Powering the world’s entrepreneurs & commerce

#1 for Secure Online Payments over US$5 billion in transactions secured

ESCROW.COM™

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

#1 Online Freight Marketplace in Australia, over 550 million km in freight posted

FREIGHTLANCER
A Loadshift Company

Freelancer Limited
ASX: FLN, OTCQX: FLNCF
Freelancer.com is your partner in the new world of work.
The future of work is 5 billion customers looking for a good job

.. 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

FY21 Results
Freelancer Group Results for FY21

- Freelancer Limited delivers all-time record Gross Payment Volume in FY21 of $1,259.7 million (up 41.3% on pcp) or US$943.9 million (up 52.6% on pcp):
  - Freelancer GMV $134.5m down 5.2% on pcp (US$101.1m, up 3.4%)
  - Escrow all-time record GPV of $1,079m, up 54.3% on pcp (US$808.3m, up 66.3%)
- Revenue $57.4m (down 2.3% on pcp) or US$43.1m (up 6.4%):
  - Freelancer revenue $46.1m down 8.8% on pcp (US$34.6m, down 0.5%)
  - Escrow all-time record revenue $11.3m up 37.3% on pcp (US$8.5m, up 48.6%)
- In Australian dollars, FX was a headwind of -8.9% in the year.
- Group Operating EBITDA was ($2.7m), NPAT ($2.3m).
- Escrow.com was profitable in FY21 with EBITDA of $1.7m.
- Operating cash flow for the year was $2.6 million (FY20: $7.9 million).
- Cash & equivalents Dec 31 of $30.3 million, down $4m on 2020, of which $4m was used for the Loadshift acquisition. Escrow off-balance sheet cash US$47.0 million.

1. Depreciation of $4.6m and finance costs of $2.0m relating to office leases (accounted for in accordance with AASB 16 Leases) are included in EBITDA
Freelancer Group Results for FY21

Loadshift & Freightlancer FY21:
- 83,290 requests for transport
- 118,660,830 kilometres of freight posted (up 18.6% on pcp)
- ~$326 million of notional Gross Load Value in 1H21 (~$278m in FY20)

Metrics:
- Average load distance: 1,424 km/load
- Average time to first bid: 18.1 minutes
- Average number of bids/job: 4.4
- Average freight charge: $2.87 per kilometre
- Average load value $4,023.74

Milestones:
- All-time record of 590,024 kilometres of freight posted in a day (12 Oct 21)
- More distance on average day than the Earth to the Moon (384,400 km)
Group Gross Payment Volume (GPV) FY21

All-time record group GPV AU$1,260m (up 41.3% on pcp), Escrow all-time record $1,079 million (up 54.3%)

Group
- FY21 all-time record GPV $1,260m (up 41.3% on pcp)

Freelancer
- GPV $180.4m down 6.1% on pcp (US$135.6m, down 2.4%)
- GMV $134.5m down 5.2% on pcp (US$101.1m, down 3.4%)

Escrow
- Escrow all-time record GPV of $1,079m, up 54.3% on pcp (US$808.3m, up 66.3%)

FX headwind of -8.9% as AUD/USD moved from an 0.6903 to 0.7516.

~74% of group revenue is USD, 6% AUD

Gross Payment Volume (GPV) is calculated as the total payments to Freelancer or Escrow users for products and services transacted through the Freelancer or Escrow websites (GMV) plus net Revenue. Based on Freelancer's unaudited management accounts which have not been subject to an auditor's review.
Net revenue FY21

Revenue $57.4m (down 2.3% on pcp) or US$43.1m (up 6.4% on pcp)

Group
- Revenue US$43.1m, up 6.4% in the main operating currency of the group.
- ~74% of group revenue is USD, 6% AUD
- Gross margin remains high at 83.1%

Freelancer
- Freelancer revenue was flat for the year at US$34.6 million (down 0.5%).
- Commissions unchanged at 13% since FY10

Escrow
- Revenue $11.3m, up 37.3% on pcp (US$8.5m, up 48.6%)
- Escrow blended take rate ~1.05%
Cash flow profile FY21

Cash & cash equivalents at $30.3 million on December 31 2021

- Productively used A$4m cash for Loadshift acquisition
- Positive operating cash flow in FY21 of $3.0m
# Summary profit & loss statement FY 21

All-time record escrow revenue of US$8.5m (up 48.6% on pcp)

<table>
<thead>
<tr>
<th>(A$m)</th>
<th>FY21 Actual</th>
<th>FY20 Actual</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>31 Dec y/e</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Net Revenue</strong></td>
<td>57.4</td>
<td>58.8</td>
<td>-2%</td>
</tr>
<tr>
<td><strong>Gross Profit</strong></td>
<td>47.7</td>
<td>49.0</td>
<td>-3%</td>
</tr>
<tr>
<td><strong>Gross margin (%)</strong></td>
<td>83.1%</td>
<td>83.3%</td>
<td>-0.2%</td>
</tr>
<tr>
<td><strong>Other income</strong></td>
<td>0.2</td>
<td>0.2</td>
<td>n/m</td>
</tr>
<tr>
<td><strong>Employee expenses</strong>²</td>
<td>(25.8)</td>
<td>(21.8)</td>
<td>+18%</td>
</tr>
<tr>
<td><strong>Administrative expenses</strong></td>
<td>(11.8)</td>
<td>(11.6)</td>
<td>+2%</td>
</tr>
<tr>
<td><strong>Marketing related expenses</strong></td>
<td>(7.1)</td>
<td>(10.7)</td>
<td>-34%</td>
</tr>
<tr>
<td><strong>Occupancy costs</strong>³</td>
<td>(5.1)</td>
<td>(5.2)</td>
<td>-2%</td>
</tr>
<tr>
<td><strong>FX losses</strong></td>
<td>(0.8)</td>
<td>(0.4)</td>
<td>+100%</td>
</tr>
<tr>
<td><strong>Share-based payment expense</strong></td>
<td>(0.2)</td>
<td>(0.2)</td>
<td>n/m</td>
</tr>
<tr>
<td><strong>EBITDA⁴</strong></td>
<td>(2.8)</td>
<td>(0.6)</td>
<td>n/m</td>
</tr>
<tr>
<td><strong>EBIT</strong></td>
<td>(3.1)</td>
<td>(0.9)</td>
<td>n/m</td>
</tr>
<tr>
<td><strong>NPAT</strong></td>
<td>(2.3)</td>
<td>(0.6)</td>
<td>n/m</td>
</tr>
</tbody>
</table>

Excluding share-based payments expense¹

<table>
<thead>
<tr>
<th>(A$m)</th>
<th>FY21 Actual</th>
<th>FY20 Actual</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>EBITDA⁴</strong></td>
<td>(2.7)</td>
<td>(0.4)</td>
<td>n/m</td>
</tr>
<tr>
<td><strong>EBIT</strong></td>
<td>(3.0)</td>
<td>(0.7)</td>
<td>n/m</td>
</tr>
<tr>
<td><strong>NPAT</strong></td>
<td>(2.1)</td>
<td>(0.5)</td>
<td>n/m</td>
</tr>
</tbody>
</table>

- Group FY21 NPAT $(2.3m) vs $(0.6m) in pcp
  - 2H21 NPAT $(0.6m) as group trends to profitability
  - USD/AUD FX headwind of 8.9%
  - Employee expenses up 18% due to additional headcount and strengthening of management team. 465 FTEs at end of FY21 (up by 10.5% on FY20)

- 34% decrease in marketing costs shifting the targeting strategy for higher ROI. Marketing cost will grow in FY22.

Operating earnings are exclusive of non-cash share based payments expense of $156k in FY21 and $192k in FY20.

Net of employee expenses attributable to cost of sales.

Occupancy costs have been adjusted to include depreciation of $4.6m (FY20: $4.5m) and finance costs of $2.0m (FY20: $1.8m) relating to property leases and deducting sublease rental income of $1.8m (FY20: $1.4m).

Depreciation and amortisation expense of $267k in FY21 and $223k in FY20. Excludes depreciation arising from AASB16 leases.
## Summary balance sheet FY21

Additionally A$64.7 million of cash is off-balance sheet in Escrow.com’s trust accounts

<table>
<thead>
<tr>
<th>(A$m)</th>
<th>FY21 Actual</th>
<th>FY20 Actual</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>31 December 2021</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>30.3</td>
<td>34.3</td>
<td>-12%</td>
</tr>
<tr>
<td>Trade and other receivables</td>
<td>7.2</td>
<td>6.6</td>
<td>+9%</td>
</tr>
<tr>
<td>Other assets</td>
<td>2.5</td>
<td>2.5</td>
<td>n/m</td>
</tr>
<tr>
<td>Plant and equipment</td>
<td>0.6</td>
<td>0.4</td>
<td>n/m</td>
</tr>
<tr>
<td>Intangibles</td>
<td>34.2</td>
<td>26.5</td>
<td>+29%</td>
</tr>
<tr>
<td>Right of Use Asset</td>
<td>18.8</td>
<td>22.4</td>
<td>-16%</td>
</tr>
<tr>
<td>Deferred tax assets (net)</td>
<td>6.0</td>
<td>5.0</td>
<td>+24%</td>
</tr>
<tr>
<td><strong>Total assets</strong></td>
<td>99.6</td>
<td>97.7</td>
<td>+2%</td>
</tr>
<tr>
<td>Trade and other payables</td>
<td>41.3</td>
<td>39.5</td>
<td>+5%</td>
</tr>
<tr>
<td>Lease Liabilities</td>
<td>21.8</td>
<td>24.7</td>
<td>-12%</td>
</tr>
<tr>
<td>Other liabilities</td>
<td>5.1</td>
<td>4.4</td>
<td>+16%</td>
</tr>
<tr>
<td><strong>Total liabilities</strong></td>
<td>68.2</td>
<td>68.6</td>
<td>n/m</td>
</tr>
<tr>
<td><strong>Net assets</strong></td>
<td>31.4</td>
<td>29.1</td>
<td>+9%</td>
</tr>
<tr>
<td>Contributed equity</td>
<td>38.8</td>
<td>38.4</td>
<td>+1%</td>
</tr>
<tr>
<td>Reserves</td>
<td>8.3</td>
<td>4.3</td>
<td>+93%</td>
</tr>
<tr>
<td>Retained earnings</td>
<td>(15.7)</td>
<td>(13.6)</td>
<td>-14%</td>
</tr>
<tr>
<td><strong>Total equity</strong></td>
<td>31.4</td>
<td>29.1</td>
<td>+9%</td>
</tr>
</tbody>
</table>

- Cash & equivalents at end of FY21 $30.3m (down $4m from Dec 20), no net debt. $4m was used to acquire the Loadshift business
- Intangibles increased by 29% due to acquisition of Loadshift business
- Trade and other receivables includes receivables from various payment gateways in relation to partially completed transactions
  - 9% increase in receivables mainly due to timing of collections from enterprise customers
- Trade and other payables includes user obligations (user balances and milestone payments held on balance sheet)

Deferred tax assets reflected net of Deferred tax assets of $11.7m and Deferred tax liabilities of $(5.4m).

Reserves include non controlling interest in Freightlancer Group.
Escrow.com Gross Payment Volume (US$)

4Q21 $266,234,369  
up 70.0% on pcp

November  
$114,936,222  
up 152.6% on pcp

FY21 $808,314,156  
up 66.3% on pcp
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.
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—India

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
- **North America**
  - US (International)
  - Canada
  - Jamaica
- **Europe**
  - United Kingdom
  - European Union
  - France
  - Germany
  - Greece
  - Portugal
  - Spain
  - Czech Republic
  - Sweden
  - Iceland
  - Ireland
  - Italy
  - Netherlands
  - Turkey
  - Poland
  - Romania
  - Russia
  - Ukraine
  - Norway
  - Hungary
  - Finland
  - Denmark
  - Albania
  - Slovenia
- **Africa**
  - South Africa
  - Kenya
- **Asia Pacific**
  - Australia
  - New Zealand
  - Hong Kong
  - Bangladesh
  - India
  - Indonesia
  - Japan
  - Korea, Republic of Malaysia
  - Pakistan
  - Philippines
  - P.R. China
  - Singapore
  - Thailand
  - Vietnam
- **Latin America**
  - Argentina
  - Brazil
  - Chile
  - Colombia
  - Ecuador
  - Mexico
  - Peru
  - Uruguay

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

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

- **57m+** total registered users
- **21m+** total jobs posted
- **62%** of projects receive bids in under 60 seconds
- **26** average bids per project
Marketplace dynamics FY21

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

- Over 2,000 job categories as diverse as Aerospace Engineering, Biotechnology, Sales, Manufacturing, Mechanical Engineering
- Complexity & sophistication growing over time
- Average completed project size was US$224 in 4Q21. Note that this graph is lagging and this number will rise as further payments can increase over time for projects.

1. Based on the number of completed projects in FY21.
2. Based on the value of project payments for projects that were posted in FY21.
3. Average amount paid per completed project. Note that this number can continue to rise as further payments are made on these projects over time.
Freelancer is the largest & lowest cost elastic cloud workforce

- **Access the world’s largest on-demand elastic cloud workforce of over 50m users** in 247 countries, regions & territories with over 1800+ skills, speaking 34 languages and transacting in 39 currencies.

- **No crowdsourcing platform globally has the liquidity of Freelancer.com.**

- **For clients** it’s free to post your job, free to review receive obligation-free quotes, free to chat with freelancers and review samples of work, portfolios etc.
  - 3% project commissions paid by clients when a project is awarded and accepted.

- **For freelancers** it’s free to view projects posted, free to bid on projects, free to chat to clients, free to fill in your profile, upload your portfolio & provide samples of work.
  - 10% project commissions paid by freelancers when a project is awarded and accepted

- **Try it today by posting your job for free.**
Projects

62% 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.

186 Total Entries

View (186) All Entries ▼ Sort by: Default ▼ Entries by: Filter by freelancer ▸
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:

1,100,000+ entries per month

~14,200,000 entries per year

88% OF CONTESTS RECEIVE ENTRIES IN 1 HOUR

247 AVERAGE ENTRIES PER CONTEST

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

Revenue per contest

Average prize money per contest (USD)

Average number of entries per contest

% of contests with first entry in time segment
This logo design cost $100 USD and took 10 days to make.
This brand cost $120 USD and took 1 day to make.
This skateboard design cost $50 USD and took 12 days to make.
This 70s style logo cost $70 USD and took 6 days to make.
This t-shirt design cost $75 USD and took 8 days to make.
This logo design cost $50 USD and took 1 days to make.
This branding cost $109 USD and took 1 day to make.
This logo design cost $30 USD and took 9 days to make.
This logo design cost $150 USD and took 17 days to make.
This interior design cost $355 USD and took 7 days to make.
Deloitte MyGigs

- Enables Deloitte consultants globally to more efficiently match skills set with opportunities
- Provides greater visibility into projects and resource needs
- Over 30,000 consultants onboarded and 145,000 hours posted
- Expanding to over 50,000 users
- Connect to cloud May ‘22.
"We accelerated the launch of the MyGigs Platform, a self-service short-term staffing app connecting our internal talent pool to open project opportunities, in an effort to create the #1 remote talent experience. Since March 2020, the number of gig workers has more than doubled to a total of 16,800 and the number of job posts has increased by 10x for a total of 100k hours. As we begin to navigate the “new normal,” we will focus on onboarding another 35,000 internal resources and drive to delivering 20% of all projects* through this platform. MyGigs is changing the way we deliver work on our projects to our firm, our clients, and our society!"

* US Consulting projects
Deloitte

This **Telecommunications Infrastructure** project cost $1,500 and was done in 2 weeks.

70 page report researching national broadband landscape and solutions.
Airbus

This Andon Manufacturing Consulting project cost $21,000 and was done in 3 months.

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

This Combinatorial Algorithm project cost $300 and was done in 1 week.

Fujitsu told us that their solver technology cost $50,000 to solve this problem and was within 2.3% of this solution.
Freelancer has worked with NASA since 2015 to crowdsourcing solutions to complex problems faced by astronauts on the cutting edge of space exploration.

6,762 FREELANCERS PARTICIPATING
137 COUNTRIES PARTICIPATING
14,657 DESIGNS TO DATE

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

http://freelancer.com/nasa

* 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).

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

Under NOIS2 NASA became the centre of excellence for open innovation for US Government departments.
Freelancer powers U.S. Government

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

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

- Computational fluid dynamics
- Electrical engineering
- Physics
- Data science
- Machine learning
- Network science
- Advanced manufacturing
- Software development
- Transcription
- Information security
- Mechanical engineering
- Graphic design
- UI/UX design
- Software engineering
Airbus and Freelancer.com have teamed up to help crowdsource innovations in the global aerospace sector.

http://www.freelancer.com/airbus
INNOVATION

CHALLENGES

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
Managed Services

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

Recruiter • Preferred Freelancer Program

Record-breaking NPS rating achieved in 2021

74%

Growth in number of preferred freelancers

Recruiter award rate 1.3x higher than average marketplace award rate
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.
Introducing Photo Anywhere

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

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

Give it a try, you’ll be amazed.

www.photoanywhere.com

Journalism
You now have a global photojournalism team.

Retail
Check how your products are displayed in stores.

Ecommerce
Get photos taken and QA before you buy online.

Real Estate
Get recent photos taken of a property.

Market Research
Check up on competitors, commodity stockpiles.

Travel Planning
Or virtual travelling in the age of Covid.

And more..
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 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).

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

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

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

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

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

Laurent Goudet is the Chief Technology Officer at Freelancer and is responsible for the technical direction of the company, ensuring alignment with its business goals. Prior 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.
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.
Recent Awards | Freelancer.com

**Gold Stevie**
Excellence in Innovation in Technology Industries (More than 100 Employees)
The Asia-Pacific Stevie Awards 2021

**Gold Stevie**
Innovation in Technology Management, Planning & Implementation (Other Service Industries)
The Asia-Pacific Stevie Awards 2021

**Gold Stevie**
Communications, Investor Relations or PR Executive of the Year: Sebastian Siseles
The International Business Stevie Awards 2019

**Gold Stevie**
Executive of the Year: Matt Barrie - for Business or Professional Services
The International Business Stevie Awards 2019

**Gold Stevie**
Technical Innovation of the Year: At Organizations with up to 1,000 Employees
The International Business 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**
Innovative Management in Technology Industries (More than 100 Employees)
The Asia-Pacific Stevie Awards 2021

**Bronze Stevie**
Most Innovative Communications Professional of The Year: Helma Kusuma
The Asia-Pacific Stevie Awards 2020

**HR Tech Award**
Best Comprehensive Solution
HR Tech Awards 2021

**24th Annual Webby Awards**
Official Webby Honoree
Best Employment Website
24th Annual Webby Awards 2020

**2020 Stevie Award**
Silver Winner
The Asia-Pacific Stevie Awards 2020

**2020 Stevie Award**
Silver Winner
The Asia-Pacific Stevie Awards 2020

**2020 Stevie Award**
Silver Winner
The Asia-Pacific Stevie Awards 2020

**2021 Stevie Award**
Bronze Winner
The Asia-Pacific Stevie Awards 2020
Securing the world’s trade

Inspect goods & services before releasing funds

OVER US$5,000,000,000 IN TRANSACTIONS SECURED SINCE 1999

investor@escrow.com
State of the art in payments can buy a coffee, but not sell a car
Payments fail above a few thousand dollars

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

Inspections are required before shipping.

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

Payments today also fail with untrustworthy counterparties

Buyer protection with credit cards & paypal works like an insurance claim - a terrible experience for consumers.

I sent all the evidence that a £450 pair of trainers were perfect, but it refunded the buyer who has kept my trainers
Escrow.com
the only secure payment method for high value items
$100 to $100,000,000+
USD, EUR, CAD, AUD & GBP
Escrow.com is easy to use

1. Buyer and seller agree to terms including inspection period
2. Buyer pays Escrow.com
3. Seller ships merchandise
4. The items can be returned for any reason during the inspection period, at the buyer's cost
5. Escrow.com pays the seller

Escrow.com holds the funds while the transaction completes.
Twenty years of operating history

1999
Founded in 1999 by Fidelity National Mutual, a Fortune 500 company and the United States’ largest provider of commercial and residential mortgage and diversified services.

Raised US$30 million from Softbank, Chase Manhattan Corp., Pacific Century CyberWorks Ltd.,

2000
Micro General (Fidelity) and VerticalNet Inc. in 2000.

2001
IPO as subsidiary of Micro General (70% owned by Fidelity).
-“They’re sitting on a gold mine” Michael Grondahl (U.S. Bancorp Piper Jaffray in 2001)

2002

2015
Acquired by Freelancer Limited (ASX:FLN, OTCQX: FLNCF) in late 2015.

2021
Licensed, audited & bonded in 50 jurisdictions globally.
Over $5.5 billion in transactions secured to date from over 2 million customers.
US$808 million in GPV in FY21.
Profitable.
Beach head customers in key verticals

API beta 2019
API out of beta 2020
Escrow Checkout 2021
Grow verticals 2021+

2H21 GMV up 73.3% on pcp:
- Motor vehicles, up 210%
- Online up 77%
- General merch. up 42%
- Services up 37%
- Luxury (watches), up 18%

2Q21 GMV up 105.5% on pcp.

GMV in US dollars.
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.
### Internet Domain Names
- Market size: $4b
- CAGR: 5%
- 1.25m names (2020)

### Used Vehicles
- Market size: $1332b
- CAGR: 5.5%
- 103 million units (2019)

### Watches
- Market size: $18.6b
- CAGR: 8%
- 2021+ (2020)

### Jewelry
- Market size: $329b
- CAGR: 8%
- 2020

### US Business & Industrial Import / Exports
- Market size: $1,053b
- CAGR: 12.7%
- 2019

### Used Construction Equipment
- Market size: $98b
- CAGR: 8%
- 2020

### Fine Art
- Market size: $50b
- CAGR: 8%
- 2020

### US Manufactured Goods Import / Export
- Market size: $3,768b
- CAGR: -8.9%
- 2020

### M&A
- Market size: $2928b
- CAGR: -2.2%
- 48,436 deals (2020)

### US Real Estate
- Market size: $9600b
- CAGR: 7.7%
- 2019

### MSCI Real Estate Market Size 2020.pdf
- Market size: $1.4b
- CAGR: 52%
- 2020

### IPv4 Addresses
- Market size: $1.1b
- CAGR: 52%
- 2020

### Estimated Average take rate (industry)
- Source: Escrow.com

### Source:
1. https://www.pwc.com/gx/en/services/deals/trends.html
2. https://www.grandviewresearch.com/industry-analysis/used-car-market
8. https://www.gminsights.com/industry-analysis/used-construction-equipment-market
The oldest, most trusted and licensed online escrow service in the world

Escrow.com has 52 financial services licenses granted or in-application (Hawaii, Nevada and the territories are the only US licenses remaining to be granted).
Four U.S. states do not require Escrow.com to hold licenses (Indiana, Massachusetts, Tennessee, Wisconsin).
Additionally Escrow.com holds an Australian Financial Services License #501215 and is licensed as a MSB in Quebec, Canada #904468.
A UK Payments Institution license is in-application with the Financial Crimes Authority.
**Escrow.com** is the only multi-jurisdiction licensed online escrow company with 52 licenses granted or in-application.

<table>
<thead>
<tr>
<th>Online Escrow Companies</th>
</tr>
</thead>
<tbody>
<tr>
<td>The following companies are licensed to provide online escrow services:</td>
</tr>
</tbody>
</table>

- **Assembly Escrow Inc.**
  - Telephone: 866-852-2714
  - Email: tracey@promisepay.com
  - Website: http://promisepay.com

- **Internet Escrow Services, Inc.**
  - Telephone: 1-888-511-8600, 949-635-3800
  - Email: sales@escrow.com
  - Website: http://www.escrow.com

- **Upwork Escrow Inc.**
  - Telephone: 650-316-7557
  - Email: Escrow@Upwork.com
  - Website: https://www.upwork.com

- **Vector Escrow Services**
  - Telephone: 707-708-0803
  - Email: duncan@vectorescrow.net
  - Website: https://www.vectorescrow.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.

**California escrow licenses**
Benefits of using Escrow.com

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

**Increase Liquidity**
Inspect & accept on delivery. Valuable items ship across borders before the transaction completes, allowing access to global markets safely.

**Increase Network Effects**
Greater liquidity means more buyers & sellers, better choice, pricing and successful transactions.

**Compliance as a Service**
Benefit from our world class transaction support. Experienced personnel check KYC, shipping documentation, title, liens, and more.

**Increase Insights**
"Closes the loop" with feedback & insights into what happens after buyers & sellers match.

**Increase Revenue**
Revenue share is available for volume partners of $1 million per month or more.
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.
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.
**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. Powering galleries, fairs, and institutional partners of the Artsy, Artland & Tubare Fine Art marketplaces.

Andy Warhol “Queen Elizabeth Suite”, “Mao” and “John Wayne” securely sold through Escrow.com
**Escrow.com allows businesses to be securely bought & sold**

*Escrow.com* is the only payment method for Shopify Exchange, a marketplace to buy and sell businesses for entrepreneurs like you.

Flippa uses Escrow.com to securely sell businesses, websites, domains, blogs, apps, digital services, affiliate websites, Amazon FBA stores & more.

Website & business sales through *Escrow.com*
"We’ve seen a tremendous uptick in interest for luxury watches this past year, with more than 22 million site searches for Cartier, and more than 15 million for Tag Heuer. Escrow joins Authenticity Guarantee as eBay’s response to that growing appetite."
Charis Márquez, Vice President of Fashion, eBay

Buyers https://www.youtube.com/watch?v=ikZ4JQkgA2M
Sellers https://www.youtube.com/watch?v=pVPwUSlgq06Y
**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 in 1H21, transforming a centuries old business into an online marketplace.

In 1H21, Escrow.com transacted 240 gross acres of oil, gas and mineral rights.

52.5 mineral acres of oil rights 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.

This medical solar system installation in Yuba City, CA securely sold through Escrow.com
Escrow.com is where the metaverse is bought and sold

All these domains were bought through Escrow.com
ESCROW API

Built for developers, by developers.

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

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

**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.

**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 Pay

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

- Easy integration
  Get started in minutes with our API documentation and button creator.

- Buyer friendly workflow
  Buyers can make an escrow payment in a few simple steps.

- Safe and secure
  Establish credibility with your customers as Escrow Pay is supported by the most trusted, licensed online escrow service in the world.

Escrow.com payments with one line of code.
Escrow Offer

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

**Improved conversion**
Buyers are more likely to engage with sellers if they have a way to negotiate the price of an item.

**Easy integration**
Get started in minutes with our API documentation and button creator.

**Manage multiple offers**
Sellers can receive and manage multiple offers on the same listed item.

**User friendly workflow**
Users can submit, accept, counter or reject offers via the streamlined interfaces on Escrow.com

**Safe and secure**
Establish credibility with your customers, as Escrow Offer is supported by the most trusted, licensed online escrow service in the world.
Management Team

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

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

Jackson Elsegood
General Manager
BCom CA

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

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

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

Darren Grosvenor
Senior Director of Global Compliance - BSA Officer
BSc

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

Yin Zhang
Senior Director of Engineering
BSc (Computer Science) (Hons)

Yin Zhang is the Senior Director of Engineering at Escrow.com, where he is responsible for overseeing the engineering department, driving technical strategy, and aligning engineering excellence with business goals. Before joining Escrow.com, Yin worked in leadership roles at Freelancer.com and Macquarie Group, architecting large-scale web applications. Yin holds an honours degree in Computer Science from the University of New South Wales, Australia.

Chris Weir
Commercial Manager
UK / Europe
BA

Chris Weir is responsible for managing the operations and strategic development of Escrow.com in the UK and Europe. Chris brings over 15 years of experience in the European financial services firstly with Trayport, ITRS and Tullett Prebon Information, where he has shown his passion for building partnerships and delivering clients projects across multiple asset-classes / markets. Chris is a member of the Chartered Institute for Securities & Investments and holds a bachelor’s degree from the University of Reading, UK.
Awards

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

Company of the Year: for Financial Services - Small
The International Business Stevie Awards 2019

FinTech Solution
The International Business Stevie Awards 2019

Gold Stevie
Company of the Year: Financial Services - Small
The International Business Stevie Awards 2018

Bronze Stevie
Financial Services
The International Business Stevie Awards 2018

BBB Torch Award
Ethics
Better Business Bureau Torch Awards 2017

Bronze Stevie
Financial Services Company of The Year
The International Business Stevie Awards 2016

Export of the Year Award
NSW iAwards
Premier's NSW Export Awards 2016

Honorable Mention
X-Factor Award
Anthill Cool Company Awards 2016
Globally connecting freight owners with transport operators

10,000+ TRANSPORT OPERATORS
50,000,000+ FREELANCERS
METRO DELIVERY

Heatmap showing the 50 million strong freelancer network
Freight Customers
83,290 loads in 2021 (up 18.5% on pcp)

1,424km / load
$2.87 /km
Avg. first bid: 18.14 minutes
Avg. number of bids: 4.4
118,660,830 km of freight in 2021 (up 19.75% on pcp)

Notional GLV $326,357,504
Freight Categories FY21

- Machinery (mobile) 20.3%
- Machinery (stationary) 6.9%
- Pallet (1 only) 2.6%
- Motorbike 2.2%
- Pallets (full load) 1.6%
- Pallets (less than a load) 3.0%
- Portable Building 1.8%
- Pipe 0.7%
- Caravan / Camper Trailer 5.2%
- Furniture Removal (med – lrg home) 0.4%
- General (full load) 3.7%
- General (less than a load) 8.1%
- General (parcel) 0.3%
- Car 18.2%
- Boat with trailer 2.9%
- Trailers (to be carried) 3.9%
- Trailers (towed by car) 0.5%
- Truck 9.4%
Newcrest Mining

Over $1.2 million worth of freight moved in 12 months

- Cat 785 dump truck: $55,000 plus GST
  - Rockhampton QLD to Cadia NSW (1,303 km)
  - 50% saving on previous movement

- B Double Full Load Urgent Hotshot: $12,500 plus GST
  - 2up Drivers Perth to Cadia (3,685 km)
  - Previous price $21,500 plus GST
  - 40% saving on previous movement

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

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

Six figures worth of freight moved in 12 months

- RVD crates hotshot return load: $19,033 plus GST
  - Kalgoorlie to Cadia, 2 up drivers (6,304 kms)
  - 30% saving (saving $6,700 per leg)

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

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

Over $3 million 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

Top: B Double full load urgent hotshot moved using Freightlancer
Bottom: CAT R1700G loader moved for EMS using Freightlancer
Industrial

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

Retail

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

- **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.

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

- **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.

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

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

- **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.

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

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

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

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

Strict deadlines and challenging locations are a speciality.

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

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

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

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
Freightlancer/Loadshift Ownership

- Freelancer Limited: 53.0%
- Tom Cavanagh (EMS Group): 19.7%
- Wes Maas (Maas Group): 15.1%
- Startive Ventures: 2.6%
- Management & others: 9.6%
Leadership Team

Matt Barrie
Executive Chairman

Mark McGinley
Chief Executive Officer

Neil Katz
Chief Financial Officer

Michael Liedtke
Head of Product

Chris Dodd
Compliance Team Lead

Stanislav Markevic
Engineering Lead

Drew Davis
Account Executive

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).

Mark McGinley was recently appointed as CEO of Freightlancer. For the last six years Mark was the CEO of CouriersPlease (CP), an award winning last-mile e-commerce logistics company. In 2021 under his leadership, CP’s franchisee network grew by 50 per cent, growing staff resources by 55 per cent, and hiring hundreds of additional drivers to preempt the pandemics unprecedented online shopping boom. With over 18 years in CP, Mark has brought with him a wealth of knowledge and expertise.

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 Aptix (acquired by NYSE:IBM).

Michael Liedtke has been building SaaS products and services for the past 20 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.

Chris has 25 years experience in Logistics, Manufacturing and Warehousing. He oversaw the Logistics operations for Modular buildings for the Defence Force and Schools projects. He brings a wealth of experience in all aspects of Supply Chain Management with a strong focus on safety and compliance requirements to ensure not only does freight arrive on time, but safely as well.

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

Drew is one of a new breed of technology entrepreneurs striving to take the internet start-up world beyond the hype into traditional “on-the-tools” industries. Graduating from Sydney University with a Bachelor of Commerce, Finance, Drew initially founded leading boutique Australian technology firm, dripcreative. Formerly General Manager of Freightlancer, Drew rejoins the company as an experienced Account Executive.
The #1 Internet Marketing Forum Since 1997

1,647,531+ USERS

10,673,746+ POSTS

1,140,138+ THREADS
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”*

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 SMB revenue estimated as $48b per annum (620m projects, $181b 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 2016²
- 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) globally³
  - 96 million are formal employer MSMEs outside the US in mid-high income nations⁴
    - 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

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 supply of professional labour in the developing world

370m or 10% of the 3.7b working age in 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 +

---

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 local jobs expands the TAM by up to $800b

- 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

Freelancer Limited
Important Notice and Disclaimer

This presentation has been prepared by Freelancer Limited (ACN 141 959 042) (Freelancer or the Company). The information contained in this presentation is current at the date of this presentation. The information is a summary overview of the current activities of the Company and does not purport to be all inclusive or to contain all the information that a prospective investor may require in evaluating a possible investment. This presentation is for general information purposes and is not intended to be and does not constitute a prospectus, product disclosure statement, pathway document or other disclosure document for the purposes of the Corporations Act 2001 (Cth) (Corporations Act) and has not been, and is not required to be, lodged with the Australian Securities & Investments Commission. The material contained in this presentation is not, and should not be considered as, financial product or investment advice. This presentation is not (and nothing in it should be construed as) an offer, invitation, solicitation or recommendation with respect to the subscription for, purchase or sale of any security in any jurisdiction, and neither this document nor anything in it shall form the basis of any contract or commitment. This presentation is not intended to be relied upon as advice to investors or potential investors and does not take into account the investment objectives, financial situation or needs of any particular investor which need to be considered, with or without professional advice, when deciding whether or not an investment is appropriate.

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 FY22 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
This presentation includes certain financial measures that are not recognised under Australian Accounting Standards (AAS) or International Financial Reporting Standards (IFRS). Such non-IFRS financial measures do not have a standardised meaning prescribed by AAS or IFRS and may not be comparable to similarly titled measures presented by other entities, and should not be construed as an alternative to other financial measures determined in accordance with AAS or IFRS. The information is presented to assist in making appropriate comparisons with prior periods and to assess the operating performance of the business. Freelancer uses these measures to assess the performance of the business and believes that information is useful to investors. Gross Payment Volume, EBITDA, and EBIT have not been audited or reviewed. Recipients are cautioned not to place undue reliance on any non-IFRS financial measures included in this presentation.

All references to dollars are to Australian currency unless otherwise stated.

To the maximum extent permitted by law, Freelancer makes no representation or warranty (express or implied) as to the accuracy, reliability or completeness of any information contained in this document. To the maximum extent permitted by law, Freelancer shall have no liability (including liability to any person by reason of negligence or negligent misrepresentation) for any statements, opinions or information (express or implied), arising out of, contained in or derived from, or for any omissions from this document, except liability under statute that cannot be excluded.