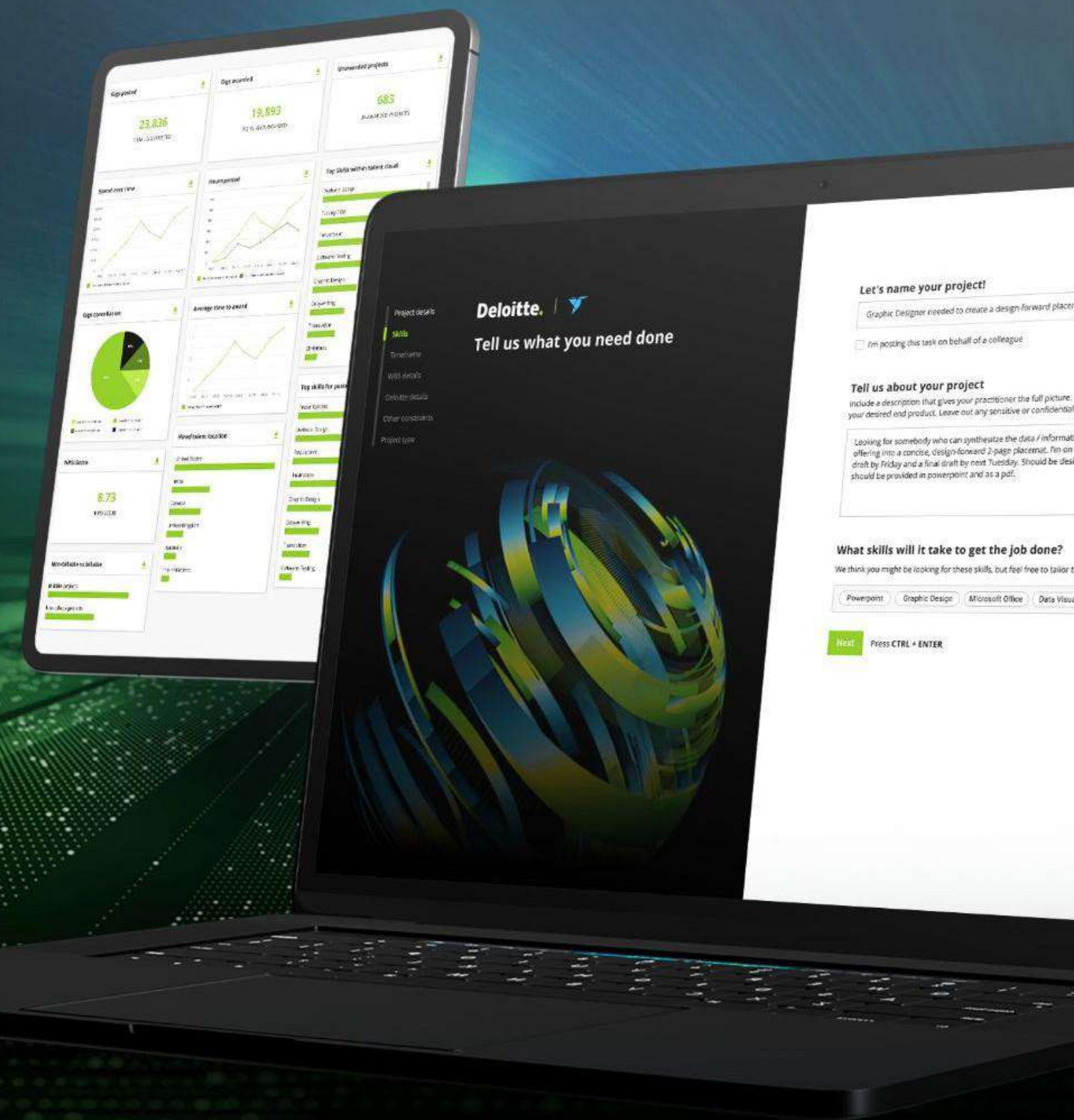
"We accelerated the launch of the MyGigs Platform, a self-service short-term staffing app connecting our internal talent pool to open project opportunities, in an effort to create the #1 remote talent experience... [we will] **drive to deliver 20% of all projects*** through this platform.

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





freelancer

MOONSHOT

INNOVATION CHALLENGES

Unleash the power of **global genius**
Where 80 million minds converge
solve humanity's greatest challenges

Enterprise Access to NASA-Grade Problem Solving
freelancer.com/innovation-challenges

Trusted by





TARGETED Genome Editor Delivery Challenge

Client National Institutes of Health

Field Biotechnology

Problem Genome editing to treat rare diseases which affects 10% of the population.

- programmable delivery systems
- crossing the blood-brain barrier

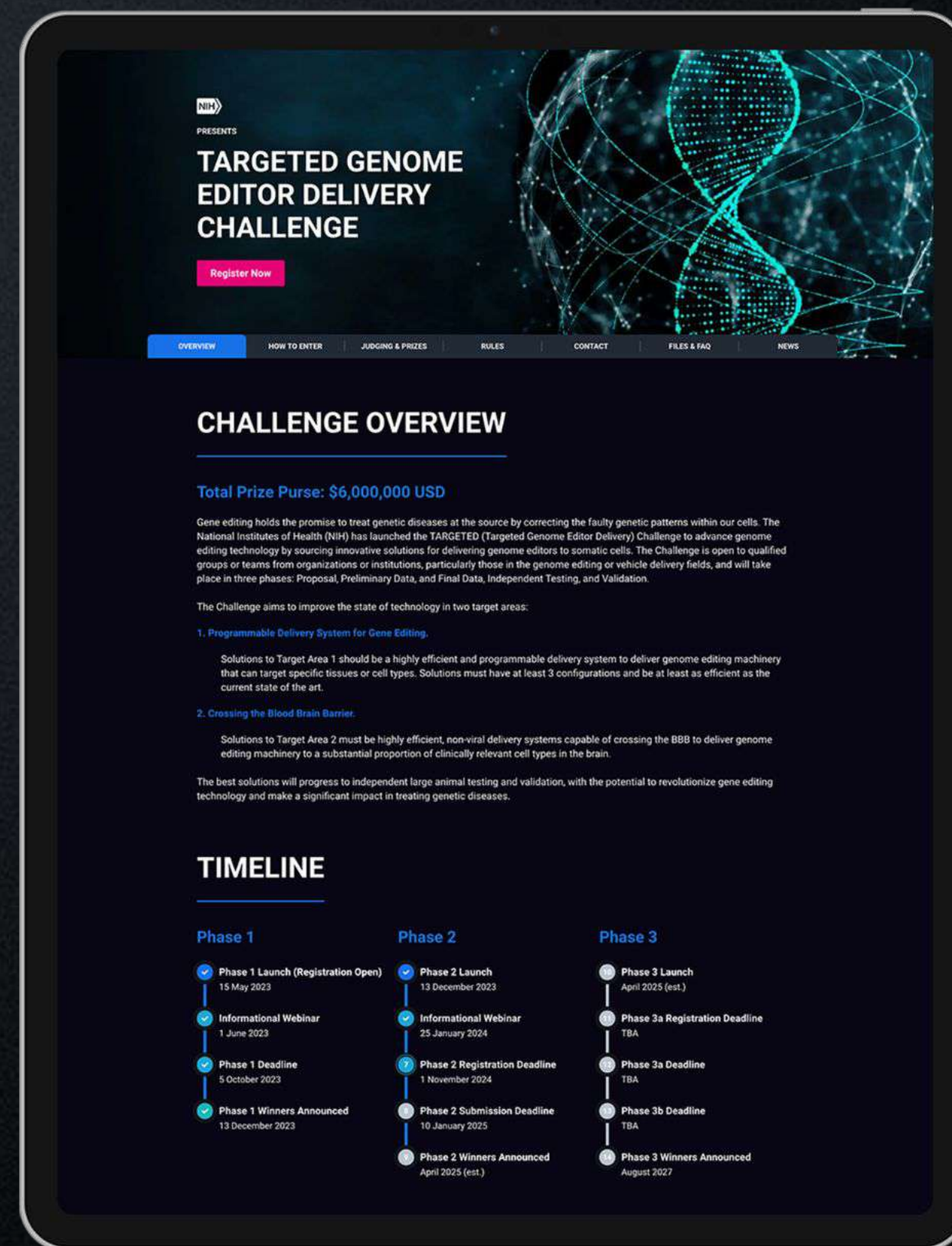
Breakthrough innovation Self-Assembling Proteins, Extracellular Vesicle-Based Delivery, Ultrasound-Assisted Lipid Nanoparticles, Milk Exosomes

Expertise Biotechnology | Medical Research | Bioengineering Epidemiology | CRISPR

\$6M USD
PRIZES

5
YEARS

514,460
OUTREACH





TARGETED/NIH Winners

Target Area 1: Programmable Delivery System for Gene Editing

Winning Solutions \$75,000 USD Prize

- **Perelman School of Medicine at the University of Pennsylvania:** Targeted Delivery of Genome Editing Machinery to Blood Marrow Stem Cells, Pulmonary Endothelium, and Cardiomyocytes
- **Nizar Y. Saad, PhD and Meisam Naeimi Kararoudi, PhD:** Development of A Programmable Extracellular Vesicle-Based Delivery System of Allele-Specific Gene Editing Therapy Using Bioorthogonal Chemistry
- **Beth Israel Deaconess Medical Center:** Self-Assembling Protein Polymer Micelles for Targeted Gene Editor Delivery
- **Reza Shahbazi, Ph.D. (Lead PI) Indiana University School of Medicine:** Developing In Vivo CRISPR Nanotherapeutics with Enhanced Safety and Precision by Dual Targeting Approach
- **Vesigen Therapeutics:** Engineered ARMMs: Promising Human-Derived Vectors for Cell Type-Specific Delivery of Genome Editors

Meritorious Solutions \$50,000 USD Prize

- **GenEdit, Nanopart**

- **Stanley C**

- **Columbia Gastroint**

- **GENOMI**

Meritorious Solutions \$25,000 USD Prize

- **Carmine**

- **Broad In**

- **Dehua P Transloc**

- **David R.**

- **SIVeC Bi Tissues**

- **Helix, In for safer**

- **ExoTarge**

- **Hunteria**

- **Battelle I of gene e**

- **Orion Th Therapeu**

- **Exosome program**

Target Area 2: Crossing the Blood Brain Barrier

Winning Solutions \$75,000 USD Prize

- **ARENEX (University of Kentucky Research Foundation):** Artificially engineered exosomes for gene editing the brain
- **ZhouTeam@Yale:** TARGETED-STEP RNPs for delivery of genome editing to the brain
- **Cornell University:** Systemic and targeted delivery using engineered endogenous virus-like vesicles for editing in the central nervous system
- **Columbia University:** Focused Ultrasound-Assisted Intravenous Delivery of Optimized Lipid Nanoparticle Targeted Brain Gene Editing
- **LEDGE Team:** Delivery of gene editing complex across the BBB using lectin-mediated transport

Meritorious Solutions \$50,000 USD Prize

- **Orion Therapeutics, Inc.:** Multifunctional Lipid Nanoparticle Delivery System for Delivery of CRISPR Therapeutics Across the Blood-Brain Barrier

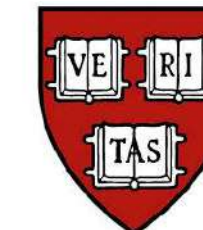
Meritorious Solutions \$25,000 USD Prize

- **Drs. Wenhui Hu and Qingsheng Li:** Receptor-mediated and exosome-decorated lentivirus-like particles blood-brain barrier for brain gene editor delivery
- **Jiukuan Hao & Bin Guo, College of Pharmacy at University of Houston:** Targeting Blood-Brain Barrier for Crispr/Cas9 Brain Delivery
- **Talinted, Inc.:** Exosome Mediated Targeting of Capsid Bound Gene Editing Material
- **Battelle Memorial Institute:** Polymeric nanoparticle-facilitated delivery of gene editors across the blood barrier

Academia

Broad Institute of MIT & Harvard:

A platform for targeting AAVs to specific receptors



Freelance Researchers

Saad & Karaoudi, PhDs: *Development of a Programmable Extracellular Vesicle-Based Delivery System of Allele-Specific Gene Editing Therapy Using Bioorthogonal Chemistry*

Biotechnology Research Labs

Orion Therapeutics, Inc.: *Multifunction Lipid Nanoparticle Delivery System for Delivery of CRISPR Therapeutics Across the Blood-Brain Barrier*





Who Let the Gas Out? NASA Tank Venting Challenge

Client	NASA
Field	Aeronautical Engineering
Problem	Longer space missions require larger tanks and efficient venting solutions to isolate propellant from ullage fluid during refueling in microgravity.
Breakthrough innovation	Global submissions exploring acoustic excitation, ultrasonic sensing, and centrifugal phase separation for space refueling solutions.
Expertise	Astrophysics Mechanical Engineering Aeronautical Engineering

\$80K USD
PRIZES

9
MONTHS

46
COUNTRIES





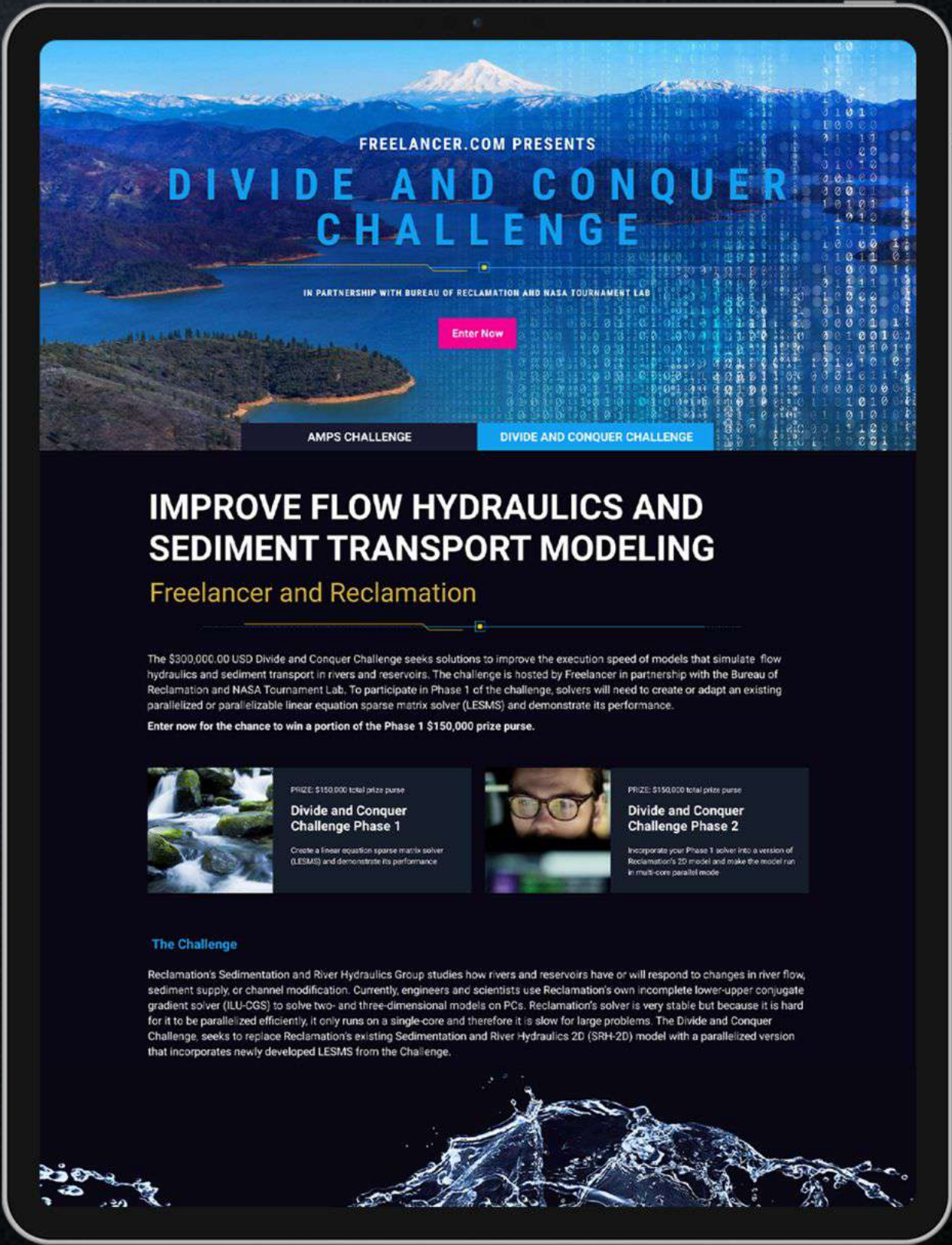
Divide and Conquer Challenge

Client	Bureau of Reclamation
Field	Computational Fluid Dynamics
Problem	Modelling river flow takes so long to run that the data is no longer relevant
Breakthrough innovation	Parallelized the model achieving 60x speed up – from over 3 days to 1 hour!
Expertise	Computational Fluid Dynamics Performance Optimization

\$355k
PRIZES
USD

21
MONTHS

76
PARTICIPANTS





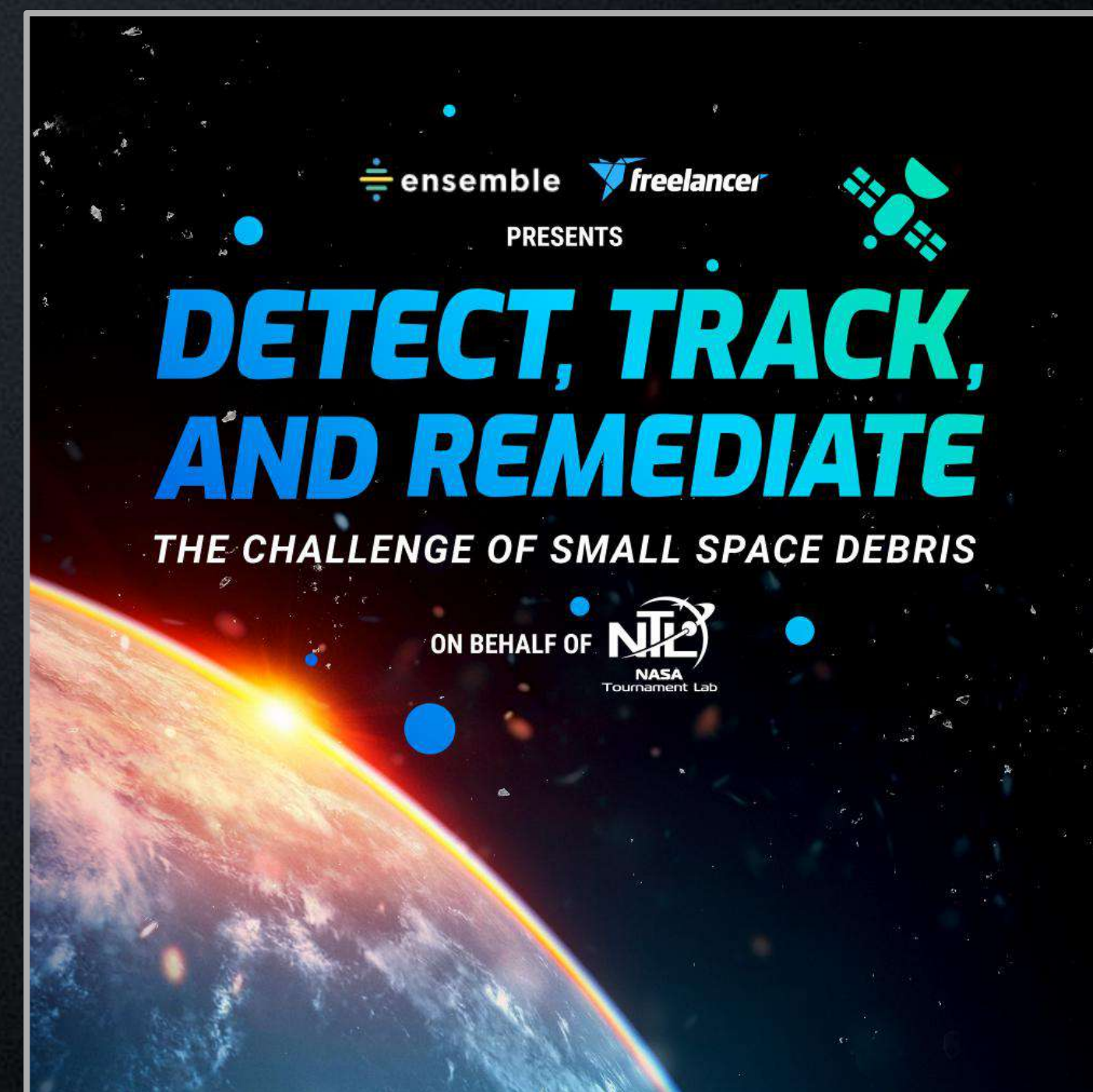
NASA Detect, Track, and Remediate Small Space Debris

Client	NASA
Field	Aerospace Engineering
Problem	Inability to effectively detect, track, or remediate small orbital debris that poses significant collision risks to spacecraft and human missions
Breakthrough innovation	Variety of innovative solutions including plasma signature tracking, cubesat fleets, ultraviolet reflective tracking systems, and a rotating tethered sweeper called “SPACE BAT”
Expertise	Aeronautical Engineering Astrophysics Materials Science

\$120K
PRIZES
USD

5
MONTHS

59
SUBMISSIONS



Global Fleet

Generative AI Solutions

Scale in an Instant

Access 25 000+ vetted specialists **per day** across 247 regions & 3 000+ skills- under one contract.

Customisable Workflows

Multi-layer human and automated reviews tailored to your accuracy targets, with full audit trails.

Accelerate model training, fine-tuning, and deployment through a global network of subject matter experts- **spinning up projects in hours, not weeks.**



Expert Human Intelligence, Powering AI Innovation

Where **human intelligence** meets
artificial intelligence

Massive Scalability: Capacity to deliver instant access to 80m+ for millions of human-in-the-loop training hours monthly

Specialized AI Training: Expert reinforcement learning (RLHF), safety evaluation, dialect recording, labeling across 52+ languages.

Rapid, On-Demand Mobilization:

Can marshall 25,000+ pre-qualified experts per day

Trusted by Global Leaders:

Proven success powering foundational AI projects, including Google's Gemini and other leading AI platforms.

We don't just deliver AI experts,
we deliver **specialists** for AI



Generative AI Case Study

Accelerating Major Foundational Model Development

The Challenge

- Evaluate millions of AI prompts across 52 languages
- Meet aggressive timelines with safety requirements
- Support specialized domain expertise needs

The Solution

- Deployed 130,000+ AI specialists globally
- Implemented ethical oversight protocols
- Created seamless 24/7 workflow system

The Results

- Accelerated development while enhancing accuracy
- Reduced bias through diverse global evaluation
- Achieved 100% client satisfaction

130,000+

Ai Specialists

52

Languages

24/7

Coverage

50,000+

Hours worked

100%

Satisfaction

Your *on-demand* field service revolution.

Surge Capability Meets Whitespace Coverage

Access a global network of 80 million freelancers to eliminate coverage gaps, provide surge capability, reduce fixed costs, and ensure service excellence anywhere, anytime.

Surge Capability:

Global technician deployment in hours, not days

Whitespace Coverage:

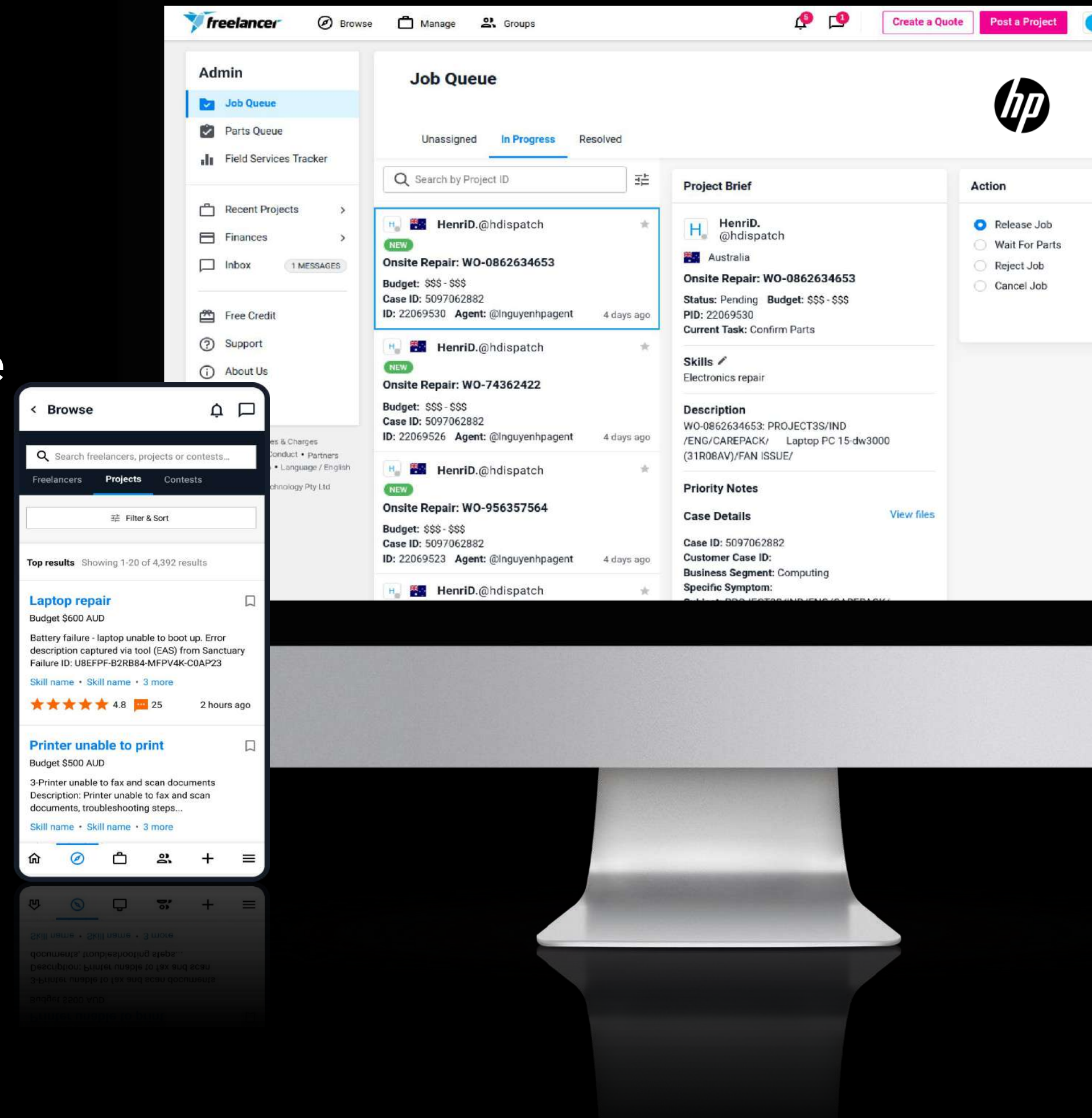
Consistent service from metro to remote regions

Cut Fixed Costs:

Scale workforce without financial risk

Specialized Expertise:

Diverse technical skills for any challenge





Field Services

Case Study

Building a Global Surge and Whitespace Capability for Hewlett Packard



The Challenge

- Rigid workforce
- Remote coverage gaps
- Peak-time bottlenecks
- Unsustainable fixed costs

The Solution

- Pay-per-work-order flexibility
- Strategic over-staffing
- Instant surge capacity
- Total geographic reach

The Measured Impact

- Fully-integrated capability
- Gaps filled
- Cost reduction of 21%
- Repair time reduced by 35%
- Exceptional sNPS scores

90,000+

WORK ORDERS
COMPLETED

48

CITIES

5

COUNTRIES

~1,000

FREELANCE FSES

35%

REPAIR TIME
REDUCTION



Government partnerships: empowering global talent

تمكين
Tamkeen



Transform your exports with

GLOBAL REACH

U.S. tariffs closed one door.
We'll open a **hundred** more.



- ✓ Regional Marketing Experts
- ✓ Local Experts
- ✓ Cultural Adaptation
- ✓ Logistics Consulting





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

Founder & CEO of PCtools

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.



Patrick Grove

Non-Executive Director

*Co-Founder & Group CEO at
Catcha Group*

Since founding Catcha Group in 1999, Patrick has built an extensive track record of founding, building, acquiring, listing and growing both private and public Southeast Asian digital businesses. Today, he is widely recognized as one of the leading entrepreneurs in the region, having founded and taken 6 digital businesses from their early stages to initial public offering in Australia and Southeast Asia, including the iProperty Group (ASX:IPP) – which was acquired by REA Group (ASX:REA) in 2016 in one of the largest ever acquisitions of a Southeast Asian internet company at the time; iCarAsia (ASX:ICQ) and Frontier Digital Ventures.



Craig Scroggie

Non-Executive Director

CEO & MD of NEXTDC

CEO of an ASX 100-listed technology company NextDC (ASX: NXT) and Asia's most innovative Data Centre-as-a-Service provider. With over 30 years of experience in the ICT industry, Craig brings a wealth of knowledge and expertise to Freelancer's board. Throughout his career, Craig has held senior positions with industry giants such as Symantec, Veritas Software, Computer Associates, EMC Corporation, and Fujitsu. Under Craig's leadership, NEXTDC has become a cornerstone of Australia's digital economy, providing critical services to businesses across the country and beyond.



Management Team | Freelancer

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



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

Neil Katz 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 Aptrix (acquired by NYSE:IBM).



Adam Byrnes
Vice President, Product
Strategy & 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.



Laurent Goudet
Chief Technology Officer
BSc (Mathematics & Computer Science) (Hons) / MSc (Embedded Systems) (Hons)

Laurent Goudet 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.



Andrew Bateman
Vice President of Product
& Enterprise
B App Sci (IT) RMIT

Joining Freelancer in 2023, Andrew leads product strategy and development for our enterprise division. He has over two decades experience as a technology and product leader, most recently as co-founder, CTO and Head of Product at B2B marketplace vendor Bench. Prior to this Andrew was Technical Director of digital studio Future Büro, winning multiple international honours including Cannes Lions, Webby and D&AD awards.



Ayen Torcuator
Global Head of
Customer Service
B PoliSci

Ayen Torcuator is responsible for ensuring that customers receive 24/7 world class service and solutions. Ayen holds a bachelor's degree in Political Science from the University of the Philippines, Diliman and has been part of the company for more than a decade.



Mas Mohammad
Director of Operations

Mas Mohammad, Director of Operations for Loadshift and Head of Field Services for Freelancer Enterprise, has 20 years of experience in the IT and telecommunications sectors, including significant roles at Telstra and NBN Co. With over 15 years of leadership expertise, he is recognised for his ability to drive results, optimise operational teams, streamline processes, and expand businesses globally to enhance organisational performance.



Recent Awards | Freelancer



Official Winner

People's Voice
Employment

29th Annual Webby
Awards 2025



Gold Stevie

Company of the Year -
Business or Professional
Services - Medium-size

International Business
Awards 2024



Silver Stevie

Communications Team
of the Year

International Business
Awards 2024



Gold Stevie

Most Innovative
Communications Professional
of the Year

The Asia-Pacific Stevie
Awards 2024



Sitejabber Award

96.2% positive customer
reviews in last 12 months

Sitejabber Awards
2024



Gold Stevie

Business or Professional
Services - Freelancer.com

International Business
Awards 2023



Official Webby Honoree

Websites and Mobile Sites
Employment

27th Annual Webby
Awards 2023



HR Tech Award

Talent Acquisition:
Best Virtual / Hybrid Solution

HR Tech Awards
2022



APAC Insider

Best Cloud-Based
Freelancing & Crowdsourcing
Talent Platform

Southeast Asia Business
Awards 2022



Gold Stevie

Innovation in Technology
Management, Planning &
Implementation
(Other Service Industries)
The Asia-Pacific Stevie
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



“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.



Powering the world's commerce.



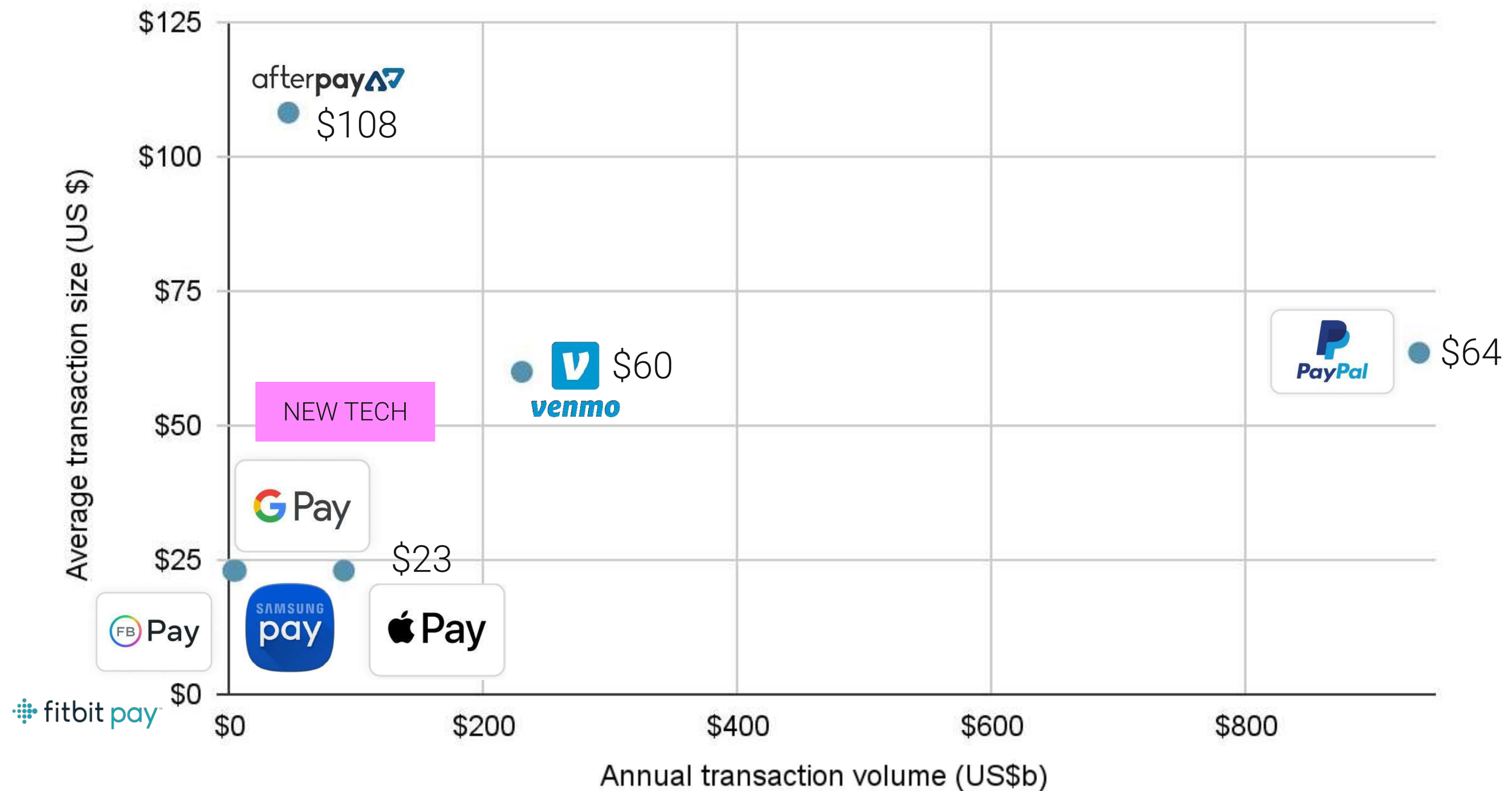
Inspect goods & services before releasing funds
OVER US\$7,500,000,000 IN TRANSACTIONS SECURED

investor@escrow.com

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

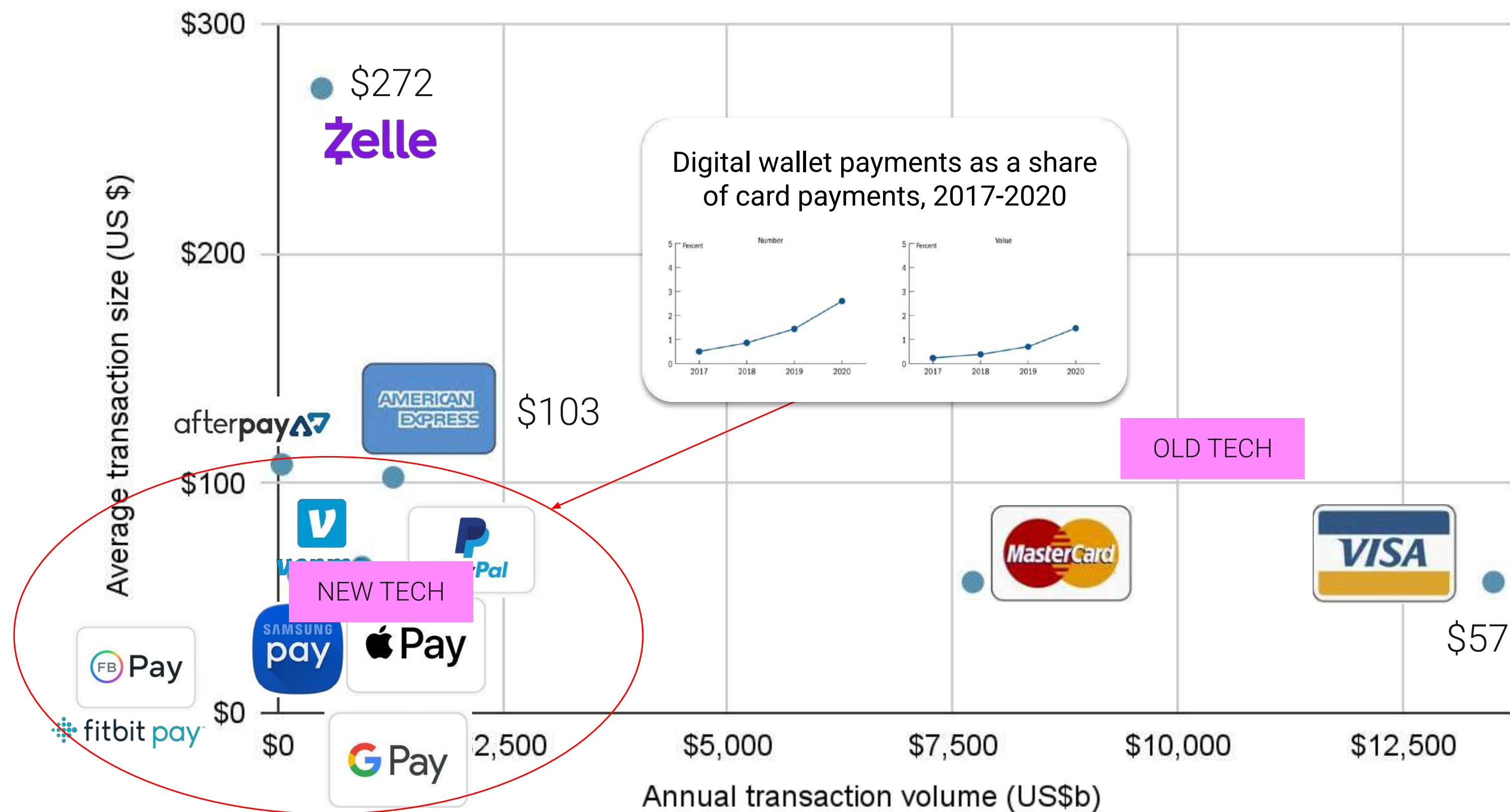


Most of the innovation in payments is in low-value



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://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/>
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.>

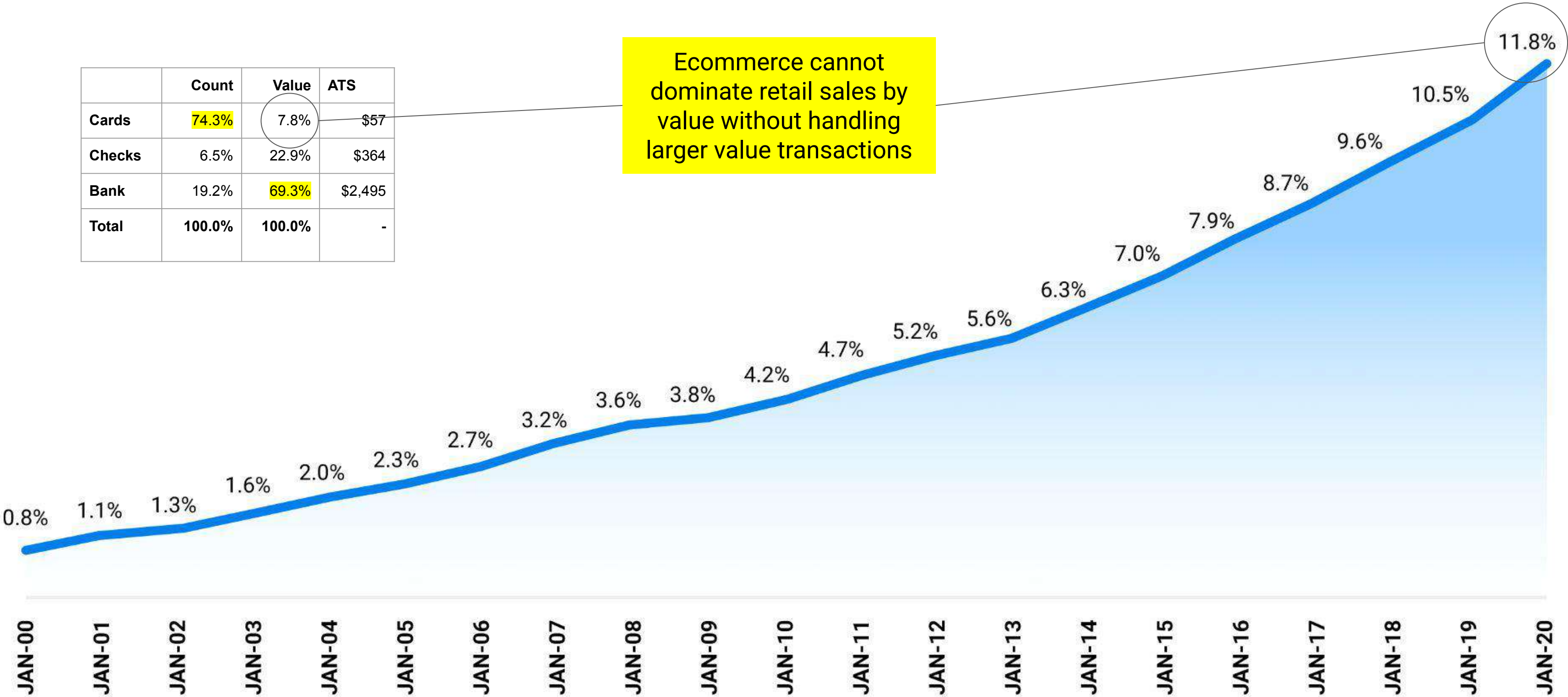
The red ocean in small value payments <3% of card volume



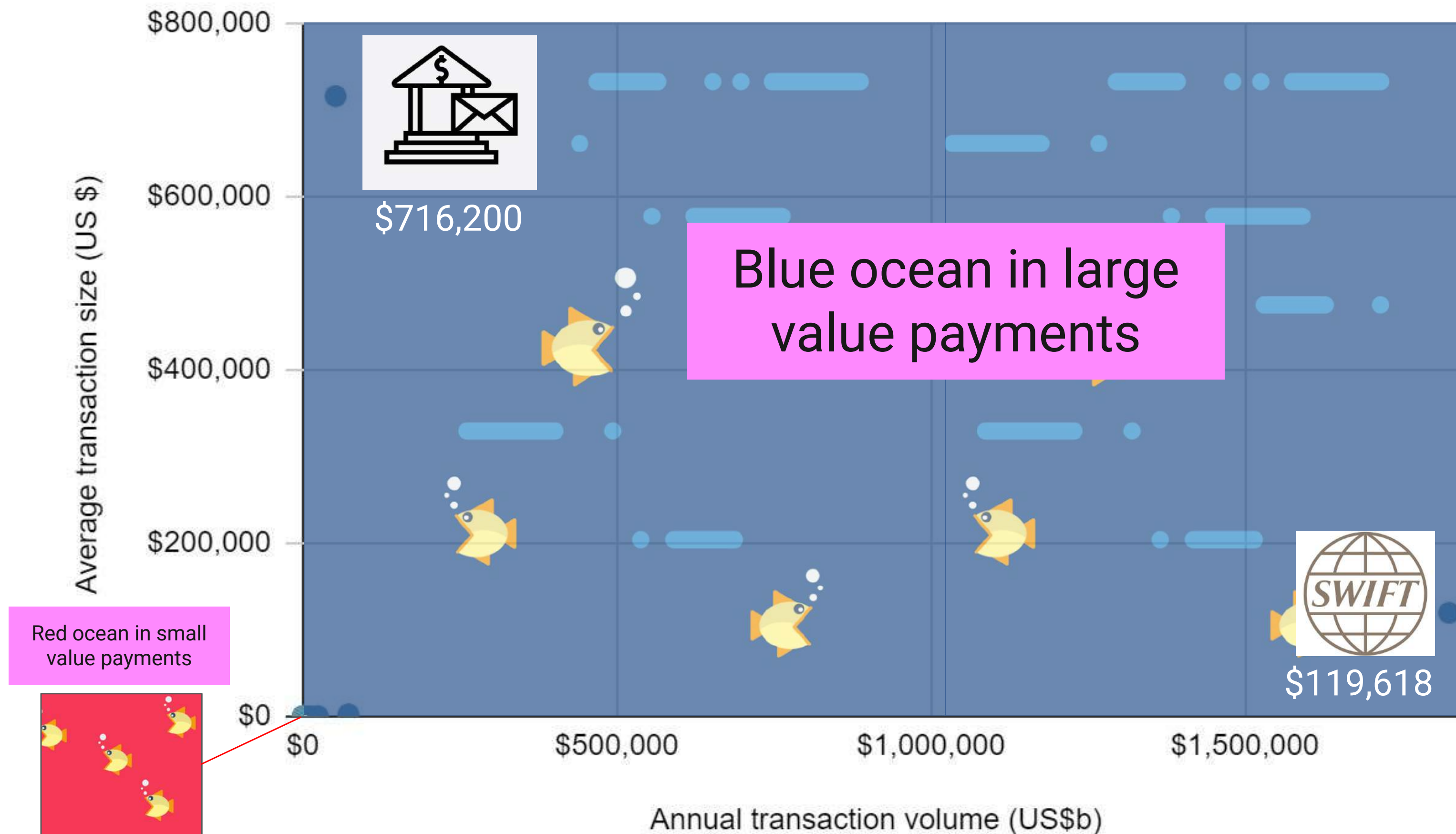
Includes all card transactions made via a digital wallet, including tokenized digital wallet. Include: Digital wallet transactions made by using electronic devices, such as smartphone, smart watch, or activity tracker, by "tapping" the device at the point-of-sale (POS) terminal (i.e., Apple Pay, Samsung 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



Source: FRED database, CB Insights, US Federal Reserve
<https://www.federalreserve.gov/paymentsystems/deceMBER-2021-findings-from-the-federal-reserve-payments-study.htm>



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/>
 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 [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 [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.

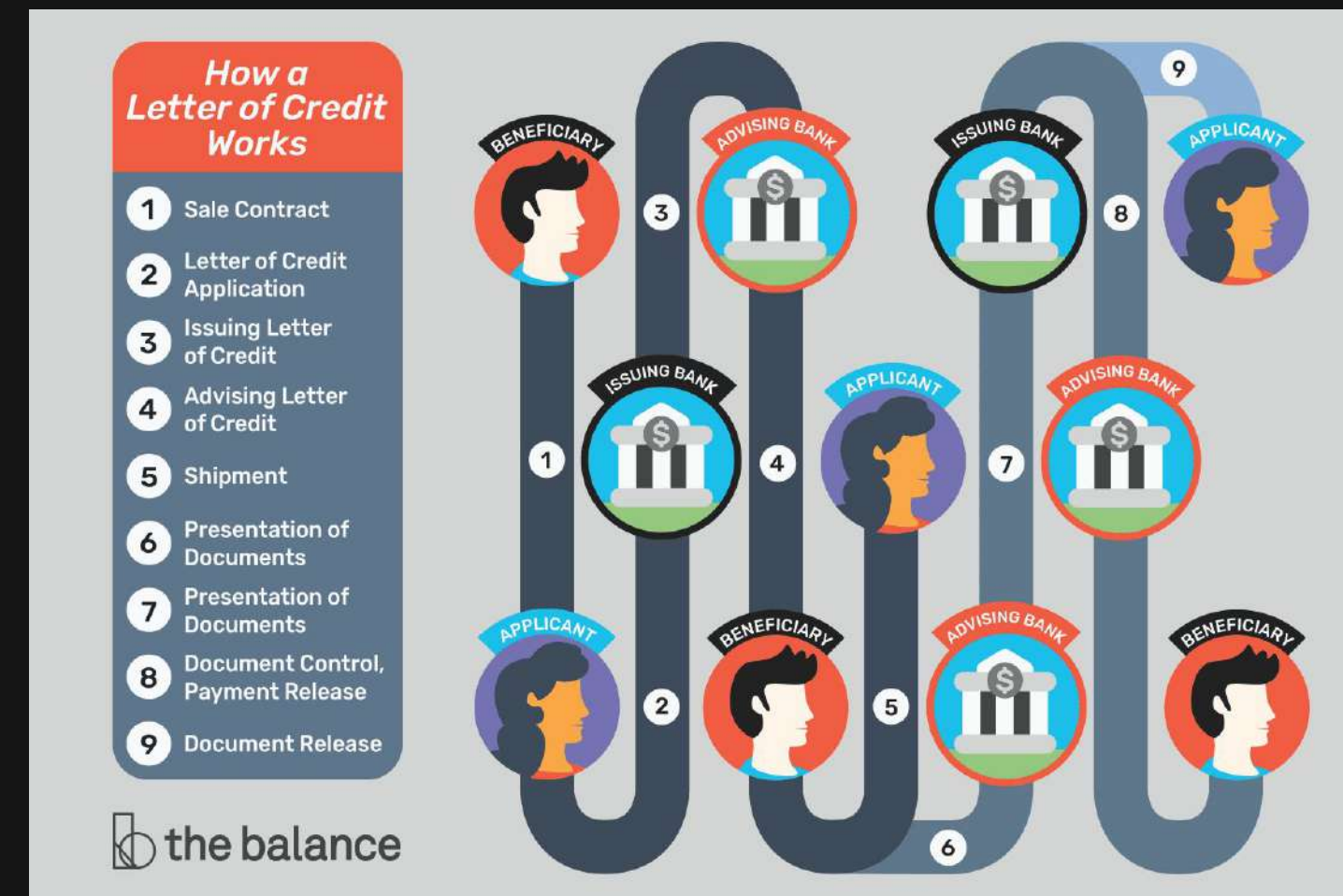
2. PAYMENT TERMS

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/328420369_Mitigating_the_Risk_of_Documentary_Discrepancy_in_Process_of_Estonian_Export_Letters_of_Credit_Transaction



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

* <https://www.paymentsdive.com/news/card-industry-faces-400b-in-fraud-losses-over-next-decade-nilson-says/611521/>

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.

ESCROWAPI

Spend more time running your business and less time worrying about payments code and compliance overhead.

Built for developers, by developers.

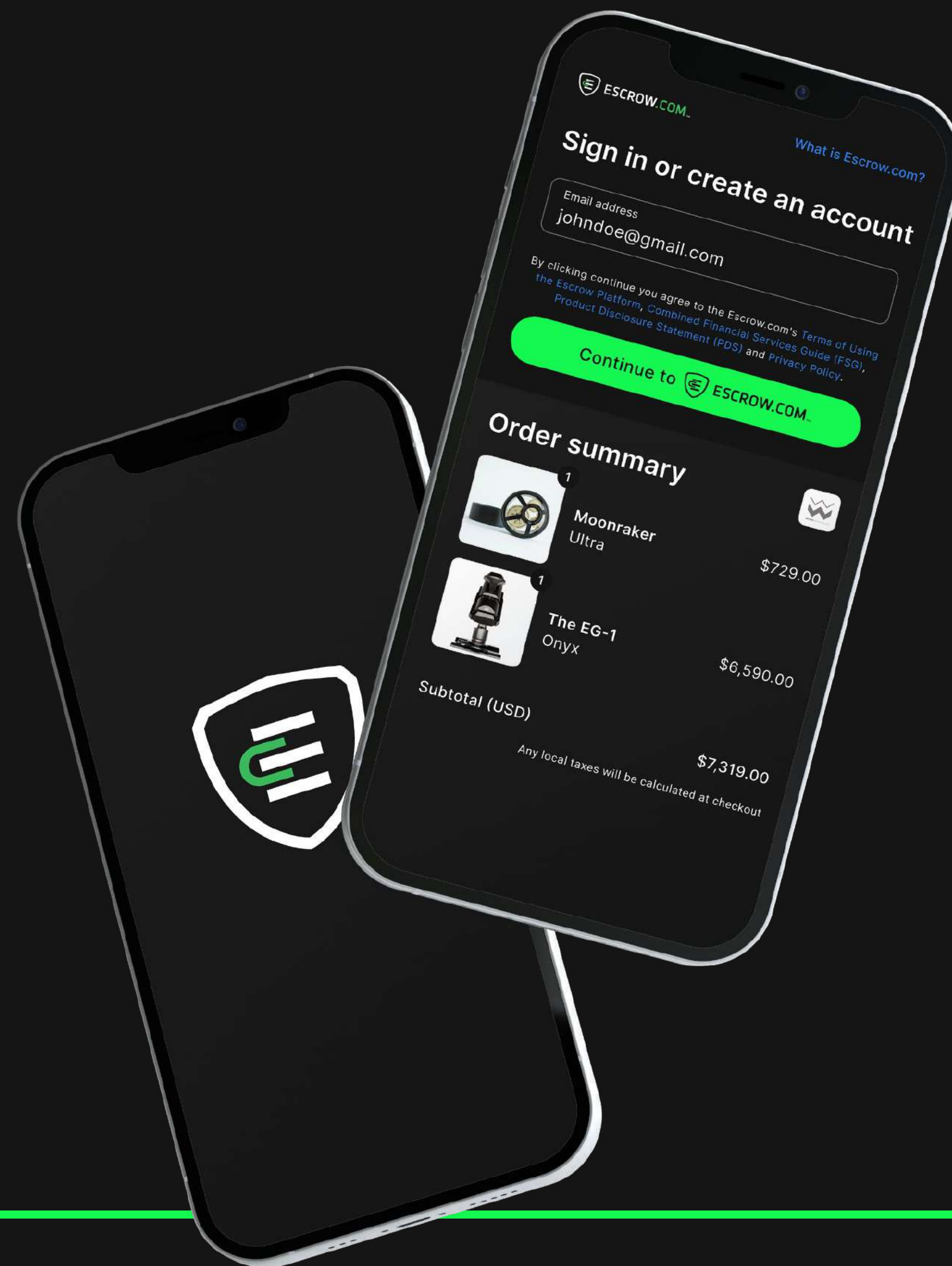
ESCROWPay

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 and securely transact domain names, cars, boats, aircraft or any high-value item online.



Escrow.com solves large value payments in an untrustworthy world



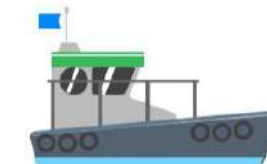
Escrow.com holds the funds while the transaction completes.

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

Supporting payments in USD, EUR,
CAD, AUD & GBP from 100 to
100,000,000+.



CARS



BOATS



AIRPLANES



MOTORCYCLES



DOMAINS



COLLECTIBLES



COMPUTERS, TV & HIFI



MACHINERY & ROBOTICS



ANTIQUES



NETWORK EQUIPMENT



GEMSTONES & JEWELRY



GENERAL MERCHANDISE



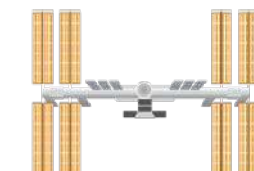
HEAVY EQUIPMENT



INTELLECTUAL PROPERTY



IMPORT/EXPORT



SPACE STATION DEPOSITS



BUSINESS ASSETS



SERVICES & CONTRACTORS



WEBSITES



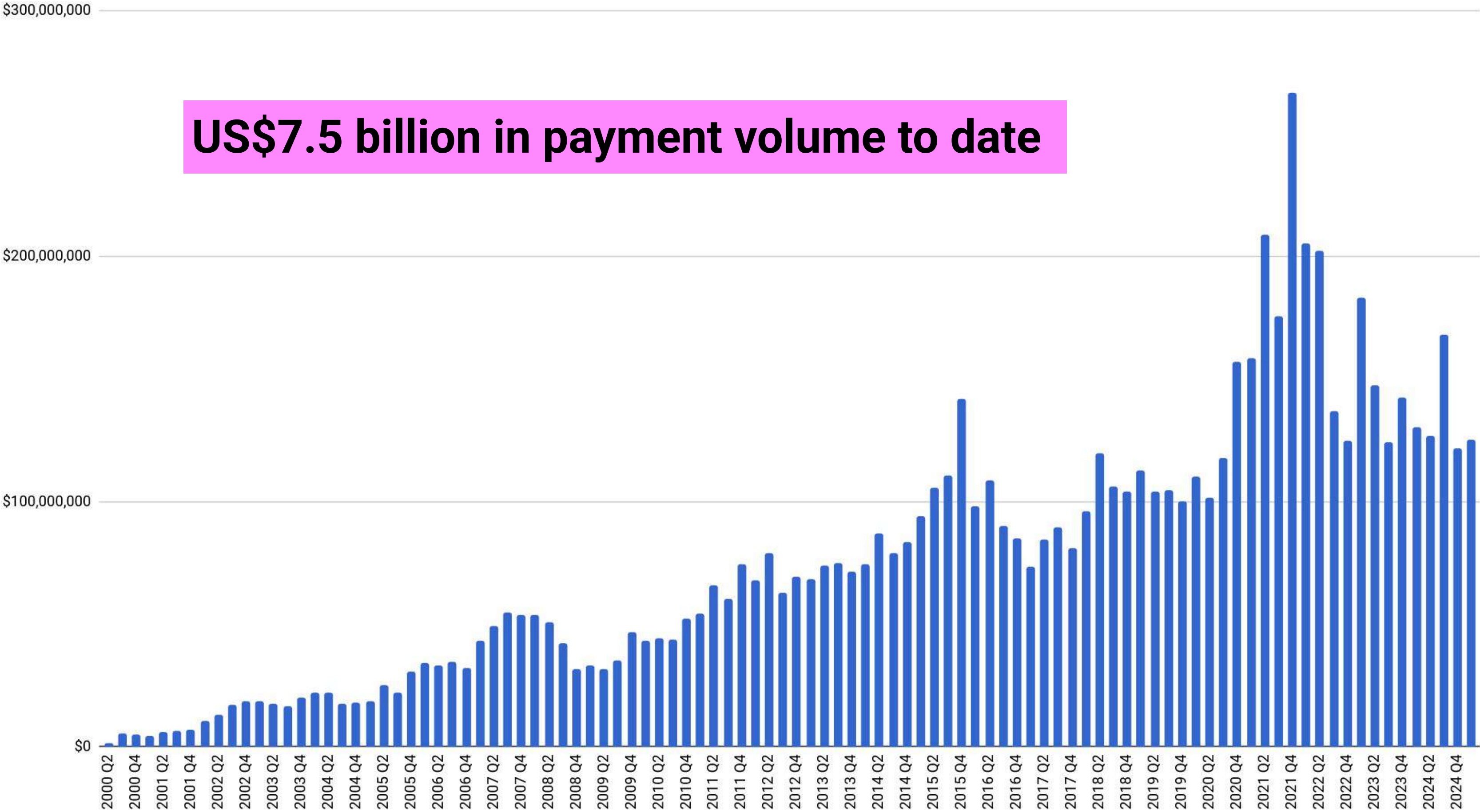
ELECTRONICS

Gross Payment Volume (US\$)


US\$7.5 billion in payment volume to date

Gross
Payment
Volume

(USD)



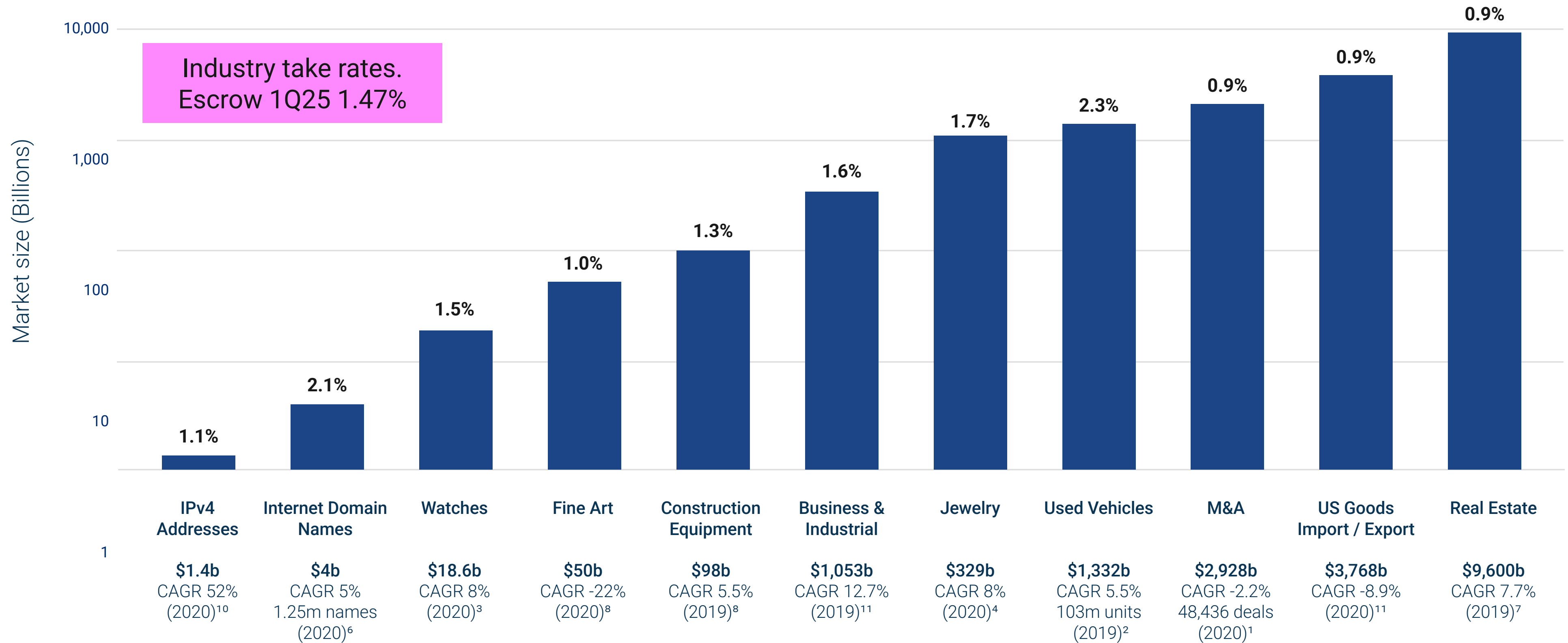
Over 3 million customers



A world map with a dark blue background. Overlaid on the map are numerous thin, glowing lines in shades of pink and blue, representing transaction flows between users. The lines are most dense in North America and Europe. White dots are scattered across the map, indicating the locations of Escrow.com users. The lines vary in thickness, with thicker lines indicating higher transaction volume.

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



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



Agriculture



Oil & Gas



Services



The world's largest online escrow company.



Escrow.com has 55 financial services licenses granted or in-application.

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

Additionally Escrow.com holds an Australian Financial Services License #501215 and is licensed as a MSB in FINTRAC #M23461013.

Escrow.com is the only multi-jurisdiction online escrow company, licensed to operate in 55 jurisdictions

DFPI

DEPARTMENT OF FINANCIAL
PROTECTION & INNOVATION

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Online Escrow Companies

Online Escrow Companies

The following companies are licensed to provide online escrow services:

Upwork Escrow Inc.

Telephone: 650-316-7557

Email: Escrow@Upwork.com

Website: <https://www.upwork.com>

Internet Escrow Services, Inc.

Telephone: 1-888-511-8600,
949-635-3800

Email: sales@escrow.com

Website: <http://www.escrow.com>

SeedTrust Escrow, Inc.

Telephone: 800 205-3527

Email: Info@SeedTrustInc.com

Website: <https://SeedTrustInc.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.

Stay Connected

Receive financial alerts, insights, and tips for improving your wealth.

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Not external

Surrogacy escrow

California escrow licenses



Benefits of using **Escrow.com**



Increase Trust

Transform marketplace confidence. Escrow creates the bedrock of trust that powers successful 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.



Increase Compliance

Offload complex regulatory requirements: AML/KYC, sanctions checks, and legal frameworks to the experts.



Increase Insights

Capture the complete customer journey with detailed transaction data and post-completion analytics.



Increase Revenue

Upselling is now possible because the platform handles the payment.

Cars, Boats & Planes: The Perfect Match for **Escrow.com**

Eliminating Risk in Vehicle Transactions

- No more risky in-person meetings between strangers
- Protection against payment fraud and chargebacks
- Buyers inspect before funds release
- Enables confident cross-border and interstate transactions

The Escrow Advantage for Transport

Secure long-distance sales with full inspection rights on delivery, creating a safe marketplace for high-value vehicles.

Complete Transaction Management

- Title verification and transfer
- Lienholder payoff coordination
- Lease termination solutions
- Shipping documentation verification
- Post-inspection price adjustments

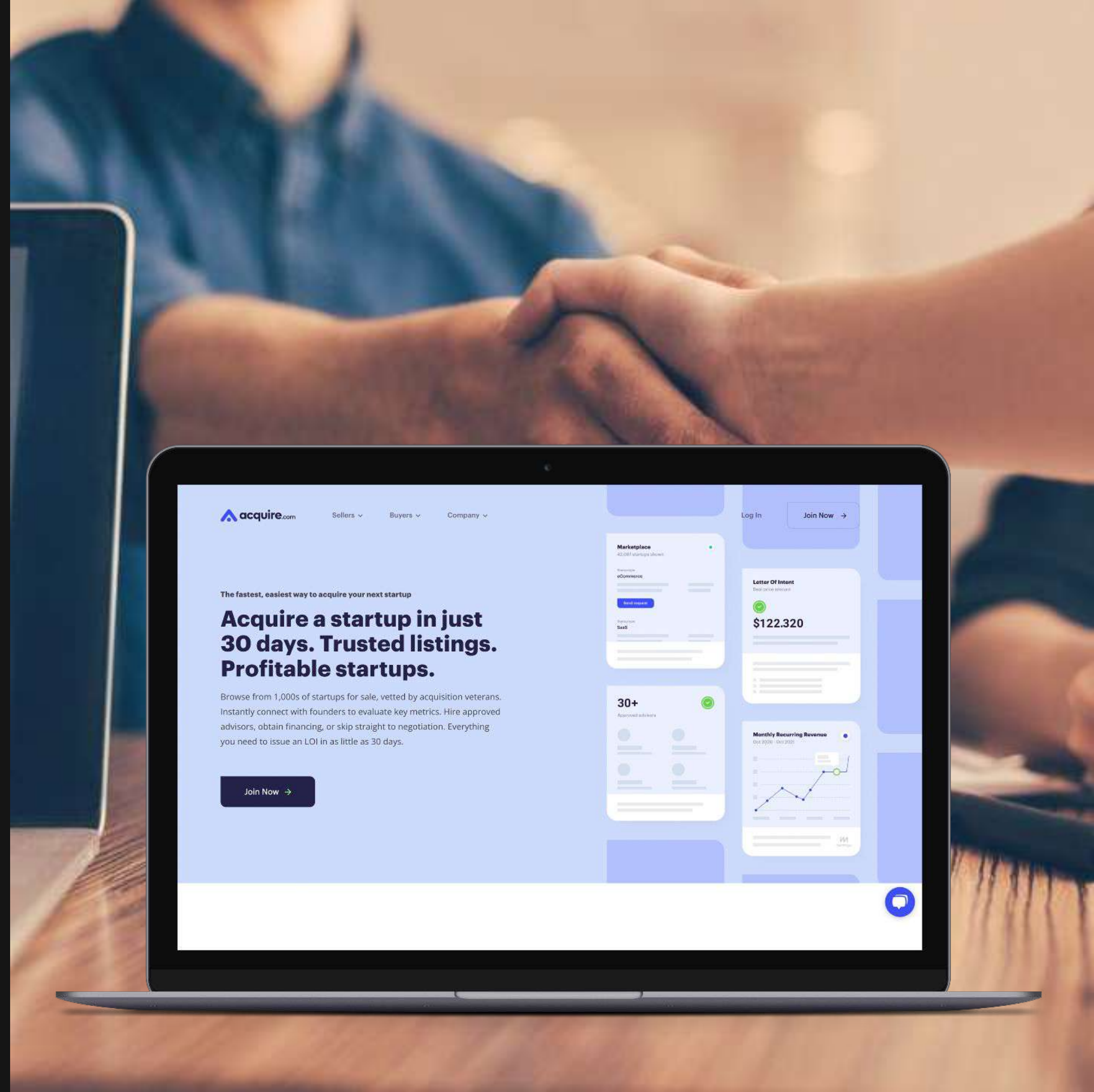


Escrow.com secures startup acquisitions from LOI to close.

As soon as a letter of intent or an asset purchase agreement is signed, **Escrow.com** ensures the acquisition deal proceeds safely and smoothly for both parties.

Key benefits:

- Holds purchase funds securely during DD
- Manages contingent payment structures
- Ensures orderly transfer of digital assets & IP
- Reduces transaction risk for both buyers & sellers
- Facilitates international deals

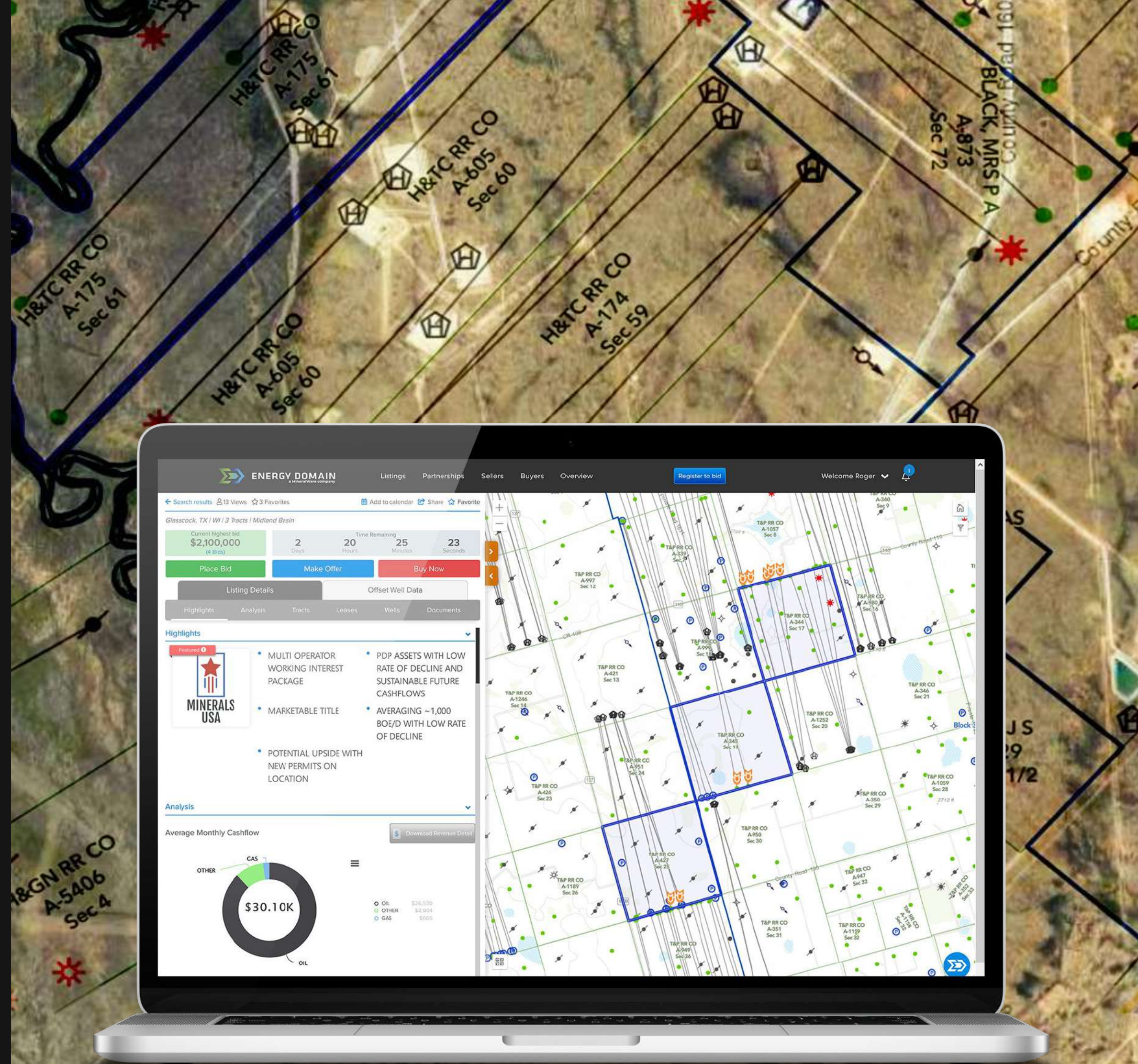


Escrow.com enables trading of oil, gas and mineral rights online

In a world first, **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**





META.COM DOMAIN & TRADEMARKS



UBER.COM



CHAT.COM



GROK.COM



INSTAGRAM.COM



FREELANCER.COM



GMAIL.COM



CRYPTO.COM



SNAPCHAT.COM



AWS.COM, PRIME.COM



CHROME.COM



SPACEX.COM



WORDPRESS.COM



LIVE.COM



TWITTER.COM



SNOWFLAKE.COM



SLACK.COM



JD.COM
#10 WEBSITE GLOBALLY



TWITCH.TV



WISE.COM



TMALL.COM
#3 WEBSITE GLOBALLY



WECHAT.COM



ZOOM.US



BINANCE.COM

The gold standard for high-value domain transactions

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).



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 Aptrix (acquired by NYSE:IBM).



August Piao

Product Management
BE (Computer Engineering)

August Piao leads the product function for Escrow.com, responsible for strategy, customer experience, engineering and operations. With over a decade of experience building innovative digital products at market leading organisations in the financial services and automotive industry. Spearheading products across mortgage lending, mobile app, big data and marketplaces. August holds a bachelor's degree in Computer Engineering from the University of New South Wales.



Elliot Dunn

Partnerships
MSC Law, Business and Management. LLB Law

Elliot is a sales professional with extensive experience in regulated industries, including cybersecurity, IT management, AI SaaS, and Fintech. He has a proven track record of driving new business and supporting revenue growth across organizations ranging from startups to global, private equity-backed companies.

With a strong legal background, holding a Law degree, a Master's, and having completed the Legal Practice Course (LPC) in the UK, Elliot brings a unique perspective to commercial roles. He has led go-to-market strategies, developed strategic partnerships, and navigated complex B2B sales cycles. His understanding of regulated markets enables him to bridge cross-functional teams effectively, fostering business growth and scalability.



Kristian Sisayan

Product Management
BSc (Computer Science)

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.



Dean Villanueva

Operations, Support & Payments
BCIT

Dean Jason Villanueva is the Operations Manager, responsible for leading support operations, driving process improvements, and managing team performance across multiple functions. He works closely with internal stakeholders to address challenges and implement strategic initiatives that enhance customer experience and operational efficiency. Dean has led teams in support, social media engagement, and enterprise services, and has built and optimized operational workflows for various startups. He holds a bachelor's degree in Communication and Information Technology.



Tony Yan

Account Management
BSc (Microbiology, Immunology & Bioinformatics)

Tony Yan leads the Account Management team at Escrow.com, where he oversees strategic partnerships, user experience, and customer success. With a background in data science and a proven track record managing high-value client portfolios in the biotech and SaaS industries, Tony brings a unique blend of analytical rigor and relationship-building expertise. He works closely with key stakeholders to align on business goals and drive execution, ensuring the long-term success of Escrow.com's partners. Tony holds a Bachelor's degree in Microbiology, Immunology, and Bioinformatics from the University of British Columbia.

Recent Awards | Escrow.com



Gold Stevie

**Financial Services
- Escrow.com**

The International Business
Stevie Awards 2023



Bronze Stevie

Achievement in Growth

The International Business
Stevie Awards 2022



Bronze Stevie

Achievement in Growth

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



**BBB Torch Award
For Ethics**

Better Business Bureau Torch
Awards 2017

Loadshift

Connecting Shippers & Carriers



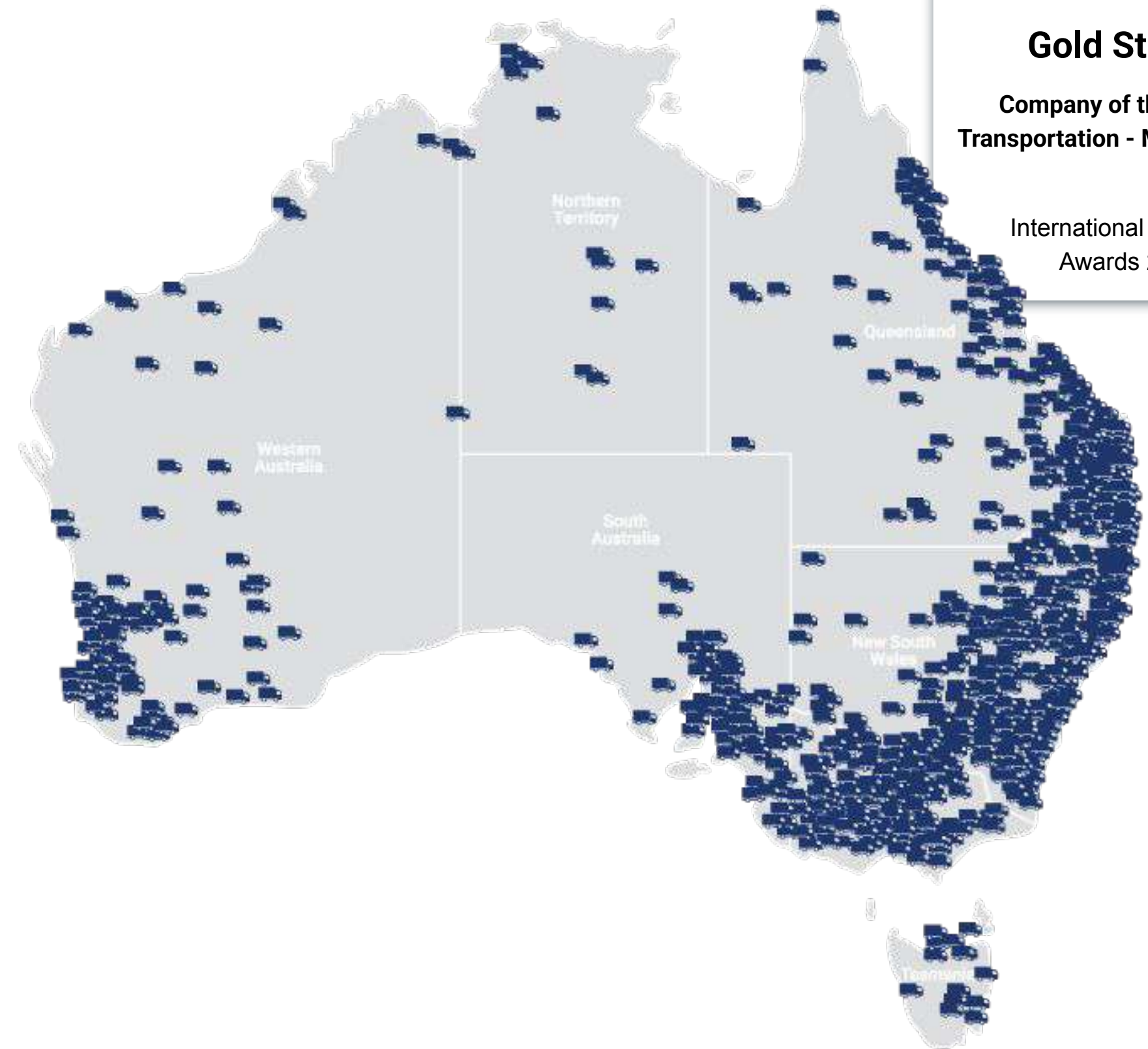
Australia's largest freight marketplace
OVER 800,000,000 KILOMETERS OF FREIGHT POSTED

Australia's Largest Heavy Haulage Marketplace

Powering the Nation's Supply Chain Since 2007

Spanning the entire continent, Loadshift connects businesses with 40,000+ verified carriers to move everything from precision machinery to oversized mining equipment.

Delivering measurable efficiencies through scale and technology, Loadshift keeps Australia's economy moving.



Gold Stevie

**Company of the Year -
Transportation - Medium-size**

International Business
Awards 2023

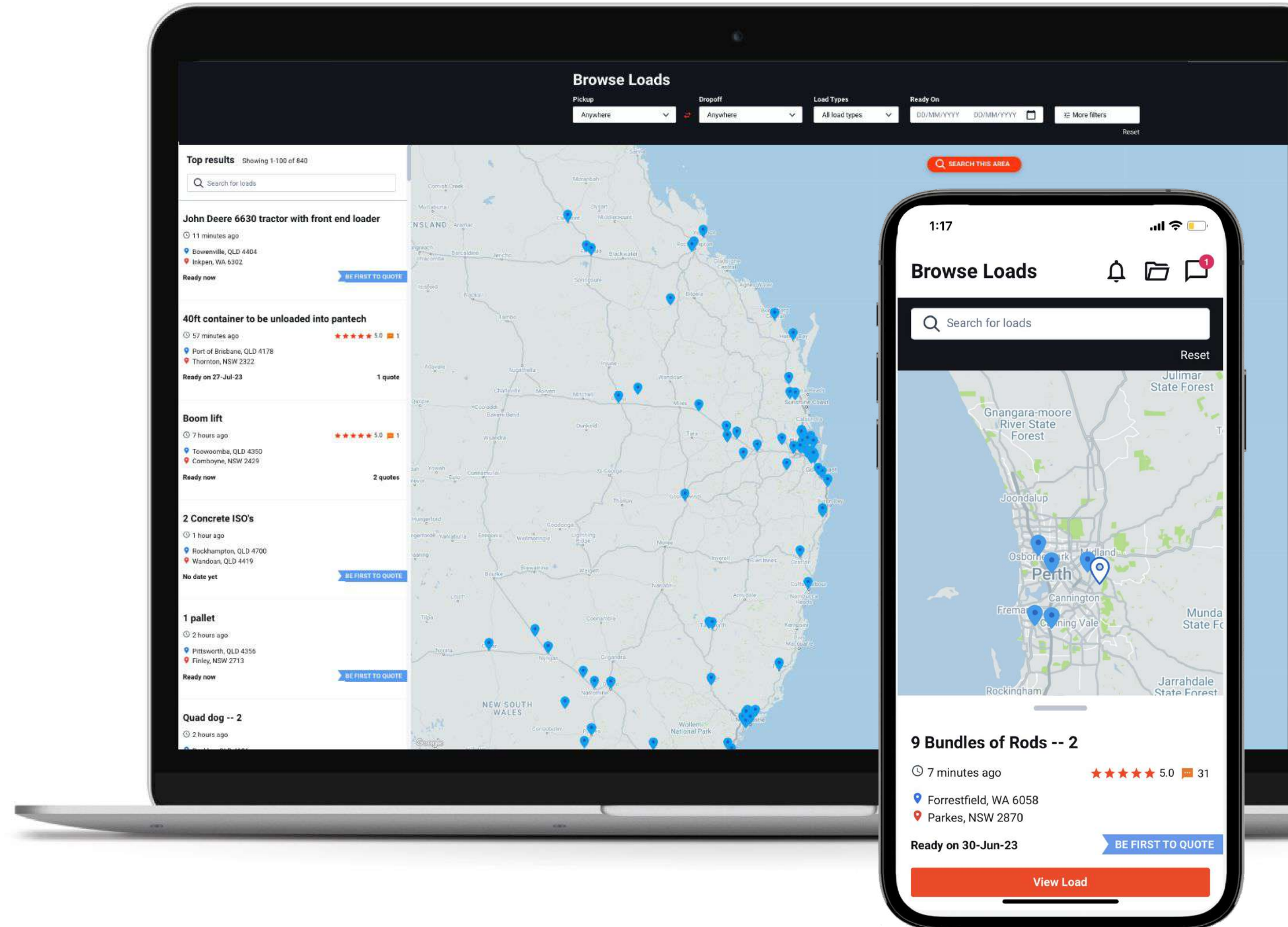
Freight Customers




40,000+ Carriers at Your Fingertips

From Load to Delivery in Minutes

Post your freight needs and receive competitive quotes instantly from Australia's largest network of verified carriers- all from your mobile device.

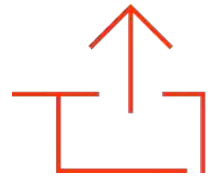




341,204 quotes
10,300 loads delivered

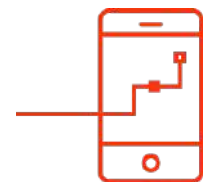
Canning Vale WA to Newman WA
Distance Covered: 1237 Km
Load Type: Mesh
One of 10,300 loads delivered in FY24

The Loadshift Advantage



Instant Competitive Bidding

Simply upload photos, dimensions, and delivery details to receive multiple quotes within minutes, driving better rates through competition.



Real-Time Shipment Visibility

Track your cargo throughout its journey with collection notifications, delivery confirmations & detailed analytics.



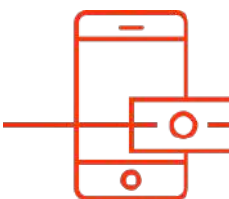
Verified Quality Carriers

Access only pre-screened, rated transporters with verified credentials and performance histories to ensure reliable service..



End-to-End Compliance

Rest easy with Loadshift's rigorous operator auditing, load verification processes that maintain regulatory standards.



Secure payment protection

Funds remain protected until successful delivery confirmation, eliminating payment risks for all parties.



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

187 loads 362,004 km

Mounted Drill Adelaide to Regency Park SA
One of 206 loads carried out in FY24 for
Boart Longyear.





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

Loadshift can manage it all for you

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





Mining

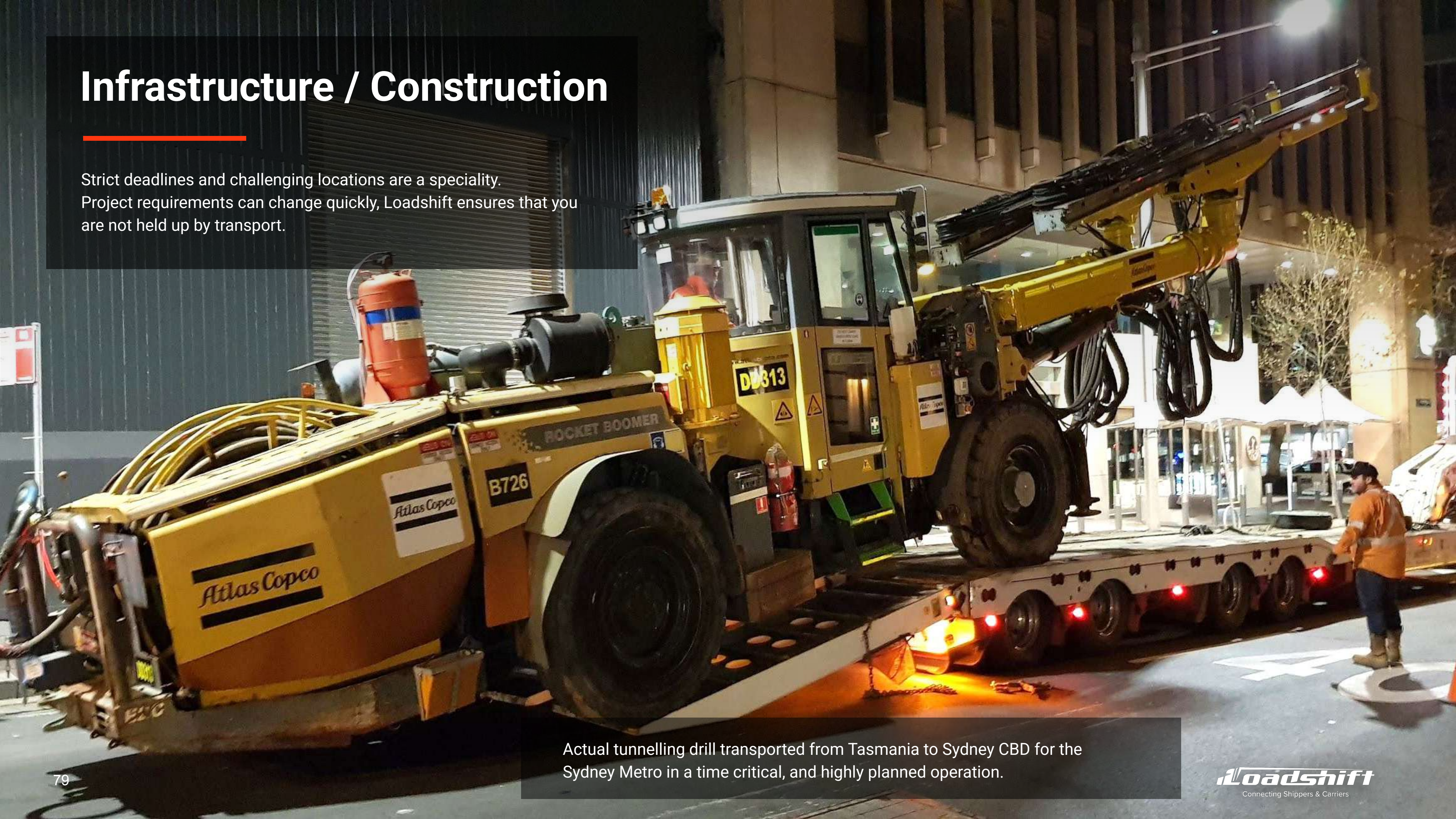
Ship anything, anywhere. Urgent or unique, Loadshift can handle it. Whether sending CAT loaders to Tanzania, a drill to South Korea or hotshotting a transmission to Papua New Guinea, we've done it.

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

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

Infrastructure / Construction

Strict deadlines and challenging locations are a speciality. Project requirements can change quickly, Loadshift 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.



International Shipping

Use Loadshift 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. Payment secured by Escrow.com.

Australia's Leading Tender Platform for Heavy Haulage

Whether you're managing site-to-port logistics for mining operations, coordinating construction equipment movements, or handling nationwide industrial freight, Loadshift's platform **scales to meet your most complex tender requirements.**



Enterprise Logistics, Reimagined

Centralised Tender Command Center

Manage all freight operations in one powerful platform—from spot loads to multi-year contracts—across regions and transport types with complete visibility and control.

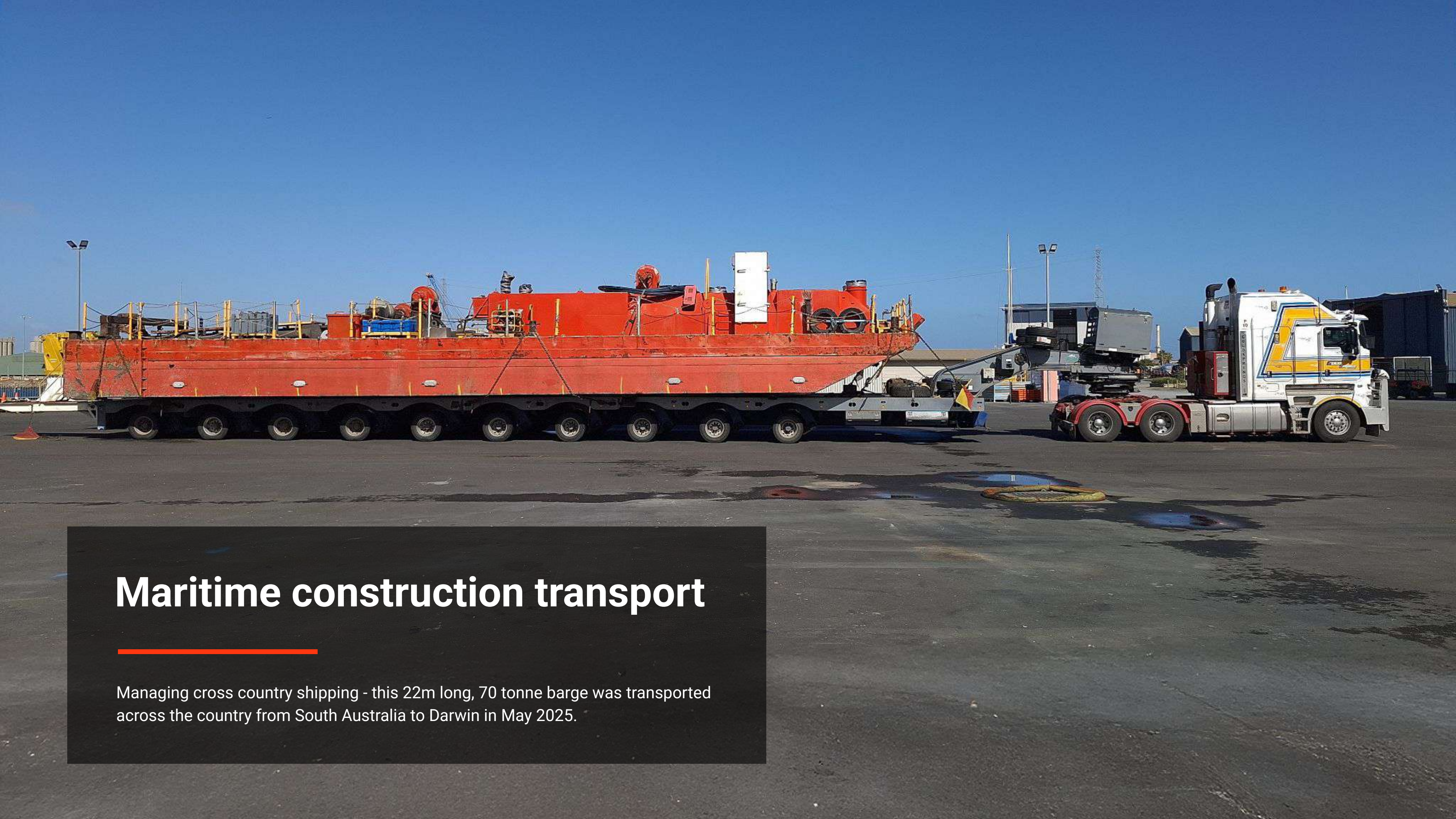
Seamless Carrier Ecosystem

Preserve existing carrier relationships while gaining access to thousands of pre-vetted carriers. Maintain compliance standards while expanding your network for optimal coverage.

Dynamic Market-Responsive Pricing

Replace outdated annual rate cycles with real-time competitive bidding. Adapt instantly to market conditions while carriers benefit from a transparent marketplace.

22 tonne Excavator
Elizabeth South SA to Chum Creek VIC



Maritime construction transport

Managing cross country shipping - this 22m long, 70 tonne barge was transported across the country from South Australia to Darwin in May 2025.

Management 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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James Malone
Senior Sales Executive

James Malone, Senior Sales Executive has over 20 years experience across Sales, Procurement and Operations across Technology, Retail and Logistics industries. James previously worked with Shriro Holdings (ASX:SHM), Appliances Online and the Winning Group, Datalicious (acquired by ASX:VED). James brings extensive operational knowledge and commercial experience of growing SME's, running teams and driving efficiencies to the role.



Mas Mohammad
Director of Operations

Mas Mohammad, Director of Operations for Loadshift and Head of Field Services for Freelancer Enterprise, has 20 years of experience in the IT and telecommunications sectors, including significant roles at Telstra and NBN Co. With over 15 years of leadership expertise, he is recognised for his ability to drive results, optimise operational teams, streamline processes, and expand businesses globally to enhance organisational performance.



Stanislav Markevic
Engineering Manager

Stanislav has been working professionally as a web developer for the past 15 years. Before joining the Freelancer Group six 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 Loadshift engineering teams. He has a Bachelors of Computer Science and a Masters in Computer Science from the University of Bialystok in Poland.



Simon Manton
Operations Manager

Simon brings with him a wealth of experience in the industry. He has built strong relationships with many of Loadshift's clients and is consistently striving to improve the user experience and grow Loadshift's share of the Marketplace. Before joining Loadshift, Simon managed a successful harvest workforce, and is utilising his skills and experience to optimise the operations process.



Group Financial Snapshot FY24

Resilient Performance, Strong Foundations

- **Gross Marketplace Value (GMV):** A\$948.6M (↓7.1% vs. FY23), 1Q25 A\$231m (↑1.7%)
- **Revenue:** A\$53.1M (↓4.2% vs. FY23), 1Q25 A\$14.1M (↑11.7%)
- **NPAT:** –A\$(0.8)M (vs. +A\$0.2M FY23); 2H24 turned positive at A\$0.2M
- **Operating Profit (excl. FX):** A\$0.8M (↑19% from A\$0.6M FY23), +ve every month 3Q24-1Q25
- **Operating Cash Flow (excl. FX):** A\$5.8M (↑205% from A\$1.9M FY23), 1Q25 A\$3.5m (vs. \$1.0m)
- **Cash Flow:** A\$0.8M (vs. –A\$2.4M FY23), 1Q25 A\$2.2M
- **Cash Balance:** A\$23.2M (↑9.5% from 1H24), 1Q25 A\$25.4M (↑9.6% on FY24)

2H24 rebound, Q1 acceleration- FY25 primed for growth.

GMV represents the underlying transaction value between third parties which is the basis for Freelancer's revenue, i.e. the value of services performed (Freelancer); goods shipped (Loadshift) or goods / services exchanged (Escrow).



Business Segment Spotlight FY24

Momentum Across Our Ecosystem

- **Freelancer**

- **FY24 GMV:** A\$130.5M (↓1.3%); **Revenue:** A\$40.6M (↓8.2%).
1Q25 GMV: A\$33.4M (↑6%); **Revenue:** \$10.7M (↑8%)
- **Wins:** Turnaround in client acquisition. 1Q25 new client deposits ↑21% on pcp, FY24 project size ↑29.3% to US\$334, retention ↑5%.
- **AI Edge:** Supercharging growth with AI-powered productivity, enterprise AI & marketplace primed.

- **Escrow.com**

- **FY24 GMV:** A\$818.2M (↓7.9%); **Revenue:** A\$10.4M (↑14.5%)
- **1Q25 GMV:** A\$197.6M (↑1%); **Revenue:** \$2.9M (↑34.5%)
- **Wins:** Improved take rate to 1.47%, US\$50M record deal (IPv4); 5th year of profitability.
- **Growth Focus:** Deepening e-commerce and marketplace partnerships.

- **Loadshift**

- **FY24 GMV:** ↑15% YoY; Quotes per job ↑12.5% to 6.3.
- **Wins:** All-time record revenue in March. Zoom-powered audio & video calling to deliver next leg up.
- **Leadership Boost:** New team driving enterprise scale in 2025



Strategic Vision & FY25 Outlook

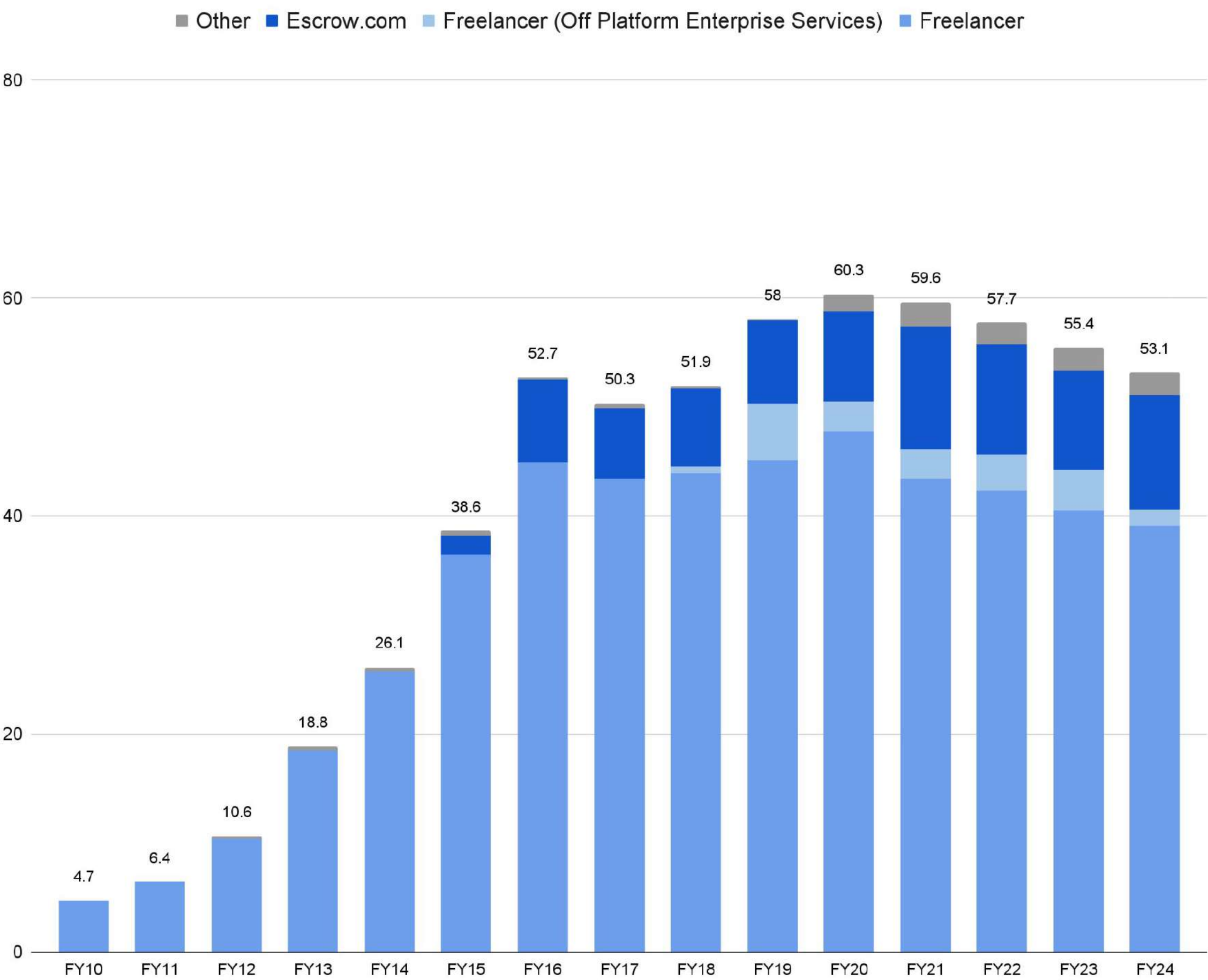
Positioned for Growth in a Transforming World

- **AI Leadership:** In FY25, we will launch new AI training programs and expand partnerships with tech giants, building on our success in mobilising 130k+ for AI model training.
- **Customer Acquisition:** Doubling down on winning new clients with proven momentum from FY24.
- **Retention Focus:** Prioritizing stickiness in FY25 to drive repeat engagement and long-term value.
- **Cost Discipline:** FY24 operating costs ↓5.8%, unlocking sustainable profitability.
- **Market Catalysts:**
 - **Freelancer:** Customer acquisition, AI-driven demand, NASA/government wins.
 - **Escrow.com:** Expanding into high-value verticals and e-commerce giants.
 - **Loadshift:** Enterprise freight growth with cutting-edge platform upgrades.

Lean, focused, and ready to ride the AI wave, targeting double digit revenue growth and sustainable profitability in FY25, supported by A\$25.4M in cash reserves.



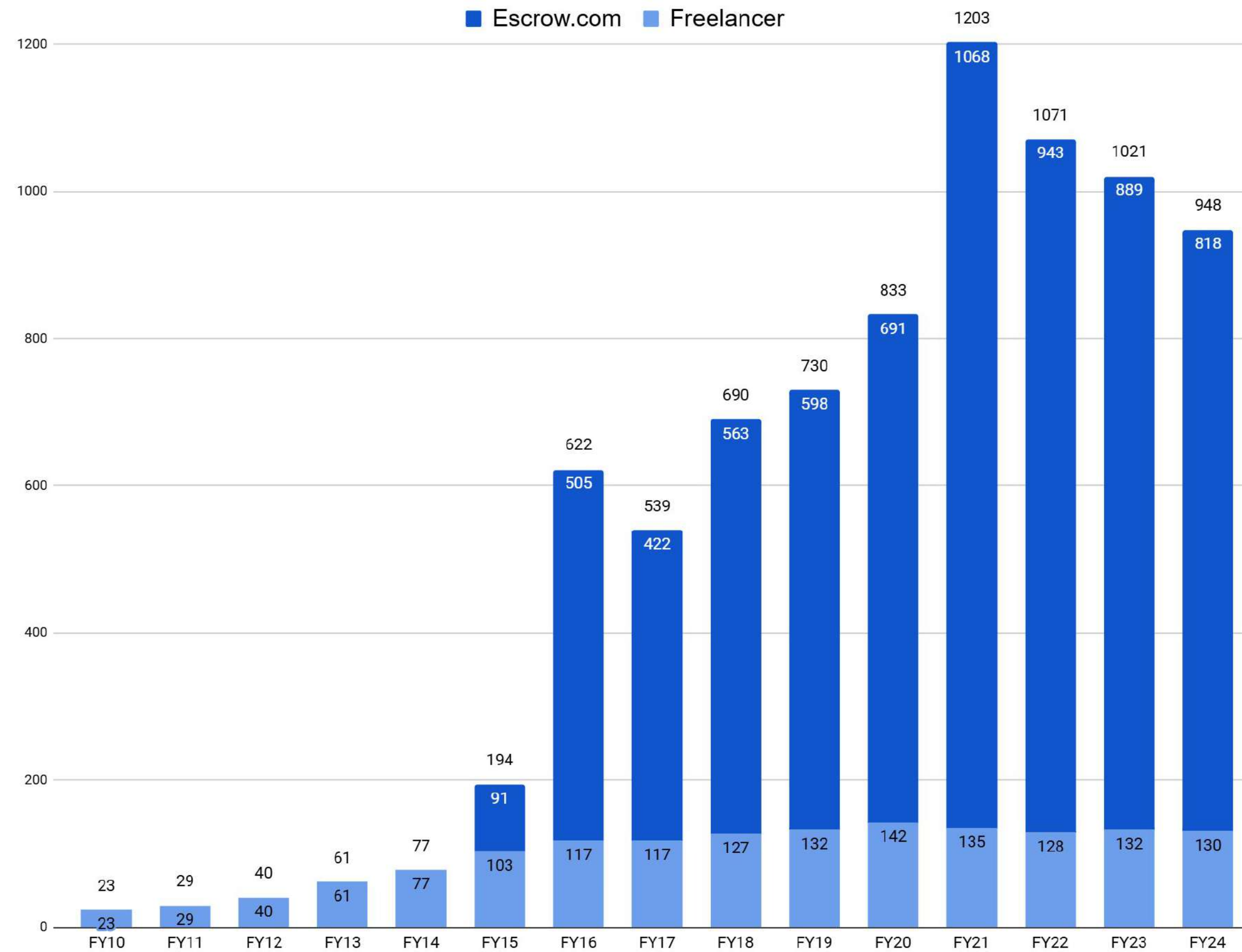
Group Revenue FY24



* Off Platform Enterprise Services includes engineering consulting services



Group Gross Marketplace Volume FY24

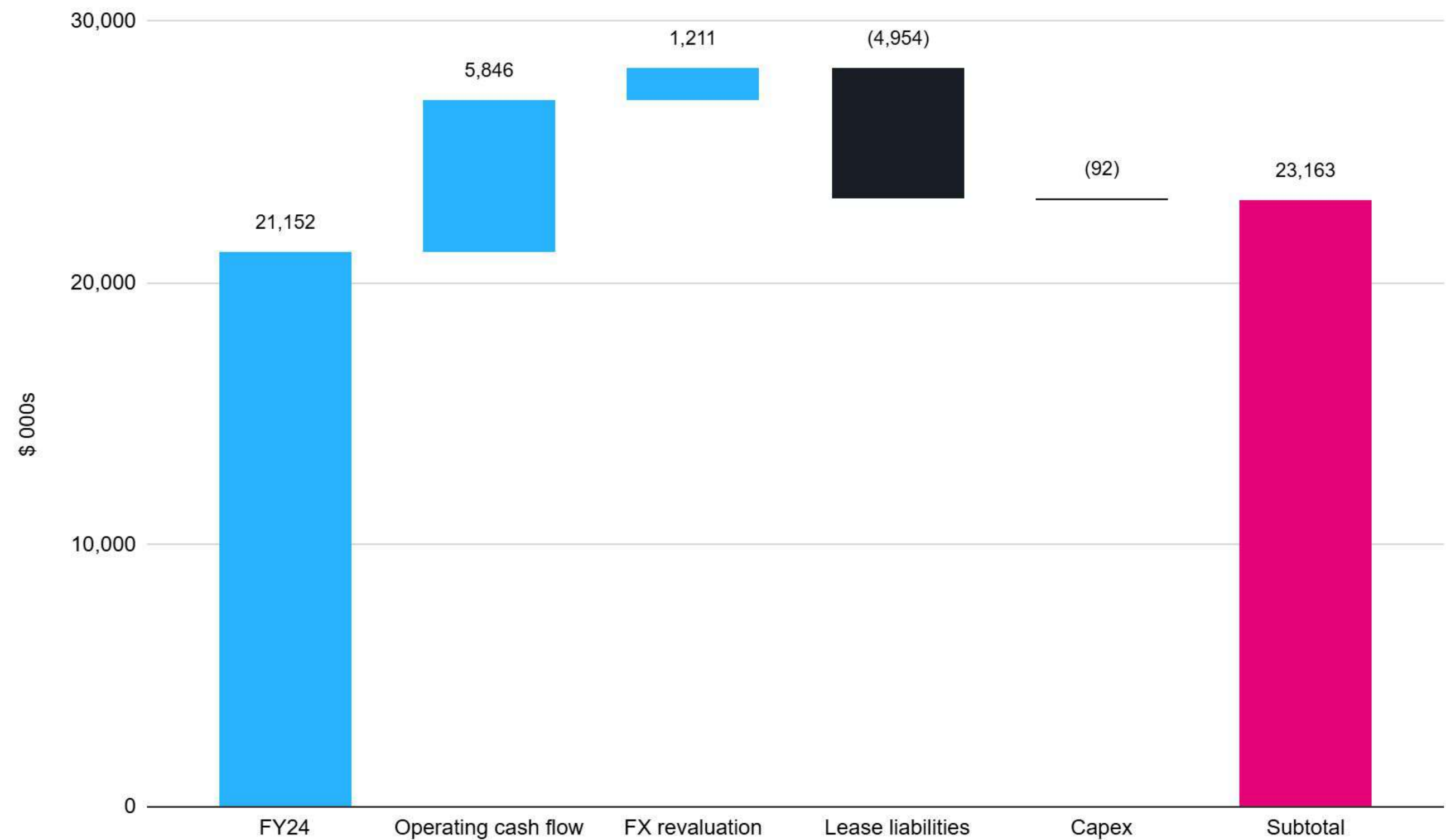


* Represents the underlying transaction value between third parties which is the basis for Freelancer's revenue, i.e. the value of services performed (Freelancer); goods shipped (Loadshift) or goods / services exchanged (Escrow). Based on Freelancer's unaudited management accounts which have not been subject to an auditor's review.



Cash Flow Profile FY24

Cash & cash equivalents at \$23.2 million at 31 December 2024 ↑9.5% from 1H24, 1Q25 A\$25.4M (↑9.6%)





Summary Profit & Loss FY24

Group FY24 NPAT: \$(0.8)m vs \$0.2m in pcp.

Revenue down 4%: Driven by reduced legacy engineering consulting, offset by 18.6% new client growth in 2H24.

Gross margin at 81.9%: Lower gross margin due to increases in 2FA costs, some of which were one off, and lower margin legacy enterprise services.

Gross margin increased to 83.9% in 2H24: Escrow take rate improved across the year after one offs and improvements in legacy affiliate program.

\$1.7m unrealised FX loss: revaluation of foreign denominated assets & liabilities after AUD/USD ↓7% in 2H24 (↓9% for FY24).

Costs down 5.8%: Payroll ↓8% supporting leaner base.

Underlying strength: Adjusted NPBT up 19%, with 2H24 improvement signaling FY25 profitability.

Outlook: Lean cost base, AI innovations, and client growth target double-digit revenue rise in FY25.

(A\$m) 1 Jan - 31 Dec	FY24 Actual	FY23 Actual	Change
Net Revenue	51.0	53.3	-4%
Gross Profit	41.8	44.2	-6%
<i>Gross margin (%)</i>	81.9%	83.0%	-1.2%
Other income	0.5	0.3	n/m
Employee expenses	(19.6)	(21.4)	-8%
Administrative expenses	(11.5)	(11.8)	-2%
Marketing related expenses	(5.4)	(5.5)	-2%
Occupancy costs	(4.9)	(5.0)	-3%
Foreign exchange	(1.9)	(0.2)	n/m
Share-based payment expense	(0.1)	(0.1)	n/m
Depreciation	(0.2)	(0.3)	n/m
NPBT	(1.3)	0.2	n/m
NPAT	(0.8)	0.2	n/m
Excluding share-based payments, depreciation & unrealised fx losses			
Operating profit	0.8	0.6	+19%

Notes

- ❖ Occupancy costs adjusted to include depreciation of \$4.5m (FY23: \$4.5m) and finance costs of \$1.3m (FY23: \$1.7m) relating to property leases and deducting sublease rental income of \$1.6m (FY23: \$1.8m).
- ❖ Depreciation excludes depreciation arising from AASB16 leases.
- ❖ \$0.4m unrealised fx gain taken directly to FCTR



Summary Balance Sheet FY24

Cash & Equivalents at A\$23.2m: ↑9% from FY23, 1Q25 A\$25.4M (↑9.6% on FY24)

Trade Receivables ↓46%: Reflects shorter settlement times and enhanced collections, boosting efficiency.

Right of Use Asset ↓32%: Lower due to depreciation in line with lease terms and reduced lease liabilities (down 27%), optimising occupancy costs.

- ❖ Deferred tax assets reflected net of Deferred tax assets of \$11.3m and Deferred tax liabilities of \$(2.6m).
- ❖ Reserves include non controlling interest in Loadshift Group.

(A\$m) 31 December 2024	FY24 Actual	FY23 Actual	Change
Cash and cash equivalents	23.2	21.2	+9%
Trade and other receivables	2.5	4.7	-46%
Other assets	3.4	3.5	-3%
Plant and equipment	0.2	0.3	n/m
Intangibles	34.1	34.1	-
Right of Use Asset	9.2	13.5	-32%
Deferred tax assets (net)	8.7	8.1	+7%
Total assets	81.3	85.3	-5%
Trade and other payables	37.1	36.7	+1%
Lease Liabilities	12.4	17.0	-27%
Other liabilities	5.1	4.8	+6%
Total liabilities	54.6	58.5	-7%
Net assets	26.7	26.8	-
Contributed equity	38.9	38.9	-
Reserves	5.6	5.0	+12%
Retained earnings	(17.8)	(17.1)	+4%
Total equity	26.7	26.8	-



Freelancer Limited

Business of the meeting



Annual General Meeting

Financial Statements and Reports

- To receive and consider the Annual Financial Report of Freelancer Limited and the Directors' Report, Remuneration Report and Independent Auditor's Report for the year ended 31 December 2024.



Annual General Meeting

Resolution 1 – Non-Binding Resolution to adopt Remuneration Report

- To consider and, if thought fit, to pass the following Resolution as a **non-binding ordinary resolution**:
- *“That the Remuneration Report as contained in the Directors’ Report of the Company for the financial year ended 31 December 2024 be adopted.”*
- Note: The vote on this Resolution is advisory only and does not bind the Directors or the Company. Shareholders are encouraged to read the Explanatory Memorandum for further details on the consequences of voting on this Resolution.



Annual General Meeting

Resolution 2 – Re-election of Patrick Grove as a Director

- To consider and, if thought fit, to pass the following Resolution as an **ordinary resolution**:
- “That Patrick Grove who is required to retire under the Company’s Constitution and, being eligible, offers himself for re-election, is re-elected as a Director of the Company.”



Annual General Meeting

Resolution 3 – Re-election of Craig Scroggie as a Director

- To consider and, if thought fit, to pass the following Resolution as an **ordinary resolution**:
- “That Craig Scroggie who is required to retire under the Company’s Constitution and, being eligible, offers himself for re-election, is re-elected as a Director of the Company.”



Annual General Meeting

Resolution 4 – Increase in Aggregate Remuneration for Non-Executive Directors

- To consider and, if thought fit, to pass the following Resolution as a **ordinary resolution**:
- *“That for the purposes of ASX Listing Rule 10.17, the Company’s Constitution and for all other purposes, approval be given for the maximum aggregate annual remuneration payable to Non-Executive Directors be increased by \$200,000 per annum, from \$300,000 per annum to \$500,000 per annum.”*



Freelancer Limited

Questions and answers



Freelancer Limited

Close of business

Notice & Disclaimer

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This presentation contains information as to past performance of the Company. Such information is given for illustrative purposes only, and is not – and should not be relied upon as – an indication of future performance of the Company. The historical information in this presentation is, or is based upon, information contained in previous announcements made by the Company to the market.

Forward looking statements

This document contains certain "forward-looking statements". The words "anticipate", "believe", "expect", "project", "forecast", "estimate", "outlook", "upside", "likely", "intend", "should", "could", "may", "target", "plan" and other similar expressions are intended to identify forward-looking statements. Indications of, and guidance on, future earnings and financial position and performance, including Freelancer's outlook, are also forward-looking statements, as are statements regarding Freelancer's plans and strategies and the development of the market.

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.

Freelancer cannot give any assurance or guarantee that the assumptions upon which management based its forward-looking statements will prove to be correct or exhaustive beyond the date of its making, or that Freelancer's business and operations will not be affected by other factors not currently foreseeable by management or beyond its control. Such forward-looking statements only speak as at the date of this announcement and Freelancer assumes no obligation to update such information. The release, publication or distribution of this presentation in jurisdictions outside Australia may be restricted by law. Any failure to comply with such restrictions may constitute a violation of applicable securities laws.

Non-IFRS information

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