

MAKE IT REAL
حقيقتہ
اجعلها

ASX: FLN
OTCQX: FRLCY

FREELANCER LIMITED

AGM 2026



EVERY QUEST
NEEDS A CHAMPION





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

Founder & CEO of PCtools

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.



Patrick Grove

Non-Executive Director

*Co-Founder & Group CEO at
Catcha Group*

Since founding Catcha Group in 1999, Patrick has built an extensive track record of founding, building, acquiring, listing and growing both private and public Southeast Asian digital businesses. Today, he is widely recognized as one of the leading entrepreneurs in the region, having founded and taken 6 digital businesses from their early stages to initial public offering in Australia and Southeast Asia, including the iProperty Group (ASX:IPP) – which was acquired by REA Group (ASX:REA) in 2016 in one of the largest ever acquisitions of a Southeast Asian internet company at the time; iCarAsia (ASX:ICQ) and Frontier Digital Ventures.



Craig Scroggie

Non-Executive Director

CEO & MD of NEXTDC

CEO of an ASX 100-listed technology company NextDC (ASX: NXT) and Asia's most innovative Data Centre-as-a-Service provider. With over 30 years of experience in the ICT industry, Craig brings a wealth of knowledge and expertise to Freelancer's board. Throughout his career, Craig has held senior positions with industry giants such as Symantec, Veritas Software, Computer Associates, EMC Corporation, and Fujitsu. Under Craig's leadership, NEXTDC has become a cornerstone of Australia's digital economy, providing critical services to businesses across the country and beyond.



Agenda

Chairman's Address

Formal Business

Questions & Answers

Close of Business

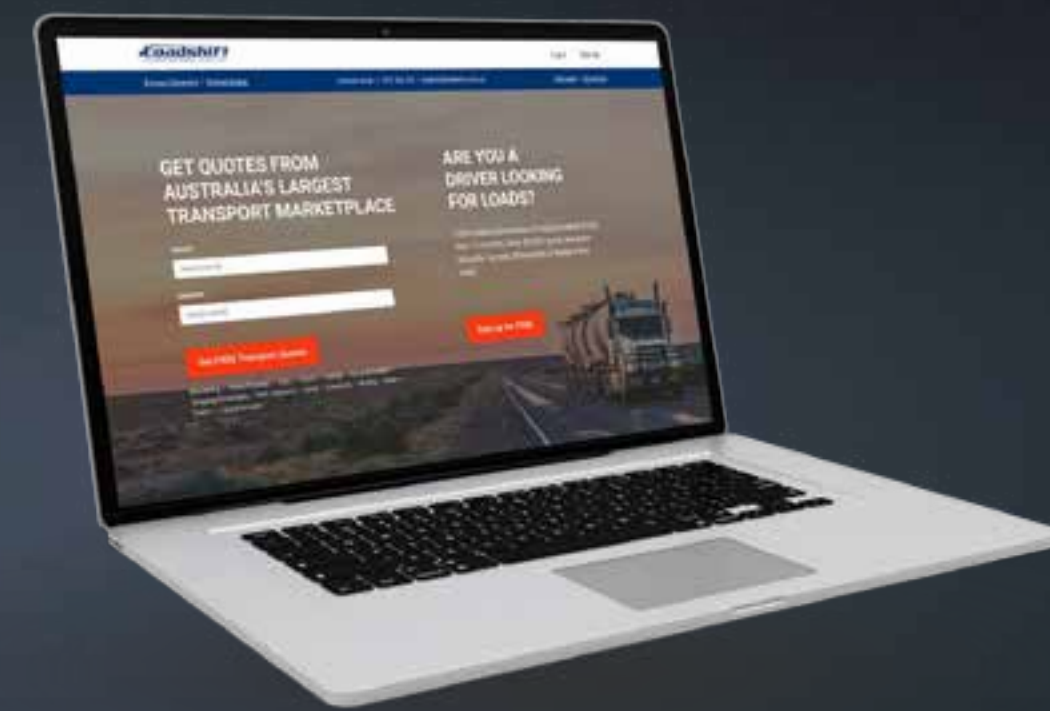
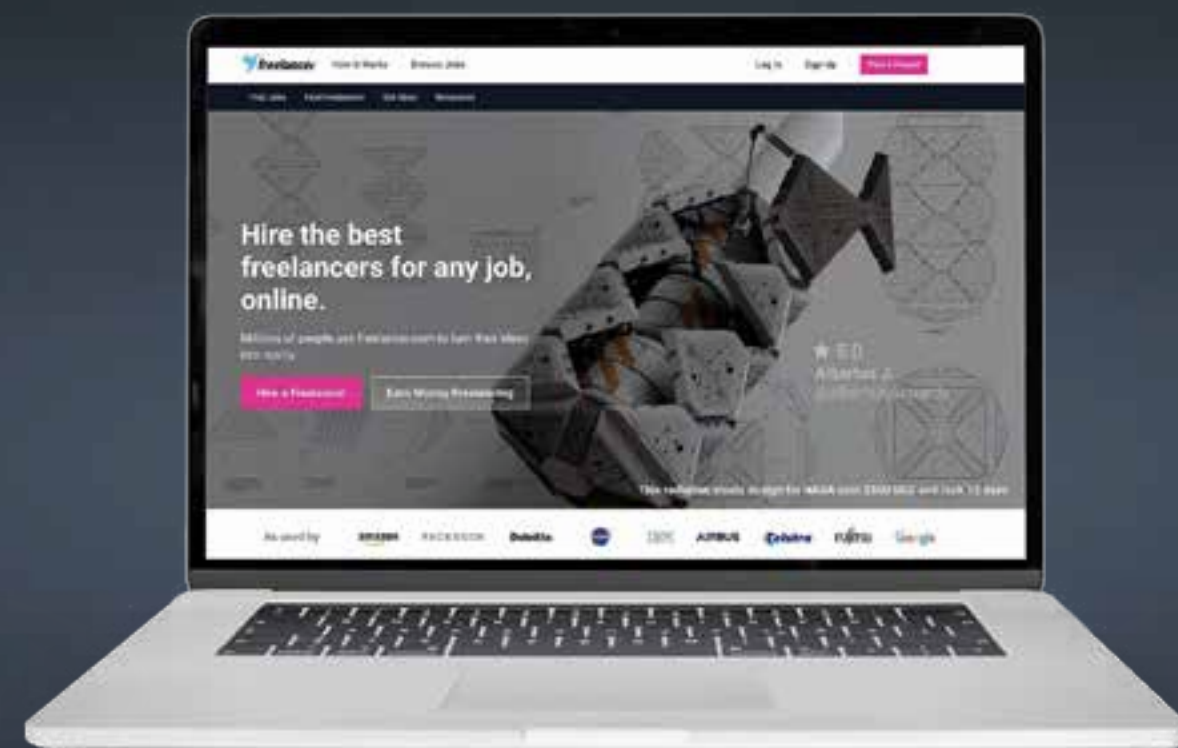


Freelancer Limited

Chairman's Address



The Amazon of Services. Labour. Payments. Freight.



#1 Global Escrow Platform
US\$8,100,000,000 in secure transactions to date



#1 Global Labour Marketplace
85M+ professionals
US\$5,000,000,000+ jobs posted



#1 Australian Heavy Haulage
800,000,000 km in freight
Going Global

Freelancer Limited
ASX: FLN, OTCQX: FRLCY



Solving Trillion Dollar Problems

Labour

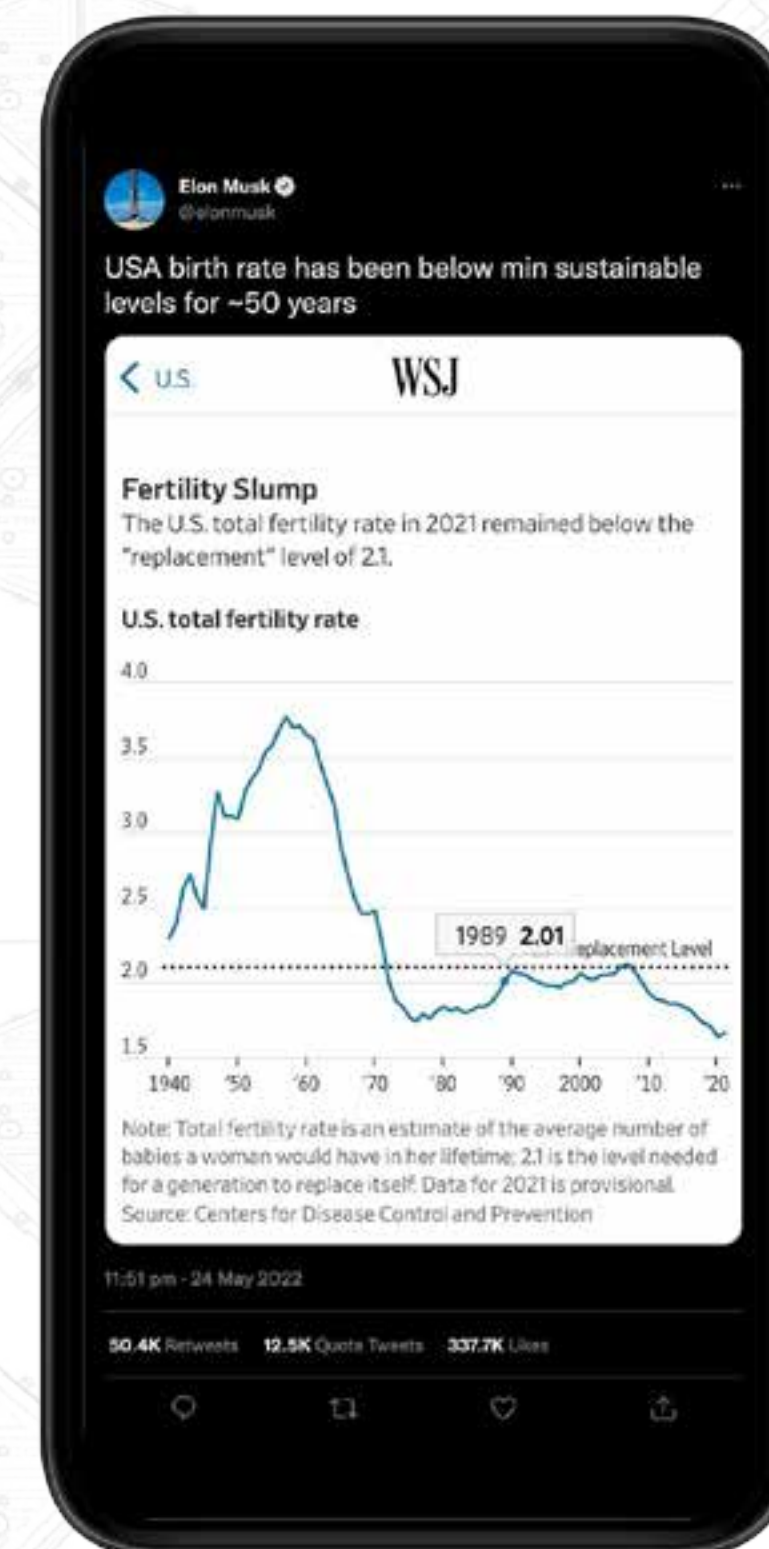
5 billion seek work while talent runs scarce: intellectual capital is the 21st century battleground.
Freelancer: Making tomorrow's innovations real today.

Payments

Trust closes deals. In high-stakes transactions, bulletproof escrow isn't a luxury:
Escrow.com powers global trade without borders.

Freight

Logistics gone digital. Today's shippers demand transparency, instant matching, and secure payments.
Loadshift keeps the world's supply chains running.





How We Generate Revenue



Freelancer

World's largest cloud workforce: 85m+ users, \$10 to \$10m jobs

3% fee from clients + 10% from freelancers on every job, plus optional memberships and premium upgrades.



Escrow.com

World's largest online escrow company: \$8.1b+ vol, \$10k to \$100m deals

Average 1.64% on each secure transaction; high-value, repeat deals monetise trust at scale.



Loadshift

Australia's largest freight marketplace, 800,000,000 km shifted

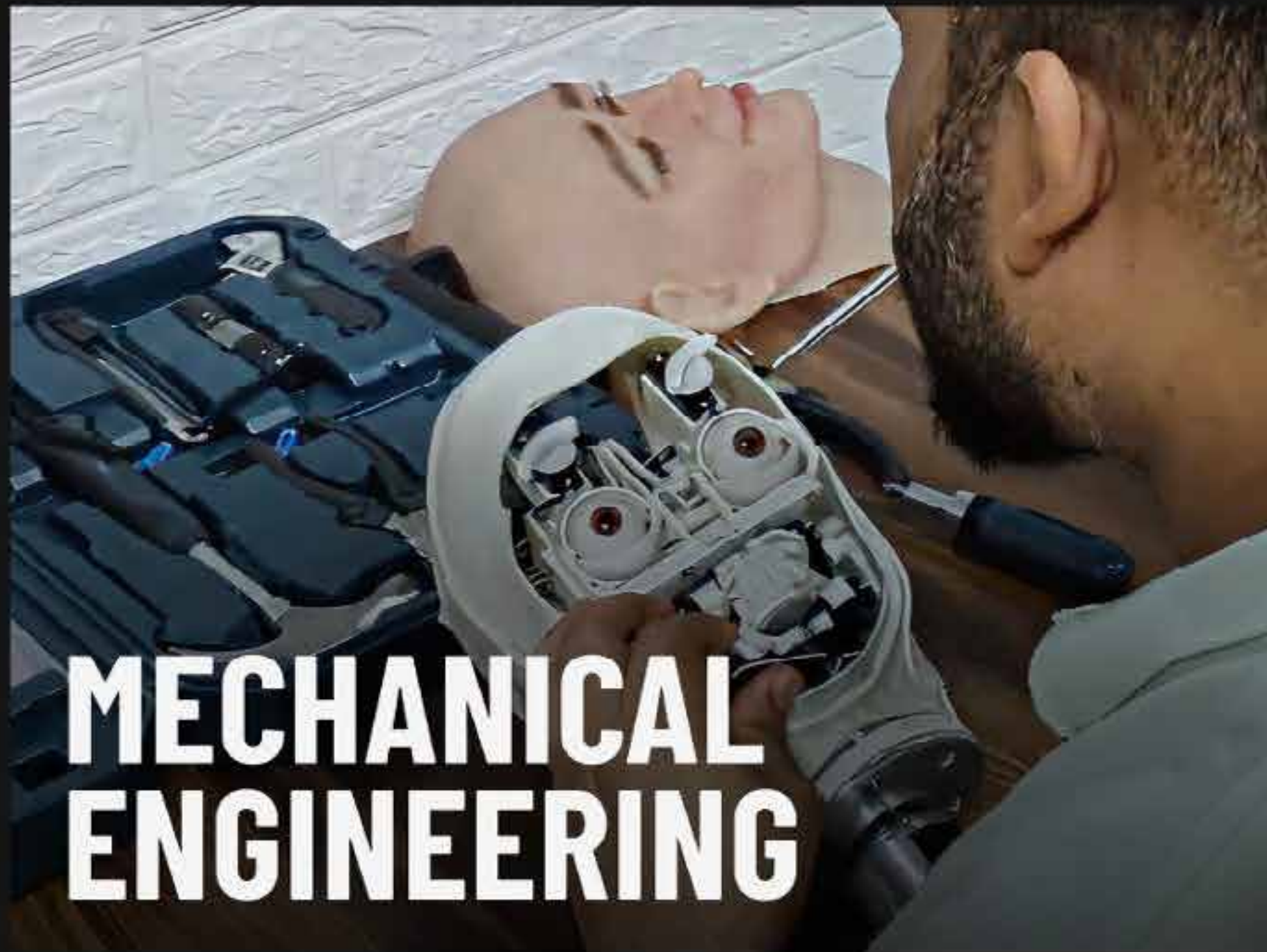
3% fee from shippers + 10% from carriers on every load; volume-driven upside. Built on Freelancer's DNA, now going global.

**Our competitive edge: Monetising critical business infrastructure across the digital economy.
Three asset-light platforms, each monetising trust, talent, or transport at transaction speed.**



WORLD'S LARGEST CLOUD WORKFORCE

88M+ PROFESSIONALS READY TO MAKE YOUR DREAMS REAL.



**MECHANICAL
ENGINEERING**



**GAME
DEVELOPMENT**



**VFX & POST-
PRODUCTION**



**PRODUCT
RENDERING**



YOUR VISION, DELIVERED.



ANYTIME, ANYWHERE.



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 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 Apatrix (acquired by NYSE:IBM).

Adam Byrnes

Vice President, Product Strategy & 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.

Laurent Goudet

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

Laurent Goudet 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.

Andrew Bateman

Vice President of Product & Enterprise
B App Sci (IT) RMIT

Joining Freelancer in 2023, Andrew leads product strategy and development for our enterprise division. He has over two decades experience as a technology and product leader, most recently as co-founder, CTO and Head of Product at B2B marketplace vendor Bench. Prior to this Andrew was Technical Director of digital studio Future Büro, winning multiple international honours including Cannes Lions, Webby and D&AD awards.

Ayen Torcuator

Global Head of Customer Service
B PoliSci

Ayen Torcuator is responsible for ensuring that customers receive 24/7 world class service and solutions. Ayen holds a bachelor's degree in Political Science from the University of the Philippines, Diliman and has been part of the company for more than a decade.

Brent O'Halloran

Director of Communications
B Communications

Brent O'Halloran brings distinguished experience in strategic communications and media relations. Working in 14 countries and engaging with government, military, NGO, and private enterprise stakeholders allows him to confidently lead Freelancer's ambitious global communications strategy, enhancing brand narrative and stakeholder engagement worldwide.

Trisha Epp

Director of Innovation
BSc (Physics & Philosophy) Hons / MSc (Geophysics) Caltech / PMP

Trisha leads the innovation team at Freelancer, managing research programs for NASA and other government and enterprise clients across space exploration, biotech, environmental solutions, and emerging technologies. She specializes in strategic planning and unlocking solutions to complex challenges through global talent networks.

Owen Smith

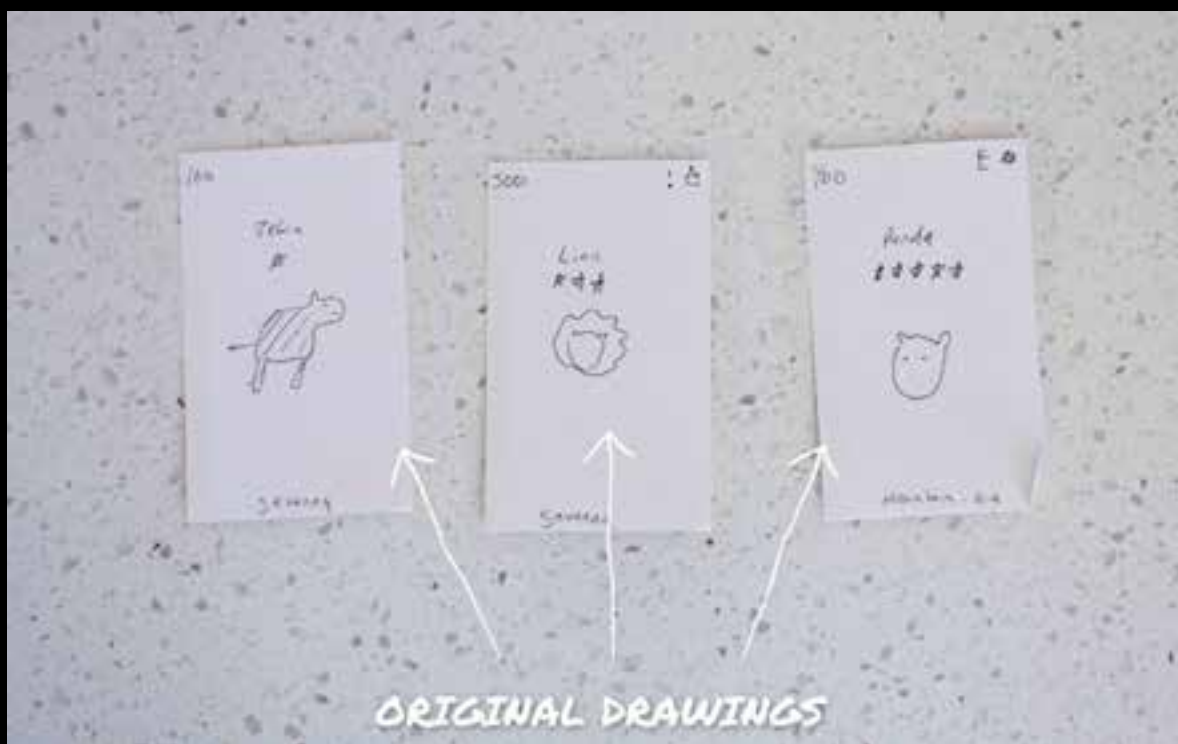
Director of Compliance and Legal
LL.B (Commercial Law), BA

Owen Smith is an expert in regulatory affairs and compliance management with extensive experience across Asia-Pacific regulated businesses. His focus areas include Anti-Money Laundering, Counter-Terrorism Financing, fraud prevention, and implementing compliance assurance and internal control programs in finance and fintech. He has held senior roles such as Head of Legal and Compliance at Crown Financial Services Group, Head of Regional Compliance at CLSA Premium, and compliance leadership roles at Independent Reserve.

Make it real.

This game product design cost and took 30 days make

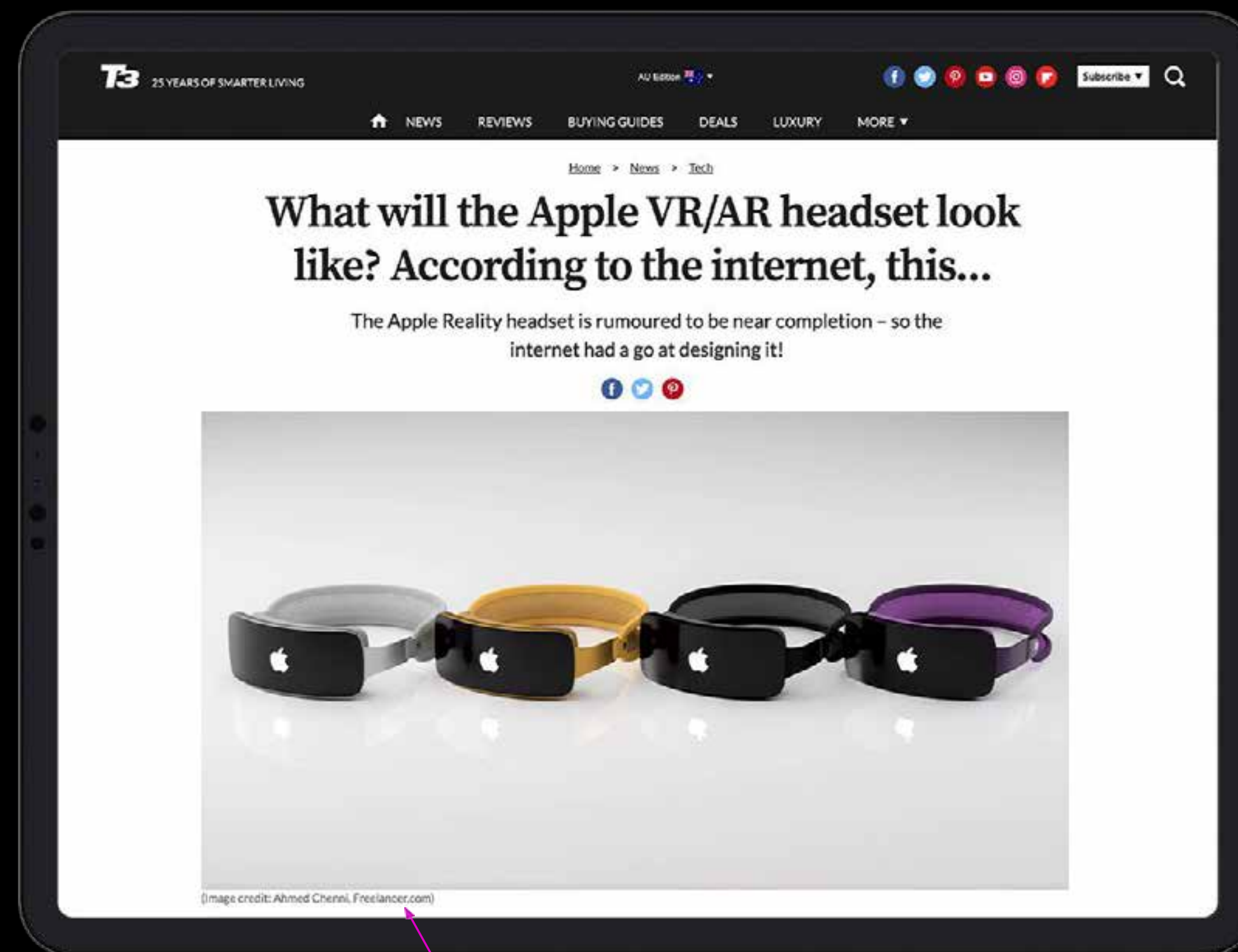
\$2500 USD





Create the Future

We help entrepreneurs & organizations create products & services of the future.



This Apple VR headset concept cost
and had 56 entries in 14 days

\$500 AUD

Change lives.

“Coming from a third-world country and the smallest in West Africa where opportunities are very limited, **Freelancer has helped me expand globally by helping me make a living** from something that I really have a passion for, design.”

Sulayman S.
@sulayman360



★★★★★ 5.0

Video & Motion Graphics
Banjal, Gambia



Freelancer is the world's biggest cloud workforce

- USERS
- JOBS POSTED
- JOBS DONE

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 - India



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Regional Websites



North America

-  US (International)
-  Canada
-  Jamaica






















Latin America

-  Argentina
-  Brazil
-  Chile
-  Colombia
-  Ecuador
-  Mexico
-  Peru
-  Uruguay
















Africa

-  South Africa
-  Kenya

Europe

-  United Kingdom
-  European Union
-  France
-  Germany
-  Greece
-  Portugal
-  Spain
-  Czech Republic
-  Sweden
-  Iceland
-  Ireland
-  Italy
-  Netherlands
-  Turkey
-  Poland
-  Romania
-  Ukraine
-  Norway
-  Hungary
-  Finland
-  Denmark
-  Albania
-  Slovenia

Asia Pacific

-  Australia
-  New Zealand
-  Hong Kong
-  Bangladesh
-  India
-  Indonesia
-  Japan
-  Korea, Republic of
-  Malaysia
-  Pakistan
-  Philippines
-  P. R. China
-  Singapore
-  Thailand
-  Vietnam

33

Languages

- Afrikaans
- Bahasa Indonesia
- Bahasa Malaysia
- বাংলা
- Català
- Čeština
- Dansk
- Deutsch
- ελληνικά
- English
- Español
- Suomi
- Filipino
- Français
- हिन्द
- Magyar
- Italiano

- 日本語
- 한국어
- Norsk-Bokmål
- Nederlands
- Polski
- Português
- Română
- Shqip
- Slovene
- Svenska
- Kiswahili
- Thai
- Türkçe
- Tiếng Việt
- Українська мова
- 中文(简体)

38

Currencies

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



Transform your business with

AI DEVELOPMENT

Your new
receptionist
just ate Siri
for breakfast.

Get your AI Action plan now at:
freelancer.com/ai

Web Development > App Development > AI Development





Try out an AI Agent

Estate Agent

Handles property inquiries and schedules



Try it out

Create an agent like this

Financial Advisor

Provides basic financial info and schedules advisor meetings.



Try it out

Create an agent like this

Technical Support Agent

Troubleshoots basic tech issues and gathers information.



Try it out

Create an agent like this

E-commerce Personal Shopper

Assists with product discovery and purchase guidance.



Try it out

Create an agent like this

Travel Agent

Helps find and book travel arrangements and provides info.



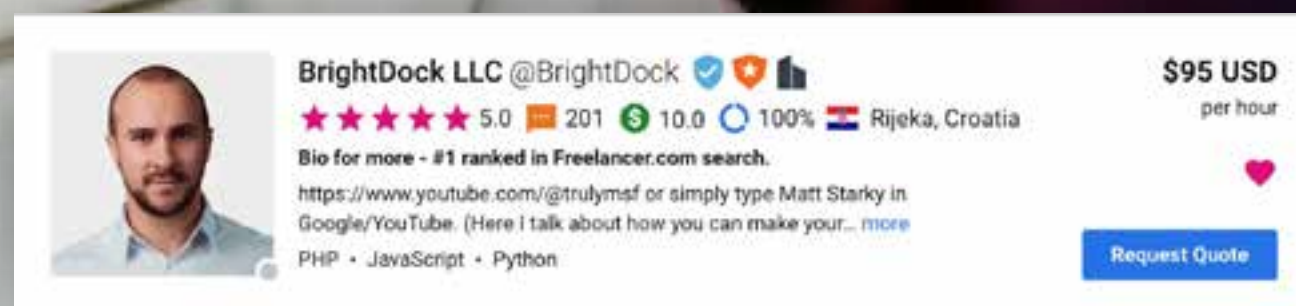
Try it out

Create an agent like this

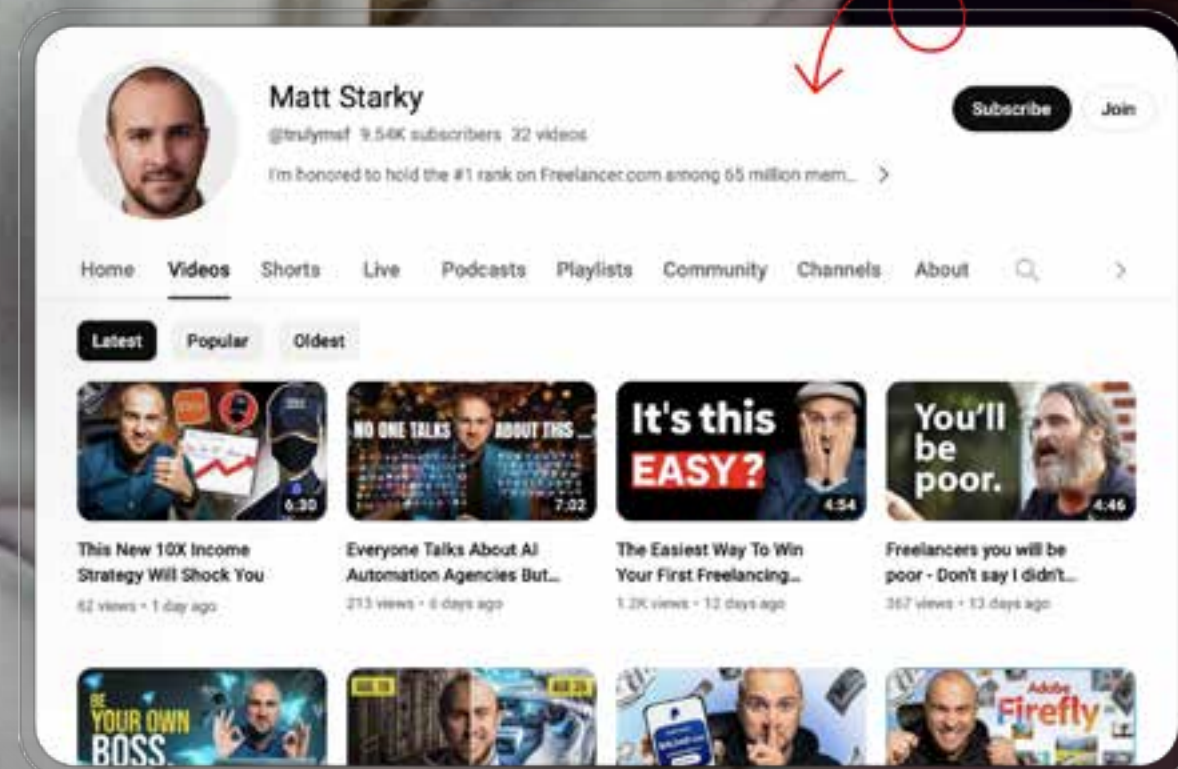
Change Lives.

Where ambition meets execution.

85M+ professionals
competing for your business.



BrightDock LLC @BrightDock
5.0 (5 stars) 201 jobs 10.0 rating 100% success
Rijeka, Croatia
Bio for more - #1 ranked in Freelancer.com search.
https://www.youtube.com/@trulymf or simply type Matt Starky in Google/YouTube. (Here I talk about how you can make your... more)
PHP • JavaScript • Python
\$95 USD per hour
Request Quote



YouTube
Matt Starky
@trulymf 9.54K subscribers 32 videos
I'm honored to hold the #1 rank on Freelancer.com among 65 million mem...
Home Videos Shorts Live Podcasts Playlists Community Channels About
Latest Popular Oldest
This New 10K Income Strategy Will Shock You 6:30 62 views • 1 day ago
Everyone Talks About AI Automation Agencies But... 7:32 213 views • 6 days ago
It's this EASY? 4:54 1.2K views • 12 days ago
You'll be poor. 4:46 367 views • 12 days ago
BE YOUR OWN BOSS
Add Firefly

Matt Starky (@Brightdock) built a seven-figure business through Freelancer, now mentors the next generation of digital entrepreneurs.

85M+
GLOBAL TALENT POOL

25M+
PROJECTS CREATED



The Industry's Most Trusted Talent Platform

Freelancer leads every major competitor for customer satisfaction:

4.5 "Excellent" rating on Trustpilot from 18,000+ verified reviews

4.7 out of 5 on SiteJabber across 20,000+ customer ratings

Winner – 2024 SiteJabber Customer Choice Award for outstanding service

#1 in customer satisfaction among global freelancing platforms, year after year

When you choose **Freelancer**, you're choosing the platform businesses trust most.



✓ Claimed profile

Freelancer

Reviews 18,039 · ★★★★★ 4.5 ⓘ

Business to Business Service



Freelancer ✓

Reviews 20,075

★★★★★ 4.7

freelancer.com

Write a Review

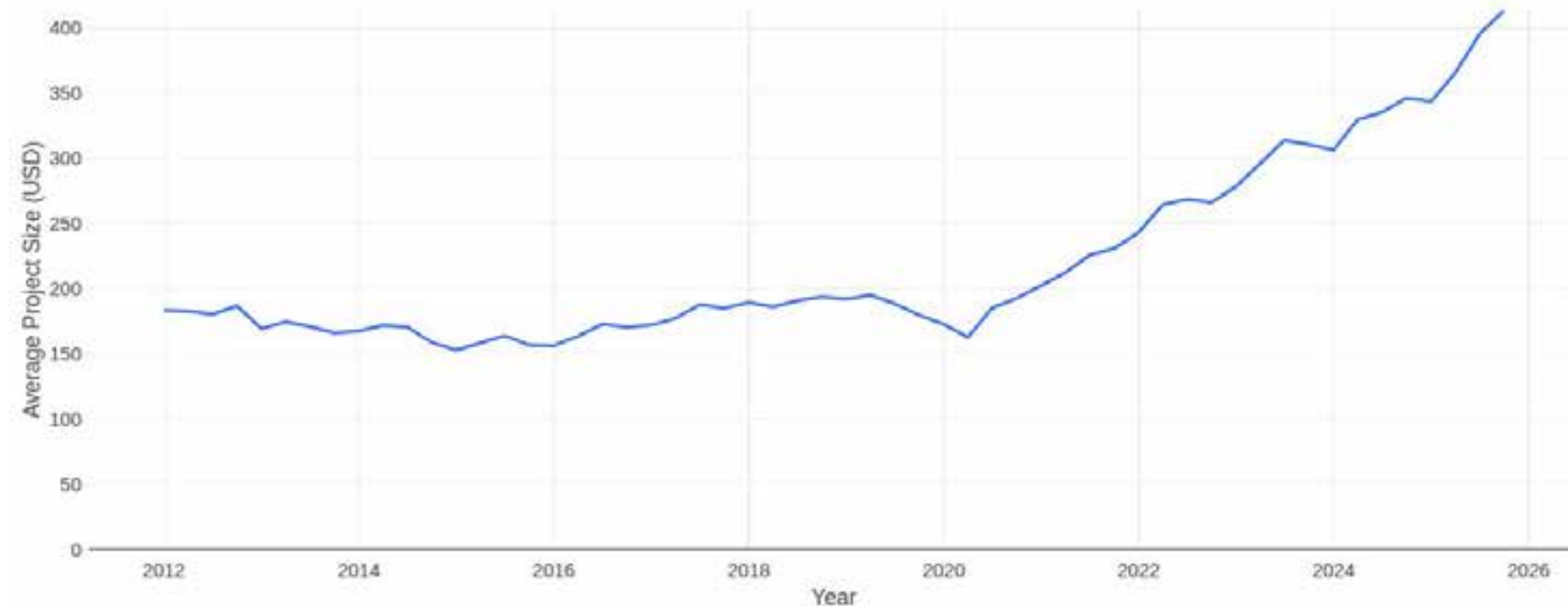
Ask a Question



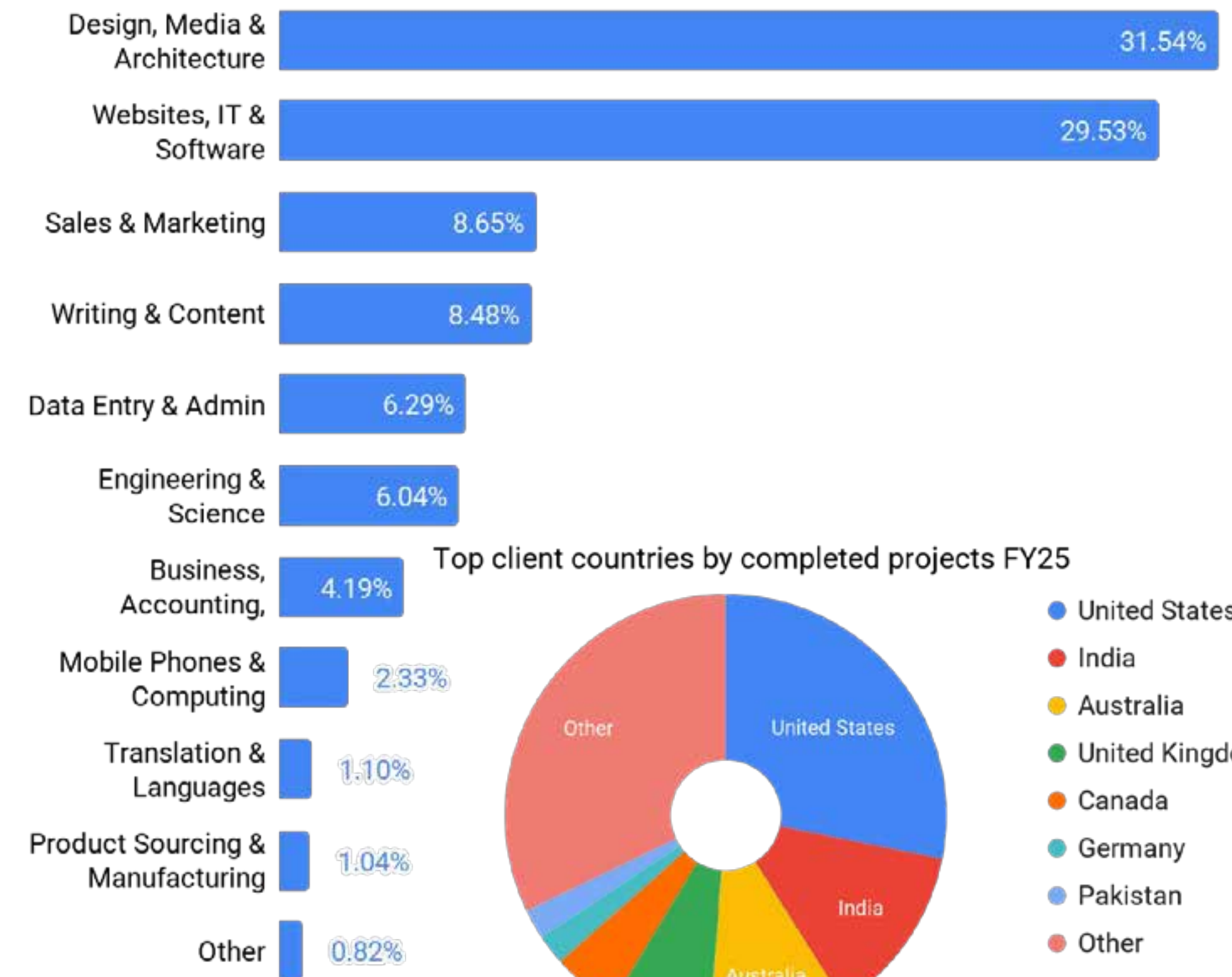
Marketplace Dynamics FY25

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

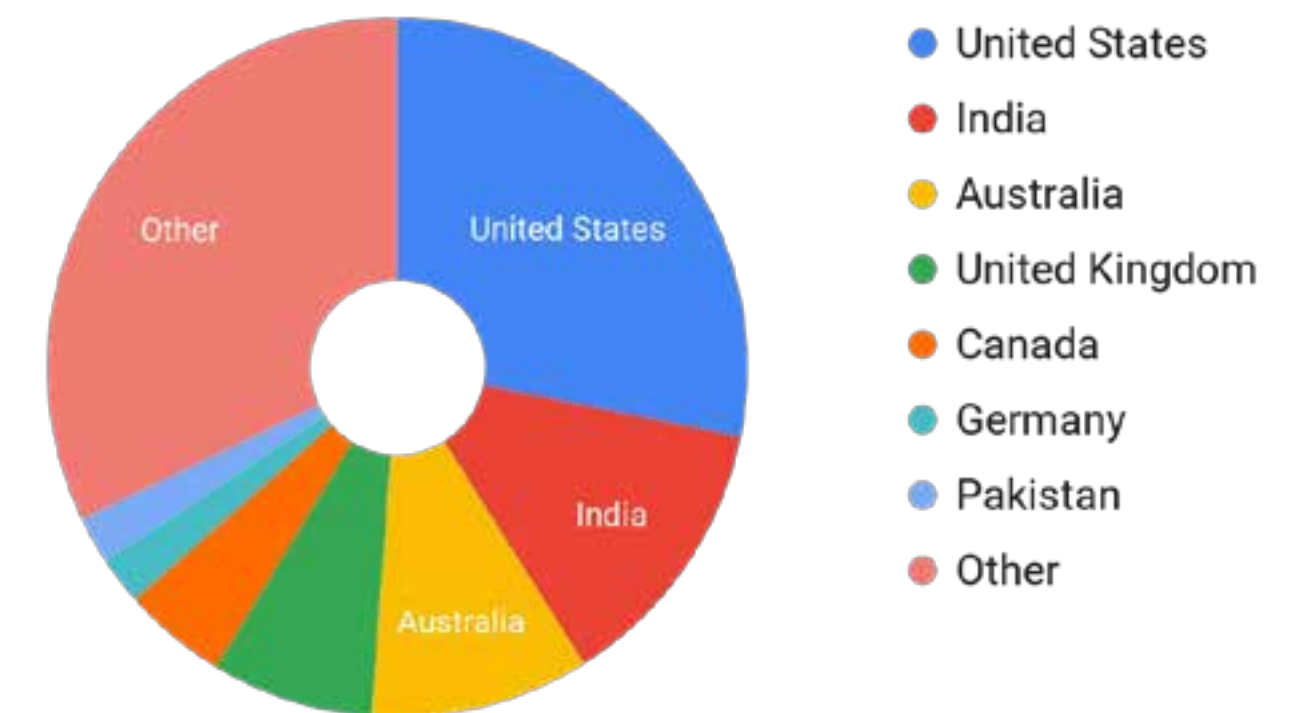
- Unparalleled diversity with 3,000+ job categories spanning cutting-edge fields: from Aerospace to Biotechnology
- Complexity & sophistication growing over time
- Average project value soared to US\$413 in FY25 (↑19.4%), reflecting higher-value work migration to platform



Top completed project categories by count FY25



Top client countries by completed projects FY25



1. Based on the number of completed projects in FY24
 2. Defined as the GMV over the time period, divided by the count of projects with GMV within the time period.



Freelancer: The World's Largest Cloud Workforce

Unmatched value, unrivaled scale, AI-powered precision

Global Talent Network:

80+ million professionals across 247 countries & territories, 3,000+ skills, 33 languages, and 38 currencies

Hyperfluid Marketplace:

Projects receive bids within 60 seconds; no platform globally matches our response velocity or scale

Client-Friendly Model:

- **Free** to post jobs, review portfolios, and receive competitive bids
- Industry-low 3% commission only when you hire

Freelancer-Friendly Platform:

- **Free** access to global opportunity marketplace
- **Free** professional profile and portfolio builder
- Transparent 10% commission structure
- **Unlock global talent today- post your project for free**



Projects

From Concept to Creation in Minutes

Post your project brief and watch top talent compete for your business. Our platform delivers unmatched speed and selection with built-in payment protection.

84%

of projects receive bids within 60 seconds

54

bids on average per project

Simply describe your needs and set your budget

Receive an average of 51 qualified proposals

The screenshot shows a project page on Freelancer.com. At the top, the project title is "Home design for a lake view lot" with a "Complete" status. Below the title, a summary of the project is provided. A table shows the number of bids (35) and the average bid amount (\$3,184 USD). Below this, several freelancer profiles are listed, each with their name, rating, and bid amount. The profiles include Susan P., Robert Y., Suresh M., Andrew W., Kelly S., and Phillio H. Each profile has a "Chat" button and an "Award" button. The background of the page features architectural renderings of a modern house and its interior.

Review portfolios, ratings, and previous work

★★★★★ 5.0

Home design for a lake view lot

Went above and beyond to understand the project requirements. While his work is excellent, he is a great person to work with. I would highly recommend working with this freelancer.

🇺🇸 Garima L. @TLC2019

Contests

**Unlimited creative firepower,
only pay for results**

Harness the collective genius of our global talent pool: logos, website designs, naming, packaging, illustration, and product concepts & more.

The Contest Advantage:

1,500,000+ entries per month
20,000,000+ entries per year

93%

of contests receive entries within 1 hour

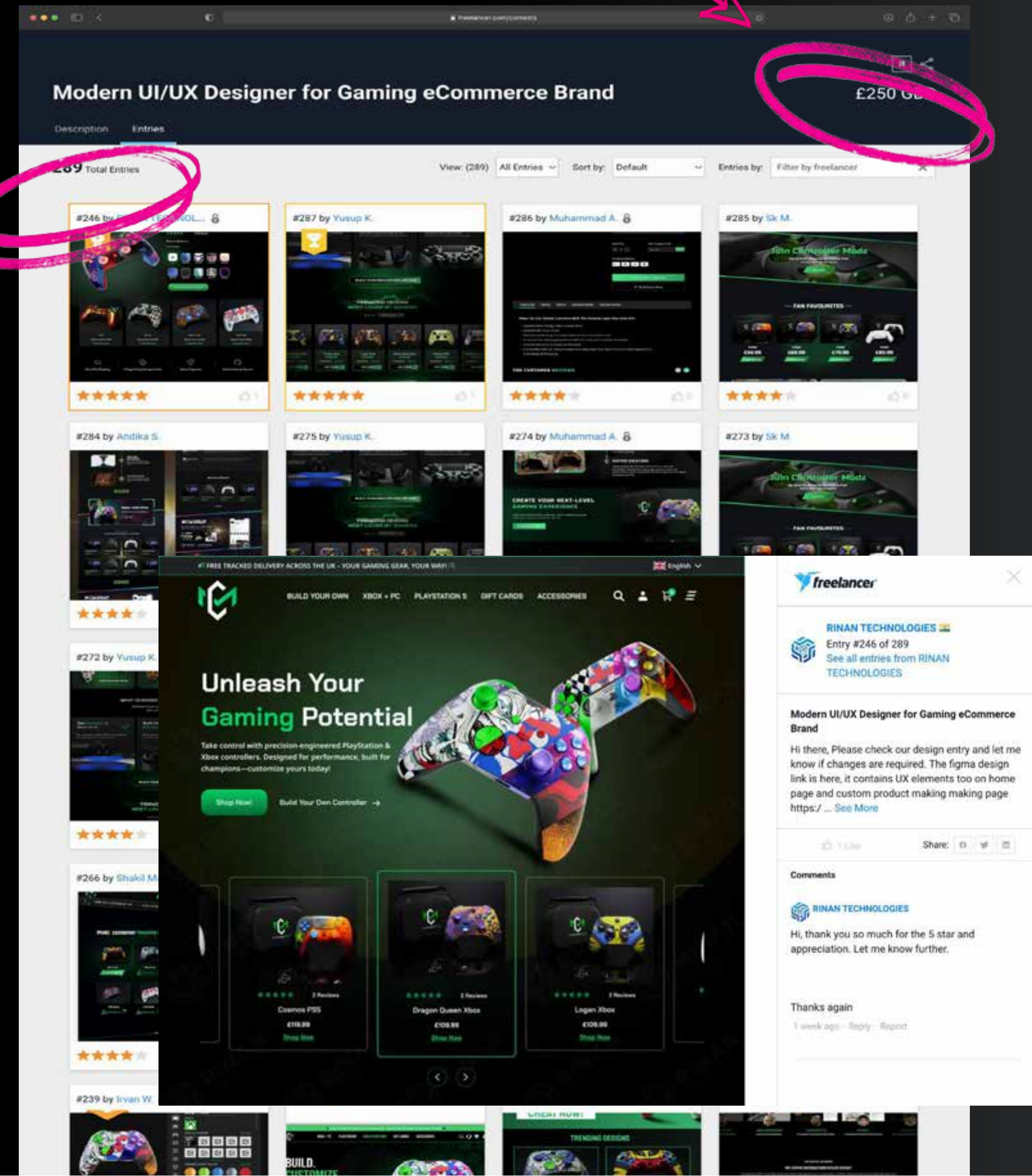
761

average entries per contest

289 freelancers competing for the prize!

Offer a prize

Ratings and feedback until won





**This mobile app
design took 10
days to make.**

\$500 USD



This 3D product visualisation took 3 weeks

\$435 USD





These detailed 3D watches modelled in 1 week.

\$500 USD



This Next Generation System for First Responders was built for the National Institute of Standards and Technology

\$1M USD

Ready-to-Deliver Services from Top-Tier Talent

Freelancers can create and sell their own custom services

The screenshot shows a freelance service listing on a platform. The title is "Realistic 3D Animation Creation" by Ekarthaan (@Ekarthaan), who has a 4.8-star rating and 164 reviews. The main image is a close-up of a yellow and black sports car. Below it are three smaller images: a colorful abstract shape, a mechanical assembly, and a green textured surface. The listing details include:

- What's included**
- Hourly Work**
 - ✓ For 3D Video Animation: \$40/hour
- Items**
 - ✓ 90 second 3D Animation Realistic: \$2,000
- 🕒 28 days delivery

Buttons for "Purchase for \$2,000" and "Chat" are visible. A disclaimer at the bottom states: "By purchasing this service, you declare you have read and agree to our User Agreement and Privacy Policy."

Clients can purchase services directly



Your Project, Our Global Cloud of 88 Million Professionals

Ashraf S. @ashrafshekh

★★★★★ 4.9 168 8.1 95%

MECHANICAL ENGINEER | SOLIDWORKS | ANSYS | CAD,CAM

\$30 USD / Hour · India (4:18 AM) · Joined on March 26, 2015

VUTUK DESIGN AND MEDIA

Looking for a highly skilled mechanical engineer with a wealth of experience in design and expert proficiency in various design tools? Look no further! With 12 years of experience in the design field, I have honed my skills in tools such as SolidWorks, ANSYS, CATIA, and Fusion 360, to name a few.

My expertise in machine design, FEA analysis, CFD analysis, and structural analysis make me a valuable asset to any team.

Additionally, I have a talent for creating stunning 2D drawings, product renderings, and animations, including explainer animations in both 2D and 3D. I also have experience in heavy equipment lifting plans, 2D explainer animation videos, and video editing.

Let's work together to bring your designs to life and take your projects to the next level!

Portfolio

All 3D Modelling (24) New Product design (25) CFD Simulations (12) New Concept Design (4)

Machine designs Portfolio-21

3D MODELLING, NEW PRODUCT DESIGN

Portfolio

All 3D Modelling (24) New Product design (25) CFD Simulations (12) New Concept Design (4)



freelancer

MOONSHOT

INNOVATION CHALLENGES

Unleash the power of **global genius**
Where 88 million minds converge
solve humanity's greatest challenges

Enterprise Access to NASA-Grade Problem Solving
freelancer.com/innovation-challenges





TARGETED Genome Editor Delivery Challenge

Client	National Institutes of Health
Field	Biotechnology
Problem	Genome editing to treat rare diseases which affects 10% of the population. <ul style="list-style-type: none"> programmable delivery systems crossing the blood-brain barrier
Breakthrough innovation	Self-Assembling Proteins, Extracellular Vesicle-Based Delivery, Ultrasound-Assisted Lipid Nanoparticles, Milk Exosomes
Expertise	Biotechnology Medical Research Bioengineering Epidemiology CRISPR

\$6M USD

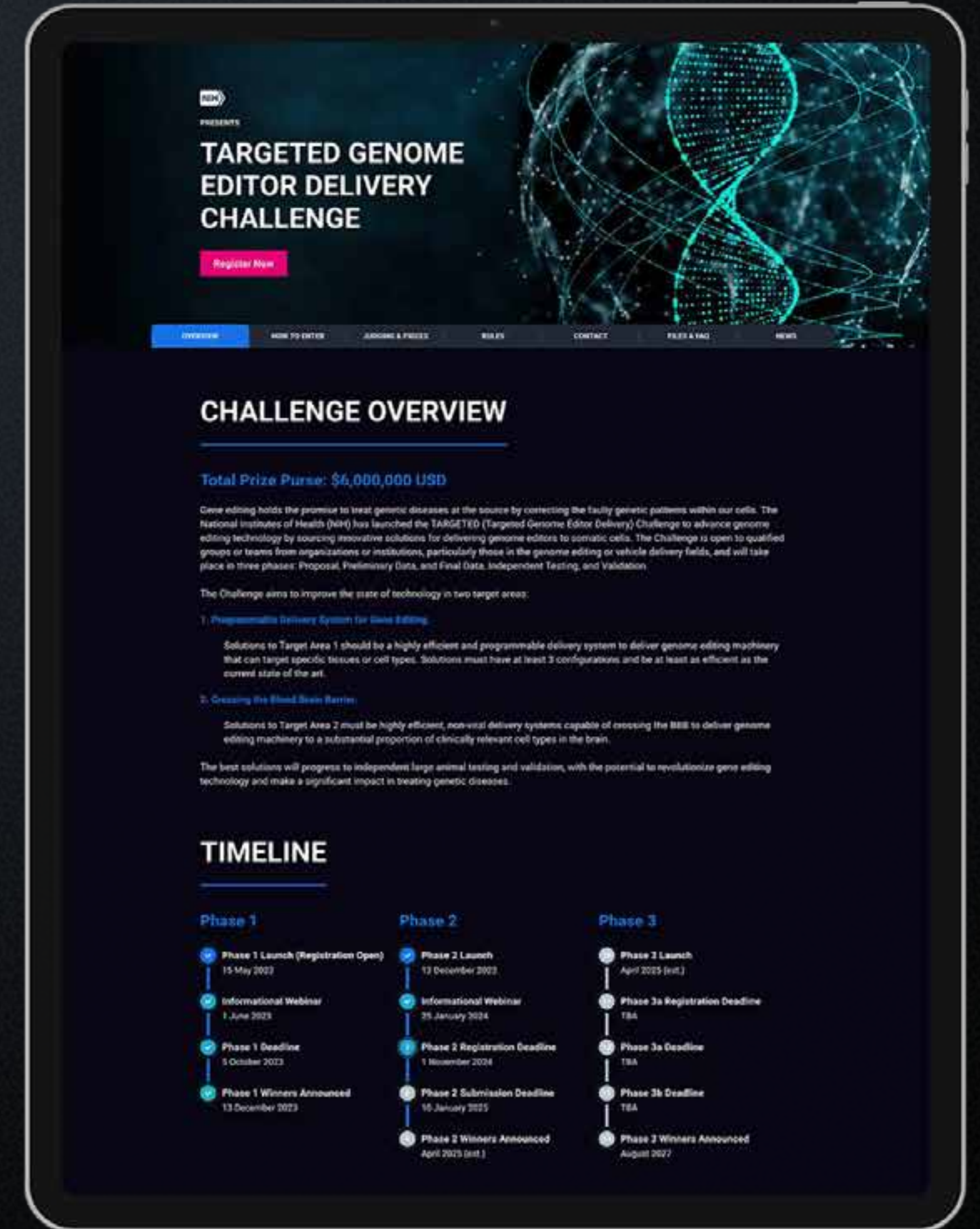
PRIZES

5

YEARS

514,460

OUTREACH





TARGETED/NIH Winners

Target Area 1: Programmable Delivery System for Gene Editing

Winning Solutions \$75,000 USD Prize

- **Perelman School of Medicine at the University of Pennsylvania:** Targeted Delivery of Genome Editing Machinery to Blood Marrow Stem Cells, Pulmonary Endothelium, and Cardiomyocytes
- **Nizar Y. Saad, PhD and Meisam Naeimi Kararoudi, PhD:** Development of A Programmable Extracellular Vesicle-Based Delivery System of Allele-Specific Gene Editing Therapy Using Biorthogonal Chemistry
- **Beth Israel Deaconess Medical Center:** Self-Assembling Protein Polymer Micelles for Targeted Gene Editor Delivery
- **Reza Shahbazi, Ph.D. (Lead PI) Indiana University School of Medicine:** Developing In Vivo CRISPR Nanotherapeutics with Enhanced Safety and Precision by Dual Targeting Approach
- **Vesigen Therapeutics:** Engineered ARMMs: Promising Human-Derived Vectors for Cell Type-Specific Delivery of Genome Editors

Meritorious Solutions

- GenEdit, Nanopart...

- Stanley C...

- Columbia...

- GENOMI...

Meritorious Solutions

- Carmine...

- Broad In...

- Dehua P...

- David R...

- SIVEC B...

- Helix, In...

- ExoTarge...

- Hunteria...

- Battelle...

- Orion Th...

- Exosome...

Target Area 2: Crossing the Blood Brain Barrier

Winning Solutions \$75,000 USD Prize

- **ARENEX (University of Kentucky Research Foundation):** Artificially engineered exosomes for gene editing to the brain
- **ZhouTeam@Yale:** TARGETED-STEP RNPs for delivery of genome editing to the brain
- **Cornell University:** Systemic and targeted delivery using engineered endogenous virus-like vesicles for editing in the central nervous system
- **Columbia University:** Focused Ultrasound-Assisted Intravenous Delivery of Optimized Lipid Nanoparticle Targeted Brain Gene Editing
- **LEDGE Team:** Delivery of gene editing complex across the BBB using lectin-mediated transport

Meritorious Solutions \$50,000 USD Prize

- **Orion Therapeutics, Inc.:** Multifunctional Lipid Nanoparticle Delivery System for Delivery of CRISPR Therapeutics Across the Blood-Brain Barrier

Meritorious Solutions \$25,000 USD Prize

- **Drs. Wenhui Hu and Qingsheng Li:** Receptor-mediated and exosome-decorated lentivirus-like particles cross blood-brain barrier for brain gene editor delivery
- **Jiukuan Hao & Bin Guo, College of Pharmacy at University of Houston:** Targeting Blood-Brain Barrier for Crispr/Cas9 Brain Delivery
- **Talinted, Inc.:** Exosome Mediated Targeting of Capsid Bound Gene Editing Material
- **Battelle Memorial Institute:** Polymeric nanoparticle-facilitated delivery of gene editors across the blood-brain barrier

Academia

Broad Institute of MIT & Harvard:

A platform for targeting AAVs to specific receptors



Freelance Researchers

Saad & Karaoudi, PhDs: *Development of a Programmable Extracellular Vesicle-Based Delivery System of Allele-Specific Gene Editing Therapy Using Biorthogonal Chemistry*

Biotechnology Research Labs

Orion Therapeutics, Inc.: *Multifunction Lipid Nanoparticle Delivery System for Delivery of CRISPR Therapeutics Across the Blood-Brain Barrier*





Modified Condition / Decision Coverage and Path Coverage

Client	NASA Orion Avionics, Power, and Software (APS)
Field	Software Engineering
Task	NASA required MC/DC evaluation and Path Coverage added to the gcov open source tool in order to save thousands of hours of manual analysis of the software on the Orion spacecraft on the Artemis program
Breakthrough innovation	Successful integration of Modified Condition/Decision Coverage (MC/DC) analysis into the GCC compiler as part of the Phase 1. Delivered a more intuitive and detailed coverage reporting system, including updated command-line features like filtering in Phase 2 of the project.



\$365K
FUNDED
USD

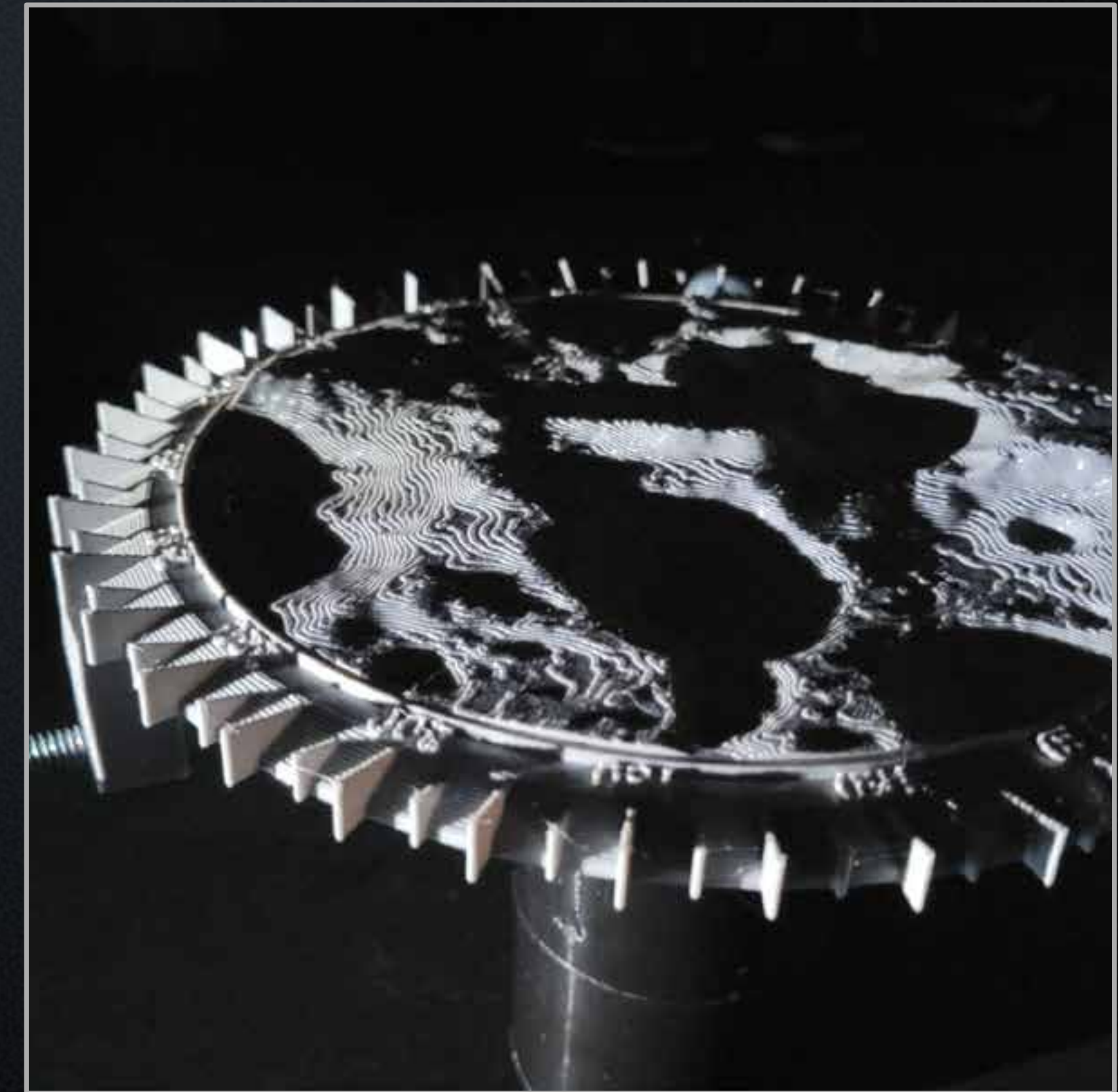
1.5
YEARS

3000+
LINES OF CODE



Navigation Solutions for the Lunar South Pole

Client	NASA
Field	Aeronautical Engineering
Problem	NASA needs orienteering tools to explore the lunar south pole. Its permanently shadowed areas may be traps for water ice, offering a valuable resource for future missions to Mars.
Breakthrough Innovation	Ultra-lightweight navigational aid; star analog navigation; shadow compass; modular rover system; hydrolox propulsion hopper
Expertise	Mechanical Engineering Cartography Geolocation



\$100K
FUNDS
USD

3
MONTHS

83
NEW CONTRIBUTORS



S-Index Challenge

Client	The National Institutes of Health
Field	Data Science
Problem	Lack of standardized, robust metric to assess how effectively researchers are sharing valuable data
Breakthrough innovation	Creation of the Data Sharing Index (S-index), a new metric that evaluates and rewards researchers for making their data accessible and transparent, incentivizing data sharing excellence, promote openness in science.
Expertise	Academic Publishing Data Analytics Research Writing



\$1M USD

PRIZES

10

MONTHS

159

REGISTRATIONS

Global Fleet

Generative AI Solutions

Scale in an Instant

Access 25,000+ vetted specialists **per day** across 247 regions & 3,000+ skills, under one contract.

Customisable Workflows

Multi-layer human and automated reviews tailored to your accuracy targets, with full audit trails.

Accelerate model training, fine-tuning, and deployment through a global network of subject matter experts- **spinning up projects in hours, not weeks.**





Expert Human Intelligence, Powering AI Innovation

Where **human intelligence** meets
artificial intelligence

Massive Scalability: Capacity to deliver instant access to 80m+ for millions of human-in-the-loop training hours monthly

Specialized AI Training: Expert reinforcement learning (RLHF), safety evaluation, dialect recording, labeling across 52+ languages.

Rapid, On-Demand Mobilization:
Can marshall 25,000+ pre-qualified experts per day

Trusted by Global Leaders:
Proven success powering foundational AI projects, including Google's Gemini and other leading AI platforms.

We don't just deliver AI experts,
we deliver **specialists** for AI



Generative AI Case Study

Accelerating Major Foundational Model Development

The Challenge

- Evaluate millions of AI prompts across 52 languages
- Meet aggressive timelines with safety requirements
- Support specialized domain expertise needs

The Solution

- Deployed 175,000+ AI specialists globally
- Implemented ethical oversight protocols
- Created seamless 24/7 workflow system

The Results

- Accelerated development while enhancing accuracy
- Reduced bias through diverse global evaluation
- Achieved 100% client satisfaction

175,000+

Ai Specialists

52

Languages

24/7

Coverage

50,000+

Hours worked

100%

Satisfaction



Field Services

**When infrastructure fails,
every second costs millions.
We deploy in an instant.**

Freelancer's Global Fleet connects you with skilled professionals exactly when and where you need them. Get full coverage during peak seasons and maintain operations in the most challenging locations all without the overhead of maintaining year-round staff.

[Get started](#)



Your *on-demand* field service revolution.

Surge Capability Meets Whitespace Coverage

Access a global network of 80 million freelancers to eliminate coverage gaps, provide surge capability, reduce fixed costs, and ensure service excellence anywhere, anytime.

Surge Capability:

Global technician deployment in hours, not days

Whitespace Coverage:

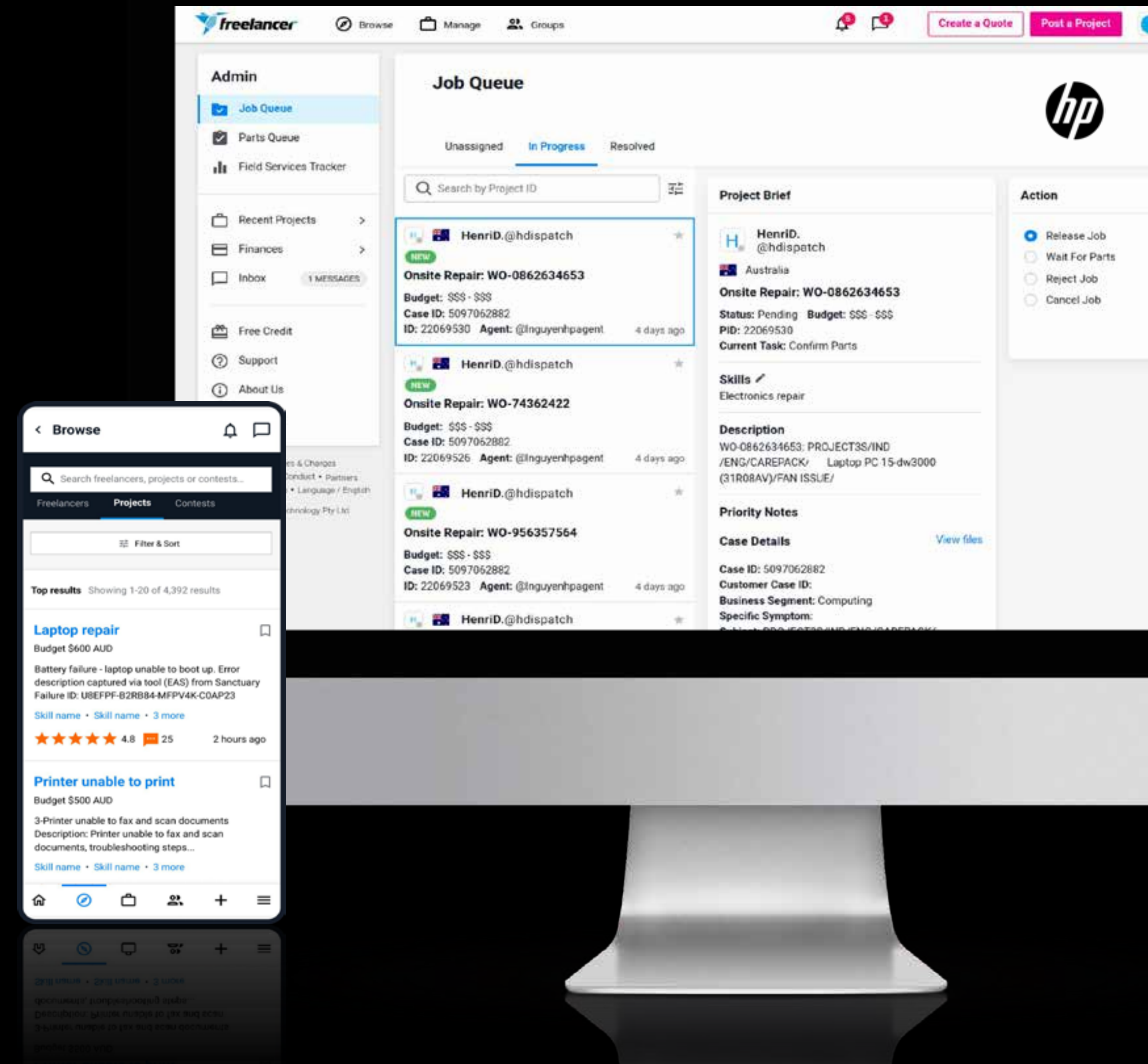
Consistent service from metro to remote regions

Cut Fixed Costs:

Scale workforce without financial risk

Specialized Expertise:

Direct access to the world's best field service technicians



Awaiting Dispatch (15)

Onsite Repair: WO-12131212

SLA 4h 32m

Status: In Progress Budget: \$500 USD
Location: 123 Address St, Sydney Just now

Onsite Repair: WO-27898292

SLA 27h 4m

Status: In Progress Budget: \$500 USD
Location: 456 Address St, Melbourne 10 mins ago

Onsite Repair: WO-29348594

INCOMPLETE SLA 52h 19m - Customer Delay

Status: In Progress Budget: \$500 USD
Location: 456 Address St, Melbourne 10 mins ago

Onsite Repair: WO-29348594

SLA - Not Started

Status: In Progress Budget: \$500 USD
Location: 789 Address St, Brisbane 10 mins ago

Onsite Repair: WO-12131212

SLA 4h 32m

Status: In Progress Budget: \$500 USD
Location: 123 Address St, Sydney 20 mins ago

In Progress (53)

Onsite Repair: WO-12131212

SLA 4h 32m

Status: In Progress Budget: \$500 USD
Location: 123 Address St, Sydney Just now

Onsite Repair: WO-27898292

SLA 27h 4m

Status: In Progress Budget: \$500 USD
Location: 456 Address St, Melbourne 10 mins ago

Onsite Repair: WO-29348594

INCOMPLETE SLA 52h 19m - Customer Delay

Status: In Progress Budget: \$500 USD
Location: 456 Address St, Melbourne 10 mins ago

Onsite Repair: WO-29348594

SLA - Not Started

Status: In Progress Budget: \$500 USD
Location: 789 Address St, Brisbane 10 mins ago

Onsite Repair: WO-12131212

SLA 4h 32m

Status: In Progress Budget: \$500 USD
Location: 123 Address St, Sydney 20 mins ago

Delayed (4)

Onsite Repair: WO-12131212

SLA 4h 32m

Status: In Progress Budget: \$500 USD
Location: 123 Address St, Sydney

Onsite Repair: WO-27898292

NEW SLA 27h 4m

Status: In Progress Budget: \$500 USD
Location: 456 Address St, Melbourne

Onsite Repair: WO-29348594

INCOMPLETE SLA 52h 19m - Customer Delay

Status: In Progress Budget: \$500 USD
Location: 456 Address St, Melbourne

Onsite Repair: WO-29348594

WORK COMPLETE SLA 4h 32m

Status: In Progress Budget: \$500 USD
Location: 789 Address St, Brisbane



Mohammed H. @hpengeener



Status: In Progress

Budget: ₹679 INR

SLA 27h 4m

Location: Hyderabad, India

PID: 24116407



Case Id: 5150480435
Customer Case Id: ERPUAT_Test011
Business Segment: Printing
Specific Symptom: xxxx
Code Not Found: xxxx
Subject: 3-Printer unable to fax and scan documents
Description: Printer unable to fax and scan documents, troubleshooting steps... /41.03.A2 General misprint error / 53.A2.21 Tray 2 media overload warning set
Case Severity: 0-Immediate
Created Date Time: xxxx

Notes

- 2024-07-01, 9:45am, @hpengeener "Parts collected from warehouse, I am on my way"
- 2024-07-01, 9:45am, @dispatcher "Job delayed by 3 hours due to parts issue"
- 2024-07-01, 9:45am, @dispatcher "Job delayed by 3 hours due to parts issue"

Work order details

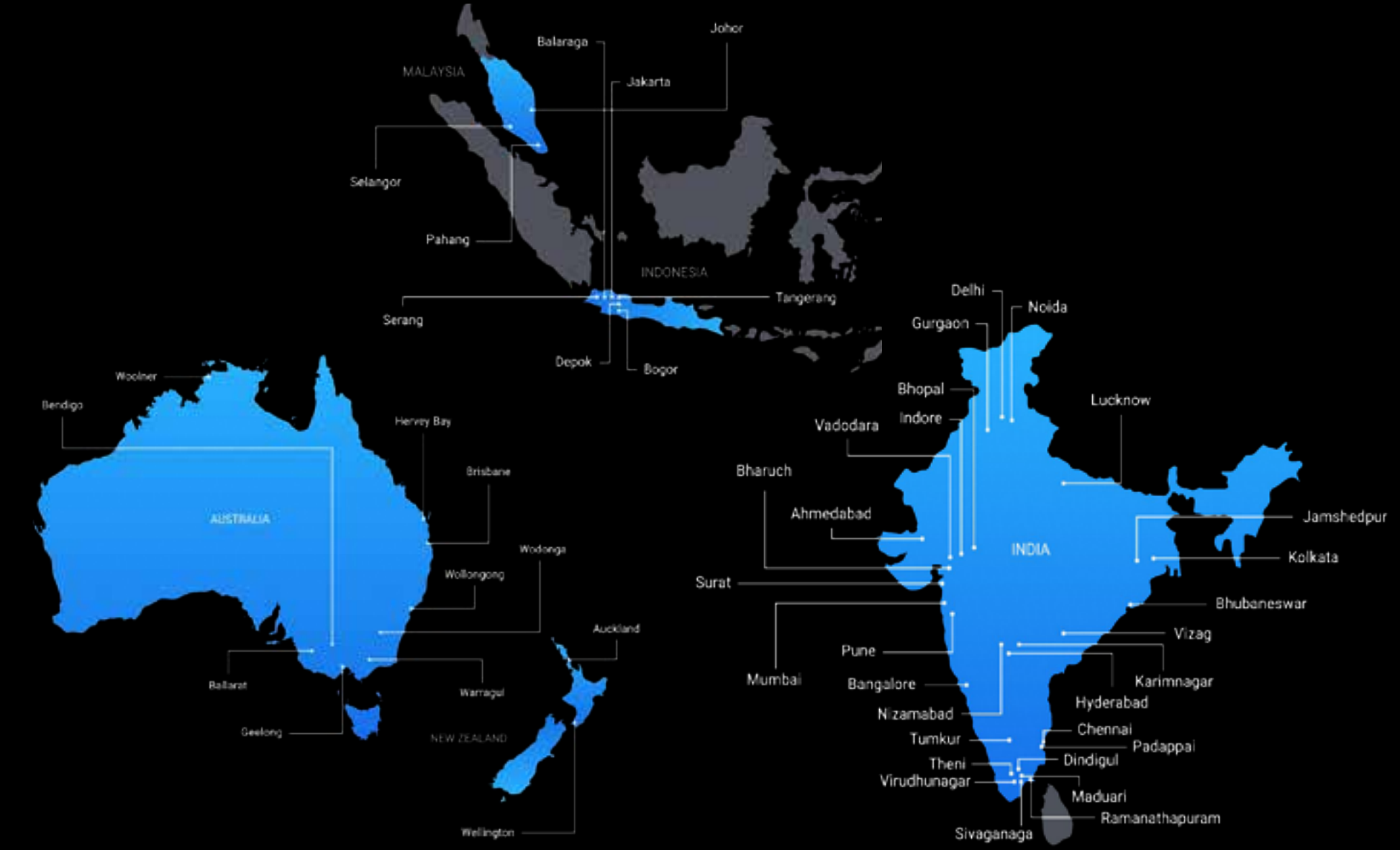
Asset details

Re-assign

Change task step



Field Services Case Study



Building a Global Surge and Whitespace Capability for Hewlett Packard

The Challenge

- Rigid workforce
- Remote coverage gaps
- Peak-time bottlenecks
- Unsustainable fixed costs

The Solution

- Pay-per-work-order flexibility
- Strategic over-staffing
- Instant surge capacity
- Total geographic reach

The Measured Impact

- Fully-integrated capability
- Gaps filled
- Cost reduction of 21%
- Repair time reduced by 35%
- Exceptional sNPS scores

90,000+
WORK ORDERS
COMPLETED

48
CITIES

5
COUNTRIES

~1,000
FREELANCE FSES

35%
REPAIR TIME
REDUCTION



Government partnerships: empowering global talent

تمكين
Tamkeen



Transform your exports with

GLOBAL REACH

U.S. tariffs closed one door.
We'll open a **hundred** more.



- ✓ Regional Marketing Experts
- ✓ Local Experts
- ✓ Cultural Adaptation
- ✓ Logistics Consulting





Innovation in Artificial Intelligence

Prototyper

New Product

GOLD STEVIE® WINNER



Recent Awards | Freelancer



Gold Stevie

Innovation in Artificial Intelligence - Prototyper

The Asia-Pacific Stevie Awards 2026



Official Winner

People's Voice Employment

29th Annual Webby Awards 2025



Gold Stevie

Company of the Year - Business or Professional Services - Medium-size

International Business Awards 2024



Silver Stevie

Communications Team of the Year

International Business Awards 2024



Gold Stevie

Most Innovative Communications Professional of the Year

The Asia-Pacific Stevie Awards 2024



Sitejabber Award

96.2% positive customer reviews in last 12 months

Sitejabber Awards 2024



Gold Stevie

Business or Professional Services - Freelancer.com

International Business Awards 2023



Official Webby Honoree

Websites and Mobile Sites Employment

27th Annual Webby Awards 2023



HR Tech Award

Talent Acquisition: Best Virtual / Hybrid Solution

HR Tech Awards 2022



APAC Insider

Best Cloud-Based Freelancing & Crowdsourcing Talent Platform

Southeast Asia Business Awards 2022



Gold Stevie

Innovation in Technology Management, Planning & Implementation

The Asia-Pacific Stevie Awards 2022



Gold Stevie

Excellence in Innovation in Technology Industries (More than 100 Employees)

The Asia-Pacific Stevie Awards 2021



“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”*

* McKinsey Global Institute, The Emerging Global Labor Market, Part I: The Demand for Offshore Talent in Services.



POWERING THE WORLD'S COMMERCE

OVER **US\$8,100,000,000** IN TRANSACTIONS SECURED

BUYERS INSPECT.
SELLERS DELIVER.

FUNDS RELEASE ONLY
WHEN BOTH SIDES AGREE.



INVESTOR@ESCROW.COM



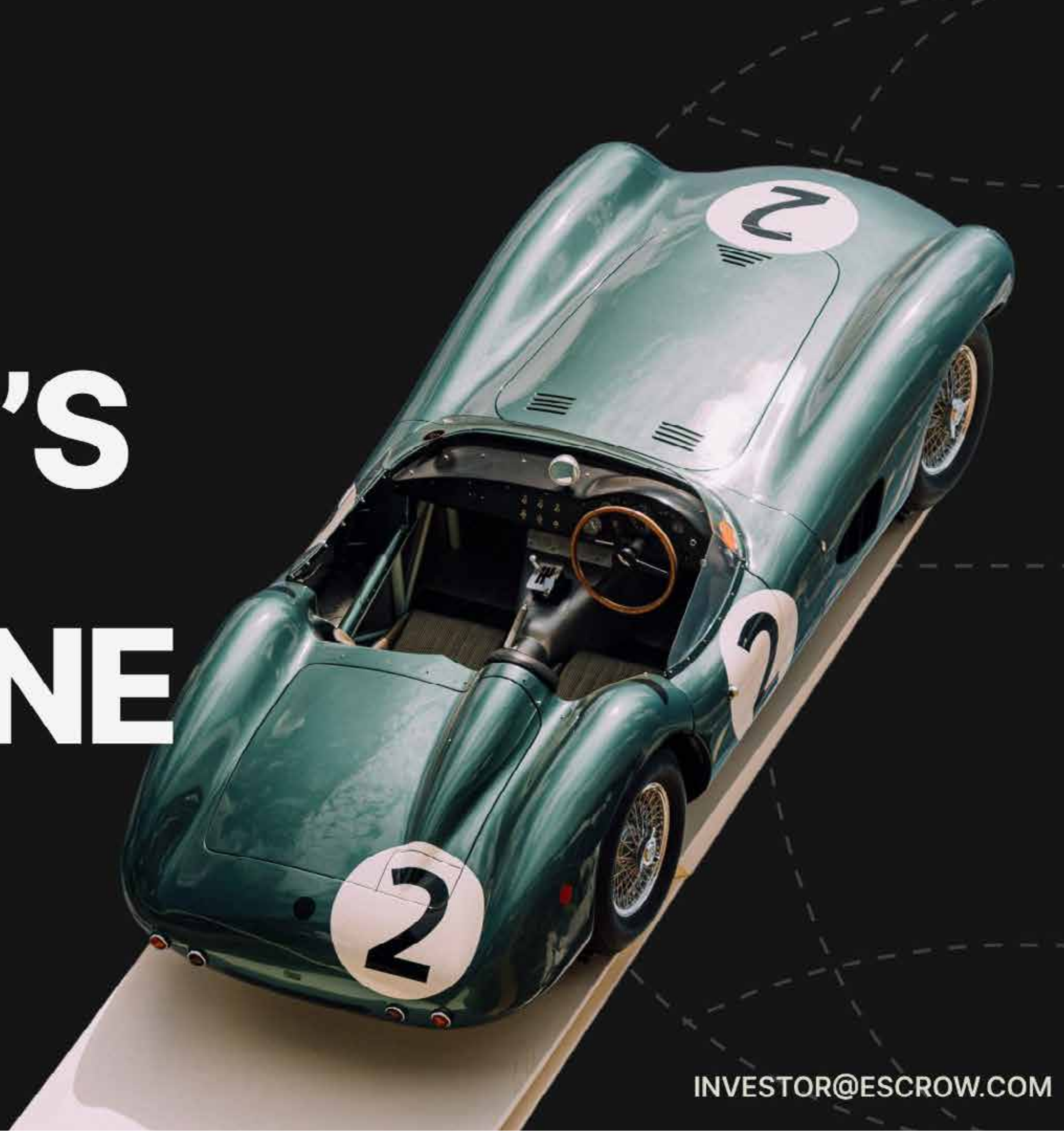


THE WORLD'S TRADE IS GOING ONLINE

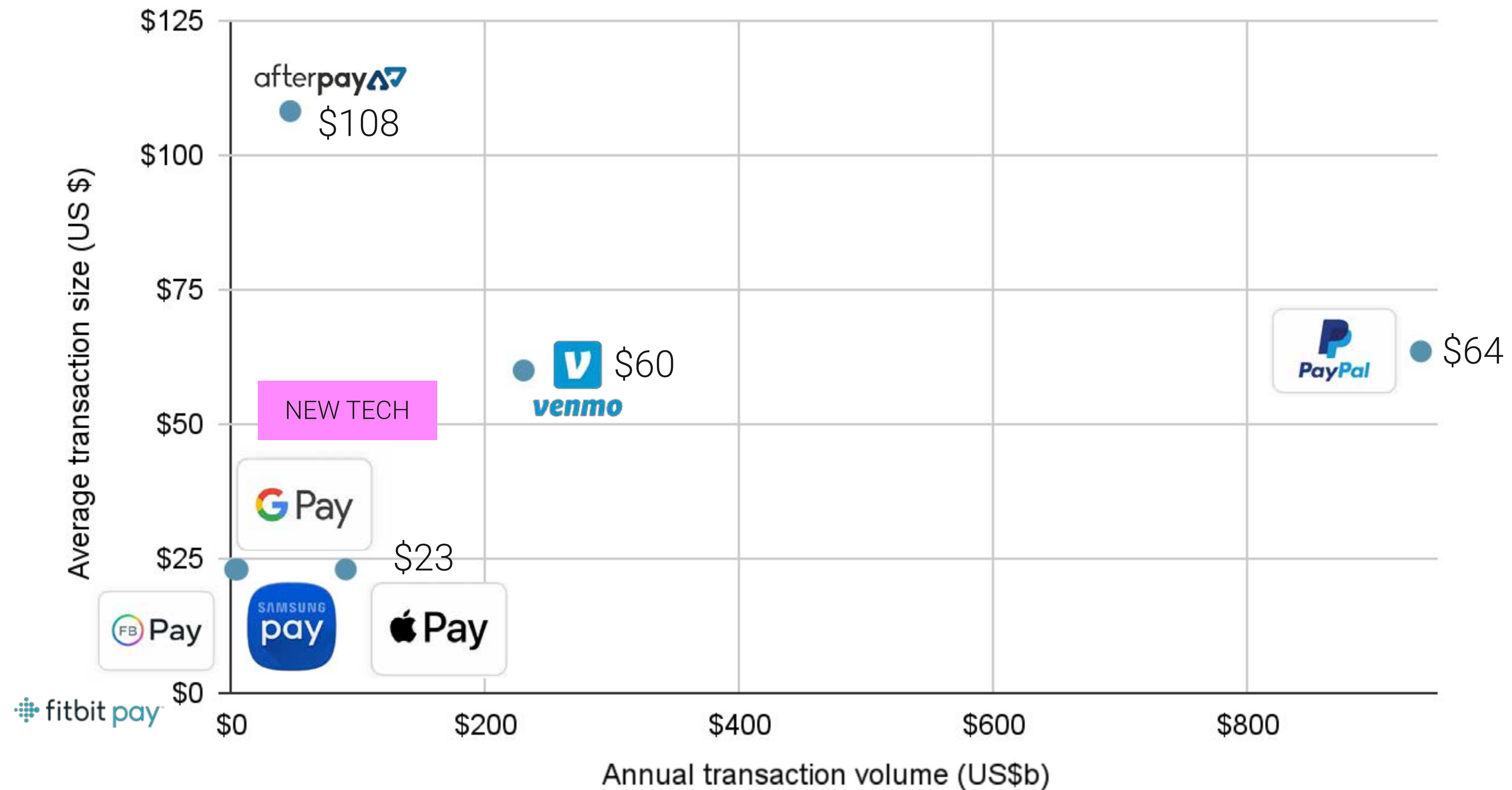
BUT DIGITAL PAYMENTS
CAN ONLY BUY A COFFEE,
NOT A CAR

ESCROW.COM IS THE TRUSTED INFRASTRUCTURE
THAT MAKES HIGH-VALUE E-COMMERCE WORK.

INVESTOR@ESCROW.COM

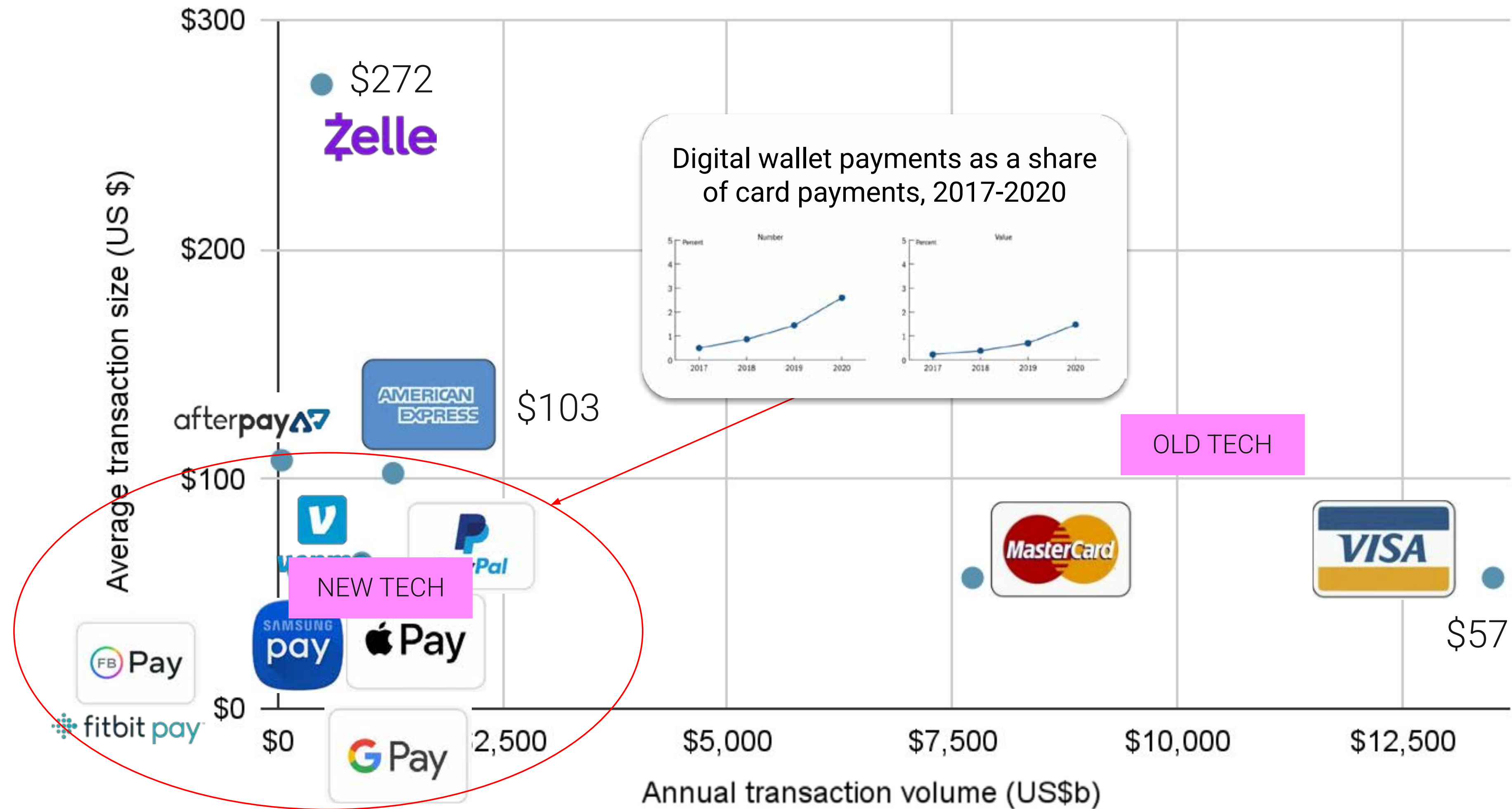


Most of the innovation in payments is in low-value



Zelle: <https://www.businessinsider.com/zelle-and-venmo-end-2021-with-strong-volume-2022-2>, <https://www.businessofapps.com/data/mobile-payments-app-market/>
 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>
 BPay, Bank transfer: <https://www.rba.gov.au/publications/annual-reports/psb/2020/trends-in-payments-clearing-and-settlement-systems.html>
 Letter of Credit: <https://swiftinstitute.org/wp-content/uploads/2014/11/2014-11-International-Trade-Risk-and-Role-of-Banks-Niepmann-and-Schmidt-Eisenlohr-REVISED.pdf>
 Checks <https://go.gale.com/ps/i.do?id=GAL.E%7CA91090224&sid=googleScholar&v=2.1&it=r&linkaccess=abs&issn=1048115X&p=AONE&sw=w&userGroupName=anon%7E8bea63a6>
 Apple Pay, Google Pay: <https://appleinsider.com/articles/21/08/17/apple-pay-accounted-for-92-of-us-mobile-wallet-debit-transactions-in-2020-study-says>
 Volumes: <https://blockworks.co/bitcoin-surpasses-3-trillion-in-transactions/>
 Venmo: <https://www.businessofapps.com/data/venmo-statistics/>
 Letter of Credit: <https://www.alliedmarketresearch.com/letter-of-credit-confirmation-market-A06312#:~:text=The%20global%20letter%20of%20credit,72%25%20from%202021%20to%202030.>
 ACH: <https://www.nacha.org/content/ach-network-volume-and-value-statistics#:~:text=2021%20Full%20Year%20Volume%20and,payment%20volume%20grew%20nearly%2074%25.>

The red ocean in small value payments <3% of card volume



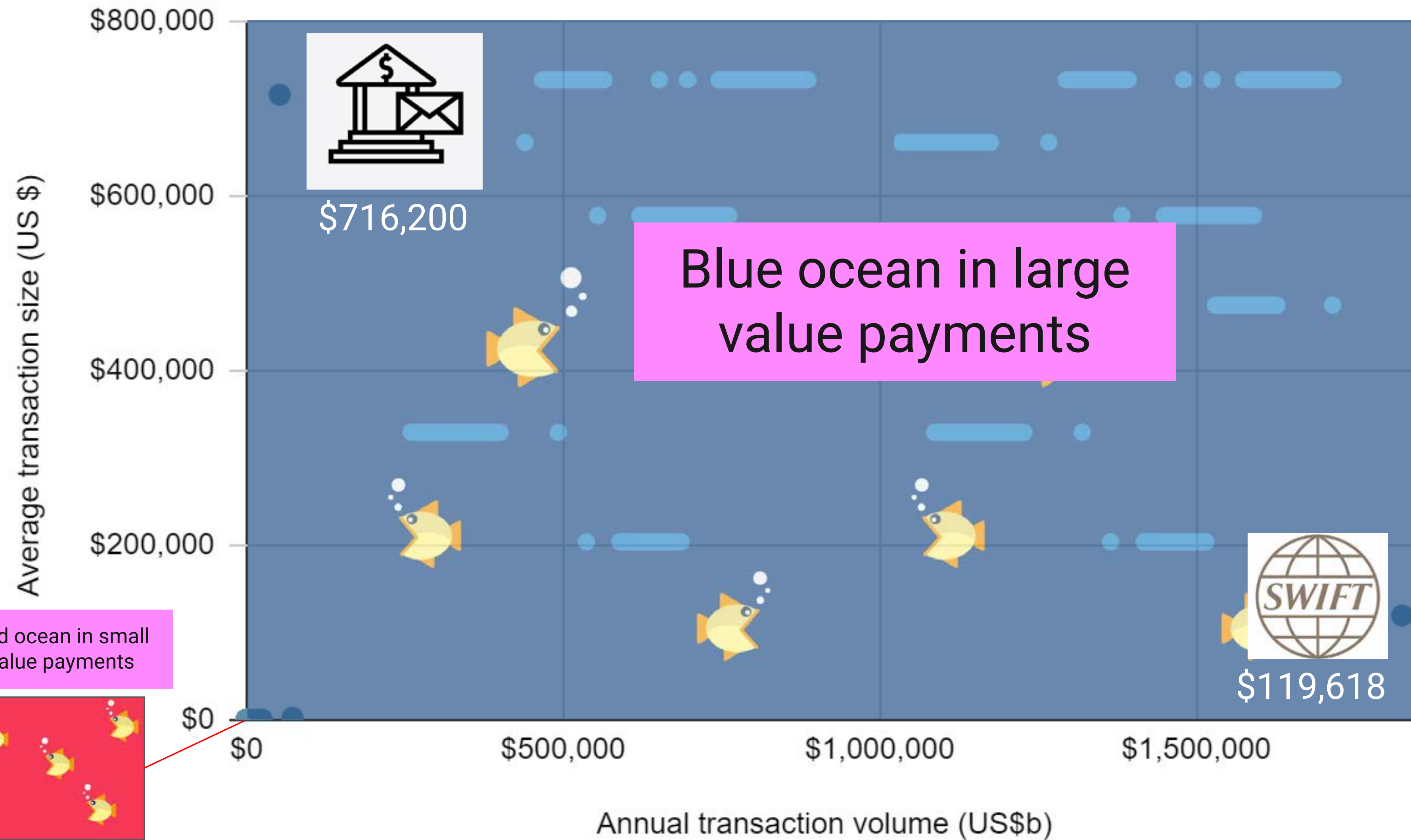
Includes all card transactions made via a digital wallet, including tokenized digital wallet. Include: Digital wallet transactions made by using electronic devices, such as smartphone, smart watch, or activity tracker, by "tapping" the device at the point-of-sale (POS) terminal (i.e., Apple Pay, Samsung 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



Source: FRED database, CB Insights, US Federal Reserve
<https://www.federalreserve.gov/paymentsystems/december-2021-findings-from-the-federal-reserve-payments-study.htm>

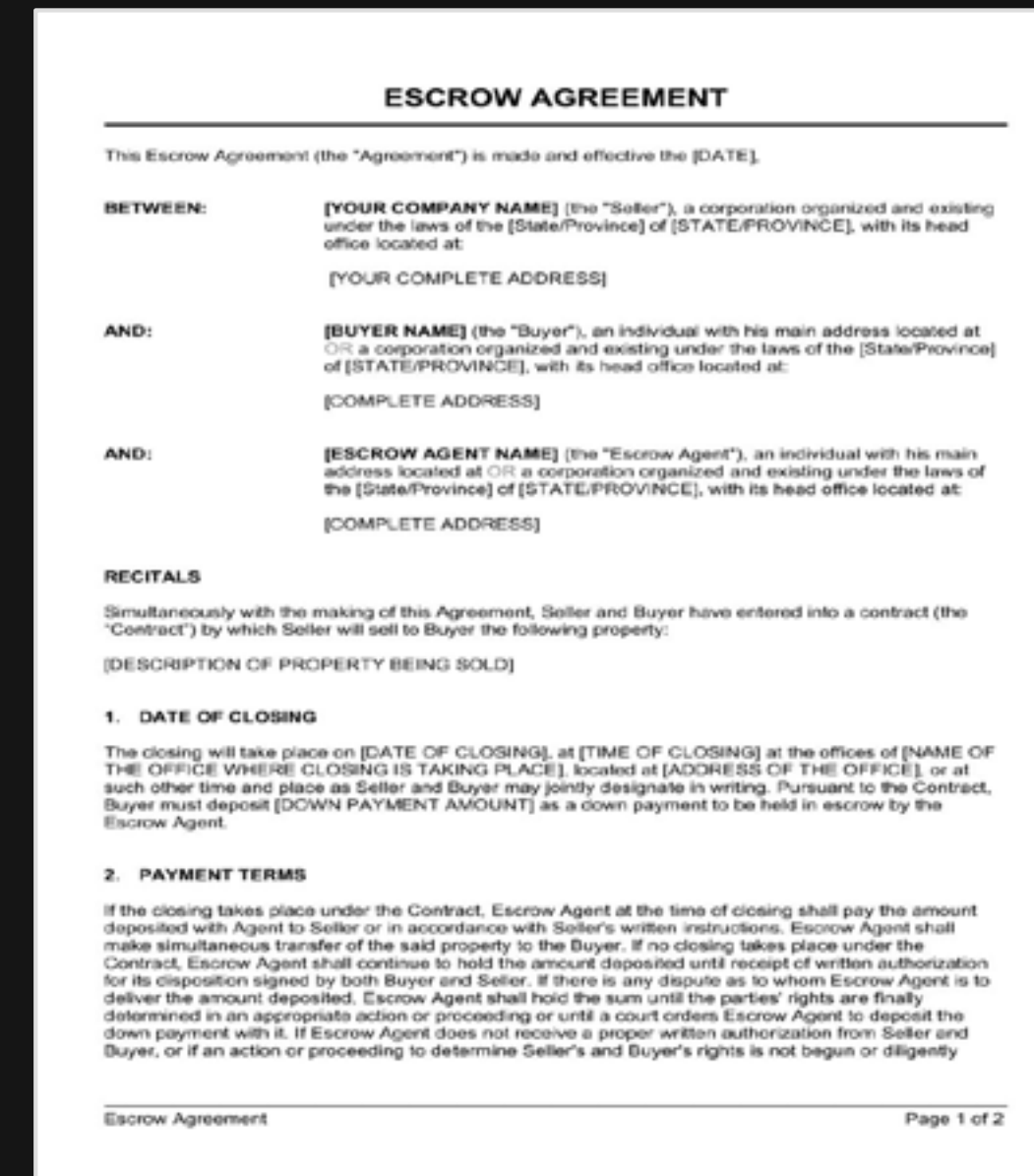


Zelle: <https://www.businessinsider.com/zelle-and-venmo-end-2021-with-strong-volume-2022-2>, <https://www.businessofapps.com/data/mobile-payments-app-market/>
 Paypal: <https://www.nasdaq.com/articles/paypal-stock-has-given-up-all-its-pandemic-era-gains-is-it-a-buy-now>
 SWIFT: <https://economics.stackexchange.com/questions/9165/how-much-money-is-wire-transferred-every-year-worldwide>
 BPay, Bank transfer: <https://www.rba.gov.au/publications/annual-reports/psb/2020/trends-in-payments-clearing-and-settlement-systems.html>
 Letter of Credit: <https://swiftinstitute.org/wp-content/uploads/2014/11/2014-11-International-Trade-Risk-and-Role-of-Banks-Niepmann-and-Schmidt-Eisenlohr-REVISED.pdf>
 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>
 Apple Pay, Google Pay: <https://appleinsider.com/articles/21/08/17/apple-pay-accounted-for-92-of-us-mobile-wallet-debit-transactions-in-2020-study-says>
 Volumes: <https://blockworks.co/bitcoin-surpasses-3-trillion-in-transactions/>
 Venmo: <https://www.businessofapps.com/data/venmo-statistics/>
 Letter of Credit: <https://www.alliedmarketresearch.com/letter-of-credit-confirmation-market-A06312#:~:text=The%20global%20letter%20of%20credit,2.72%25%20from%202021%20to%202030.>

Online payments fail above a few thousand dollars

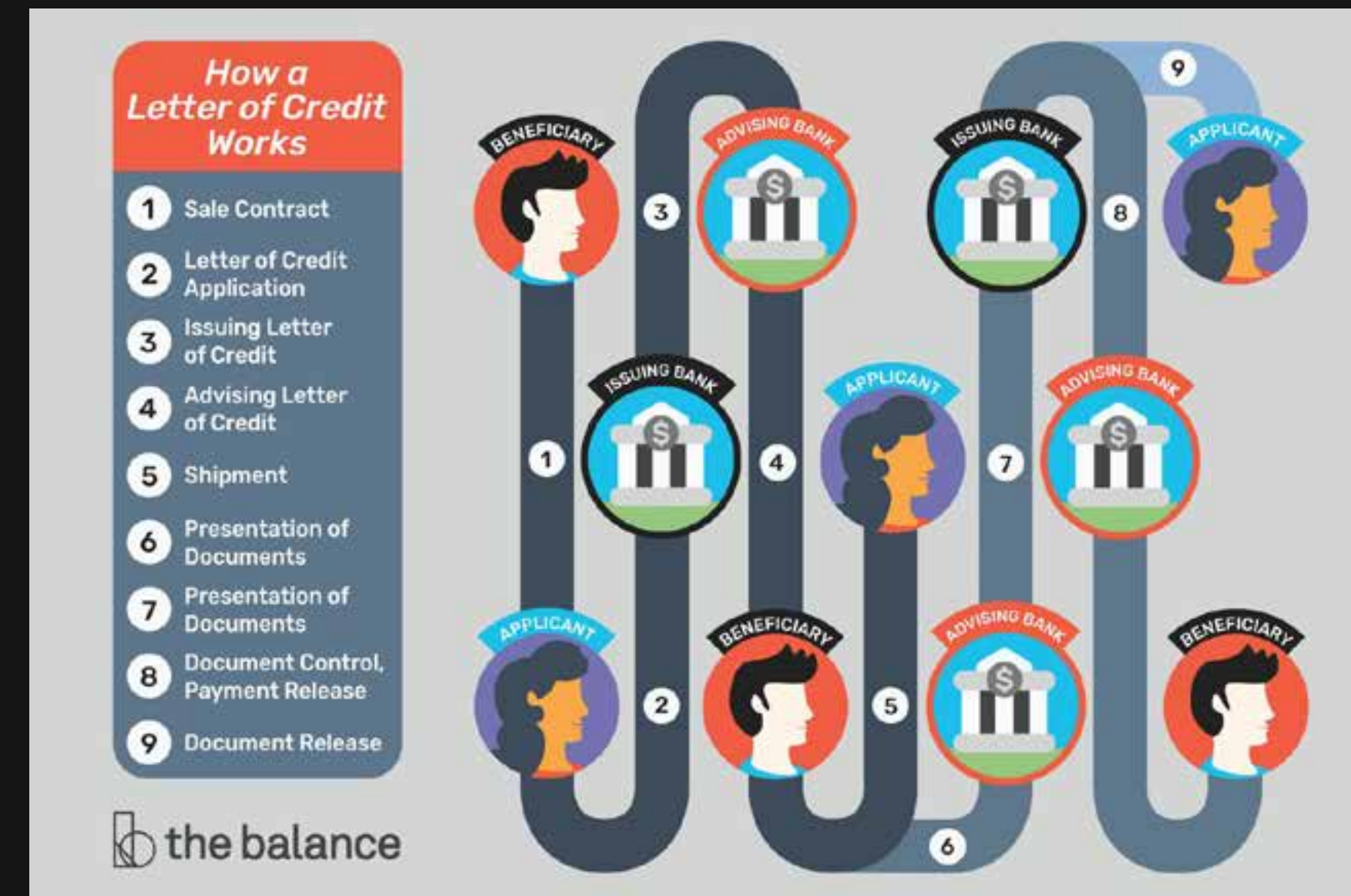
Secure business payments are bespoke, slow, error-prone & expensive.

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%”

https://www.researchgate.net/publication/328420369_Mitigating_the_Risk_of_Documentary_Discrepancy_in_Process_of_Estonian_Export_Letters_of_Credit_Transaction



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

Consumer champions Scams



Miles Brignall

Mon 31 Aug 2020 02:00 EDT



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



▲ eBay's buyer protection ... but what about a seller who has been scammed? Photograph: NetPhotos/Alamy

I appear to have been scammed after I sold a £450 pair of trainers on eBay about a month ago to a "buyer" in the US.

They paid straight away, and the delivery address was a business in New York, but there was no contact name and they had zero feedback. This concerned me, but I believed I'd be protected by eBay.

I took pictures of the shoes and the box from every angle, and then I bubble-wrapped and double-boxed them so there was zero chance of any damage, and the buyer couldn't possibly dispute their condition. Which is exactly what happened.

* <https://www.paymentsdive.com/news/card-industry-faces-400b-in-fraud-losses-over-next-decade-nilson-says/611521/>

ESCROW API

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

Built for developers, by developers.

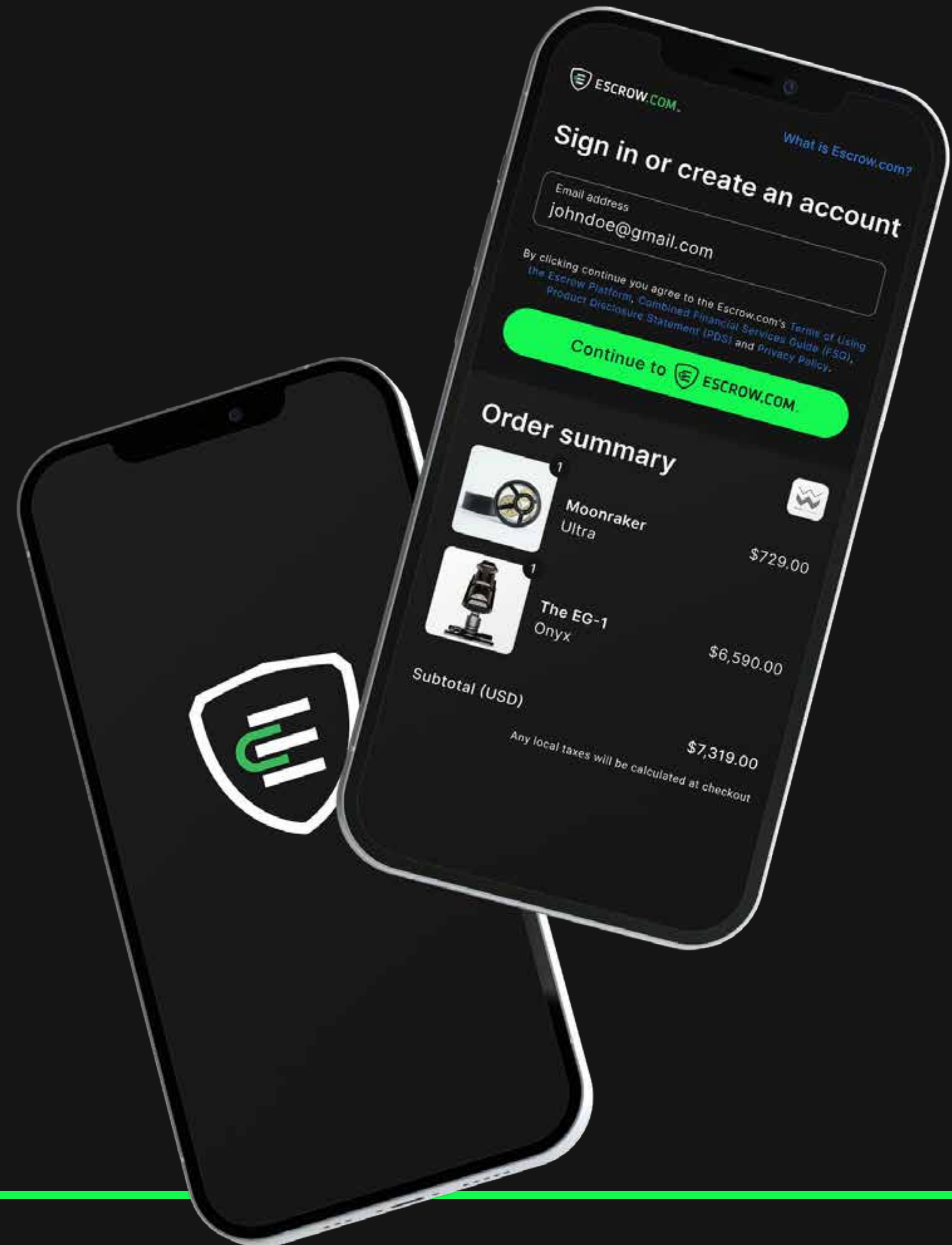
ESCROW Pay

One line of code. Bulletproof Payments. Embed escrow into any website, app, or marketplace through a developer-first API.

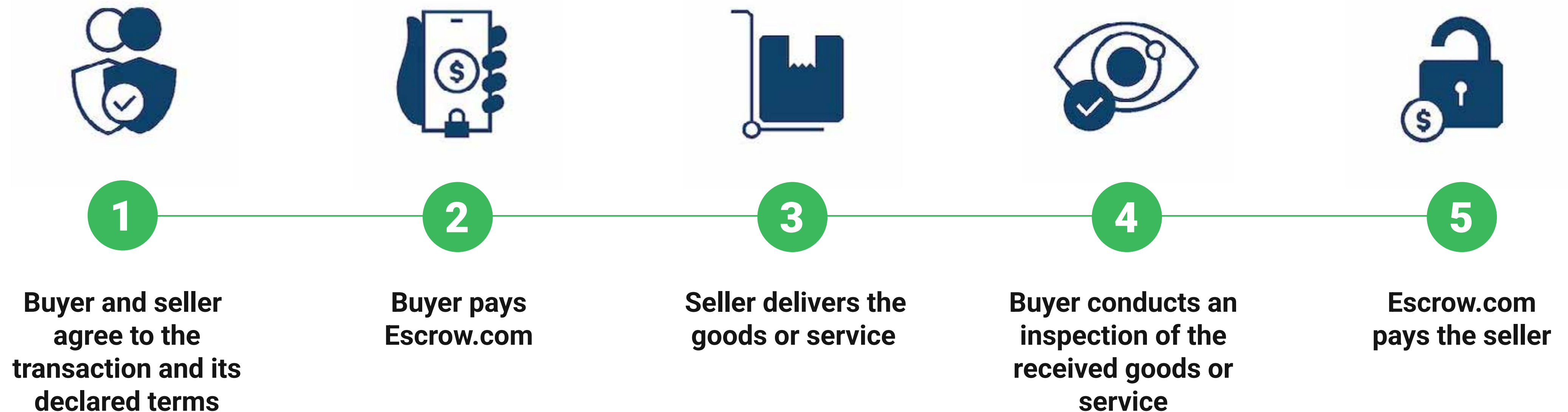
Escrow.com payments with one line of code.

ESCROW Offer

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



Escrow.com solves large value payments in an untrustworthy world



Escrow.com holds the funds while the transaction completes.

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+.



CARS



BOATS



AIRPLANES



MOTORCYCLES



DOMAINS



COLLECTIBLES



COMPUTERS, TV & HIFI



MACHINERY & ROBOTICS



ANTIQUES



NETWORK EQUIPMENT



GEMSTONES & JEWELRY



GENERAL MERCHANDISE



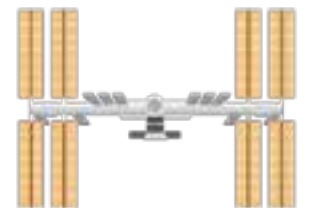
HEAVY EQUIPMENT



INTELLECTUAL PROPERTY



IMPORT/EXPORT



SPACE STATION DEPOSITS



BUSINESS ASSETS



SERVICES & CONTRACTORS



WEBSITES

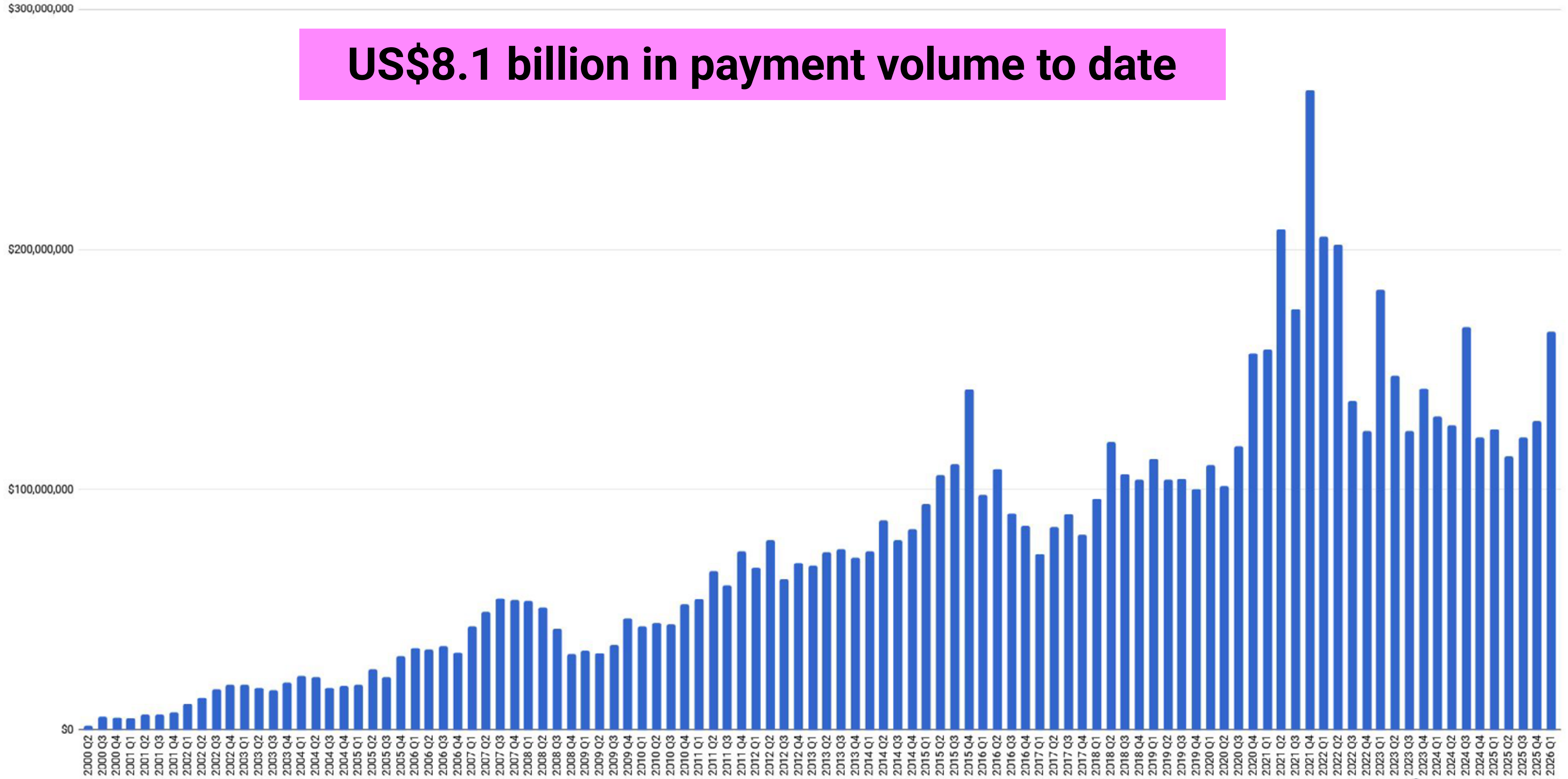


ELECTRONICS

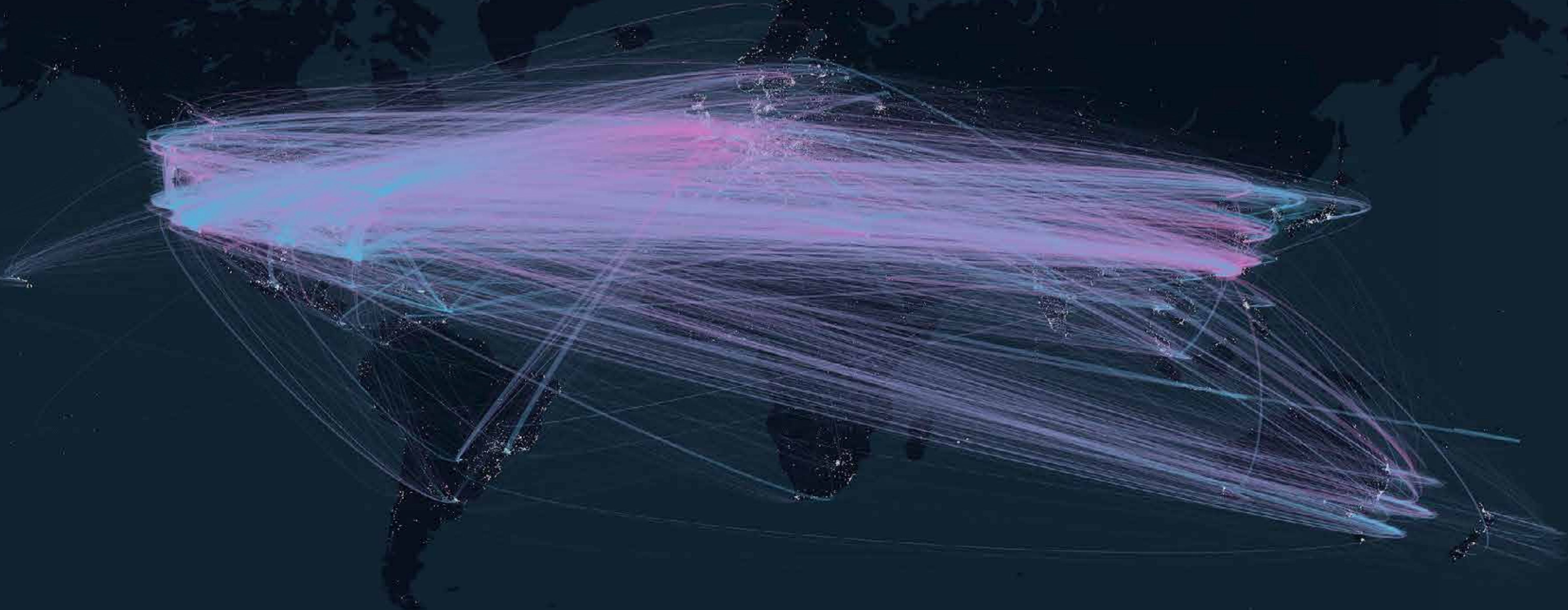
Gross Payment Volume (US\$)

US\$8.1 billion in payment volume to date

Gross Payment Volume (US\$)

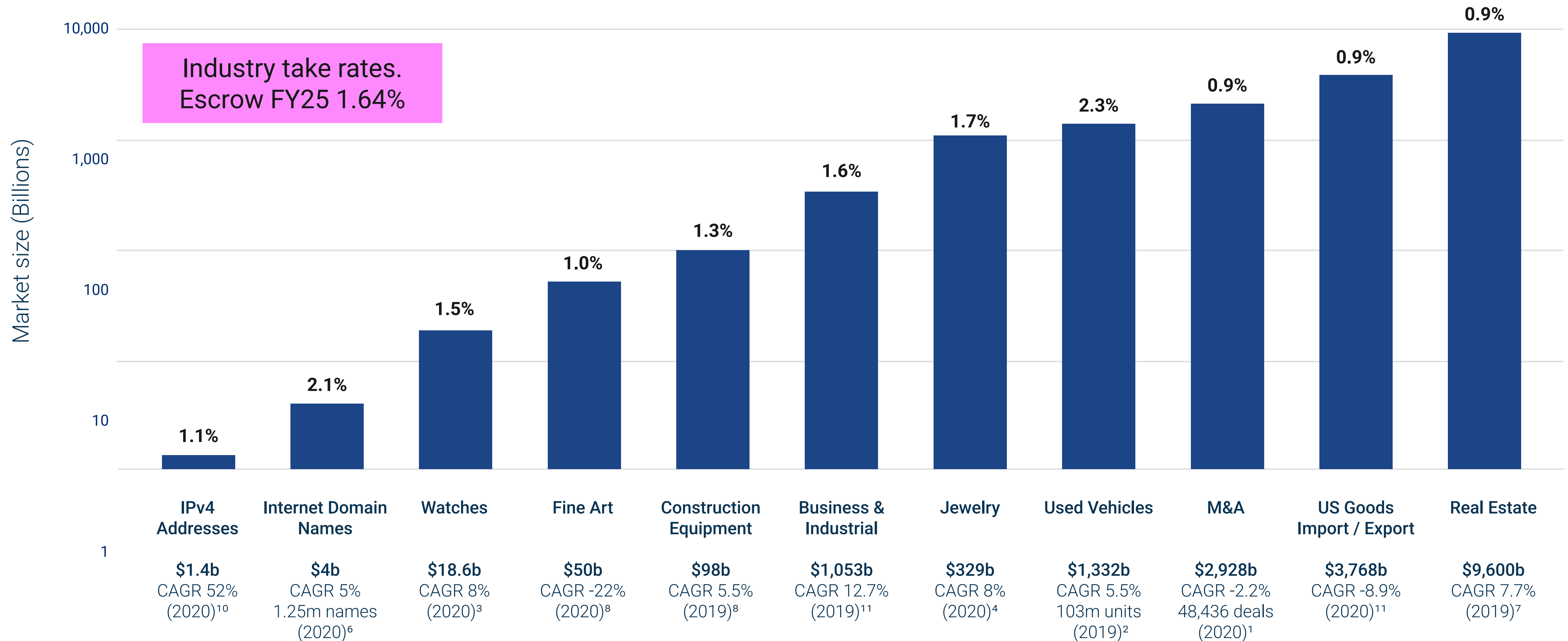


Over 3 million customers



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



1 <https://www.pwc.com/gx/en/services/deals/trends.html>
 2 <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/>
 4 <https://www.grandviewresearch.com/industry-analysis/jewelry-market>
 5 <https://www.ibisworld.com/industry-statistics/market-size/web-domain-name-sales-united-states/>
 6 <https://domainnamewire.com/2021/04/14/sizing-the-domain-name-aftermarket/>

7 https://www.msci.com/documents/1296102/19878845/MSCI_Real_Estate_Market_Size_2020.pdf/06a13e2c-0230-f253-26fa-3318cecb1c59
 8 <https://www.gminsights.com/industry-analysis/used-construction-equipment-market>
 9 <https://www.artsy.net/article/artsy-editorial-collectors-art-market-2021-report>
 10 Escrow.com estimates, https://www.caida.org/catalog/papers/2013_first_look_transfer_markets/first_look_transfer_markets.pdf
 11 US Trade Census FT900 https://www.census.gov/foreign-trade/Press-Release/ft900_index.html

Beach head customers in key verticals

Domain Names	   
IP Addresses	   
Cars	   
Boats, Aircraft, Vehicles	   
Fine Art	   
Luxury, Watches & Jewellery, Auctions	  
Intellectual Property	 
Business Sales, Mergers & Acquisitions	     
Import / Export	  
Agriculture	 
Oil & Gas	 
Services	   

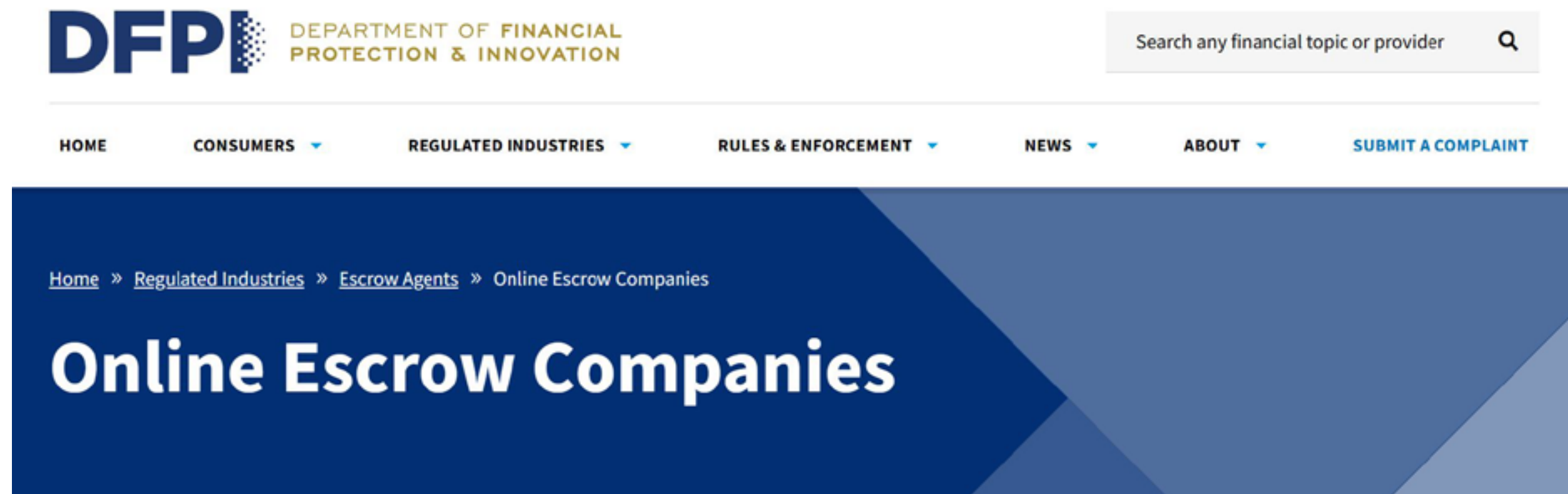
The world's largest online escrow company.



Escrow.com is licensed to operate in 55 jurisdictions, including a full US footprint.

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

Escrow.com is the only multi-jurisdiction online escrow company, licensed to operate in 55 jurisdictions



Not external

The following companies are licensed to provide online escrow services:

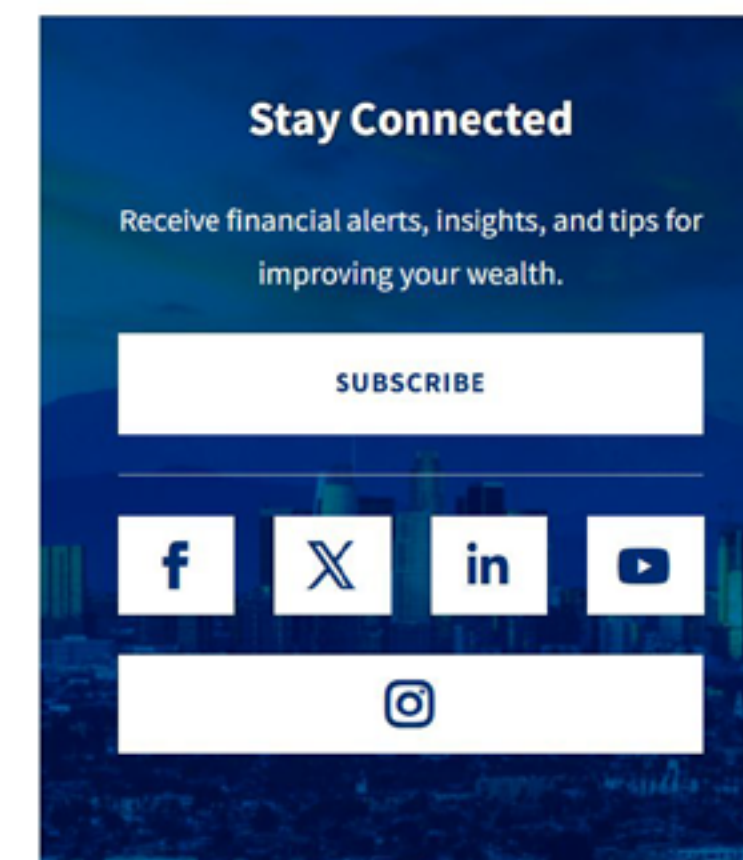
Upwork Escrow Inc.
Telephone: 650-316-7557
Email: Escrow@Upwork.com
Website: <https://www.upwork.com>

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



Surrogacy escrow

California escrow licenses



Benefits of using **Escrow.com**



Increase **Trust**

Transform marketplace confidence. Escrow creates the bedrock of trust that powers successful 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**

Offload complex regulatory requirements: AML/KYC, sanctions checks, and legal frameworks to the experts.



Increase **Insights**

Capture the complete customer journey with detailed transaction data and post-completion analytics.



Increase **Revenue**

Upselling is now possible because the platform handles the payment.

Cars, Boats & Planes: The Perfect Match for [Escrow.com](https://www.escrow.com)

Eliminating Risk in Vehicle Transactions

- No more risky in-person meetings between strangers
- Protection against payment fraud and chargebacks
- Buyers inspect before funds release
- Enables confident cross-border and interstate transactions

The Escrow Advantage for Transport

Secure long-distance sales with full inspection rights on delivery, creating a safe marketplace for high-value vehicles.

Complete Transaction Management

- Title verification and transfer
- Lienholder payoff coordination
- Lease termination solutions
- Shipping documentation verification
- Post-inspection price adjustments

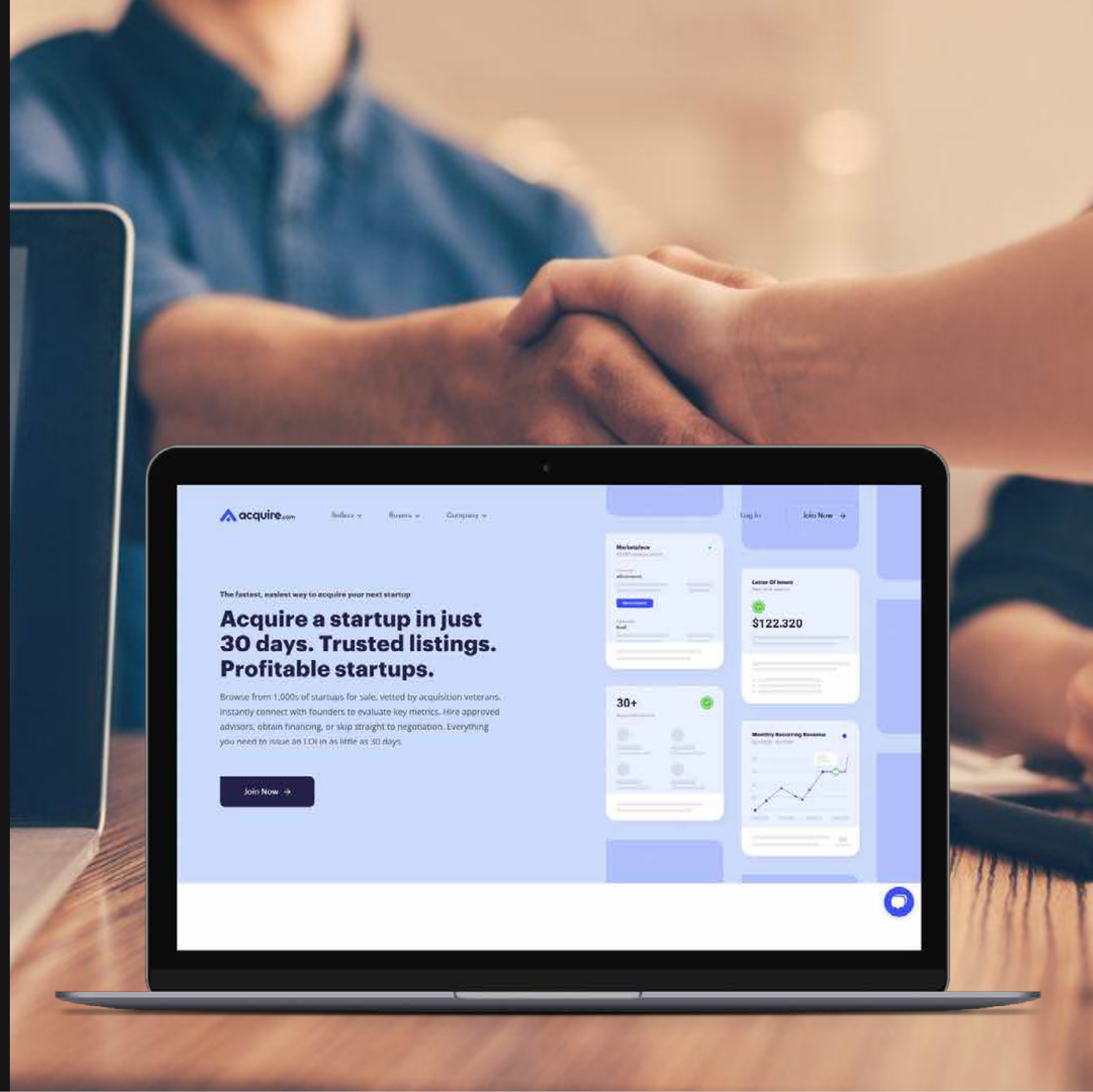


Escrow.com secures startup acquisitions from LOI to close.

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.

Key benefits:

- Holds purchase funds securely during DD
- Manages contingent payment structures
- Ensures orderly transfer of digital assets & IP
- Reduces transaction risk for both buyers & sellers
- Facilitates international deals



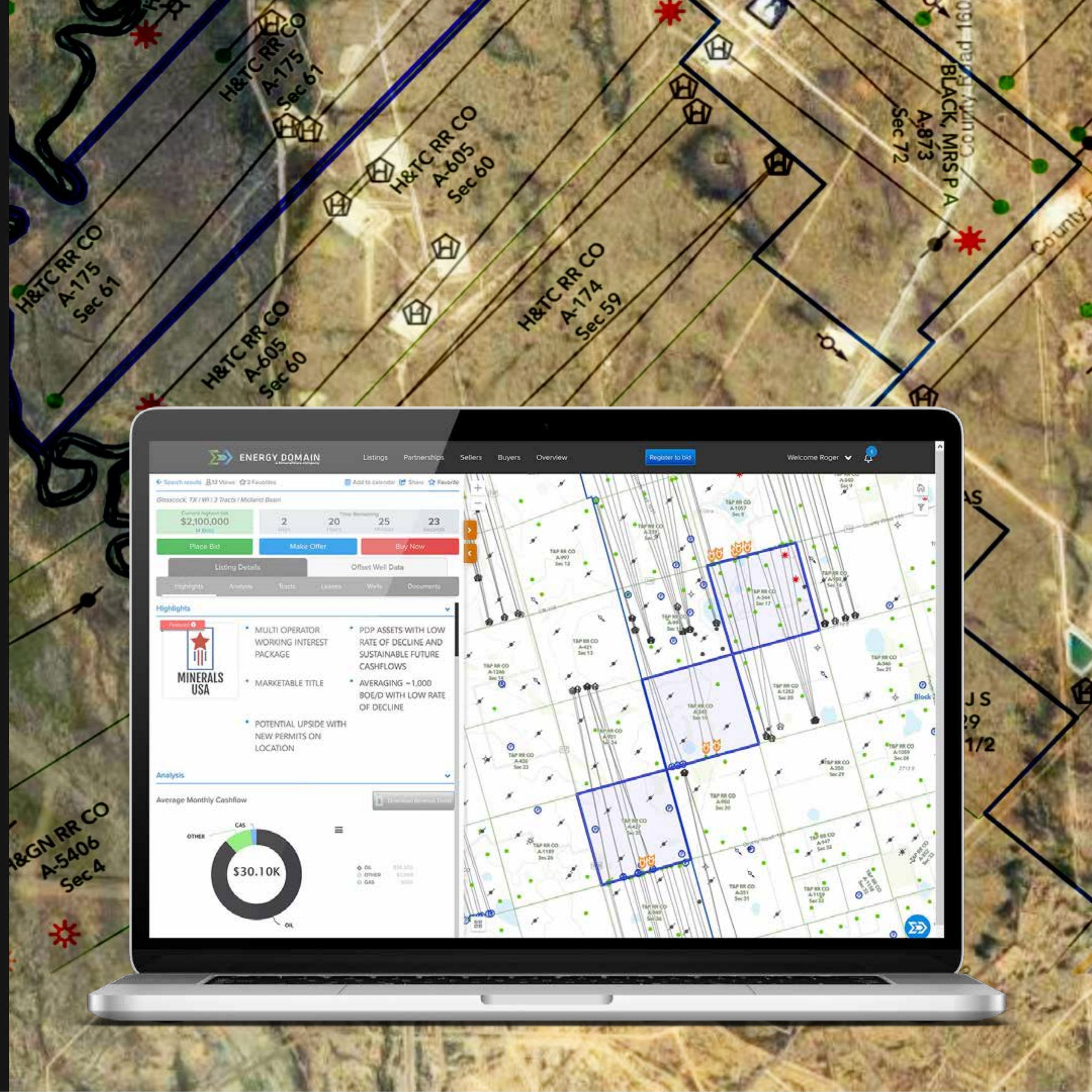
Escrow.com enables trading of oil, gas and mineral rights online

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.



ENERGY DOMAIN
a MineralWare company

52.5 mineral acres of oil rights securely sold through [Escrow.com](#)



Escrow.com protects global IT hardware trade

Whether across town or across borders, Escrow.com provides the secure payment infrastructure powering leading B2B IT hardware exchange BrokerBin.com.

With operations spanning 65+ countries, it enables trusted global trade for 10,000+ IT Asset Disposition (ITAD) and IT Asset Management (ITAM) professionals.





META.COM DOMAIN & TRADEMARKS



UBER.COM



CHAT.COM



GROK.COM



INSTAGRAM.COM



FREELANCER.COM



GMAIL.COM



CRYPTO.COM



SNAPCHAT.COM



AWS.COM, PRIME.COM



CHROME.COM



SPACE.COM



WORDPRESS.COM



LIVE.COM



TWITTER.COM



SNOWFLAKE.COM



SLACK.COM



JD.COM
#10 WEBSITE GLOBALLY



TWITCH.TV



WISE.COM



TMALL.COM
#3 WEBSITE GLOBALLY



WECHAT.COM



ZOOM.US



BINANCE.COM

The gold standard for high-value domain transactions

Recent Awards | Escrow.com



Gold Stevie

Financial Services
- Escrow.com

The International Business
Stevie Awards 2023



Bronze Stevie

Achievement in Growth

The International Business
Stevie Awards 2022



Silver Stevie

Most Trusted Escrow Service

The International Business
Stevie Awards 2021



Bronze Stevie

\$5B in transactions

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



**BBB Torch Award
For Ethics**

Better Business Bureau Torch
Awards 2017

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 Aprtix (acquired by NYSE:IBM).



Elliot Dunn

Partnerships
*MSC Law, Business and
Management. LLB Law*

Elliot is a sales professional with extensive experience in regulated industries, including cybersecurity, IT management, AI SaaS, and Fintech. He has a proven track record of driving new business and supporting revenue growth across organizations ranging from startups to global, private equity-backed companies.

With a strong legal background, holding a Law degree, a Master's, and having completed the Legal Practice Course (LPC) in the UK, Elliot brings a unique perspective to commercial roles. He has led go-to-market strategies, developed strategic partnerships, and navigated complex B2B sales cycles. His understanding of regulated markets enables him to bridge cross-functional teams effectively, fostering business growth and scalability.



Owen Smith

Director of Compliance and Legal
LL.B (Commercial Law), BA

Owen Smith is a recognised expert in regulatory affairs and compliance management, with comprehensive expertise in compliance frameworks developed across multiple regulated businesses in the Asia-Pacific region.

Owen's focus areas include Anti-Money Laundering and Counter-Terrorism Financing, fraud prevention, and the implementation of compliance assurance and internal control programs in the financial and fintech sectors.

Owen previously held senior positions, including Head of Legal and Compliance at Crown Financial Services Group, Head of Regional Compliance at CLSA Premium, and compliance leadership roles at Independent Reserve.



Dean Villanueva

Global Support Manager
BCIT

Dean Jason Villanueva is the Operations Manager, responsible for leading support operations, driving process improvements, and managing team performance across multiple functions. He works closely with internal stakeholders to address challenges and implement strategic initiatives that enhance customer experience and operational efficiency. Dean has led teams in support, social media engagement, and enterprise services, and has built and optimized operational workflows for various startups. He holds a bachelor's degree in Communication and Information Technology.



Tony Yan

Director of Operations
*BSc (Microbiology,
Immunology &
Bioinformatics)*

Tony Yan leads the Account Management team at Escrow.com, where he oversees strategic partnerships, user experience, and customer success. With a background in data science and a proven track record managing high-value client portfolios in the biotech and SaaS industries, Tony brings a unique blend of analytical rigor and relationship-building expertise. He works closely with key stakeholders to align on business goals and drive execution, ensuring the long-term success of Escrow.com's partners. Tony holds a Bachelor's degree in Microbiology, Immunology, and Bioinformatics from the University of British Columbia.



Kristian Sisayan

Product Manager
BSCS

Kristian Sisayan is the Product Manager 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 was previously a Software Engineer at Escrow.com and holds a bachelor's degree in Computer Science from De La Salle University in the Philippines.



Loadshift



Australia's largest freight marketplace

800,000,000+ KM OF FREIGHT POSTED



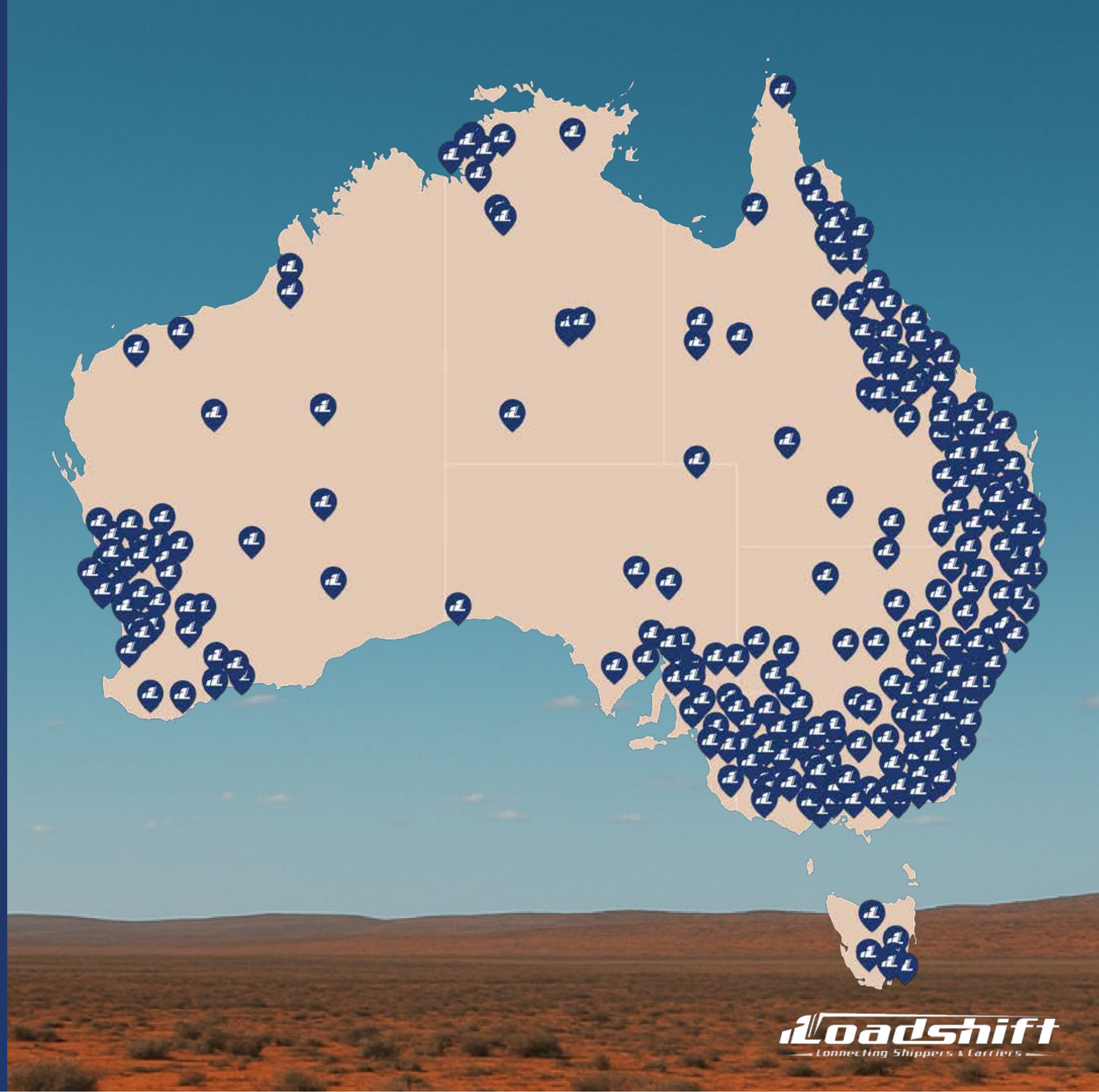


#1 for Heavy Haulage

Powering the Nation's Supply Chain Since 2007

Spanning the entire continent, Loadshift connects businesses with 46,000+ verified carriers to move everything from precision machinery to oversized mining equipment.

Delivering efficiencies through scale and technology, Loadshift keeps Australia's economy moving.



Freight Customers



↗ Loads Shifted

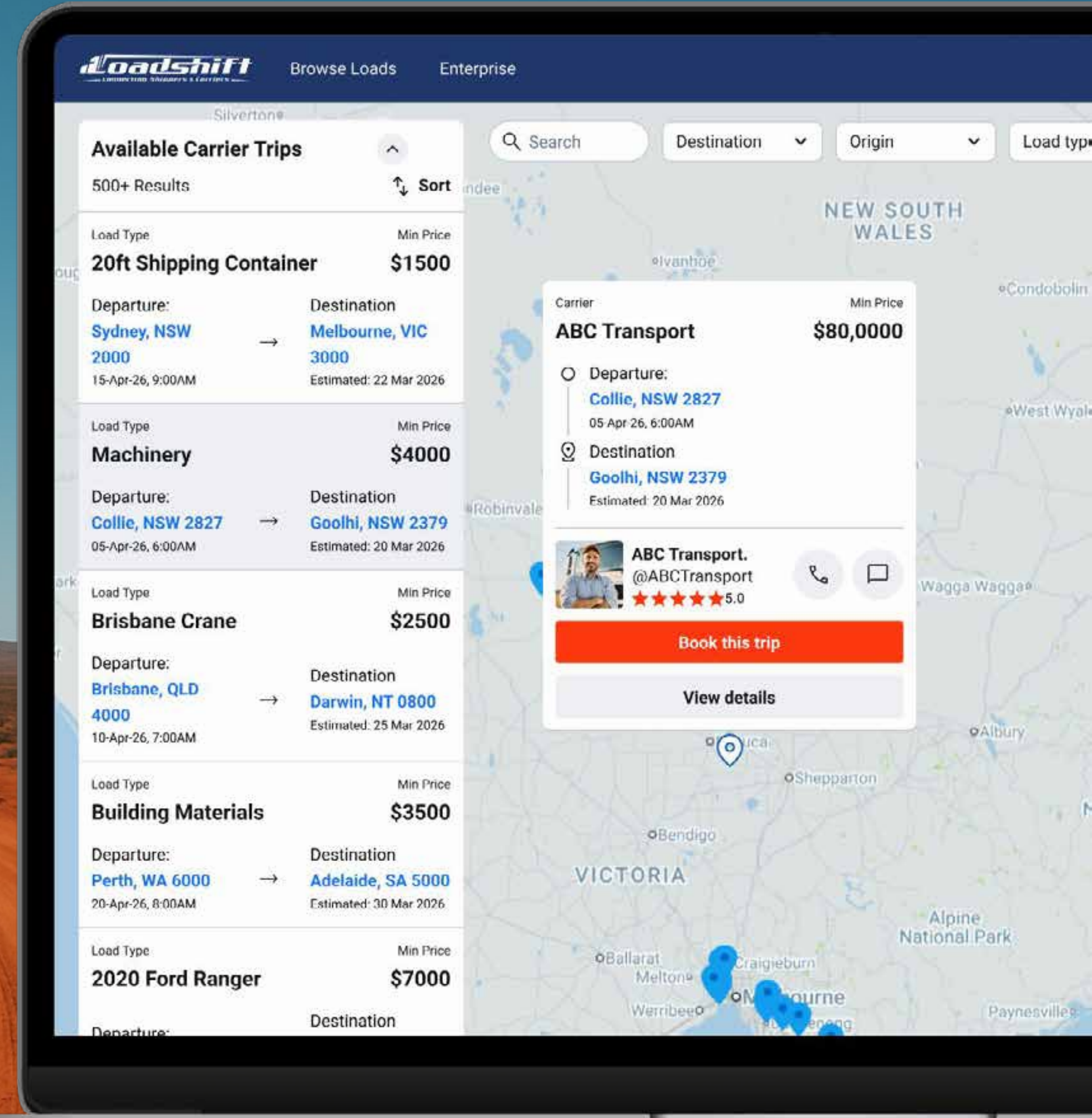
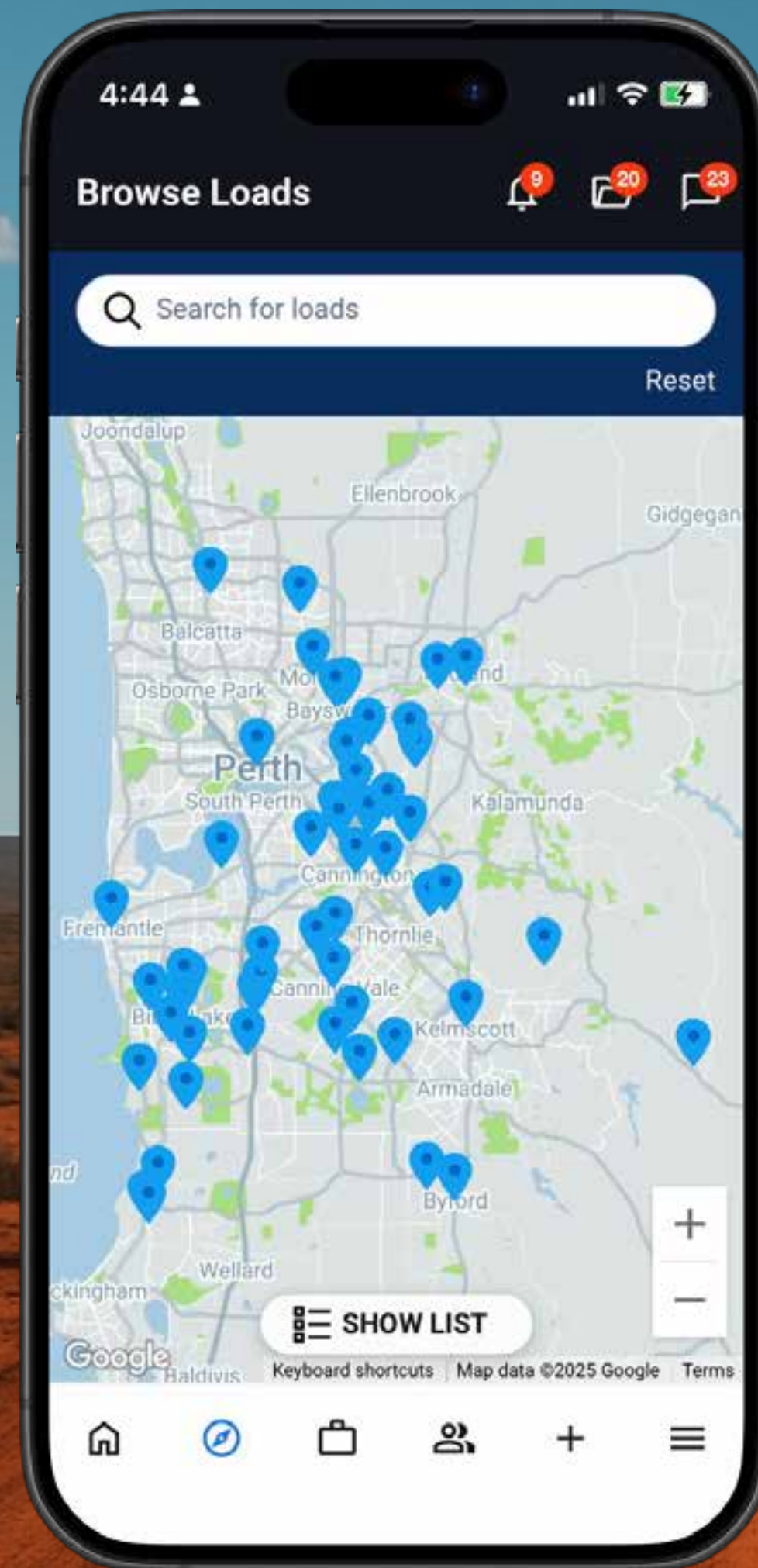




46,000+ Carriers at Your Fingertips

From Load to Delivery in Minutes

Post your freight needs and receive competitive quotes instantly from Australia's largest network of verified carriers- all from your mobile device.





80,827 quotes
2,785 loads
delivered

Q1 2026



* Coburn project coburn wa to canning vale WA

+ The Loadshift Advantage



Instant Competitive Bidding

Simply upload photos, dimensions, and delivery details to receive multiple quotes within minutes, driving better rates through competition.



Real-Time Shipment Visibility

Track your cargo throughout its journey with collection notifications, delivery confirmations & detailed analytics.



End-to-End Compliance

Rest easy with Loadshift's rigorous operator auditing, load verification processes that maintain regulatory standards.



Verified Quality Carriers

Access only pre-screened, rated transporters with verified credentials and performance histories to ensure reliable service.



Secure payment protection

Funds remain protected until successful delivery confirmation, eliminating payment risks for all parties.



52 loads for Boart Longyear over 86,500km

Q1 2026



* Shipping Container transported from Forrestfield, WA to Leinster, WA





Industrial

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

Retail

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



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





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.

* Caterpillar 740 Dump Truck Marulan, NSW to Shepparton, VIC



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.

* Mac25 Franna Crane Webberton, WA to Primbee WA





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.

* 54 tonne CAT Underground Loader delivered to Tanzania using Loadshift



Australia's Leading Tender Platform for Heavy Haulage

Whether you're managing site-to-port logistics for mining operations, coordinating construction equipment movements, or handling nationwide industrial freight, Loadshift's platform scales to meet your most complex tender requirements.

* Cat 336 Next Gen excavator Tomago NSW to Bibra Lake WA





Enterprise Logistics, Reimagined

Centralised Tender Command Center

Manage all freight operations in one powerful platform from spot loads to multi-year contracts across regions and transport types with complete visibility and control.

Seamless Carrier Ecosystem

Preserve existing carrier relationships while gaining access to thousands of pre-vetted carriers. Maintain compliance standards while expanding your network for optimal coverage.

Dynamic Market-Responsive Pricing

Replace outdated annual rate cycles with real-time competitive bidding. Adapt instantly to market conditions while carriers benefit from a transparent marketplace.

* Pallets of Hard Cover from Dalby, QLD 4405 to Bungendore NSW 2621



Maritime Constructions Transport

Managing cross country shipping - this 22m long, 70 tonne barge was transported across the country from South Australia to Darwin in May 2025.



Management Team



Matt Barrie
Executive Chairman

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).



Mas Mohammad
Director of Loadshift

Mas Mohammad, Director of Loadshift and Head of Field Services for Freelancer Enterprise, has 20 years of experience in the IT and telecommunications sectors, including significant roles at David Jones IT, Telstra and NBN Co. With over 15 years of leadership expertise, he is recognised for his ability to drive results, optimise operational teams, streamline processes, and expand businesses globally to enhance organisational performance.



Neil Katz
Chief Financial Officer

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 IPscope, Threatmetrix (acquired by NYSE:RELX), Sensory Networks (acquired by NASDAQ:INTC) and Aprtix (acquired by NYSE:IBM).



Stanislav Markevic
Director of Engineering

Stanislav has been working professionally as a web developer for the past 15 years. Before joining the Freelancer Group six years ago, he was involved in a number of startups and consulting projects. Stanislav brings a wealth of knowledge and experience to his role leading the Loadshift engineering teams. He has a Bachelors of Computer Science and a Masters in Computer Science from the University of Bialystok in Poland.



Jaysean Qian
Product Manager

Jaysean brings over 12 years of experience as a Technical Product Manager, with expertise in AI and logistics solutions. Previously at Alibaba, he led multiple product lines spanning smart cockpit systems, AI-powered customer service platforms, and logistics. Jaysean leads product strategy for Loadshift, focusing on growth and revenue generating initiatives.



Simon Manton
Operations Manager

Simon brings with him a wealth of experience in the industry. He has built strong relationships with many of Loadshift's clients and is consistently striving to improve the user experience and grow Loadshift's share of the Marketplace. Before joining Loadshift, Simon managed a successful harvest workforce, and is utilising his skills and experience to optimise the operations process.



Freelancer Limited

FY25 Recap



Group Financial Snapshot FY25

All-time record profitability. Cash generative.

- Gross Marketplace Value (GMV): A\$881.5M (↓7.1%)
- Revenue: A\$55.2M (↑4.1%)
- NPAT: A\$2.2M (vs. -A\$0.8M in FY24) — ALL TIME RECORD
- Operating Profit (excl. FX): A\$2.0M (↑162% vs. FY24) — ALL TIME RECORD
- Operating Cash Flow (excl. FX): A\$7.7M (↑32% vs. FY24)
- Cash Flow: -A\$2.5M (vs. A\$0.8M FY24)
- Cash Balance: A\$22.9M (↓11.9% from FY24, no net debt), Loadshift buyback to 73.4%

All-time record profit | Escrow.com: 5th consecutive year of profitability

GMV represents the underlying transaction value between third parties which is the basis for Freelancer's revenue, i.e. the value of services performed (Freelancer); goods shipped (Loadshift) or goods / services exchanged (Escrow).



Segment Performance FY25

Three platforms, one inflection point.

Freelancer

GMV: A\$133.4M (↑2.3%); Revenue: A\$40.9M (↑0.7%)

FY25 Wins: Joint winner of 10y US\$475M NASA NOIS3 contract. New Bengaluru office opened.

AI Development ramping: Now 5% of GMV and growing.

Escrow.com

GMV: A\$748.1M (↓8.6%); Revenue: A\$12.3M (↑18.8%) - ALL TIME RECORD

FY25 Wins: 5th consecutive year of profitability

New verticals: B2B electronics, business acquisitions, real estate

Loadshift

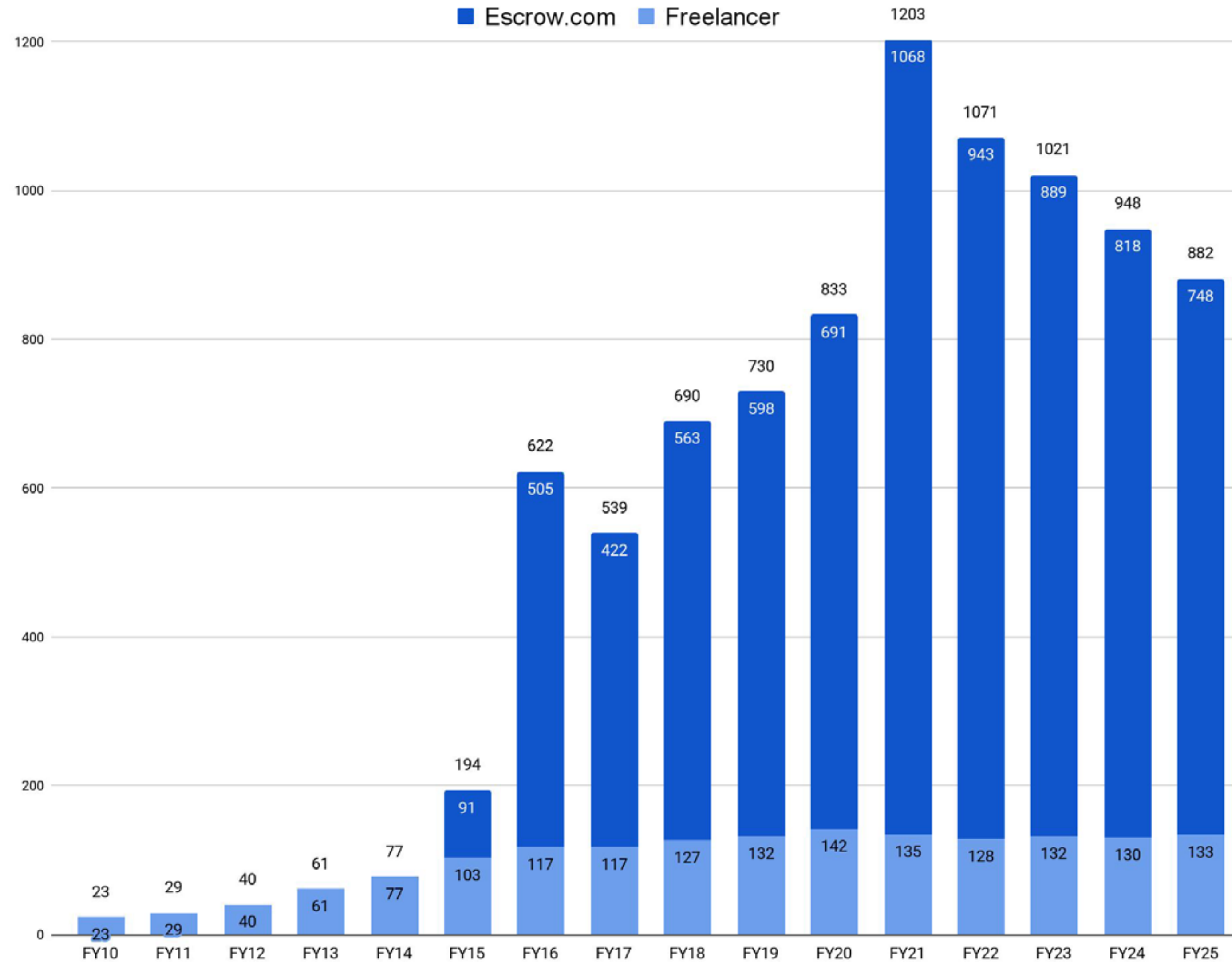
GMV: ↑7.7% YoY; Revenue (↑12.4%) - ALL TIME RECORD

FY25 Wins: Maiden FY profit, record quarterly revenue 3Q25, 4Q25, in-app calling live.

Enterprise: New enhanced dashboard for high-volume customers.

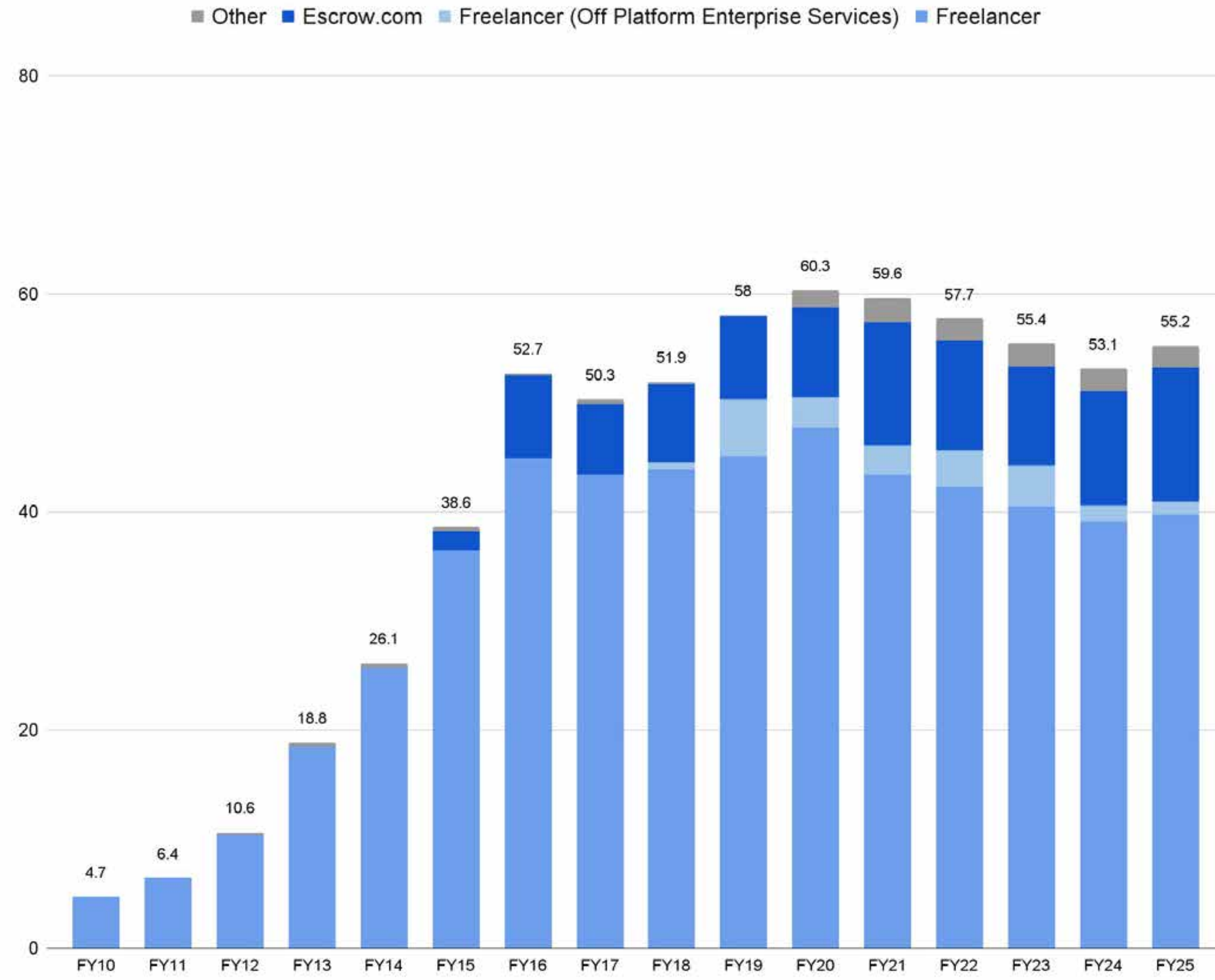


Group Gross Marketplace Volume FY25





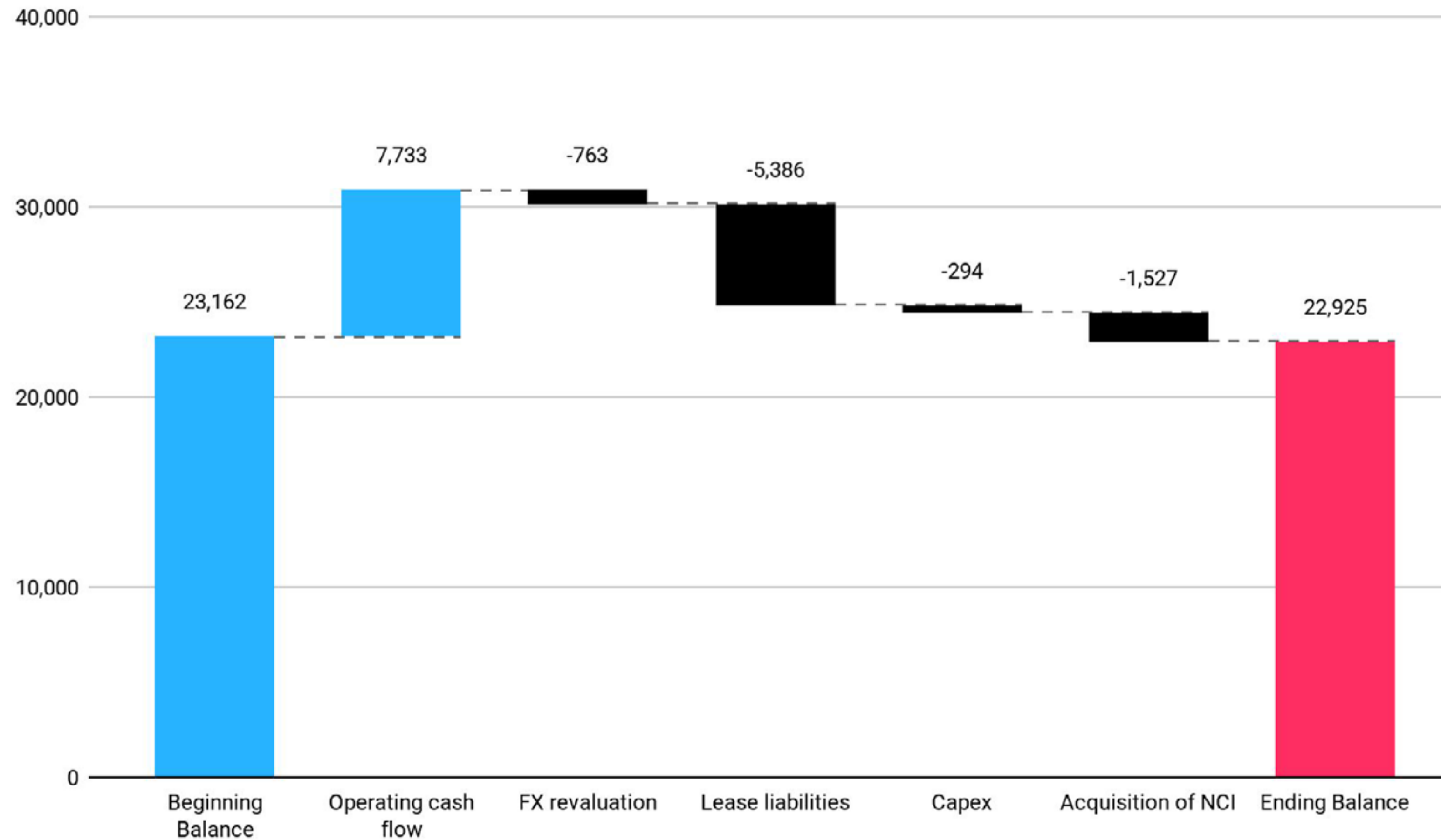
Group Revenue FY25





Cash Flow Profile FY25

Cash & cash equivalents at \$22.9 million at 31 December 2025 ↓1.0% from FY24





Summary Profit & Loss FY25

Group FY25 NPAT: \$2.2M - all time record. A\$3.0M swing from FY24's loss.

Revenue A\$55.3M ↑4.1%, led by all-time record Escrow.com revenue A\$12.3M (↑18.8%), Take-rate expansion offset lower Escrow GPV. Loadshift revenue ↑12.4% with maiden FY25 profit.

Gross margin at 85.2%: improved Escrow take-rate and payment gateway cost optimisation, on par with Freelancer

\$1.5m unrealised FX gain: revaluation of foreign denominated assets & liabilities after AUD/USD ↑8% for FY25.

Costs up 5.2%:

- Payroll ↑6%, reflecting higher headcount
- Marketing ↑19%, off low base
- Occupancy ↓7%, driven by better renewal terms

Core operating profit before tax (ex-SBP, D&A, FX): \$2.0m - all time record ↑162%, reflecting stronger underlying profitability

Outlook: double-digit revenue growth targeted and A\$500k+/mo sustained operating profit.

(A\$m) 1 Jan - 31 Dec	FY25 Actual	FY24 Actual	Change
Group Revenue	55.3	53.1	+4.1%
Gross Profit	45.3	41.8	+8.5%
<i>Gross margin (%)</i>	85.2%	81.9%	+4%
Other income	0.3	0.5	n/m
Employee expenses	(20.8)	(19.6)	+6.1%
Administrative expenses	(11.7)	(11.5)	+2.2%
Marketing related expenses	(6.4)	(5.4)	+19%
Occupancy costs	(4.5)	(4.9)	-6.8%
Foreign exchange	1.4	(1.9)	swing +ve
Share-based payment expense	(0.1)	(0.1)	n/m
Depreciation	(0.1)	(0.2)	n/m
NPBT	3.4	(1.3)	swing +ve
NPAT	2.2	(0.8)	swing +ve
Excluding share-based payments, depreciation & unrealised fx gains/ losses			
Operating profit before tax	2.0	0.8	swing +ve

Notes

- ❖ Occupancy costs adjusted to include depreciation of \$4.4m (FY24: \$4.5m) and finance costs of \$0.8m (FY24: \$1.3m) relating to property leases and deducting sublease rental income of \$1.8m (FY24: \$1.6m).
- ❖ Depreciation excludes depreciation arising from AASB16 leases.
- ❖ \$0.7m unrealised fx loss taken directly to FCTR



Summary Balance Sheet FY25

Cash & equivalents at A\$22.9m: ↓1% from FY24, no net debt

Trade receivables ↓19%: Reflects shorter gateway settlement times.

Right of use asset ↓47%: Lower due to depreciation in line with lease terms and reduced lease liabilities (down 44%), optimising occupancy costs.

Trade payables ↓2%: Includes \$0.8m deferred consideration payable on acquisition of some minority shareholders in Loadshift

Other liabilities ↑23%: mainly reflecting higher contract liabilities (deferred revenue) of \$0.7m and increased tax provisions of \$0.4m.

- ❖ Deferred tax assets reflected net of Deferred tax assets of \$10.9m and Deferred tax liabilities of \$(2.0m).
- ❖ Reserves include the NCI in the Loadshift Group. In FY25, the Company acquired an additional ownership interest for \$2.3 million. This equity transaction reduced NCI by \$0.6 million, with the balance of \$1.7 million recognised as a reduction in retained earnings.

(A\$m) 31 December 2025	FY25 Actual	FY24 Actual	Change
Cash and cash equivalents	22.9	23.2	-1%
Trade and other receivables	2.0	2.5	-19%
Other assets	2.5	3.4	-27%
Plant and equipment	0.3	0.2	n/m
Intangibles	34.1	34.1	-
Right of Use Asset	4.9	9.2	-47%
Deferred tax assets (net)	8.9	8.7	+2%
Total assets	75.7	81.3	-6.9%
Trade and other payables	36.5	37.1	-2%
Lease Liabilities	7.0	12.4	-44%
Other liabilities	6.2	5.1	+23%
Total liabilities	49.7	54.6	-9%
Net assets	26.0	26.7	-3%
Contributed equity	38.9	38.9	-
Reserves	4.4	5.6	-21%
Retained earnings	(17.3)	(17.8)	-3%
Total equity	26.0	26.7	-3%



FY26 Outlook

All-time record profitability established. Now scaling.

Freelancer

AI is reshaping both sides of the marketplace with AI Development now ~5% of GMV. Freelancers are using AI to deliver faster and better. Prototyper™ launched. AI-automated project review lifted conversion ~10%. Next: AI-powered matching and bid quality in the primary funnel.

Escrow.com

All-time record revenue. .ai domains +189%. Formalised e-commerce GTM with dedicated merchant acquisition team. Front-end migrating to Freelancer tech stack (live 2Q26).
New verticals: B2B electronics, luxury, acquisitions, real estate.

Loadshift

Maiden FY profit. Record quarterly revenue. Now investing in GPS tracking, enterprise dashboards, and mobile adoption to convert Australia's #1 position into a scalable digital freight platform.

Operational Discipline: Targeting >\$500K/month operating profit & profitability in all 3 divisions.



Freelancer Limited

Business of the meeting



Annual General ~~Meeting~~

Financial Statements and Reports

- To receive and consider the Annual Financial Report of Freelancer Limited and the Directors' Report, Remuneration Report and Independent Auditor's Report for the year ended 31 December 2025.



Annual General Meeting

Resolution 1 – Non-Binding Resolution to adopt Remuneration Report

- To consider and, if thought fit, to pass the following Resolution as a **non-binding ordinary resolution**:
- *“That the Remuneration Report as contained in the Directors’ Report of the Company for the financial year ended 31 December 2025 be adopted.”*
- Note: The vote on this Resolution is advisory only and does not bind the Directors or the Company. Shareholders are encouraged to read the Explanatory Memorandum for further details on the consequences of voting on this Resolution.



Annual General Meeting

Resolution 2 – Re-election of Darren Williams as a Director

- To consider and, if thought fit, to pass the following Resolution as an **ordinary resolution**:
- “That Darren Williams who is required to retire under the Company’s Constitution and, being eligible, offers himself for re-election, is re-elected as a Director of the Company.”



Freelancer Limited

Questions and answers



Freelancer Limited

Close of business

Notice & Disclaimer

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

This presentation contains information as to past performance of the Company. Such information is given for illustrative purposes only, and is not – and should not be relied upon as – an indication of future performance of the Company. The historical information in this presentation is, or is based upon, information contained in previous announcements made by the Company to the market.

Forward looking statements

This document contains certain "forward-looking statements". The words "anticipate", "believe", "expect", "project", "forecast", "estimate", "outlook", "upside", "likely", "intend", "should", "could", "may", "target", "plan" and other similar expressions are intended to identify forward-looking statements. Indications of, and guidance on, future earnings and financial position and performance, including Freelancer's outlook, are also forward-looking statements, as are statements regarding Freelancer's plans and strategies and the development of the market.

Such forward-looking statements are not guarantees of future performance and involve known and unknown risks, uncertainties and other factors, many of which are beyond the control of Freelancer, which may cause actual results to differ materially from those expressed or implied in such statements.

Freelancer cannot give any assurance or guarantee that the assumptions upon which management based its forward-looking statements will prove to be correct or exhaustive beyond the date of its making, or that Freelancer's business and operations will not be affected by other factors not currently foreseeable by management or beyond its control. Such forward-looking statements only speak as at the date of this announcement and Freelancer assumes no obligation to update such information. The release, publication or distribution of this presentation in jurisdictions outside Australia may be restricted by law. Any failure to comply with such restrictions may constitute a violation of applicable securities laws.

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

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