Powering the world’s entrepreneurs & commerce

#1 Online Services Marketplace
Over US$4.5 billion in jobs awarded

#1 for Secure Online Payments
Over US$4.5 billion in transactions

Freelancer Limited (ASX:FLN)
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 $1613 USD and took 12 days to make.
“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.

This Apple Car 3D concept cost $1500 USD and had 190 entries in 15 days.

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

FY20 Results
FY20 Freelancer Group Results

- Group GPV (unaudited) in FY20 all-time record of AU$891.8 million (up 13.2% on pcp) or US$618.5 million (up 12.9% on pcp). In FY20:
  - Freelancer GMV an all-time record of $141.8m (up 7.4% on pcp) or US$97.8m (up 6.5% on pcp)
  - Escrow GPV an all-time record of US$486.1m (up 15.2% on pcp)
- Group GPV 4Q20 (unaudited) all-time record of US$191.8 million (up 47.5% on pcp) or AU$261.8 million (up 37.7% on pcp). In 4Q20:
  - Freelancer GMV 2nd highest US$25.9m (up 20.0%), AU$35.5m (up 12.3%).
  - Escrow GPV all-time record US$156.6m (up 56.2%), AU$213.6m (up 45.7%).
- Positive operating cash flow in FY20 of $7.9m
- Break-even and trending to profitability. 2H20 Escrow, Freelancer & Group profitable. Freelancer also profitable in 2Q20.
- Cash & cash equivalents at $34.4 million (up 7% on pcp)
All-time record full year group GPV of AU$892m, all-time record for Freelancer & Escrow.

Group Gross Payment Volume (GPV) FY20

- FY20 all-time record GPV $892m (up 13.2% on pcp)

Freelancer

- FY20 all-time record GPV $192.1m (up 5.9% on pcp)
- 2H20 GMV all-time record $51.8 million (up 17.7%), AU$71.9m (up 11.6%).

Escrow

- FY20 all-time record GPV $700m (up 15.4% on pcp)
- 2H20 GPV all-time record $275m (up 34.1% on pcp) or AU$379m (up 26.7% on pcp).

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 FY20

All-time record full year group net revenue of $58.8 million (up 1% on pcp)

Group
- FY20 net revenue of $58.8m (up 1.5% on pcp)
- Gross margin 83.3%, consistently high since FY10

Freelancer
- Freelancer revenue $50.5m (flat on pcp)
- Core marketplace revenue up 7.1% on pcp
- Project fees up 9.4% on pcp
- Enterprise consulting revenue $2.8m, down $2.4m after cycling Arrow project in 2019
- Discontinued StartCon ($675k revenue impact, however ~$600k positive benefit to EBITDA)
- 1Q20 negative impact due to China & Covid
- 2Q thru 4Q20 segment up 10% on pcp in USD
- Commissions unchanged at 13% since FY10

Escrow
- Escrow revenue $8.2m (up 9% on pcp)
- Escrow blended take rate ~1.2%
FY20 positive operating cash flow $7.9m, up 285% on pcp
Cash & eq. at 31 December 2020 $34.4m (up 7% on 31 Dec 19)
Summary profit & loss statement FY 20

All-time record group revenue $58.8m, break-even and Freelancer, Escrow and Group profitable in 2H20.

<table>
<thead>
<tr>
<th>(A$m)</th>
<th>FY20 Actual</th>
<th>FY19 Actual</th>
<th>Change</th>
</tr>
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<tbody>
<tr>
<td>31 Dec y/e</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net Revenue</td>
<td>58.8</td>
<td>58.0</td>
<td>+1.5%</td>
</tr>
<tr>
<td>Gross Profit</td>
<td>49.0</td>
<td>48.6</td>
<td>+1%</td>
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<tr>
<td>Gross margin (%)</td>
<td>83.3%</td>
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<td>-0.4%</td>
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<tr>
<td>Other income</td>
<td>0.2</td>
<td>0.1</td>
<td>n/m</td>
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<tr>
<td>Employee expenses²</td>
<td>(21.8)</td>
<td>(22.3)</td>
<td>-2%</td>
</tr>
<tr>
<td>Administrative expenses</td>
<td>(11.6)</td>
<td>(12.8)</td>
<td>-9%</td>
</tr>
<tr>
<td>Marketing related expenses</td>
<td>(10.7)</td>
<td>(10.1)</td>
<td>+6%</td>
</tr>
<tr>
<td>Occupancy costs³</td>
<td>(5.2)</td>
<td>(3.4)</td>
<td>+53%</td>
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<tr>
<td>FX gains / (losses)</td>
<td>(0.4)</td>
<td>(1.1)</td>
<td>-66%</td>
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<tr>
<td>Share based payments expense</td>
<td>(0.2)</td>
<td>(0.3)</td>
<td>-42%</td>
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<tr>
<td>EBITDA⁴</td>
<td>(0.6)</td>
<td>(1.4)</td>
<td>n/m</td>
</tr>
<tr>
<td>EBIT</td>
<td>(0.9)</td>
<td>(1.7)</td>
<td>n/m</td>
</tr>
<tr>
<td>NPAT</td>
<td>(0.6)</td>
<td>(1.6)</td>
<td>n/m</td>
</tr>
<tr>
<td>Excluding share based payments expense¹</td>
<td></td>
<td></td>
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<tr>
<td>EBITDA⁴</td>
<td>(0.4)</td>
<td>(1.1)</td>
<td>n/m</td>
</tr>
<tr>
<td>EBIT</td>
<td>(0.7)</td>
<td>(1.4)</td>
<td>n/m</td>
</tr>
<tr>
<td>NPAT</td>
<td>(0.5)</td>
<td>(1.3)</td>
<td>n/m</td>
</tr>
</tbody>
</table>

- Group FY20 NPAT at (0.6m). NPAT excluding share based payments was (0.5m). Profitable 2H20.
- Stable gross margins
- Employee expenses down 2% due mainly to lower headcount. 419 FTEs at end of FY20.
- Occupancy costs rose due to relocation and expansion of Sydney office and is offset by $1.4m in rental income from subleasing expansion space in the new premises. (finalised pre Covid-19)
- Marketing costs up 6%

1. Operating earnings are exclusive of non-cash share based payments expense of $192k in FY20 and $329k in FY19.
2. Net of employee expenses relating to engineering services, which are reflected in cost of sales.
3. Occupancy costs for this purpose includes depreciation of $4.5m (FY19: $2.9m) and finance costs of $1.8m (FY19: $0.2m) relating to property leases, which are accounted for under AASB16, and offset by sublease rental income of $1.4m (FY19: nil).
Summary balance sheet FY20

Cash and cash equivalents of $34.3 million as of 31 December 2020

<table>
<thead>
<tr>
<th>(A$m)</th>
<th>31 December 20</th>
<th>FY20 Actual</th>
<th>FY19 Actual</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>34.3</td>
<td>32.0</td>
<td>+7%</td>
<td></td>
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<tr>
<td>Trade and other receivables</td>
<td>6.6</td>
<td>5.1</td>
<td>+29%</td>
<td></td>
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<tr>
<td>Other assets</td>
<td>2.5</td>
<td>1.9</td>
<td>+34%</td>
<td></td>
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<tr>
<td>Plant and equipment</td>
<td>0.4</td>
<td>0.5</td>
<td>-24%</td>
<td></td>
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<tr>
<td>Intangibles</td>
<td>26.5</td>
<td>26.4</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Right of Use Asset</td>
<td>22.4</td>
<td>27.0</td>
<td>-17%</td>
<td></td>
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<tr>
<td>Deferred tax assets</td>
<td>5.0</td>
<td>5.1</td>
<td>-2%</td>
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<tr>
<td><strong>Total assets</strong></td>
<td>97.7</td>
<td>98.0</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Trade and other payables</td>
<td>39.5</td>
<td>36.7</td>
<td>+7%</td>
<td></td>
</tr>
<tr>
<td>Lease Liabilities</td>
<td>24.7</td>
<td>26.4</td>
<td>-6%</td>
<td></td>
</tr>
<tr>
<td>Other liabilities</td>
<td>4.4</td>
<td>5.0</td>
<td>-12%</td>
<td></td>
</tr>
<tr>
<td><strong>Total liabilities</strong></td>
<td>68.6</td>
<td>68.1</td>
<td>+1%</td>
<td></td>
</tr>
<tr>
<td><strong>Net assets</strong></td>
<td>29.1</td>
<td>29.9</td>
<td>-3%</td>
<td></td>
</tr>
<tr>
<td>Contributed equity</td>
<td>38.4</td>
<td>38.4</td>
<td>n/m</td>
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<tr>
<td>Reserves</td>
<td>4.3</td>
<td>4.5</td>
<td>-3%</td>
<td></td>
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<tr>
<td>Retained earnings</td>
<td>(13.6)</td>
<td>(13.0)</td>
<td>+5%</td>
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<tr>
<td><strong>Total equity</strong></td>
<td>29.1</td>
<td>29.9</td>
<td>-3%</td>
<td></td>
</tr>
</tbody>
</table>

- Total cash & equivalents at end of FY20 $34.3m (up 7% on pcp), no net debt
- Trade and other receivables includes receivables from various payment gateways in relation to partially completed transactions
  - Increase in receivables due to enterprise customers
- Trade and other payables includes user obligations (user balances and milestone payments held on balance sheet)
Gross Payment Volume for 4Q20 was $213.6m (up 45.7% on pcp, unaudited) or US$156.6m (up 56.9% on pcp).
Freelancer Gross Marketplace Volume (GMV) & Deposits US$

Deposits are flows in, GMV is flow out of the marketplace (rolling 28 day basis), 1e7 = US$10m

GMV (USD) up 25.9% on 28-day rolling basis on pcp as of 22 Feb 2021
The Group completed FY20 with 51m users and 19m jobs

9.1 million registered users and 2.2 million jobs were added to the group in FY20

---

1. Number of user accounts, and jobs (projects/contests posted) in the Freelancer marketplace as at 31 December 2020. User, project and contest data includes all users and projects from acquired marketplaces. Prior to 2009, all data is from acquired marketplaces. Jobs Posted (Filtered) is defined as the sum of Total Posted Projects and Total Posted Contests, filtered for spam, advertising, test projects, unawardable or otherwise projects that are deemed bad and unable to be fulfilled. Includes Escrow.com unique users.
Now ranked #1,051 globally for web traffic

Alexa Rank

This site ranks:

#1,051 In global internet traffic and engagement over the past 90 days

Web traffic (users) up 51% in FY20 to 81 million, page views up 95% on pcp to 1.2 billion.

2. Note that this Alexa rank is only for freelancer.com and does not include 52 other regional websites like freelancer.in
Outlook Statement 2021

All-time records in Net Revenue & Gross Payment Volume for Freelancer.com in FY20

For Freelancer.com:

- GMV is currently growing at 27.5% year on year in USD on a 28 day rolling basis (17 Feb).
- We have never been in a better position with regards to product:
  - We are at the tail end of the front end overhaul work, with most of the product migrated.
  - Mobile web now running from the same codebase (2H20 fees up 51.5% on pcp since).
  - We expect similarly for iOS and Android with new apps in beta and full production imminent.
  - In FY21 we will initially be focusing on the core experience, UX, design, API & collaboration.
- Enterprise GMV (USD) grew 67% year on year in FY20.
- Won a $25M NASA joint tender, of which the first two task orders will be a US$365,000 power engineering challenge for the US Bureau of Reclamation and a US$474,500 data science challenge for the US National Institute of Health.
- Rolled out record number of pilots (double FY19), many of which have renewing multi-year contracts, expanding to multi-country or committing to spend up to 7 figures USD (GMV).
- FX will be a headwind as the AUD has appreciated against the USD with the reflation trade.
Outlook Statement 2021

All-time records in Net Revenue & Gross Payment Volume for Freelancer.com in FY20

For Escrow.com:

- Transaction volume was strong in the last four months of FY20 (inclusive of September). In 4Q20, Escrow GPV was an all-time record US$156.6m (up 56.2% on pcp) or AU$213.6m (up 45.7% on pcp). 4Q20 revenue AU$2.4m (up 33.4%) or US$1.75m (up 43.3% on pcp).

- In FY20 Escrow.com was chosen as the exclusive escrow provider for eBay Motors and luxury watches valued at $10,000 and above, as part of eBay’s new Authenticity Guarantee service. We look forward to announcing further growth in this relationship across multiple verticals throughout FY21.

- Escrow.com’s FY20 integrations with vehicle marketplaces have put us in a strong position going into FY21. In FY20 motor vehicle GPV (USD) was up 285% on pcp.

- Looking forward into FY21 we see increased demand for luxury and collectible items. Attention from our new integration with eBay has led to an increase in the number of jewellery transactions, and we are actively integrating with three additional marketplaces signed in FY20.

- In early FY21 we appointed Raffaela Maiorano as Director of Legal & Compliance for the Group and Money Laundering Reporting Officer (MLRO) of Escrow for the United Kingdom Authorised Payments Institution license. Raffaela 18 years experience in regulatory compliance, asset management, private equity and capital markets in the UK, Europe, USA, Hong Kong and Australia.
Outlook Statement 2021

All-time records in Net Revenue & Gross Payment Volume for Freelancer.com in FY20

- Escrow.com’s geographic expansion into Europe with new partner marketplaces has driven a 22% increase in Gross Payment Volume in Euros with additional focus on this region in FY21.

- In terms of licensing, we are in the final stages of obtaining licenses for the three remaining US states. We have been given verbal approval in Hawaii, conditional on a banner indicating we do not transact in real estate escrow. The API application for the United Kingdom is also in process. We expect that the remaining licenses will be granted in FY21. After that, we will pursue a license for the EU and money transmission licenses in the states where we have escrow licenses.

For the Group FY20 delivered:

- All-time record Net Revenue $58.8m (up 1% on pcp)
- All-time record GPV $892m (up 13.2% on pcp)
- Consistently high gross margins of 83.3%
- Operating EBITDA effectively break-even at $(0.6)m
- Operating NPAT effectively break-even at $(0.6)m
- Positive operating cash flow $7.9m
- Cash & cash equivalents at $34.4 million (31 Dec), up 7% on pcp
FY20

Compared to FY19 (pcp - unaudited).

- 51% Increase in web traffic
- 85% Increase in direct web traffic
- 22% Increase in registered users
- 35% New 5-star freelancers

- 2.2m Increase in posted jobs (up 17% on pcp)
- 9% Decrease in acquisition cost per job
- 20% Increase in new freelancers earning (changed lives)
- 44% Increase in GMV from hourly jobs
Freelancer’s Online Economy

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

Note: Sample of projects awarded in 2018. 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 – Europe

Note: Sample of projects awarded in 2018. 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 – Australia

Note: Sample of projects awarded in 2018. 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.
Note: Sample of projects awarded in 2018. 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.
## Regional Websites

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## Languages

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## Currencies

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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.

Freelancer Statistics

50m+ TOTAL REGISTERED USERS
19m+ TOTAL JOBS POSTED
68% OF PROJECTS RECEIVE BIDS IN UNDER 60 SECONDS
26 AVERAGE BIDS PER PROJECT
Covid-19 is the new member of the C-suite responsible for digital transformation

“As of May 2020, 94% of the global workforce lives with active workplace closure measures (ILO).”*

“A new McKinsey survey finds that responses to COVID-19 have sped the adoption of digital technologies by 3 to 10 years — and that many of these changes could be here for the long haul.”**

https://hbr.org/2020/07/what-would-it-take-to-reskill-entire-industries

** McKinsey, October 2020: “How COVID-19 has pushed companies over the technology tipping point—and transformed business forever”
Marketplace dynamics FY20

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

- Over 1,800 job categories as diverse as Aerospace Engineering, Biotechnology, Sales, Manufacturing, Mechanical Engineering
- Complexity & sophistication growing each year
- Average completed project US$178 in FY20\(^3\). Note that this graph is lagging and this number will rise as further payments can increase over time for projects. Drop attributed to influx of supply & rookie demand.

1. Based on the number of completed projects in FY20.
2. Based on the value of project payments for projects that were posted in FY20.
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 lowest cost & largest cloud labour platform

- **Access the world’s largest on-demand elastic cloud workforce of 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.**
Projects

68% OF PROJECTS RECEIVE BIDS WITHIN 60 SECONDS
Product Design Template for new Product Line organic healthy tea

A winner has been chosen!
With 186 entries from 73 freelancers, this employer had the work done for $260 in 7 days.
This packaging design cost $260 USD and took 7 days to make.
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:
1,200,000+ entries per month
~12,000,000 entries per year from 1,500,000+ participants per year

87% of contests receive entries in 1 hour
260 average entries per contest

https://www.freelancer.com/contest/d-Photo-realistic-architectural-visualizations-of-a-Swedish-Attefallshus-1781998
Contests

- Total number of entries per month (rolling):
  - 1.2 million entries per month

- Total number of entries per year (rolling): $1 \times 10^7 = 10$ million

- Average number of entries per contest:
  - 260 entries per contest

- % of contests with first entry in time segment:
  - 87% receive entries <1 hour
This 3D shop design for Uniqlo cost $200 USD and took 14 days to make.
This FOX poster design cost $100 USD and took 28 days to make.
This 3D model cost $340 USD and took 8 days to make.
This music app design cost $100 USD and took 10 days.
This packaging design cost $300 USD and took 14 days to make.
This website design cost $140 USD and took 13 days to make.
This container architecture design cost $110 USD and took 9 days to make.
This logo design cost $150 USD and took 17 days to make.
This Telecommunications Infrastructure project cost $1,500 and was done in 2 weeks.

70 page report researching national broadband landscape and solutions.
This **Andon Manufacturing Consulting** project cost **$21,000** and was done in **3 months**.

**Airbus**

Main Industrial Architect Cross Program for Airbus Helicopter
Main Component Assembly Manager for Airbus Helicopter

Airbus told us a 3 month RFI process would take 5 months, costing ~$200k.
Fujitsu told us that their solver technology cost $50,000 to solve this problem and was within 2.3% of this solution.
NASA MOBILIZED 4,534 DESIGNERS FOR 7,820 DESIGNS

Be the Uber of your industry. freelancer enterprise
We push the boundaries of human innovation

NASA and Freelancer have been working together since 2015 to crowdsource solutions to the most complex problems being faced by astronauts on the cutting edge of space exploration.

6,355

FREELANCERS
PARTICIPATING

137

COUNTRIES
PARTICIPATING

14,025

DESIGNS
TO DATE

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

http://freelancer.com/nasa

* Excerpt from "Surprising results from large crowds using Micro-Purchase Challenges- using contests on freelancing communities to source innovative, impactful and cost-effective solutions" which is available for download at the Laboratory for Innovation Science at Harvard. Authored by S Tang, P. Phillips (Freelancer.com) and S. Radar, Johnson Space Center Deputy Manager, Center for Excellence in Collaborative Innovation (CoECI)

This radiation shield design for NASA cost $500 USD and took 15 days to make.
In June 2020, Freelancer.com jointly won the US$25 million NASA Open Innovations Series 2 tender.

First challenge won: **No-outage testing of hydropower generation transformers** for the US Bureau of Reclamation valued at US$365,000 - launch in 2021.
Freelancer.com presents

AMPS Challenge

Sponsored by the Bureau of Reclamation

Freelancer is running a first-of-its-kind contest with a total prize purse of US$250,000. The Automated Maintenance of Protection Systems Challenge (AMPS Challenge) invites innovators and engineers from all over the world to contribute their ideas and solutions to further Reclamation's mission of managing, developing and protecting water and related resources.

Part of the NASA Open Innovations Series 2 tender (total value US$365,000).
In February 2021, Freelancer won a NASA task order under Open Innovation Services 2 Contract for the National Institute of Child Health.

As part of this US$400,000 in prizes will be made available to freelancers including our largest contest grand prize yet: US$200,000.
The U.S. Department of Energy (DOE) and Freelancer.com have teamed up to help crowdsource solutions to increase manufacturing energy productivity in the U.S.

http://www.freelancer.com/doe
Airbus and Freelancer.com have teamed up to help crowdsource innovations in the global aerospace sector.

http://www.freelancer.com/airbus
Novo Nordisk and Freelancer.com have teamed up to help crowdsource solutions to defeat diabetes and other serious chronic conditions.

http://www.freelancer.com/novo-nordisk
Deloitte MyGigs

- Enables Deloitte consultants globally to more efficiently match skills set with opportunities
- Provides greater visibility into projects and resource needs
- Over 20,000 consultants onboarded and 100,000 hours posted
- Expanding to over 50,000 users
- Deloitte’s goal: 20% of all US consulting projects through MyGigs
"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!"

Nishita Henry,
Chief Innovation Officer @ Deloitte

* US Consulting projects
Guides innovation for over 200,000 leading technology manufacturers and service providers

Arrow Electronics (NYSE:ARW)

Ranked #110 in 2020 Fortune 500 with revenue of US$29 billion

ArrowPlus powered by Freelancer solves technology problems spanning consumer electronics, transportation, healthcare, industrial, Internet of Things (IoT), telecommunications, biomedical, cloud security, firmware, hardware, and connected products.
Next year’s new electronics products are just a click away.

- Ideation & prototyping
- Analog & digital design
- Printed circuit board design
- Bill of Materials (BOM) part selection
- Custom requirements to product delivery
- Component consolidation and cost reduction
- Redesign for smaller size
- Documentation & translation
- Development of firmware, drivers & middleware
- Real-time embedded software development
- Integrated circuit design
- Manufacturing
Natural Disaster Innovation Contest

ArrowPlus powered by Freelancer and IBM teamed up to crowdsource solutions helping improve community well-being through during natural disaster.

https://freelancer.arrow.com/ibm/
Freelancer Enterprise

Over 70% of Fortune 500 companies use Freelancer.com to get work done.

Private Talent Cloud and Success Managers ensure quality work delivery.

For Freelancer Enterprise there are:
- No access or signup fees
- No compulsory monthly or annual subscription fees
- No fees to post a project or set up an account
- The 3% commission is waived for volume customers.

NASA saw “extraordinary cost savings” of 80-99%*.  

Freelancer Enterprise

- Enterprise GMV (USD) grew 67% year on year in FY20.
- Rolled out record number of pilots (double FY19), many of which have renewing multi-year contracts, expanding to multi-country or committing to spend up to 7 figures USD (GMV). This includes but not limited to:
  - Signed SOW with a $70b multinational professional services firm for $1M GMV, with more volume projected immediately after the first SOW is delivered.
  - Accelerated roll-out to four additional workflows, including integration with a $100b multinational IT company.
  - Closed half million dollar/annum (revenue) recurring licensing deal.
  - MSAs signed in FY20 with Fortune 500s including but not limited to professional services, technology and FMCG. None of these agreements have minimum volume commitments.
  - Closed $1.1m engineering services contract to build customer workflow integrations for scale. The next phase is currently being negotiated.
  - Multiple engineering services engagements are underway with other accounts in active negotiation.
Since FY19 Deloitte has more than doubled their users and 10x hours logged to 100,000+ hours. Work is about to commence to integrate the internal MyGigs to the 50M freelancer cloud.

Won two NASA task order under the US$25M jointly won tender; US$365,000 for the US Bureau of Reclamation and US$474,500 for the National Institute of Health, the latter which will have a total prize purse of US$400,000 - the largest contest series ever on Freelancer.com.

Expanded the enterprise sales & operations teams in UK, Canada & Australia. Launched operations in India.

Partnered with Facebook, Coursera, Udacity and the Egyptian government to invest in upskilling to bring a community of certified professionals on to Freelancer.com, and provide them work through the platform via Facebook’s hiring partners and 95 corporations referred by the Egyptian government. Expanding Facebook & Udacity relationship.

Hired Chris Whittock to run the core enterprise product group. Chris is a seasoned staffing executive with leadership roles at Kelly OCG, Randstad, Manpower & Adecco.
For the first time, users can access every Freelancer feature from the convenience of their mobile device, whilst ensuring existing users have a world class experience on mobile. Live for mobile web, in beta for iOS and in beta for Android by end of 1Q21.
 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.

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<table>
<thead>
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<tr>
<td><strong>Recruiter</strong></td>
<td><strong>Preferred</strong></td>
<td><strong>Growth</strong></td>
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<td></td>
<td><strong>Freelancer</strong></td>
<td><strong>in projects</strong></td>
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<td></td>
<td><strong>Program</strong></td>
<td><strong>in talent</strong></td>
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</tbody>
</table>

- Recruiter growth in projects: 18%
- Preferred talent growth: 18%
- 5 star ratings for Recruiter team: 1389
- Growth in projects in 4Q20 on PCP
- Growth in talent in 4Q20 on PCP
- 5 star ratings for Recruiter team in 4Q20
Freelancer API

Freelancer is a game-changer for entrepreneurs, small businesses, and large organisations. We provide easy access to talented freelancers from all around the world, who offer a wide range of services at competitive prices.

Make an API call to the cloud workforce from your website, app or software

Built by developers, for developers.
www.freelancer.com/api

Automate your workforce at scale across the globe while cutting costs.

A perfect companion to Freelancer Enterprise customers.
Freelancer Global Fleet

Delivering expertise anywhere in the world at scale - on demand.

The world's largest network of freelancers combines with the world's best on-demand vehicle-routing and management platform.

We empower enterprises building and operating global fleets of professional talent.

- Photography
- Computer repairs
- Transport maintenance
- Billboard flyovers
- Property listings
- 5G site selection & installation
- Metro delivery & freight
- Other field services tasks
Neil Katz is the Chief Financial Officer at Freelancer 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, Sensory Networks and Aptrix.

Jun Yao is the Vice President of Engineering at Freelancer. He is responsible for leading the global engineering teams, defining and executing the company’s long-term technical roadmap. Jun has extensive experience in software engineering, and his areas of expertise include application and system designs, computer networks, information security and relational databases.

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.

Thomas George is the Director and Head of Compliance at Freelancer. Thomas oversees the overall compliance environment within the Company. In this role, Thomas is responsible for the development and maintenance of the governance and compliance risk programs to support the business. Before joining Freelancer, Thomas worked for American Express as Director of Compliance.

Sarah Z. Tang is the Vice-President of Enterprise, where she oversees the go-to-market strategy and engagements with Freelancer’s Fortune 500 clients. She is a Canadian National Merit Scholar and on SIA’s 2017 Global Power 50 most influential women’s list. She collaborates closely with NASA and Harvard Business School / Lab of Innovation Science on publications and thought-leadership to advance the crowdsourcing and human cloud industry.

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.
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) 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).

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.
2019/2020 Awards | Freelancer.com

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

Gold Stevie
Technical Innovation of the Year: At Organizations with up to 1,000 Employees
The International Business Stevie Awards 2019

People's Voice Award
Employment Website
23rd Annual Webby Awards 2019

Gold Stevie
Innovative Management in Technology Industries (for more than 100 Employees)
The Asia-Pacific Stevie Awards 2019

Gold Stevie
Innovation in Technology Management, Planning & Implementation (for Other Service Industries)
The Asia-Pacific Stevie Awards 2019

Silver Stevie
Award for Innovative Management in Technology Industry
The Asia-Pacific Stevie Awards 2020

Silver Stevie
Award for Excellence in Innovation in Technology Industry
The Asia-Pacific Stevie Awards 2020

Silver Stevie
Award for Innovation in Technology Management, Planning, and Implementation
The Asia-Pacific Stevie Awards 2020

Bronze Stevie
Most Innovative Communications Professional of The Year: Helma Kusuma
The Asia-Pacific Stevie Awards 2020
Online payments that powers the world’s trade. Inspect goods & services before releasing funds.

OVER US$4,500,000,000 IN TRANSACTIONS SECURED SINCE 1999
Most payments innovation revolves around trying to buy a cup of coffee rather than selling anything of real value, like a car.
Escrow.com is used to secure a wide range of valuable transactions.
Escrow.com secures transactions from $100 to $100,000,000 USD, EUR, CAD, AUD support

2007 Robinson R44 securely sold through Escrow.com

Aerocruiser 1100 hovercraft securely sold through Escrow.com

Don Pedro houseboat securely sold through Escrow.com

Piper PA-23-250 Aztec F securely sold through Escrow.com

2012 Ferrari Scaglietti securely sold through Escrow.com

2004 Fountain 38 LX securely sold through Escrow.com
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.
1. Buyer and seller agree to terms
2. Buyer pays Escrow.com
3. Seller ships merchandise
4. Buyer accepts the merchandise
5. Escrow.com pays the seller
Benefits of using Escrow.com

**Increase Trust**
Allow your customers to transact on e-commerce, marketplaces & classifieds sites with higher trust & safety greatly reducing fraud and with no chargebacks, ever.

**Increase Liquidity**
Physical inspection & acceptance happen on delivery, meaning valuable items can ship across state or country lines before the transaction completes, allowing you & your customers to expand beyond local to global markets safely.

**Increase Fulfillment**
Greater liquidity means sellers can access more buyers and buyers more sellers, resulting in better choice, pricing and increasing the probability of a successful transaction.

**Increase Support**
Your customers benefit from our world class transaction support. Experienced Escrow.com personnel can check shipping documentation, title, liens, and more.
Benefits of using Escrow.com

**Increase Compliance**
Escrow.com provides “compliance as a service” performing know-your-customer & anti-money laundering verification for high value transactions.

**Increase Insights**
Escrow.com “closes the loop” providing insight into what happens to your customers after they match on your site.

**Increase Conversion**
Campaigns and ad targeting can run more effectively. Know which listings are up to date and which are expired, creating a more relevant experience for your audience.

**Increase Revenue**
Revenue share is available for volume partners of $1 million per month or more.
Escrow.com has 51 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.

The oldest, most trusted and licensed online escrow service in the world
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 has to risk charge backs
- Buyer using cash or wire has to risk delivering cash safely and trust 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:

- Checking shipping documents
- Title collection
- Lienholder payoff
- Lease swap arrangements
- Post inspection sale adjustments
Escrow.com is the only online payment method for eBay Motors listings in the United States.
Escrow.com is the only online payment method for eBay Motors listings in the United States.
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.
eBay Watches has selected Escrow.com as the exclusive payment provider for their new Authenticity Guarantee service.
eBay Watches has selected Escrow.com as the exclusive payment provider for their new Authenticity Guarantee service.
Escrow.com protects fine art, antiques, collectibles, watches, jewelry, gemstones from forgeries and fakes

Whether it’s by Warhol, Picasso or Hirst, we’ve sold it securely through Escrow.com

Shipping documentation is tracked, and buyers receive & inspect the goods before accepting, opening up international markets and protecting against forgery and fakes

Andy Warhol “Queen Elizabeth Suite”, “Mao” and “John Wayne” securely sold through Escrow.com
Securely order and receive vital Personal Protective Equipment with Escrow.com

Secure transactions and confirm the quality of the product prior to releasing funds— in times of distress and when traditional supply chains have been disrupted.

Large orders of medical masks securely sold through Escrow.com
Industrial, network, construction & heavy equipment sold through Escrow.com

Transact beyond the local area to a global market

Sellers access more buyers, buyers access more sellers

Escrow.com makes it easier to agree to larger contracts

FANUC M710iC Industrial Robots securely sold through Escrow.com
Escrow.com makes import / export simple

No expensive & complicated letters of credit

Removes need to perform customer credit checks

Automates payments to international suppliers

Increases competitiveness of exporters through facilitating supplier & customer diversity

*Shipment of 28 Ford F250 securely sold through* Escrow.com
Service contracts including freelancing through Escrow.com

We support milestone payments against a time or deliverables schedule

Ensure your last invoice gets paid

Medical solar system installation in Yuba City, CA securely sold through Escrow.com
All these domains, and tens of thousands more sold through Escrow.com

Escrow.com is where the Internet is bought and sold
The Escrow.com Platform API

With no minimum fee and priced as low as 0.89%, integrate Escrow.com into your website, mobile app, classified site or marketplace.

**Beautiful Docs**
Our step-by-step integration guides, code examples and centralized API reference make it simple to understand and easy to integrate so your can spend less time writing code.

**Real-time Insights**
Stay up to date on the progress of each of your transactions through our portal or use our webhooks to get real time granular updates on the progress of each transaction.

**Versioning**
Time to take control of your roadmap – your integration will work the same as it does today as it will tomorrow.

**Developers First**
With a new developer portal, interactive documentation, and real-time dashboards, we are putting developers first. We can’t wait to see what your build!
Escrow Offer empowers buyers and sellers to negotiate a price for domain names, cars, boats, aircraft or any high-value item online.
Secure online payment processing for cars, boats, airplanes, domains & anything of value, in one line of code.
Artsy

Escrow.com powers galleries, fairs, and institutional partners of Artsy's Fine Art Marketplace
Shopify Exchange

Escrow.com is the only payment method for Shopify's marketplace of stores.
Flippa.com uses Escrow.com to buy & sell businesses

One of the largest platform to buy and sell online businesses securely with Escrow.com
Wingform uses Escrow.com to deliver a turnkey solution

Thanks to Escrow.com, if you find an aircraft on Wingform, you know the seller is serious about selling their aircraft.
The Aurora Space Station uses Escrow.com to take deposits

Deposits are already flowing for the $10 million luxury Space Hotel by Orion Span (www.orionspan.com)
Senior Management Team | Escrow

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

Matt Barrie
Chief Executive
BE (Hons I) BSc (Hons I)
GDipAppFin MAppFin
MSEE (Stanford) GAIID
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 Freelancer 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, Sensory Networks and Aptrix.

Thomas George
Director, Compliance
BCom, Dip Law
(LPAB)

Thomas George is the Director and Head of Compliance at Freelancer. Thomas oversees the overall compliance environment within the Company. In this role, Thomas is responsible for the development and maintenance of the governance and compliance risk programs to support the business. Before joining Freelancer, Thomas worked for American Express as Director of Compliance.

Raffaela Maiorano
Director of Legal and Compliance
LLB (hons) Law
United Kingdom

Raffaela Maiorano is Director, Legal & Compliance at Freelancer and responsible for the legal and compliance functions of the Company. Raff is a Compliance (and Legal) professional with over 18 years experience in regulatory compliance, asset management, private equity and capital markets in the United Kingdom, Europe, United States, Hong Kong and Australia. Raffaela has previously worked at the Royal Bank of Scotland, Bank of America Merrill Lynch, Deutsche Asset Management (UK) and GLG Partners (formerly Societe Generale AM (UK) Limited).

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.

Christopher Wong
Director of Product
BSc

Chris is responsible for overseeing engineering, account management and business operations, working with key stakeholders and ensuring timely and proper execution of goals across the business. Chris also acts as the Product Lead for Payments, Trust and Safety group at Freelancer.com. Before joining Freelancer, Chris has worked in product within payments at Bambora as well as eCommerce industry at Next Commerce as their Head of Product. He holds a Bachelor of Science in Information Systems from the University of Auckland, New Zealand.

Chris Trotman
Associate Vice President,
Engineering
BSc

Chris Trotman is the Associate Vice President of Architecture at Freelancer. Chris is responsible for all technical aspects of engineering, maintaining the highest level of engineering standards and ensuring Freelancer is prepared for current and future growth. Chris holds a Bachelor of Science in Information Systems from the University of Auckland, New Zealand.
<table>
<thead>
<tr>
<th>Award Type</th>
<th>Company/Category</th>
<th>Year</th>
<th>Location</th>
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<tbody>
<tr>
<td>Gold Stevie</td>
<td>Company of the Year - Financial Services - Small</td>
<td>2020</td>
<td>The International Business Stevie Awards 2020</td>
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<tr>
<td>Bronze Stevie</td>
<td>Most Innovative Company of the Year - Up to 100 Employees</td>
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<tr>
<td>BBB Torch Award</td>
<td>Ethics</td>
<td>2017</td>
<td>Better Business Bureau Torch Awards 2017</td>
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<td>Financial Services</td>
<td>2016</td>
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<td>Honorable Mention</td>
<td>X-Factor Award</td>
<td>2016</td>
<td>Anthill Cool Company Awards 2016</td>
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FREIGHTLANCER

Freight anything, anywhere
Freightlancer is using technology to connect freight owners with transport operators at a global scale.
Customers using Freightlancer
Newcrest Mining Case Study

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

On average saving at least 30% on previous movements
Redpath Mining Case Study

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 on previous movement (saving $6,700 per leg)

- Full trailer of equipment (18 tonne): $5,000 plus GST
- Maddington Perth to Orange NSW (3685 km)
- Flat top semi - $1.35/km plus GST
EMS Group Case Study

Over $3,000,000 worth of freight movements in 12 months

- Meyco Potenza: $4,760 plus GST
- Perth to Dubbo (3,556 kms)
- Drop Deck load @ $1.34/km plus GST
- Over 50% saving on previous movement

- Cat R1700G loader: $1,740 plus GST
- Woods Point Vic to Dubbo NSW (794 km)
- Float load @ $1.89/km plus GST
- Over 60% saving on previous movement
Industrial
- Mining
- Infrastructure
- Construction
- Rail
- Urgent/Express freight
- International shipping
- Heavy machinery
- General freight
- Manufacturing
- Oil & Gas
- Line haul
- Vehicles
- Perishables
- Shipping containers

Retail
- Food delivery
- Furniture delivery
- Courier
- General freight
- Motorcycle courier
- Bike courier
- Pickup & delivery
- Removal services
- Packing & shipping
Freightlancer manages 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
Advantages of using Freightlancer

1. **Live tracking while your cargo is on the move**
   We use real-time GPS load tracking to show you exactly where your load is at all times.

2. **Vetted Transport Operators for compliance obligations**
   Choose from a range of vetted drivers and see past ratings to ensure reliability and quality.

3. **Secure payments ensure the delivery and on-time payment**
   Powered by Escrow.com, payment is kept in trust until it has been delivered exactly where it should be.

4. **Real-time bidding gets competitive quotes fast**
   Upload a photo, dimensions, weight and delivery address to have drivers respond in a click.

5. **Communicate directly with your Transport Operator**
   Keep in contact with the operator to coordinate collections and deliveries.

6. **Compliance peace of mind**
   Turnkey solution for compliance obligations including Chain of Responsibility.
Safer for everyone

**Trip reports**
Notification when collection and drop off has been made, minimum, maximum and average speeds traveled.

**Freightlancer audit**
Freightlancer will regularly conduct audits on operators and loads to ensure compliance.

**Save time**
Manage booking, tracking, monitoring and cross-checking compliance in the one place. No paperwork, no time wasted on the phone.

**Safe**
Meet compliance & chain of responsibility requirements including load tracking, load restraint methods, fatigue management, controlling speed and licence, registration & insurance.

**Rated**
Quality and reliability are ensured through detailed rating system updated after every load.
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.

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.
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.
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.
Why build costly infrastructure when you can make an API call to the human cloud to deliver your product, food, furniture or package.

Powered by the world’s largest human labor cloud of 50 million freelancers via Freelancer.com.
Testimonials

“We've been using Freightlancer for a few years now, this service provided is second to none, the team is great and always accommodating”

– Benjamin Carter, Redpath Mining

“The Freightlancer team have been fantastic. I’d recommend Freightlancer to anyone, it's changed the way I move freight and it works for me.”

– Jordy Dickerson, Assets Manager
EMS Group
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

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, Sensory Networks and Aptrix.

Mike Liedtke
Head of Product

Michael Liedtke has been building SaaS products and services for the past 16 years. As head of product for Freelancer Global Fleet, he splits his time between engineering, product, business development, and sales, working closely with partners to help ensure their success. Michael has a Bachelor of Arts in Computer Science from Colby College and a Master of Public Health in Epidemiology from the University of Colorado Denver.

Thomas George
Head of Compliance

Thomas George is the Director and Head of Compliance for the Freelancer Group. Thomas oversees the overall compliance environment within the Company. In this role, Thomas is responsible for the development and maintenance of the governance and compliance risk programs to support the business. Before joining Freelancer, Thomas worked for American Express as Director of Compliance.

Scott North
Account Executive

Scott is an all-round Logistics Professional and brings over 13 years of expertise in international and domestic freight, with experience across road, air, sea, rail and warehousing. He has vast knowledge in all aspects of the supply chain, including day to day operational roles, sales and strategic logistics management. Away from logistics he enjoys spending time with his family and spending time in the ocean.

Drew Davis
Account Executive

Drew is one of a new breed of tech 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 Loadshift, Drew rejoins the company as an experienced Account Executive.
Global freight market is massive

US $6,537 Billion
GLOBAL LOGISTICS MARKET (2025)¹

41,000~
BUSINESSES

213,590 Million
TONNES MOVED PER YEAR

50,000+
MERCHANT SHIPS WORLDWIDE

17,000,000,000
KILOMETERS TRAVELLED PER ANNUM

US $13+ Billion
IN ANNUAL WAGES

¹ https://www.imarcgroup.com/global-logistics-market
The #1 Internet Marketing Forum Since 1997

1,567,512+
USERS

9,011,708+
POSTS

778,421+
THREADS
STARTCON

$1M USD PRIZE GLOBAL COMPETITION

4000+ ATTENDEES

55+ INTERNATIONAL & DOMESTIC SPEAKERS

5 STAGES

2 DAYS

4TH ANNUAL AUSTRALASIAN STARTUP AWARDS CEREMONY

STARTCON WILL NOT BE RUNNING IN 2021 OR 2022
Unique Investment Thematics

Freelancer Limited (ASX:FLN) is unique exposure to:

- Massive market: $5 trillion TAM
- The on-demand and crowdsourced economy
- Increasing internet penetration of emerging markets
- Rising sophistication in emerging markets labour
- Software & mobile eating the world
- Structural imbalances in global labour markets
- Thrives in economic crises. The global financial crisis led to the original emergence of the online crowdsourcing and freelancing industries:
  - Employers looked online to hire freelancers rather than full time staff
  - Workers looked to the Internet to find new sources of employment
- Incredibly deflationary
- Fintech & transition of global commerce to online (Escrow.com)
- Global Income (>90% of revenue is outside Australia: USD, GBP, EUR, CAD, etc.)
How big is the market?
“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”*

Estimated demand for Web Design services (mid-high OECD)

Freelancer’s global web design revenue opportunity estimated as $2.7 billion per annum ($10.5b GPV)

- Freelancer’s estimated global web design revenue opportunity at c.$2.7 billion ($10.5b GPV).
- This is as a replacement of existing business only—there is also potential upside from opening up of new demand from lower cost labour services
  - e.g. for the first time, a café can get a website for c.$100
- Indicative calculation:
  - web design in the US alone is US$20 billion + industry\(^1\)
  - wages constitute US$12 billion of this
  - more than 50% of software engineering jobs can be outsourced at 30% of US wages\(^2\)
  - US$1.74 billion in wages outsourced @ 27.8% monetisation rate = c.A$678 million revenue opportunity for Freelancer in the US (Total Available Market)\(^4\)
  - there are 28 million small businesses in the US, but at least 96 million more in other mid-high income OECD countries\(^3\)
  - from this we estimate the global opportunity is \((96+28)/28\) = c.4.4x larger than the US market

3. Based on 28m SMEs in the US, 96m MSMEs outside the US in mid-high income OECD countries.
4. Based on AUD/USD exchange rate of 0.7132.
Estimated demand from mid-high income OECD SMEs

Global small business revenue opportunity estimated as $48 billion per annum (620 million projects, $181 billion GPV)

- There are about 28 million small businesses in the US
  - 22 million of these are informal non-employers (yet generate >$1 trillion per annum in revenue)\(^1\)
- US job posters who posted more than one project posted on average 4.97 projects in 2016\(^2\)
- Average project size in FY19 was US$216, generating revenue of $60 to Freelancer (27.8% monetisation rate)\(^2\)
  - Implies A$11.7 billion TAM (A$42 billion GPV, 140 million projects) from US SMEs
- But there are 420 – 510 million micro, small and medium enterprises (MSMEs) globally\(^3\)
- 96 million are formal employer MSMEs outside the US in mid-high income nations\(^4\)
  - Additional A$40 billion TAM (A$144 billion GPV, 480 million projects)
- Estimated global TAM from MSME market of c.$52 billion (A$186 billion GPV, 620 million projects)
- This excludes another 100m+ informal (unregistered) MSMEs in high income nations globally including non-employer firms, sole proprietors and partnerships which could add materially to Freelancer’s revenue opportunities

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2. Based on Freelancer internal statistics. Average paid value of completed project was US$216 in FY19. Monetisation rate = $50.4m / 181.41m = 27.8%.
3. McKinsey Global Institute, “Two trillion and counting: Assessing the credit gap for micro, small, and medium-size enterprises in the developing world” (October, 2010).
Estimated demand from consumers

Product marketplaces as proxy of consumer demand indicates TAM of US$108 billion (2b projects, US$410b GPV)

- ~400 million active consumers on average across eBay, Amazon and Alibaba
- 180 million active consumer buyers on eBay (sellers are SMEs)
- Taking 180m buyers as consumer proxy
- 5 projects / user
  - US$161 / project
  - 27.8% take rate

GPV of US$403 billion
Global Total Available Market (TAM)
US$112 billion (2b projects)

<table>
<thead>
<tr>
<th>eBay</th>
<th>amazon.com</th>
<th>Alibaba.com</th>
<th>freelancer</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019/TTM Revenue</td>
<td>US$10.9 billion</td>
<td>US$281 billion</td>
<td>US$64 billion</td>
</tr>
<tr>
<td>2018 GMV/GPV</td>
<td>US$94.6 billion</td>
<td>US$258 billion</td>
<td>US$547 billion</td>
</tr>
<tr>
<td>2019 Users</td>
<td>182 million active buyers</td>
<td>310 million active buyers</td>
<td>552 million active buyers</td>
</tr>
<tr>
<td>Geography</td>
<td>Global</td>
<td>Global</td>
<td>Predominantly China</td>
</tr>
</tbody>
</table>

Source: Company reports, Bloomberg, Statistica, Nasdaq.
1 TTM 12 Months revenue
2 Based on analyst estimates
3 Google Finance 31 December 2018
4 Trailing 12 months as at 30 June 2018, company disclosure
Estimated supply of professional labour in the developing world

370 million people, or 10% of the 3.7 billion working age population in the developing world have a tertiary qualification

- 2019 global working age population: 4.8 billion, labour force: 3.5 billion

- 2030 projected global labour force: 3.5 billion

- Of the 4.8 billion working age in the developing world:
  - 46% have a secondary education
  - 10% have a tertiary education

- In the Philippines, tertiary education rose from 9% to 22% (13m) 1980-2010
  - Brazil, China, India @ 7 to 9%, yet produce c.5m STEM grads per annum

- There are 220 million people with a tertiary degree between India, China, Brazil, Philippines, Malaysia, Indonesia, Egypt, Sri Lanka and Nigeria

- C.5 billion people to join the Internet over next decade that earn <$10/day

- They have very little assets however are educated and can sell their services

- Freelancer.com is the first stop on the Internet for these people to raise their wages from $10/day to $10/hour +

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1. World Bank https://data.worldbank.org/indicator/SL.TLF.TOTL.IN
3. Accenture Institute for High Performance: Where will all the STEM talent come from? (May 2012)
Estimated demand from Local Jobs in the US

Freelancer’s expansion into 100 categories of Local Jobs expands the total addressable market by up to $800 billion

- Online services is already a huge market, with enormous future potential
  - McKinsey Global Institute has estimated that “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”

- In the US alone, the temporary labour market is estimated to be in the order of $100 billion
  - MBO Partners also found that in 2013 in the US there were 17.7 million independent workers
  - these generated $1.2 trillion in total income per annum
  - Angie’s List estimates the home services industry, which includes electricians, plumbers, dog walkers and other manual labour, alone is worth $400 billion per annum
  - others put it at $800 billion per annum

Thank you

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