

25 February 2026

Resignation of Chief Financial Officer

Freelancer Limited (ASX: FLN) (OTC: FRLCY) advises that Mr. Neil Katz has submitted his resignation as Chief Financial Officer.

Mr Katz joined the Company in May 2009, initially in a part-time capacity, before transitioning to full-time in 2013 in connection with the Company's initial public offering on the ASX on 15 November 2013. Over more than 16 years of dedicated service, Neil has been instrumental in establishing the financial disciplines and internal controls of the Group, and played a pivotal role in the Company's growth from an early-stage startup to a global technology business operating across approximately 247 countries, regions and territories.

Neil's contributions have spanned many of the Company's most significant milestones, including leading the finance function through the IPO and subsequent capital raisings, the strategic acquisition of Escrow.com in 2015, international expansion, the establishment of regulatory licensing for the Group's payment services operations, and the strengthening of the Company's financial governance and reporting frameworks. As a Chartered Accountant with over 20 years' experience across the technology sector, including CFO roles at IPscope, ThreatMetrix, Sensory Networks and Aprix, Neil brought considerable depth of expertise to the Freelancer Group.

Matt Barrie, Chief Executive Officer & Chairman, said:

"On behalf of the Board and myself, I would like to sincerely thank Neil for his outstanding and dedicated contribution to Freelancer over many years. Neil has been a phenomenal asset to the business, assisting in growing the company from a small startup to the global business it is today, with the world's largest freelancing and crowdsourcing marketplace by number of users and jobs posted, and Escrow.com, the world's leading provider of secure online payments with US\$8 billion in transactions secured. His professionalism, financial acumen and deep commitment to the Company have been invaluable, and we wish him every success in his future endeavours."

Neil will remain with Freelancer during his six month notice period to August 2026 to support an orderly transition. The Company has commenced a search process to identify and appoint a successor.

This announcement has been authorised for release to ASX by the Board of Directors.

For more information please email investor@freelancer.com.