Powering the world’s entrepreneurs & commerce

#1 for Secure Online Payments over US$6.6 billion in transactions secured

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

#1 Online Freight Marketplace in Australia, over 755 million km in freight posted

Freelancer Limited
ASX: FLN, OTCQX: FLNCF
Your partner in the new world of work.
Solving a trillion dollar problem.
Make it real.

We help small businesses, startups, entrepreneurs and large enterprises turn that spark of an idea into reality.

This architectural design cost $1613 USD and took 12 days to make.
Change lives.

“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.
Freelancer Limited

1H23 Results
Freelancer Group Results for 1H23

- **Freelancer Limited** delivers Gross Payment Volume in 1H22 of $576.9 million (down 11.6% on pcp):
  - Freelancer GMV $65.2m up 0.8% on pcp
  - Escrow GPV of $489.4m, down 13.2% on pcp
- **Revenue $27.1m** (down 4.8% on pcp):
  - Freelancer revenue $22.3m down 4.8% on pcp
  - Escrow revenue $4.8m down 17.2% on pcp
- In Australian dollars, FX was a tailwind of +6.5% in 1H23 on pcp.
- Significant turnaround in profitability on pcp: NPAT $(0.3m) vs $(3.1m) in pcp
- Escrow division profitable for 1H23.
- Core marketplace and Loadshift are now at an effective breakeven position.
- Operating cash flow for 1H23 was $1.3 million (1H22: $2.3 million).
- Cash & equivalents Jun 30 of $23.1 million, up 1.8% on 1Q23.

---

1. Depreciation of $2.2m and finance costs of $1.0m relating to office leases (accounted for in accordance with AASB 16 Leases) are included in EBITDA
Freelancer Group Results for 1H23

Loadshift in 2Q23 saw significant uplifts on 1Q23 including:

- GMV: up 53.7% QoQ
- All-time record for most quotes/day: up 52.7% QoQ
- All-time record for unique carriers quoting: up 34.9% QoQ
- Conversion rate on jobs awarded through the platform: up 72.4% QoQ
- Number of reviews on completed loads: up 39.1% QoQ
- Average completed load size: $3,662 (up 0.4% QoQ)
- Average freight charge: $4.03/km (up 18.5% on pcp)
Group Gross Payment Volume (GPV) 1H23

GPV of $576.9m (down 11.6% on pcp)

Group
- 1H23 GPV $576.9m down 11.6% on pcp

Freelancer
- GPV $87.6m flat on pcp
- GMV $65.2m flat on pcp

Escrow
- GPV $489.4m, down 13.2% on pcp

FX tailwind of +6.5% as AUD/USD moved from an average of 0.7147 to 0.6681.

~74% of group revenue is USD, 7% 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 1H23

Revenue $27.1m (down 7.3% on pcp)

Group
- Revenue $27.1m, down 7.3%
- Group revenue ~74% USD, 7% AUD
- Gross margin remains high at 84.0%

Freelancer
- Freelancer revenue $22.4m, down 4.9%
- Commissions unchanged at 13% since FY10

Escrow
- Revenue $4.8m, down 17.2% on pcp
- Escrow blended take rate ~1.00%
Positive operating cash flow in 1H23 of $1.3m
Summary profit & loss statement 1H23

Significant operating EBITDA turnaround - effectively breakeven for 1H23

- Group 1H23 NPAT $(0.3m) vs $(3.1m) in pcp. NPAT turnaround primarily due to significant cost efficiencies extracted across the business:
  - Employee expenses down 23%
  - Marketing down 40% and profitability up 81% due to improved LTV predictor

- Escrow division profitable for 1H23. Core marketplace and Loadshift are now at effective breakeven position

- Ongoing strategies to improve revenue growth and continue cost optimisation continue with, objective is to ensure sustained level of positive operating EBITDA.

<table>
<thead>
<tr>
<th>(A$m)</th>
<th>1H23 Actual</th>
<th>1H22 Actual</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net Revenue</td>
<td>27.1</td>
<td>29.2</td>
<td>-7%</td>
</tr>
<tr>
<td>Gross Profit</td>
<td>22.8</td>
<td>25.0</td>
<td>-9%</td>
</tr>
<tr>
<td>Gross margin (%)</td>
<td>84.0%</td>
<td>85.4%</td>
<td>-1.7%</td>
</tr>
<tr>
<td>Other income</td>
<td>0.1</td>
<td>0.1</td>
<td>n/m</td>
</tr>
<tr>
<td>Employee expenses</td>
<td>(11.3)</td>
<td>(14.6)</td>
<td>-23%</td>
</tr>
<tr>
<td>Administrative expenses</td>
<td>(5.8)</td>
<td>(6.2)</td>
<td>-5%</td>
</tr>
<tr>
<td>Marketing related expenses</td>
<td>(3.0)</td>
<td>(5.0)</td>
<td>-40%</td>
</tr>
<tr>
<td>Occupancy costs</td>
<td>(2.6)</td>
<td>(2.4)</td>
<td>+5%</td>
</tr>
<tr>
<td>FX losses</td>
<td>(0.6)</td>
<td>(1.0)</td>
<td>-41%</td>
</tr>
<tr>
<td>Share-based payment expense</td>
<td>(0.1)</td>
<td>(0.1)</td>
<td>n/m</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>(A$m)</th>
<th>1H23 Actual</th>
<th>1H22 Actual</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>EBITDA</td>
<td>(0.4)</td>
<td>(4.2)</td>
<td>n/m</td>
</tr>
<tr>
<td>EBIT</td>
<td>(0.6)</td>
<td>(4.3)</td>
<td>n/m</td>
</tr>
<tr>
<td>NPAT</td>
<td>(0.3)</td>
<td>(3.1)</td>
<td>n/m</td>
</tr>
</tbody>
</table>

Excluding share-based payments expense

<table>
<thead>
<tr>
<th>(A$m)</th>
<th>1H23 Actual</th>
<th>1H22 Actual</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>EBITDA</td>
<td>(0.4)</td>
<td>(4.2)</td>
<td>n/m</td>
</tr>
<tr>
<td>EBIT</td>
<td>(0.5)</td>
<td>(4.3)</td>
<td>n/m</td>
</tr>
<tr>
<td>NPAT</td>
<td>(0.3)</td>
<td>(3.1)</td>
<td>n/m</td>
</tr>
</tbody>
</table>

Notes

❖ Operating earnings are exclusive of non-cash share based payments expense of $60k in 1H23 and $93k in 1H22.
❖ Net of employee expenses attributable to cost of sales.
❖ Occupancy costs adjusted to include depreciation of $2.2m (1H22: $2.2m) and finance costs of $1.0m (1H22: $0.9m) relating to property leases and deducting sublease rental income of $0.9m (1H22: $0.9m).
❖ Depreciation and amortisation expense of $147k in 1H22 and $146k in 1H22. Excludes depreciation arising from AASB16 leases.
Summary balance sheet 1H23

- Cash & equivalents at end of 1H23 $23.1m (flat from Dec 22), no net debt.
- Trade and other receivables includes receivables from various payment gateways in relation to partially completed transactions.
- Trade and other payables includes user obligations (user balances and milestone payments held on balance sheet). These are flat from FY22.

- Deferred tax assets reflected net of Deferred tax assets of $12.2m and Deferred tax liabilities of $(3.9m).
- Reserves include non controlling interest in Loadshift Group.

<table>
<thead>
<tr>
<th>(A$m)</th>
<th>1H23 Actual</th>
<th>FY22 Actual</th>
<th>Change</th>
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<tbody>
<tr>
<td>30 June 2022</td>
<td></td>
<td></td>
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<tr>
<td>Cash and cash equivalents</td>
<td>23.1</td>
<td>23.4</td>
<td>-1%</td>
</tr>
<tr>
<td>Trade and other receivables</td>
<td>5.5</td>
<td>5.6</td>
<td>-2%</td>
</tr>
<tr>
<td>Other assets</td>
<td>3.2</td>
<td>3.1</td>
<td>+2%</td>
</tr>
<tr>
<td>Plant and equipment</td>
<td>0.4</td>
<td>0.5</td>
<td>n/m</td>
</tr>
<tr>
<td>Intangibles</td>
<td>34.1</td>
<td>34.1</td>
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</tr>
<tr>
<td>Right of Use Asset</td>
<td>15.8</td>
<td>17.8</td>
<td>-11%</td>
</tr>
<tr>
<td>Deferred tax assets (net)</td>
<td>8.2</td>
<td>7.9</td>
<td>+4%</td>
</tr>
<tr>
<td>Total assets</td>
<td>90.3</td>
<td>92.4</td>
<td>-2%</td>
</tr>
<tr>
<td>Trade and other payables</td>
<td>39.7</td>
<td>39.6</td>
<td>-</td>
</tr>
<tr>
<td>Lease Liabilities</td>
<td>19.2</td>
<td>21.1</td>
<td>-9%</td>
</tr>
<tr>
<td>Other liabilities</td>
<td>5.0</td>
<td>5.1</td>
<td>-2%</td>
</tr>
<tr>
<td>Total liabilities</td>
<td>63.9</td>
<td>66.0</td>
<td>-3%</td>
</tr>
<tr>
<td>Net assets</td>
<td>26.4</td>
<td>26.5</td>
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<tr>
<td>Contributed equity</td>
<td>38.9</td>
<td>38.9</td>
<td>-</td>
</tr>
<tr>
<td>Reserves</td>
<td>5.1</td>
<td>5.0</td>
<td>+2%</td>
</tr>
<tr>
<td>Retained earnings</td>
<td>(17.6)</td>
<td>(17.4)</td>
<td>-1%</td>
</tr>
<tr>
<td>Total equity</td>
<td>26.4</td>
<td>26.5</td>
<td>-</td>
</tr>
</tbody>
</table>
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>
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<th>Europe</th>
<th>Asia Pacific</th>
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<td>Australia</td>
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<td>Canada</td>
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<td>Jamaica</td>
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<td>Bangladesh</td>
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<tr>
<td></td>
<td></td>
<td>China</td>
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</tr>
</tbody>
</table>

## Languages

### North America
- Afrikaans
- Bahasa Indonesia
- Bahasa Malaysia
- Norsk-Bokmål
- Nederlands

### Europe
- Català
- Čeština
- Dansk
- Deutsch
- Ελληνικά
- English
- Español
- Suomi
- Filipino
- Français
- हिंदी
- Magyar
- Italiano
- 日本語
- 한국어
- Norsk-Bokmål
- Polski
- Português
- Română
- Русский язык
- Shqip
- Slovene
- Svenska
- Kiswahili
- Thai
- Türkçe
- Tiếng Việt
- Українська мова
- 中文(简体)

### Asia Pacific
- 한국어
- Nederlands
- Polski
- Português
- Română
- Русский язык

## Currencies

### North America
- USD
- CAD
- MXN

### Europe
- EUR
- PLN
- BRL

### Asia Pacific
- HKD
- SGD
- SGD

### Latin America
- AED
- ARS
- BRL

### Other
- NOK
- THB
- TRY

<table>
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<th>Currencies</th>
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<th>Europe</th>
<th>Asia Pacific</th>
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<td>SGD</td>
<td>BDT</td>
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<td>SAR</td>
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<td>SAR</td>
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<tr>
<td>MXN</td>
<td>MVR</td>
<td>SAR</td>
<td></td>
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</tbody>
</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.

66m+ TOTAL REGISTERED USERS

23m+ TOTAL JOBS POSTED

67% OF PROJECTS RECEIVE BIDS IN UNDER 60 SECONDS

41 AVERAGE BIDS PER PROJECT
Today, **Matt Starky** (@Brightdock), stands as an embodiment of the freelancing success story, becoming a million dollar freelancer.

Today he shares his secrets for success with freelancers on the platform.
“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%
- Product Sourcing & Manufacturing: 1%
- Other: 1%

Marketplace dynamics FY22

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 67m 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.
The world's best
Algorithmic traders
live here

What do you need done?

I'm looking for |

Next >

The world's largest
freelancing and
crowdsourcing marketplace
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.

67% 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/create-images-using-midjourney-for-a-slide-show-2201987
This AI generated art cost $200 USD and took 29 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 3D animated video cost $5220 USD and took 3 weeks to make.
This concept design cost $290 USD and took 16 days to make.
This website cost $300 USD and took 7 days to make.
These concept drawings cost $51 USD and took 5 days to make.
Responding Bid Proposal
Pre-Qualification for IT Resource Augmentation

Executive Summary

This bid proposal cost $1500 USD and took 2 weeks to write.
Built-in Collaboration Tools

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

An integrated set of collaborative tools to build and manage a distributed team:

- Messaging
- File sharing
- Audio and video calling
- Screen sharing
- Task management
- Workspaces
- AI Assistant

And much more!
48,864 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, it enlists freelancers with specific skills across a range of capabilities, including AI and analytics”

Balaji Bondili
Managing Director, Deloitte
Freelancer has worked with NASA since 2015 to crowdsource solutions to complex problems faced by astronauts on the cutting edge of space exploration.

7,440 FREELANCERS PARTICIPATING  
138 COUNTRIES PARTICIPATING  
16,086 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 NASA Open Innovation Services 2 funding has increased 600% to US$175 million

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

- Computational fluid dynamics
- Electrical engineering
- Physics
- Data science
- Machine learning
- Physics
- Mechanical engineering
- Graphic design
- UI/UX design
- Software engineering
- Network science
- Advanced manufacturing
- Transcription
- Information security
Next-Gen Incident Command Dashboard using Augmented Reality/Virtual Reality with enhanced UI/UX and data integration.

Competing for a chance to win a share of US$1 million in prizes.
TARGETED GENOME EDITOR DELIVERY CHALLENGE

National Institutes of Health

The new US$6M competition aims to encourage genome editing technology development and improved editing efficiency.

Target Area 1: Programmable Delivery System
Target Area 2: Crossing the Blood Brain Barrier
Field Services

- ~ 22,000 jobs completed to date
- Global Operation Centre in India
- Net promoter scores on 77% over the last 6 months
Global Field Services Footprint
Integration

Custom designed fully integrated field service management tool

https://www.youtube.com/watch?v=1FXkcHoWphE
Your perfect project, every time

Get a Recruiter on your side.

Sit back and relax while we find you the best talent quickly. No matter what your requirements, our expert Recruiters will find the perfect freelancer for any budget.

7,117 5-STAR RATINGS IN 2022
Senior Management Team | Freelancer

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

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

Neil Katz is 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
Vice President, Product & Growth
BE (Electrical) (Hons I) / BSc (Adv) (Physics)

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

Mark Basmayor
Director, Engineering
BSc (Computer Science)

Mark Basmayor is responsible for leading the engineering function at Freelancer. He oversees the execution and delivery of the product and technical roadmap and works alongside the CTO to define the long-term technical strategy of the company. Mark holds a degree in Computer Science from the University of the Philippines, Los Baños, and brings nearly two decades of diverse experience in the technology industry, including FinTech, EdTech, and TelCo.

Siddharth Birla
Associate Director of Sales
BCom (Marketing & Entrepreneurship)

Siddharth Birla is the Associate Director of Sales at Freelancer.com, where he supports Fortune 500 and similar organisations implement new talent models to optimise their workforce for the future. He holds a BCom (Marketing & Entrepreneurship) degree from the University of British Columbia, and has experience across business development, partnerships and strategy.

Sebastián Siseles
Vice President, International
JD (University of Buenos Aires) / MBA (Pittsburgh) / Marketing Diploma (FAECC, Argentina)

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

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
Vice President, Managed Services
BSc (Missouri)

Bryndis 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.
Recent Awards | Freelancer.com

HR Tech Award
Talent Acquisition: Best Virtual / Hybrid Solution
HR Tech Awards 2022

Gold Stevie
Innovation in Technology Management, Planning & Implementation (Other Service Industries)
The Asia-Pacific Stevie Awards 2022

APAC Insider
Best Cloud-Based Freelancing & Crowdsourcing Talent Platform
Southeast Asia Business Awards 2022

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

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

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

Silver Stevie
Innovative Achievement in Growth
The Asia-Pacific Stevie Awards 2022

Bronze Stevie
Innovative Achievement in Sales or Revenue Generation: Freelancer Enterprise
The Asia-Pacific Stevie Awards 2022

HR Tech Award
Best Comprehensive Solution
HR Tech Awards 2021

Silver Stevie
Achievement in Growth
The International Business Stevie Awards 2021

Official Webby Honoree
Best Employment Website
24th Annual Webby Awards 2020
“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$6,500,000,000 IN TRANSACTIONS SECURED

investor@escrow.com
The world’s trade is going online, but digital payments can only buy a coffee, not a car.
Most of the innovation in payments is in low-value 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, 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

E-commerce cannot dominate retail sales by value without handling larger value transactions

<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>

Source: FRED database, CB Insights, US Federal Reserve
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 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

1. Buyer and seller agree to the transaction and its declared terms
2. Buyer pays Escrow.com
3. Seller delivers the goods or service
4. Buyer conducts an inspection of the received goods or service
5. Escrow.com pays the seller

Escrow.com holds the funds while the transaction completes.
**ESCROW.com**

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

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.

Supporting payments in USD, EUR, CAD, AUD & GBP from 100 to 100,000,000+. 
Escrow.com Gross Payment Volume (US$)

2Q23 GPV
US$147,320,147

All-time volume $6.6b
NOTE: SAMPLE OF TRANSACTIONS. THE PINK LINES INDICATE WHERE ESCROW TRANSACTIONS ARE BEING ORIGINATED BY BUYERS, AND THE BLUE LINES INDICATE WHERE TRANSACTIONS ARE BEING FULFILLED BY SELLERS. THICKER LINES INDICATE HIGHER VOLUME. WHITE DOTS INDICATE THE LOCATION OF ESCROW.COM’S USERS. ALL TIME DATA.
## Key Verticals

<table>
<thead>
<tr>
<th>Industry</th>
<th>Market Size (Billions)</th>
<th>CAGR (%)</th>
<th>Year</th>
<th>Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>Internet Domain Names</td>
<td>$4b</td>
<td>5%</td>
<td>2020</td>
<td>1.25m names (2020)</td>
</tr>
<tr>
<td>Watches</td>
<td>$18.6b</td>
<td>8%</td>
<td>2019</td>
<td>1.25m names (2020)</td>
</tr>
<tr>
<td>Construction Equipment</td>
<td>$50b</td>
<td>-22%</td>
<td>2020</td>
<td>1.25m names (2020)</td>
</tr>
<tr>
<td>Fine Art</td>
<td>$98b</td>
<td>5.5%</td>
<td>2019</td>
<td></td>
</tr>
<tr>
<td>Business &amp; Industrial</td>
<td>$1,053b</td>
<td>12.7%</td>
<td>2019</td>
<td></td>
</tr>
<tr>
<td>Jewelry</td>
<td>$329b</td>
<td>8%</td>
<td>2020</td>
<td></td>
</tr>
<tr>
<td>Used Vehicles</td>
<td>$1,332b</td>
<td>5.5%</td>
<td>2019</td>
<td></td>
</tr>
<tr>
<td>M&amp;A</td>
<td>$2,928b</td>
<td>-2.2%</td>
<td>2020</td>
<td>48,436 deals (2020)</td>
</tr>
<tr>
<td>US Goods Import / Export</td>
<td>$3,768b</td>
<td>-8.9%</td>
<td>2020</td>
<td></td>
</tr>
<tr>
<td>Real Estate</td>
<td>$9,600b</td>
<td>7.7%</td>
<td>2019</td>
<td></td>
</tr>
</tbody>
</table>

1. [https://www.pwc.com/gx/en/services/deals/trends.html](https://www.pwc.com/gx/en/services/deals/trends.html)
2. [https://www.grandviewresearch.com/industry-analysis/used-car-market](https://www.grandviewresearch.com/industry-analysis/used-car-market)
3. [https://usa.watchpro.com/pre-owned-luxury-watch-market-is-worth-18-6-billion-and-growing-fast/](https://usa.watchpro.com/pre-owned-luxury-watch-market-is-worth-18-6-billion-and-growing-fast/)
4. [https://www.grandviewresearch.com/industry-analysis/jewelry-market](https://www.grandviewresearch.com/industry-analysis/jewelry-market)
6. [https://domainnamewire.com/2021/04/14/sizing-the-domain-name-aftermarket/](https://domainnamewire.com/2021/04/14/sizing-the-domain-name-aftermarket/)
8. [https://www.gminsights.com/industry-analysis/used-construction-equipment-market](https://www.gminsights.com/industry-analysis/used-construction-equipment-market)
9. [https://www.artsy.net/article/artsy-editorial-collectors-art-market-2021-report](https://www.artsy.net/article/artsy-editorial-collectors-art-market-2021-report)

**Industry take rates. Escrow FY22 1.06%**
Beach head customers in key verticals

<table>
<thead>
<tr>
<th>Vertical</th>
<th>Companies</th>
</tr>
</thead>
<tbody>
<tr>
<td>Domain Names</td>
<td>GoDaddy, sedo, afternic, media options</td>
</tr>
<tr>
<td>IP Addresses</td>
<td>IPv4.GLOBAL, BRANDER GROUP, LARUS</td>
</tr>
<tr>
<td>Cars</td>
<td>eBay, Motors, blinker, ClassicCars.com, Hagerty, Porsche Digital</td>
</tr>
<tr>
<td>Boats, Aircraft, Vehicles</td>
<td>TTD, YACHTSMART, Motorcycle.com, VINFORM</td>
</tr>
<tr>
<td>Fine Art</td>
<td>ARTSY, ARTLAND, turbare, artprice.com</td>
</tr>
<tr>
<td>Luxury, Watches &amp; Jewellery, Auctions</td>
<td>ebay, HERITAGE AUCTIONS, WatchPayer, Verticalscope</td>
</tr>
<tr>
<td>Intellectual Property</td>
<td>Hilco Streambank, Royalty Exchange</td>
</tr>
<tr>
<td>Business Sales, Mergers &amp; Acquisitions</td>
<td>shopify, Flippa, acquire trader, Cheval M&amp;A, INC, MERGERSCORP</td>
</tr>
<tr>
<td>Import / Export</td>
<td>global sources, MALEXI</td>
</tr>
<tr>
<td>Produce</td>
<td>eximcrop, ONFARM</td>
</tr>
<tr>
<td>Oil &amp; Gas</td>
<td>OG Help, ENERGY DOMAIN</td>
</tr>
<tr>
<td>Services</td>
<td>freelancer, Loadshift, Muscovitch, Kilpatrick Townsend</td>
</tr>
</tbody>
</table>
The world’s largest online escrow company.

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

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

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

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 55 licenses granted or in-application.

Online Escrow Companies

The following companies are licensed to provide online escrow services:

Assembly Escrow Inc.
Telephone: 866-862-2714
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

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**
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.

**Increase Compliance**
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=pVPwUS1q06Y
Escrow.com ensures the safety of startup acquisitions.

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

We aim to be the most safe and secure way of transacting, and our new transaction page reflects that, enhancing its clarity and performance. Initial feedback from customers is extremely positive.
Continuously a leader in the domain space

We have signed 3 new partners as Escrow.com continues its leading presence as an online escrow service in the domain industry in the recent Namescon 2023.
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).

Michael Best
Senior Manager of BSA / AML and Regulatory Compliance
BSc

Michael Best is the BSA/AML and Regulatory Compliance Officer at Escrow.com, where he is responsible for overseeing and maintaining the BSA/AML program and regulatory compliance functions of the company. With more than 15 years of experience in regulatory compliance, Michael has worked extensively with large and small financial institutions building BSA/AML risk management, and compliance programs. Michael holds a bachelor's degree in Political Science with a focus on Economics from Purdue University, and he is both a Certified Regulatory Compliance Manager (CRCM) and a Certified Anti Money Laundering Specialist (CAMS).

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
Freight Customers
Find loads fast with map view on Loadshift!

It’s now easier than ever to find loads anywhere in Australia with our new map view. With added information on number of quotes and shipper reviews, the new map view allows carriers to find the right loads, fast!
Carriers can now indicate dates and vehicle types on the quote

More information on the quote reduces back and forth between shipper and carrier on pickup and delivery dates and the vehicle used for delivery and helps convert more loads
26,053 loads in 1H23

~$300 million of projected notional Gross Load Value in FY23 (down 14.3% on pcp) at $4.03/km

Average distance: 1,379 km / load

Average load value: $3,662
51,953 quotes submitted in 1H23

Significant increase in marketplace liquidity in 1H23

52.7% increase in number of quotes submitted QoQ

54.2% increase in average number of quotes submitted within an hour QoQ
Freight Categories 2Q23

Load categories:
- Motorbike: 0.9%
- Boat with Trailer: 1.0%
- Pallets (Full Load): 1.2%
- Portable Building: 1.2%
- Furniture Removal: 1.4%
- Caravan or Camper Trailer: 2.9%
- Trailers to be towed: 3.5%
- Bulk Products: 3.6%
- Trailers to be carried: 4.9%
- Shipping Containers: 5.1%
- Machinery (Stationary): 6.0%
- General Full Load: 6.4%
- Trucks or Prime Movers: 7.3%
- Pallets (Less Than a Load): 8.2%
- General Part Load: 7.4%
- Car: 12.9%
- Machinery (Mobile): 23.1%
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 hotshotting a transmission to Papua New Guinea, we’ve done it.

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

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

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

Actual tunnelling drill transported from Tasmania to Sydney CBD for the Sydney Metro in a time critical, and highly planned operation.
International Shipping

Use Loadshift to handle all of your import / export or shipping needs. Direct rates with some of the biggest shipping lines. Extensive network of freight forwarders and customs brokers all over the world. Payment secured by Escrow.com.
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
Executive Chairman

Stanislav Markevic
Engineering Lead

Cohen Wisniewski
Operations Manager

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

Md. Habib Ullah
Product Manager

Md. Habib Ullah 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.

Drew Davis
General Manager

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.

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).

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.

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.

Drew Davis
General Manager

Matt Barrie
Executive Chairman

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.

Neil Katz
Chief Financial Officer

Md. Habib Ullah
Product Manager

The Freelancer Group
Connecting Shippers & Carriers
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