

# Freelancer Limited | 19 March 2026

## Appointment of Chief Financial Officer

Freelancer Limited (ASX: FLN OTCQX: FRLCY) is pleased to announce the appointment of **Mr Dylan Carter** as Chief Financial Officer of the Company, effective 18 May 2026.

Mr Carter succeeds Mr Neil Katz, who announced his intention to step down as Chief Financial Officer in February 2026 after more than 16 years of distinguished service with the Company. Mr Katz will remain with the Company until August 2026 to ensure an orderly transition.

### About Mr Dylan Carter

Mr Carter brings over a decade of experience across ASX-listed digital payments and fintech businesses, with deep expertise in financial planning and analysis, capital markets engagement, treasury, balance sheet management, investor relations, and corporate governance.

Most recently, Mr Carter served as Head of Commercial Analysis at Tyro Payments Limited (ASX: TYR). During his tenure, he played a key role in the company's IPO process and subsequent capital markets activities. Over six years at Tyro, he built and led the commercial analysis function, developed financial planning and analysis capability, and oversaw balance sheet forecasting and capital planning within an APRA-regulated organisation. He acted as a key financial advisor to the CFO, CEO and executive team on corporate actions, ASX market disclosures and earnings guidance.

Prior to Tyro, Mr Carter held roles in structured finance at Pepper Money Ltd (ASX: PPM), mergers and acquisitions at Ingenia Communities Group (ASX: INA), and treasury at Gateway Bank. In these roles, he managed investment portfolios, supported liquidity and risk management, contributed to regulatory capital modelling and coordinated wholesale funding activities.

Mr Carter holds a Bachelor of Economics (Financial Economics) from the University of New South Wales and is a Member of the Australian Institute of Company Directors (MAICD).

### CEO Commentary

Commenting on the appointment, Freelancer Chief Executive and Chairman, **Mr Matt Barrie**, said:

*"Dylan is an exceptionally capable finance executive. He brings a level of sophistication and rigour that is rare, forged across IPOs, APRA-regulated*

*balance sheets, capital markets, and high-growth technology businesses. His experience at Tyro, where he was instrumental in delivering the largest IPO of 2019, speaks for itself. From over two hundred applicants Dylan stood out as the clear choice to lead our finance function through the next phase of Freelancer's growth."*

## Material Terms of Appointment

In accordance with ASX Listing Rule 3.16.4, a summary of the material terms of Mr Carter's employment agreement is set out below:

Term	Details
<b>Position</b>	Chief Financial Officer
<b>Commencement Date</b>	18 May 2026
<b>Fixed Remuneration</b>	\$400,000 inclusive of superannuation
<b>Long-Term Incentive (LTI)</b>	900,000 options under the Company's Long Term Incentive Plan, vesting over four years (one-year cliff, then monthly), with an exercise price based on the 30 trading day VWAP prior to signing of the employment agreement.
<b>Term</b>	Ongoing (no fixed term)
<b>Notice Period</b>	12 weeks by either party

**Note:** *The above is a summary of material terms only. Full details of executive remuneration will be disclosed in the Company's Annual Report in accordance with the Corporations Act 2001 (Cth) and applicable accounting standards.*

## About Freelancer

Thirteen-time Webby award-winning Freelancer is the world's largest freelancing and crowdsourcing marketplace by total number of users and projects posted. More than 85 million registered users have posted over 25 million projects and contests to date in over 4,000 areas as diverse as website development, logo design, marketing, copywriting, astrophysics, aerospace engineering and manufacturing. Freelancer owns Escrow.com, the leading provider of secure online payments and online transaction management for consumers and businesses on the Internet with over US\$8 billion in transactions secured. Freelancer also owns Loadshift, Australia's largest heavy haulage freight marketplace with over 800 million kilometres of freight posted since inception. Freelancer Limited is listed on the Australian Securities Exchange under the ticker ASX:FLN and is quoted on OTCQX Best Market DTC under the ticker FRLCY.