22 February 2023

Freelancer Limited

FY22 Results Presentation

Matt Barrie
Chief Executive Officer

ASX: FLN
OTCQX: FLNCF

investor@freelancer.com
Powering the world’s entrepreneurs & commerce

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

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

#1 Online Freight Marketplace in Australia, over 700 million km in freight posted

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

David Nordfors
9:25 AM GMT+11 • March 9, 2016

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David Nordfors
Contributor

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 & organizations create products & services of the future.

This Apple VR headset concept cost $500 AUD and had 56 entries in 14 days.
FY22 RESULTS
Freelancer Group Results for FY22

Freelancer Limited Gross Payment Volume in FY22 was $1,127.4 million (down 10.5% on pcp) or US$789.4 million (down 16.4% on pcp):

- Freelancer GMV $128.4m down 4.5% on pcp (US$89.3m, down 11.6%)
- Escrow GPV of $953.4m, down 11.7% on pcp (US$668.4m, down 17.3%)

Revenue $55.7m (down 3.1% on pcp) or US$38.7m (down 10.2%):

- Freelancer revenue $45.6m down 1.1% on pcp (US$31.7m, down 8.4%)
- Escrow revenue $10.1m down 11.1% on pcp (US$7.0m, down 17.5%)

In Australian dollars, FX was a tailwind of +7.6% in FY22 on pcp.

Group Operating EBITDA was ($6.6m), NPAT ($5.4m).

Significant cost reductions implemented in 2H22:
Operating EBITDA for 2H22 was ($2.5m) vs ($4.1m) in 1H22. 4Q22 EBITDA effectively breakeven.

Group trending to profitability, lower cost base will be evident in FY23 operating EBITDA

Operating cash flow for the year was ($4.2) million (FY21: $2.6 million).

Cash & equivalents Dec 31 of $23.4 million, down 23% vs Dec 21.
Escrow cash off-balance sheet US$54.8 million.

1. Depreciation of $4.2m and finance costs of $1.7m relating to office leases (accounted for in accordance with AASB 16 Leases) are included in EBITDA
Freelancer Group Results for FY22

Loadshift FY22:

- 74,096 requests for transport (down 11% on pcp)
- 99,102,593 kilometres of freight posted (down 16% on pcp)
- ~$350 million of notional Gross Load Value (up 7.4% on pcp) at $3.49/km
- 2H22 GPV up 63.6% on 1H22
- Average load distance: 1,337 km / load

In terms of key metrics for 4Q22:

- Average completed load size: $5,184
- Average freight charge: $3.49/km (up 21.6% on pcp)
- All-time lowest median time from post to first quote
- All-time record for most quotes/day, unique shippers quoting/day
Net revenue FY22

Revenue $55.7m (down 3.1% on pcp)

Group
- Revenue $55.7m (down 3.1% on pcp), or US$38.7m (down 10.2% on pcp).
- Group revenue ~74% USD, 9% AUD
- Gross margin remains high at 84.3%

Freelancer
- Freelancer revenue $45.6m, down 1.1%
- Commissions unchanged at 13% since FY10

Escrow
- Revenue $10.1m, down 11.1% on pcp (US$7.0m, down 17.5%)
- Escrow blended take rate ~1.00%
Group Gross Payment Volume (GPV) FY22

GPV for FY of $1,127.4m (down 10.5% on pcp)

**Group**
- FY22 GPV $1,127.4m (down 10.5% on pcp) or US$789.4m (down 16.4%)

**Freelancer**
- GPV $173.9m down 3.6% on pcp (US$121.0m, down 10.8%)
- GMV $128.4m down 4.5% on pcp (US$89.3m, down 11.6%)

**Escrow**
- Escrow GPV of $953.5m, down 11.7% on pcp (US$668.4m, down 17.3%)

FX tailwind of +7.6% as AUD/USD moved from an 0.7516 to 0.6948.

~74% of group revenue is USD, 9% 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.
Cash flow profile FY22

Cash & cash equivalents at $23.4 million at 31 December 2022

- Escrow had off-balance sheet cash of US$54.8 million at 31 December 2022
Summary profit & loss statement FY22

**Trending to profitability - significant cost efficiencies extracted in 2H22**

- Group FY22 NPAT $(5.4m) vs $(2.3m) in pcp. Increased NPAT loss primarily due to:
  - Lower than expected revenues from the core consumer marketplace
  - Ramp up of employee and marketing in 1H22 in anticipation of higher revenues

- Achieved numerous cost efficiencies across all categories in 2H22. Together with ongoing strategies to improve revenue growth, group is trending to profitability.

- Escrow.com was profitable in FY22.

- Operating costs in 4Q22 were 12% lower than 3Q22. These efficiencies will become evident in FY23 (e.g. 4Q22 marketing down 26%).

### Summary profit & loss statement FY22

<table>
<thead>
<tr>
<th>(A$m)</th>
<th>FY22 Actual</th>
<th>FY21 Actual</th>
<th>Change</th>
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<tbody>
<tr>
<td>1 Jan - 31 Dec</td>
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<tr>
<td>Net Revenue</td>
<td>55.7</td>
<td>57.4</td>
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<tr>
<td>Gross Profit</td>
<td>46.9</td>
<td>47.7</td>
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<td>Gross margin (%)</td>
<td>84.3%</td>
<td>83.1%</td>
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<td>Other income</td>
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<td>0.2</td>
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<tr>
<td>Employee expenses</td>
<td>(27.3)</td>
<td>(25.8)</td>
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<td>Administrative expenses</td>
<td>(11.6)</td>
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<td>Marketing related expenses</td>
<td>(8.6)</td>
<td>(7.1)</td>
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<td>Occupancy costs</td>
<td>(4.9)</td>
<td>(5.1)</td>
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<tr>
<td>FX losses</td>
<td>(1.3)</td>
<td>(0.8)</td>
<td>+55%</td>
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<tr>
<td>Share-based payment expense</td>
<td>(0.2)</td>
<td>(0.2)</td>
<td>n/m</td>
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<tr>
<td>EBITDA</td>
<td>(6.7)</td>
<td>(2.8)</td>
<td>n/m</td>
</tr>
<tr>
<td>EBIT</td>
<td>(7.0)</td>
<td>(3.1)</td>
<td>n/m</td>
</tr>
<tr>
<td>NPAT</td>
<td>(5.4)</td>
<td>(2.3)</td>
<td>n/m</td>
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**Excluding share-based payments expense**

<table>
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<tr>
<th>(A$m)</th>
<th>FY22 Actual</th>
<th>FY21 Actual</th>
<th>Change</th>
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<tr>
<td>EBITDA</td>
<td>(6.6)</td>
<td>(2.7)</td>
<td>n/m</td>
</tr>
<tr>
<td>EBIT</td>
<td>(6.9)</td>
<td>(3.0)</td>
<td>n/m</td>
</tr>
<tr>
<td>NPAT</td>
<td>(5.3)</td>
<td>(2.1)</td>
<td>n/m</td>
</tr>
</tbody>
</table>

**Notes**

- Operating earnings are exclusive of non-cash share based payments expense of $159k in FY22 and $156k in FY21.
- Occupancy costs adjusted to include depreciation of $4.2m (FY21: $4.6m) and finance costs of $1.7m (FY21: $2.0m) relating to property leases and deducting sublease rental income of $1.8m (1H21: $1.8m).
- Depreciation and amortisation expense of $292k in FY22 and $267k in FY21. Excludes depreciation arising from AASB16 leases.
Summary balance sheet FY22

Additionally A$54.8 million of cash is off-balance sheet in Escrow.com’s trust accounts

- Cash & equivalents at end of FY22 $23.4m.
- No net debt.
- Trade and other receivables comprises amounts owing from various payment gateways and enterprise customers.
- Trade and other payables includes user obligations (user balances and milestone payments held on balance sheet). These decreased by 4% from FY21.
- Operating cost efficiencies expected to drive profitability and will strengthen balance sheet in FY23.

<table>
<thead>
<tr>
<th>(A$m) 31 December 2022</th>
<th>FY22 Actual</th>
<th>FY21 Actual</th>
<th>Change</th>
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</thead>
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<tr>
<td>Cash and cash equivalents</td>
<td>23.4</td>
<td>30.3</td>
<td>-23%</td>
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<tr>
<td>Trade and other receivables</td>
<td>5.6</td>
<td>7.2</td>
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<tr>
<td>Other assets</td>
<td>3.1</td>
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<td>Plant and equipment</td>
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<td>Intangibles</td>
<td>34.1</td>
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<tr>
<td>Right of Use Asset</td>
<td>17.8</td>
<td>18.8</td>
<td>-5%</td>
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<tr>
<td>Deferred tax assets (net)</td>
<td>7.9</td>
<td>6.0</td>
<td>+31%</td>
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<tr>
<td><strong>Total assets</strong></td>
<td><strong>92.4</strong></td>
<td><strong>99.6</strong></td>
<td><strong>-7%</strong></td>
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<tr>
<td>Trade and other payables</td>
<td>39.6</td>
<td>41.3</td>
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<td>Lease Liabilities</td>
<td>21.1</td>
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<tr>
<td>Other liabilities</td>
<td>5.1</td>
<td>5.1</td>
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<tr>
<td><strong>Total liabilities</strong></td>
<td><strong>66.0</strong></td>
<td><strong>68.2</strong></td>
<td><strong>-3%</strong></td>
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<tr>
<td>Net assets</td>
<td><strong>26.5</strong></td>
<td><strong>31.4</strong></td>
<td><strong>-16%</strong></td>
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<tr>
<td>Contributed equity</td>
<td>38.9</td>
<td>38.8</td>
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<tr>
<td>Reserves</td>
<td>5.0</td>
<td>8.3</td>
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<tr>
<td>Retained earnings</td>
<td>(17.4)</td>
<td>(15.7)</td>
<td>+11%</td>
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<tr>
<td><strong>Total equity</strong></td>
<td><strong>26.5</strong></td>
<td><strong>31.4</strong></td>
<td><strong>-16%</strong></td>
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</table>

- Deferred tax assets reflected net of Deferred tax assets of $12.5m (FY21: $11.6m) and Deferred tax liabilities of $(4.6m) (FY21: $5.6m)
- Reserves include non controlling interest in Loadshift Group
WSJ Reports:

Freelancing Surges Amid Economic Uncertainty
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
Freelancer’s Online Economy – Europe
Freelancer’s Online Economy – Australia
Freelancer’s Online Economy – India
### Regional Websites

<table>
<thead>
<tr>
<th>North America</th>
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### Languages

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### Currencies

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</table>
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.

64m+ TOTAL REGISTERED USERS

22m+ TOTAL JOBS POSTED

65% OF PROJECTS RECEIVE BIDS IN UNDER 60 SECONDS

41 AVERAGE BIDS PER PROJECT
“Every job, every country, every language, every currency, at any time”

- Over 2,700 job categories as diverse as Aerospace Engineering, Biotechnology, Sales, Manufacturing, Mechanical Engineering
- Complexity & sophistication growing over time
- Average completed project size was US$252 in FY22\(^3\), up 7% on pcp. Note that this graph is lagging and this number will rise as further payments can increase over time for projects.

**Top completed project categories by volume**

- Websites, IT & Software: 31%
- Design, Media & Architecture: 29%
- Writing & Content: 11%
- Data Entry & Admin: 7%
- Sales & Marketing: 6%
- Engineering & Science: 6%
- Business, Accounting, Human Resources: 3%
- Translation & Languages: 3%
- Mobile Phones & Computing: 3%
- Other: 1%
- Product Sourcing & Manufacturing: 1%

**Top countries by completed projects [note 1]**

- United States
- India
- Australia
- United Kingdom
- Canada
- Germany
- Saudi Arabia
- Other

1. Based on the number of completed projects in FY22.
2. Based on the value of project payments for projects that were posted in FY22.
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

- **The world's largest on-demand cloud workforce of over 60m users**
  - 247 countries, regions & territories with over 2700+ skills, speaking 34 languages and transacting in 39 currencies.

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

- **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.
  - 3% project commissions paid by clients when a project is awarded and accepted.

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

- **Try it today by posting your job for free.**
Welcome to the world’s largest freelancing marketplace, turning dreams into reality.
Projects

Post a project and receive competitive bids from freelancers within minutes.

Choose from expert freelancers in over 2,700 skill sets from all around the globe. Pay your freelancers a fixed price or by the hour, all secured by the Milestone Payments system.

65% of projects receive bids within 60 seconds

https://www.freelancer.com/projects/3d-animation/Animation-video-for-website/details
Contests

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

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

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

91% of contests receive entries within 1 hour
320 average entries per contest

https://www.freelancer.com/contest/tv-show-poster-2113858
This poster design cost $250 USD and took 7 days to make.
Contests

Revenue per contest

Average number of entries per contest

Average prize money per contest (USD)

% of contests with first entry in time segment
This AI generated art cost $200 USD and took 7 days to make.
This 3D visualisation cost $435 USD and took 3 weeks to make.
This interior design cost $350 USD and took 7 days to make.
This website cost $300 USD and took 7 days to make.
Built-in Collaboration Tools

A suite of tools purposely designed to manage an on-demand cloud workforce

An integrated set of tools across desktop, tablet and mobile devices:

- Messaging
- File sharing
- Audio and video calls
- Screen sharing
- Task lists
- Shortlists
- Groups
34,849
CONSULTANTS ONBOARDED
"We accelerated the launch of the MyGigs Platform, a self-service short-term staffing app connecting our internal talent pool to open project opportunities, in an effort to create the #1 remote talent experience. 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!"

*N US Consulting projects

Nishita Henry,
Chief Innovation Officer @ Deloitte
“Deloitte relies more heavily on IT freelancers than it did before or during the pandemic. Like most companies, he said, it enlists freelancers with specific skills across a range of capabilities, including AI and analytics”

Balaji Bondili
Managing Director, Deloitte
Great work completed so far!

Build me a web application cost $8,000 US and was done in 23 days

Web app using AWS Amplify based on high-fidelity prototypes built in Figma (about 20 screens) for a web application used for internal Deloitte assets.

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

7,288
FREELANCERS
PARTICIPATING

137
COUNTRIES
PARTICIPATING

15,684
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) https://innovationscienceguide.org/resources/surprising-results-from-large-crowds-using-micro-purchase-challenges-using-contests-on-freelancing-communities-to-source-innovative-impactful-and-cost-effective-solutions
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
- Transcription
- Information security
- Mechanical engineering
- Graphic design
- UI/UX design
- Software engineering
Field Services
Field service engineers activating globally

- **INDIA**
  - Ahmedabad
  - Lucknow
  - Kolkata
  - Hyderabad
  - Pune
  - Bangalore
  - Delhi
  - Geelong
  - Mumbai

- **MALAYSIA**
  - Selangor
  - Johor
  - Pahang
  - Sabah
  - Sarawak

- **AUSTRALIA**
  - Brisbane
  - Gold Coast
  - Melbourne
  - Sydney
  - Geelong
  - Warragul

- **NEW ZEALAND**
  - Auckland
  - Wellington

- **INDONESIA**
  - Jakarta
  - Tangerang
  - Bogor
  - Depok
  - Balaraja
  - Serang

45
A high overview of the new technical integration and some of the screens within our new application, from the engineers’ perspective.
Process flow & Support Structure
INNOVATION CHALLENGES

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

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

Freelance winners included:
- Columbia University and Hunter College, New York City
  On Predicting and Understanding Preeclampsia: a Machine Learning Approach
  Ansaf Salleb-Aouissi, Ph.D., Team Lead (Columbia)
- Delfina, San Francisco*
  Random Forests for Accurate Prediction of the Risk of Hypertensive Disorders of Pregnancy at Term
  Ali Ebrahim, Ph.D., Team Lead
- IBM Data Science and AI Elite, San Francisco*
  Outcomes Among Nulliparous Women
  Ainesh Pandey, Team Lead
- University of Washington, Seattle*
  Structural Equation Model Identifies Causal Pathways Between Social Determinants of Maternal Health, Biomarkers of Allostatic Load, and Hypertensive Disorders of Pregnancy among U.S. Racial Groups
  Monica Keith, Ph.D., Team Lead

* Freelancers

Hypertensive Disorders of Pregnancy Predictor

This research tool was created for the NICHD Decoding Maternal Morbidity Challenge, where it received presents for innovation and excellence in health disparities.

It is for demonstrative purposes only and not for clinical use. The information on this site is not intended or implied to be a substitute for professional medical advice, diagnosis, or treatment.

Enter parameters to calculate hypertensive risk.

Model Parameters

<table>
<thead>
<tr>
<th>Parameter</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Complete blood count</td>
<td>120</td>
</tr>
<tr>
<td>First trimester serum screen P3αP-β Bisph</td>
<td></td>
</tr>
<tr>
<td>Screening on the Weeks Before</td>
<td></td>
</tr>
<tr>
<td>Second trimester serum TSH</td>
<td></td>
</tr>
<tr>
<td>Screening on the Weeks Before</td>
<td></td>
</tr>
<tr>
<td>Third trimester lab studies (&lt; 24 w weeks)</td>
<td></td>
</tr>
<tr>
<td>Complete blood count</td>
<td>120</td>
</tr>
<tr>
<td>First trimester screen β HCG</td>
<td></td>
</tr>
<tr>
<td>Screening on the Weeks Before</td>
<td></td>
</tr>
<tr>
<td>Second trimester screen α HCG</td>
<td></td>
</tr>
<tr>
<td>Screening on the Weeks Before</td>
<td></td>
</tr>
<tr>
<td>Third trimester lab studies (&lt; 24 w weeks)</td>
<td></td>
</tr>
</tbody>
</table>

Is it for demonstrative purposes only and not for clinical use. The information on this site is not intended or implied to be a substitute for professional medical advice, diagnosis, or treatment.
COUNTING EVERY DROP CHALLENGE

US$300,000 prize purse

Phase 1 of the Counting Every Drop Challenge for the Bureau of Reclamation was successfully completed with seven teams moving to Phase 2. In this next phase, they will be building their precipitation measurement devices that will be lab and field tested by the U.S. Government.

Freelance winners include:

**Rixel** Budapest, Hungary
Our solution is a fluid-free and active precipitation station that measures any form of precipitation. Based on sensors’ signals the built-in microcomputer manages the heating system. It can operate in really harsh environments from extreme cold to hot. The fluid free eco-friendly design discharges only water into the environment. Our device is a deploy-and-collect solution since it doesn’t require any maintenance aside from collecting the data.
Team lead: Richárd Ádám Dr. Vécsey - @richardvecsey

**The Planet Earth** Vancouver, Canada
The fluid-free precipitation metering device includes a pot that is mounted on a load cell. After completing the precipitation weighing process, the precipitation will be discharged into the environment using a wiper that cleans the pot continuously.
Team lead: Majid Bayati - @majdbayati

**Orion Labs** Nunn, CO, United States
Orion Labs rain gauge system provides a fluid-free solution for accurate precipitation detection and measurement. Our solution builds upon existing rain gauge collection methods, adds enhancements with software capabilities and a custom designed collection unit for a unique, low power, low cost redundant solution.
Team lead: Sara Jennings - @smeschbe
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**

7,117

5-STAR RATINGS IN 2022

I had a great first experience with your site, and to be honest, I wasn’t expecting it. Everything went extremely smoothly, and Timothy was very quick to respond and easy to work with. I would definitely recommend your services because they exceeded my expectations.

Adrian W.

Overall, I had a great experience with my Freelancer.com and my Recruiter Andy. He helped with my project and recommended skilled freelancers. The milestones option ensured satisfactory work, and the work was completed. Very satisfied with Freelancer.com.

Todd V.
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).

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

Yves Sy 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 to transitioning from Software Architect to Chief Technology Officer in early 2021, Laurent has been leading multiple technical initiatives, transforming the Web & native clients into mobile-friendly, fast, and reliable web applications, lifting the user experience and reducing the engineering costs.

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

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

Matt Barrie
Chief Executive Officer & Chairman
BE (Hons I) BSc (Hons I) Syd.
GDipAppFin MAppFin HonDLitt Macq.
MSEE Stanford SEP GAICD FIEAust

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

Darren Williams
Non-Executive Director
BSc (Hons I) PhD (Computer Science) MAICD

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

Simon Clausen
Non-Executive Director

Simon is a founding investor of Freelancer. Simon has more than 17 years experience in high growth technology businesses in both Australia and the United States. His technical expertise includes proficiency in multiple software development languages, computer security and vulnerability analysis, and he is co-author and inventor of a number of technology patents. Simon founded and was CEO of PC Tools, which he grew to over $100 million in revenue, more than 250 employees and offices in 7 countries. PC Tools was acquired by Symantec Corporation (NASDAQ:SYMC) in October 2008 in one of Australia’s largest ever technology acquisitions.
<table>
<thead>
<tr>
<th>Award</th>
<th>Category</th>
<th>Recipient</th>
</tr>
</thead>
<tbody>
<tr>
<td>HR Tech Award</td>
<td>Talent Acquisition: Best Virtual / Hybrid Solution</td>
<td>Matt Barrie - for Business or Professional Services</td>
</tr>
<tr>
<td>Gold Stevie</td>
<td>Innovation in Technology Management, Planning &amp; Implementation (Other Service Industries)</td>
<td>Sebastian Siseles</td>
</tr>
<tr>
<td>APAC Insider</td>
<td>Best Cloud-Based Freelancing &amp; Crowdsourcing Talent Platform</td>
<td></td>
</tr>
<tr>
<td>Gold Stevie</td>
<td>Excellence in Innovation in Technology Industries (More than 100 Employees)</td>
<td></td>
</tr>
<tr>
<td>Gold Stevie</td>
<td>Innovation in Technology Management, Planning &amp; Implementation (Other Service Industries)</td>
<td></td>
</tr>
<tr>
<td>Silver Stevie</td>
<td>Innovative Achievement in Growth</td>
<td></td>
</tr>
<tr>
<td>Bronze Stevie</td>
<td>Innovative Achievement in Sales or Revenue Generation: Freelancer Enterprise</td>
<td></td>
</tr>
<tr>
<td>HR Tech Award</td>
<td>Best Comprehensive Solution</td>
<td></td>
</tr>
<tr>
<td>Silver Stevie</td>
<td>Achievement in Growth</td>
<td></td>
</tr>
<tr>
<td>Official Webby Honoree</td>
<td>Best Employment Website</td>
<td></td>
</tr>
</tbody>
</table>
“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”*

Securing the world's trade

Inspect goods & services before releasing funds

OVER US$6,000,000,000 IN TRANSACTIONS SECURED

investor@escrow.com
The world’s trade is going online, but digital payments can only buy a coffee, not sell a car.
Most of the innovation in payments is in low-value transactions.
The red ocean in small value payments <3% of card volume

Includes all card transactions made via a digital wallet, including tokenized digital wallet. Include: Digital wallet transactions made by using electronic devices, such as smartphone, smart watch, or activity tracker, by "tapping" the device at the point-of-sale (POS) terminal (i.e., Apple Pay, Samsung Pay, Google Pay, Fitbit Pay, Masterpass). Also include tokenized digital wallet transactions made by using customer's payment credentials saved in a virtual account number. These credentials can be stored either on a smartphone or in the cloud. When making a purchase, a substitute account number and a transaction specific code ("token") are used to process payments. This can include purchasing items online with a computer or using a smartphone to make a purchase with a browser or in-app (i.e., Apple Pay, Google Pay, Masterpass, Visa Checkout, Amex Express Checkout). Include digital wallet near-field communication (NFC) transactions, MST (magnetic secure transmission) transactions, quick response (QR) code transactions, barcode transactions, in-app transactions, or browser transactions. Do not include: Card-on-file e-commerce transactions (cardholder-initiated or merchant-initiated) (i.e., installment payment) or transactions made via contactless cards (i.e., "tap and pay").
Card volume <8% of US domestic payments

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

<table>
<thead>
<tr>
<th></th>
<th>Count</th>
<th>Value</th>
<th>ATS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cards</td>
<td>74.3%</td>
<td>7.8%</td>
<td>$57</td>
</tr>
<tr>
<td>Checks</td>
<td>6.5%</td>
<td>22.9%</td>
<td>$364</td>
</tr>
<tr>
<td>Bank</td>
<td>19.2%</td>
<td>69.3%</td>
<td>$2,495</td>
</tr>
<tr>
<td>Total</td>
<td>100.0%</td>
<td>100.0%</td>
<td>-</td>
</tr>
</tbody>
</table>

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

Source: FRED database, CB Insights, US Federal Reserve
Blue ocean in large value payments

Red ocean in small value payments

Paypal: https://www.nasdaq.com/articles/paypal-stock-has-given-up-all-its-pandemic-era-gains-is-it-a-buy-now
SWIFT: https://economics.stackexchange.com/questions/9165/how-much-money-is-wire-transferred-every-year-worldwide
Checks: https://go.gale.com/ps/i.do?id=GALE%7CA91090224&sid=googleScholar&v=2.1&it=r&linkaccess=abs&issn=1048115X&p=AONE&sw=w&userGroupName=anon%7E8bea63a6
Venmo: https://www.businessofapps.com/data/venmo-statistics/

Volumes: https://blockworks.co/bitcoin-surpasses-3-trillion-in-transactions/
Letter of Credit: https://www.alliedmarketresearch.com/letter-of-credit-confirmation-market-A06312#
Online 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%”

Online payments fail with untrustworthy counterparties

Buyer protection is a terrible experience for consumers.

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

---

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

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

---

Escrow.com solves large value payments in an untrustworthy world.
ESCROW API
Built for developers, by developers.

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

Escrow.com payments with one line of code.

ESCROW Offer
Allows buyers and sellers to negotiate a price & securely transact domain names, cars, boats, aircraft or any high-value item online.
Escrow.com is the only online payment method for eBay Motors listings in the United States.
Escrow.com is the only secure online payment method for high value items

$100 to $100,000,000+

USD, EUR, CAD, AUD & GBP
Escrow.com Gross Payment Volume (US$)

FY22 US$953.4m, down 11.7% on pcp
All-time volume $6b
Over 2 million customers.
Key verticals 2023+

<table>
<thead>
<tr>
<th>Market Size (Billions)</th>
<th>Industry take rates. Escrow FY22 1.06%</th>
</tr>
</thead>
<tbody>
<tr>
<td>IPv4 Addresses</td>
<td>$1.4b CAGR 52% (2020)²</td>
</tr>
<tr>
<td>Internet Domain Names</td>
<td>$4b CAGR 5% (2020)³</td>
</tr>
<tr>
<td>Watches</td>
<td>$18.6b CAGR 8% (2020)⁵</td>
</tr>
<tr>
<td>Fine Art</td>
<td>$50b CAGR -22% (2020)⁶</td>
</tr>
<tr>
<td>Construction Equipment</td>
<td>$98b CAGR 5.5% (2019)⁷</td>
</tr>
<tr>
<td>Business &amp; Industrial</td>
<td>$1,053b CAGR 12.7% (2019)²</td>
</tr>
<tr>
<td>Jewelry</td>
<td>$329b CAGR 8% (2020)⁴</td>
</tr>
<tr>
<td>Used Vehicles</td>
<td>$1,332b CAGR 5.5% (2019)²</td>
</tr>
<tr>
<td>M&amp;A</td>
<td>$292b CAGR -2.2% (2020)⁴</td>
</tr>
<tr>
<td>US Goods Import / Export</td>
<td>$2,928b CAGR -8.9% (2020)⁴</td>
</tr>
<tr>
<td>Real Estate</td>
<td>$9,600b CAGR 7.7% (2019)⁷</td>
</tr>
</tbody>
</table>

1. [www.pwc.com](http://www.pwc.com) | [www.grandviewresearch.com](http://www.grandviewresearch.com) | [usa.watchpro.com](http://usa.watchpro.com) | [www.grandviewresearch.com](http://www.grandviewresearch.com) | [www.ibisworld.com](http://www.ibisworld.com) | [domainnamewire.com](http://domainnamewire.com) | [www.msci.com](http://www.msci.com) | [www.gminsights.com](http://www.gminsights.com) | [www.artsy.net](http://www.artsy.net) | [www.caida.org](http://www.caida.org) | [www.census.gov](http://www.census.gov) | [www.escrow.com](http://www.escrow.com) | [www.msci.com](http://www.msci.com) | [www.caida.org](http://www.caida.org) | [www.escrow.com](http://www.escrow.com) | [www.msci.com](http://www.msci.com) | [www.caida.org](http://www.caida.org) | [www.escrow.com](http://www.escrow.com)
### Beach head customers in key verticals

<table>
<thead>
<tr>
<th>Vertical</th>
<th>Companies</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Domain Names</strong></td>
<td>GoDaddy, sedo, afternic, media options, IPv4.GLOBAL, BRANDER.GROUP, LARUS</td>
</tr>
<tr>
<td><strong>IP Addresses</strong></td>
<td>eBay Motors, blinker, IPv4.GLOBAL, BRANDER.GROUP, LARUS</td>
</tr>
<tr>
<td><strong>Cars</strong></td>
<td>eBay Motors, blinker, IPv4.GLOBAL, BRANDER.GROUP, LARUS</td>
</tr>
<tr>
<td><strong>Boats, Aircraft, Vehicles</strong></td>
<td>TruckTractorTrailer, YACHTSMART, Motorcycle.com, YINGFORM</td>
</tr>
<tr>
<td><strong>Fine Art</strong></td>
<td>ARTSY, ARTLAND, turbare</td>
</tr>
<tr>
<td><strong>Luxury, Watches &amp; Jewellery, Auctions</strong></td>
<td>eBay, HERITAGE AUCTIONS, WatchPayer, verticalscope</td>
</tr>
<tr>
<td><strong>Intellectual Property</strong></td>
<td>Hilco Streambank, Royalty Exchange</td>
</tr>
<tr>
<td><strong>Business Sales, Mergers &amp; Acquisitions</strong></td>
<td>shopify, Flippa, MICROACQUIRE, CHEVAL M&amp;A, MERGERSCORP</td>
</tr>
<tr>
<td><strong>Import / Export</strong></td>
<td>global sources, MAALEXI</td>
</tr>
<tr>
<td><strong>Oil &amp; Gas</strong></td>
<td>OGHelp, ENERGY DOMAIN</td>
</tr>
<tr>
<td><strong>Services</strong></td>
<td>freelancer, FREIGHT LANCER, MUSCOVITCH, KILPATRICK TOWNSEND</td>
</tr>
</tbody>
</table>
The world’s largest online escrow company.

Escrow.com has 54 financial services licenses granted or in-application (Nevada and the territories are the only US licenses remaining to be granted). Five U.S. states do not require Escrow.com to hold licenses (Hawaii, Indiana, Massachusetts, Tennessee, Wisconsin). Additionally Escrow.com holds an Australian Financial Services License #501215 and is licensed as a MSB in FINTRAC #M23461013. A UK Payments Institution license application has been filed with the Financial Crimes Authority.
Escrow.com is the only multi-jurisdiction licensed online escrow company with 52 licenses granted or in-application.
Benefits of using Escrow.com

**Increase Trust**
Marketplaces are all about trust. Escrow dramatically lifts trust for platforms.

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

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

**Compliance as a Service**
AML/KYC, bonding, SARs, IFTIs, OFAC/PEP & sanctions checks not the business of platforms.

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

**Increase Revenue**
Upselling is now possible because the platform handles the payment.
Cars, boats & airplanes are the perfect match for Escrow.com

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

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

Value-add services include:
- Title collection
- Lienholder payoff
- Lease swap arrangements
- Checking shipping documents
- Post inspection sale adjustments
enabled the secure sale of a 1930 Ford Model A from Poway, California to Farmington, New York - a distance that would normally be complicated to transact over.
"We’ve seen a tremendous uptick in interest for luxury watches this past year, with more than 22 million site searches for Cartier, and more than 15 million for Tag Heuer. Escrow joins Authenticity Guarantee as eBay’s response to that growing appetite.”

Charis Márquez, Vice President of Fashion, eBay

Buyers https://www.youtube.com/watch?v=ikZ4JQkgA2M
Sellers https://www.youtube.com/watch?v=pVPwUSlq06Y
Escrow.com enables trading of oil, gas and mineral rights online

In a world first, Escrow.com enabled Energy Domain to complete sales of non-operated mineral rights online, transforming a centuries old business into an online marketplace.
Escrow.com is where the metaverse is bought and sold

All these domains were bought through Escrow.com
Management Team

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

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

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).

Daronn Grosvenor
Senior Director of Global Compliance - BSA Officer
BSc

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

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

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

Behrokh Abbasnejad
Product Manager
BSc MSc PhD
(Mechanical/Biomedical Engineering)

Behrokh is a Product Manager at Escrow.com. She is overseeing product development engineering, account management, and business operations working with key stakeholders and ensuring timely and proper execution of goals across the business. Behrokh also acts as the Product Manager for payments at Freelancer.com. Behrokh holds a PhD in Biomedical/Mechanical engineering and was a casual lecturer in different universities in Iran and Australia.

Kristian Sisayan
Associate Product Manager
BS CS

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

Charani Kodikara
Global Support & Operations Manager

Charani Kodikara is the Global Support and Operations Manager at Escrow.com and is responsible for leading the Payment Operations team and the Client Care teams globally. Prior to joining Escrow, she has held multiple leadership roles across major financial institutions in the United States and she brings 10+ years of experience in business operations, sales, client care, cash management and audit management. Her expertise in operations and banking has helped to navigate operational challenges with the right strategy and practices to drive resiliency and competitive advantage at Escrow. Charani holds a Bachelor of Science in Business Management and Finance from San Jose State University, California.
Recent Awards | Escrow.com

- **Silver Stevie**
  - Achievement in Sales or Revenue Generation
  - The International Business Stevie Awards 2021

- **Bronze Stevie**
  - Achievement in Growth
  - The International Business Stevie Awards 2021

- **Gold Stevie**
  - Company of the Year - Financial Services - Small
  - The International Business Stevie Awards 2020

- **Bronze Stevie**
  - Most Innovative Company of the Year - Up to 100 Employees
  - The International Business Stevie Awards 2020

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

- **Bronze Stevie**
  - FinTech Solution
  - The International Business Stevie Awards 2019

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

- **Bronze Stevie**
  - Financial Services
  - The International Business Stevie Awards 2018

- **BBB Torch Award For Ethics**
  - Better Business Bureau Torch Awards 2017

- **Export of the Year Award**
  - NSW iAwards
  - Premier's NSW Export Awards 2016
Australia’s largest freight marketplace
OVER 700,000,000 KILOMETERS OF FREIGHT POSTED
Globally connecting freight owners with transport operators

30,570
TRANSPORT OPERATORS

64,000,000+
FREELANCERS

Heatmap shows the Freelancer network
Freight Customers
74,096 loads in FY22

〜$350 million of notional Gross Load Value in FY22
(up 7.4% on pcp) at $3.49/km

Average distance:
1,337 km / load

Average load: $5,184

Average freight charge:
$3.49/km (up 21.6% on pcp)
99,102,593 km of freight in FY22
Freight Categories FY22

- Portable Building 1.0%
- Motorbike 1.1%
- Boat with Trailer 1.4%
- Pallets (Full Load) 1.5%
- Bulk Products 3.2%
- Caravan or Camper Trailer 3.5%
- Trailers to be towed 3.6%
- Shipping Containers 4.7%
- Trailers to be carried 5.1%
- Machinery (Stationary) 6.7%
- Trucks or Prime Movers 7.4%
- General Full Load 7.7%
- Pallets (Less Than a Load) 8.7%
- General Part Load 7.9%
- Car 11.8%
- Machinery (Mobile) 21.2%
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
147 loads
303,583 kms

Perth WA to Cadia NSW One of 147 loads carried out for Newcrest in 2022
165 loads
328,912 kms

East Arm NT to Perth One of 165 loads carried out in 2022 for Boart Longyear.
Loadshift can manage it all for you

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

Real-time bidding, competitive quotes fast
Upload a photo, dimensions, weight and delivery address & get quotes fast.

Live tracking of cargo on the move
Notification on collection and drop off, minimum, maximum and average speeds traveled.

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

Compliance peace of mind
Loadshift conducts audits on operators and loads to ensure compliance.

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

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

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

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

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

Strict deadlines and challenging locations are a speciality. Project requirements can change quickly, Loadshift ensures that you are not held up by transport.

Actual tunnelling drill transported from Tasmania to Sydney CBD for the Sydney Metro in a time critical, and highly planned operation.
Use Loadshift to handle all of your import / export or shipping needs. Direct rates with some of the biggest shipping lines. Extensive network of freight forwarders and customs brokers all over the world. Payment secured by Escrow.com.
GIANT PADDLEWHEELER IN BIGGEST MARINE MOVE IN THE SOUTHERN HEMISPHERE

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

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

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).

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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.

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

Stanislaw 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. Stanislaw brings a wealth of knowledge and experience to his role leading the Loadshift engineering teams. He has a Bachelors of Computer Science and a Masters in Computer Science from the University of Bialystok in Poland.

Cohen is an experienced operations coordinator who has taken on a leadership role at Loadshift. He brings a unique perspective on strategy and growth, and is dedicated to a supportive management style and achieving the best results for his team. Before joining Loadshift, he successfully managed and grew a swimming pool business, and has experience managing and training teams, as well as implementing effective processes and documentation.
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