



25 July 2023

# Freelancer Limited

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## 1H23 Results Presentation

**Matt Barrie**  
Chief Executive Officer

ASX: FLN  
OTCQX: FLNCF

[investor@freelancer.com](mailto:investor@freelancer.com)

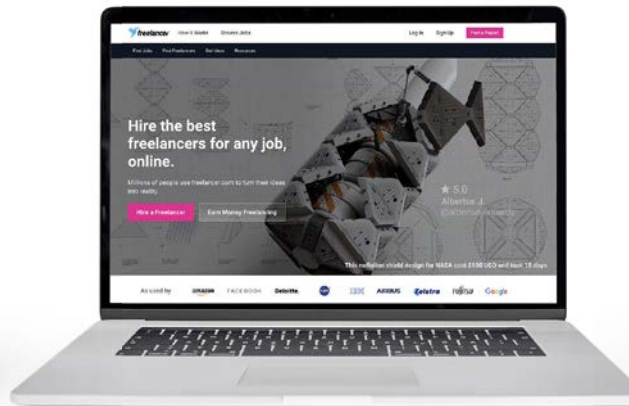




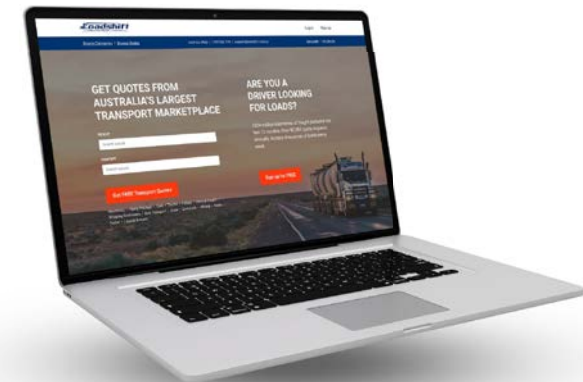
# Powering the world's entrepreneurs & commerce



#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

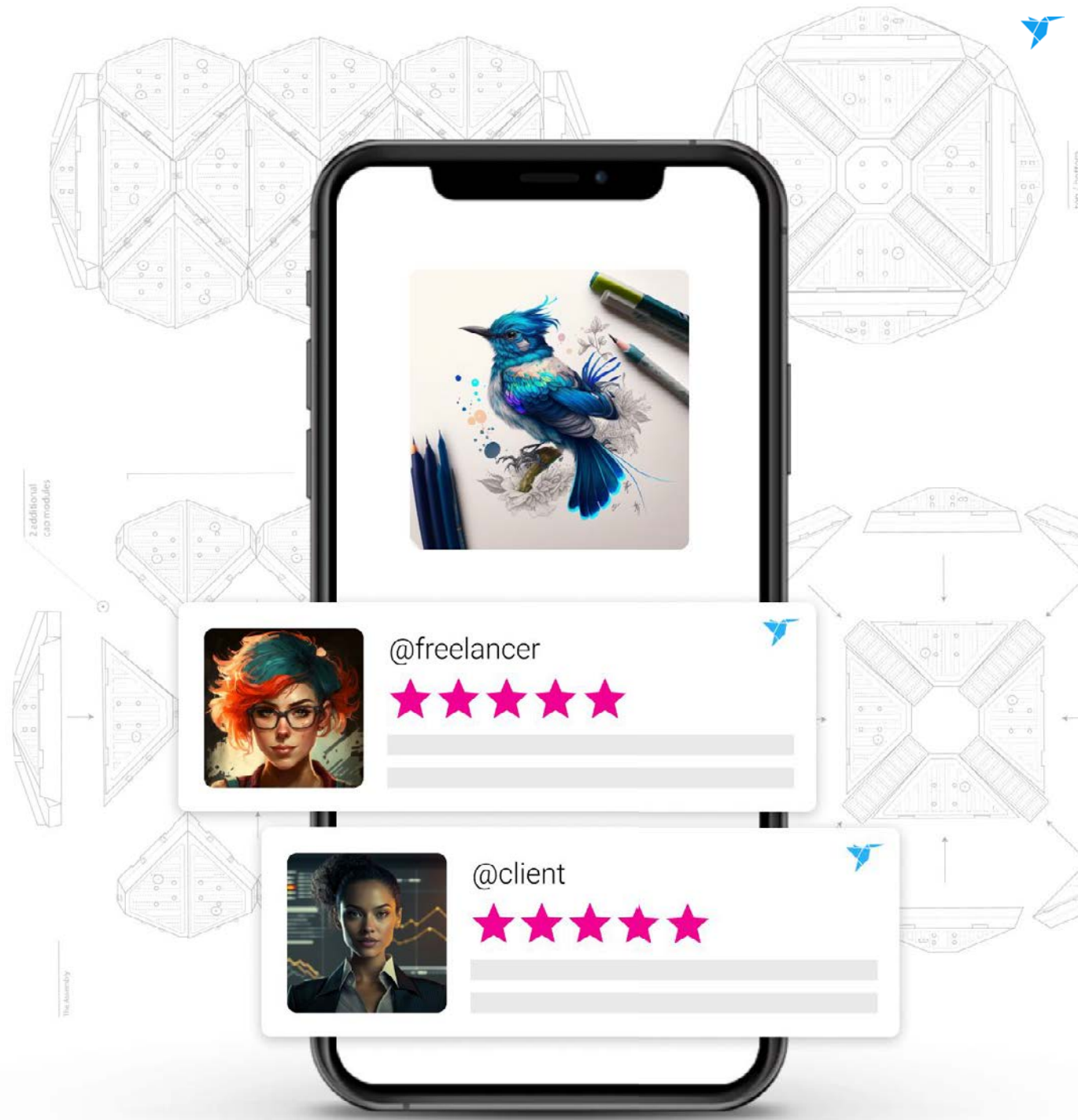




bottom



Your partner  
in the new  
world of work.







## The future of work is 5 billion customers looking for a good job

David Nordfors

9:30 AM GMT+11 • March 9, 2016

Comment



Image Credits: Gary Stevens / Flickr under a CC BY 2.0 license.

David Nordfors  
Contributor

David Nordfors is the co-chair and co-founder of the [i4j Innovation for Jobs Summit](#) together with Vint Cerf.



Elon Musk  
@elonmusk

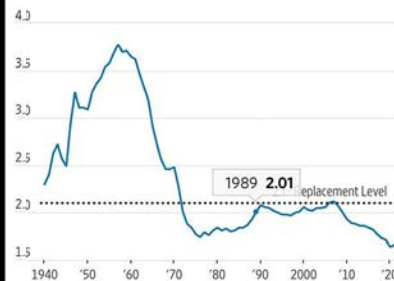
USA birth rate has been below min sustainable levels for ~50 years

U.S. WSJ

### Fertility Slump

The U.S. total fertility rate in 2021 remained below the "replacement" level of 2.1.

#### U.S. total fertility rate



Note: Total fertility rate is an estimate of the average number of babies a woman would have in her lifetime; 2.1 is the level needed for a generation to replace itself. Data for 2021 is provisional. Source: Centers for Disease Control and Prevention

11:54 pm • 24 May 2022

50.4K Retweets 12.5K Quote Tweets 337.7K Likes

# 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  
and took 12 days to make

**\$1613 USD**



# 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

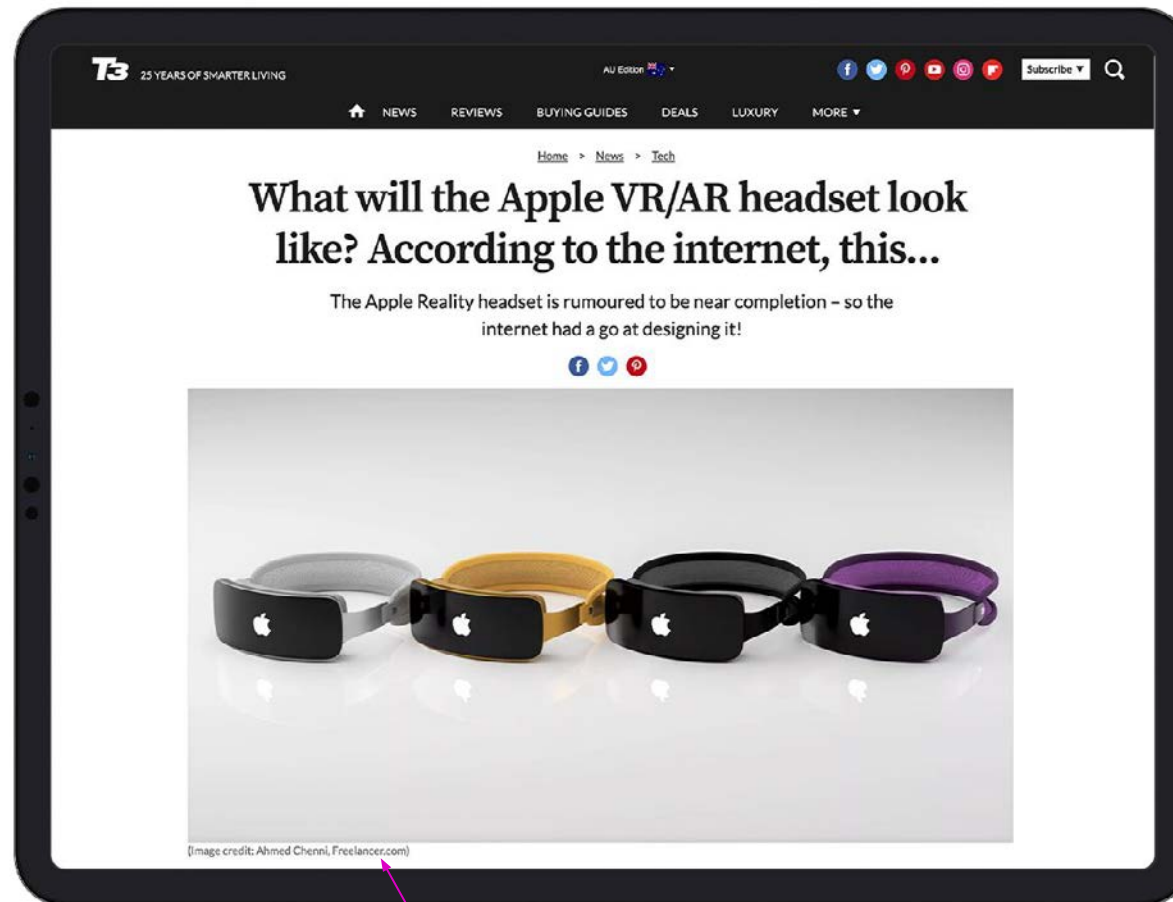






# Create the Future

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



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

**\$500 AUD**





Freelancer Limited

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# 1H23 Results







# Freelancer Group Results for 1H23

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- **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

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**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

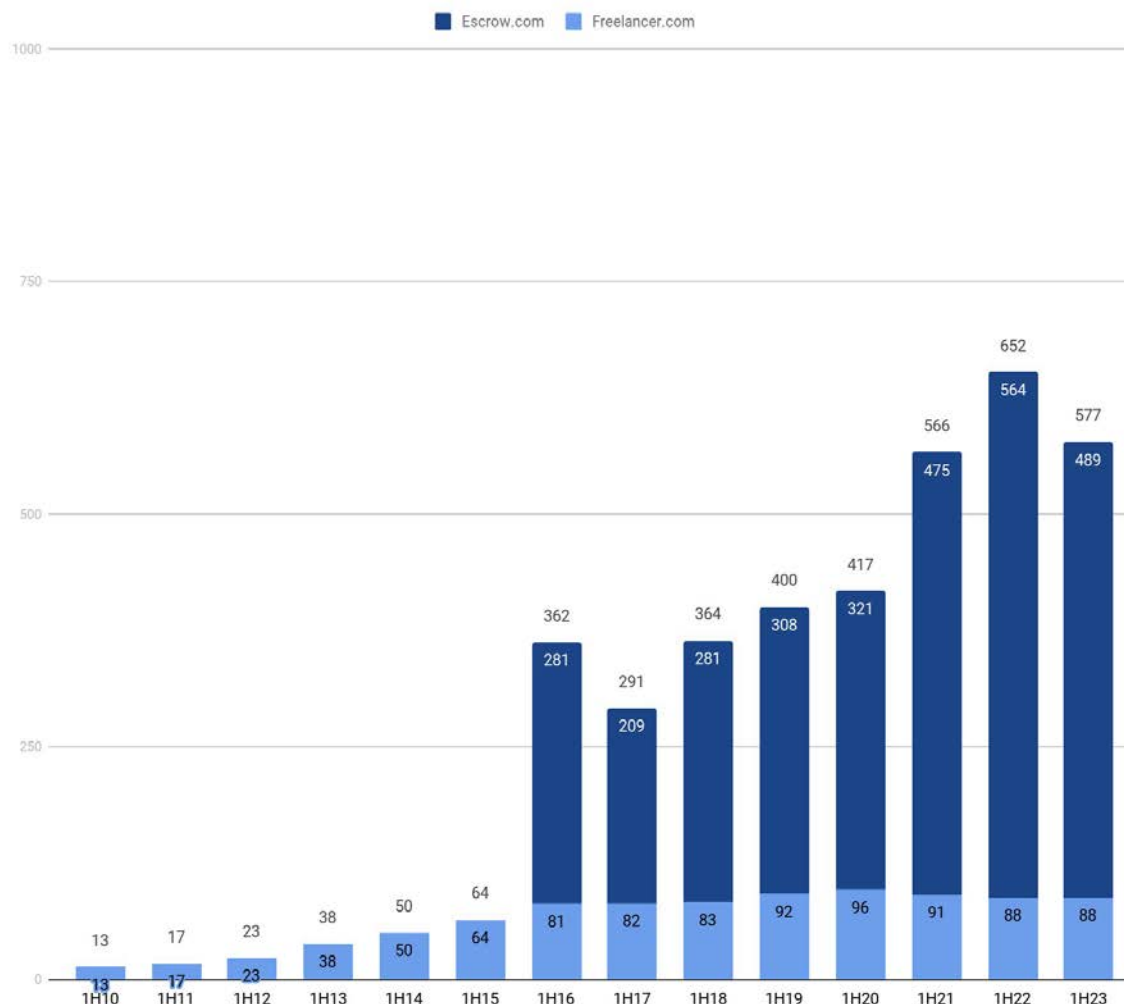
### Escrow

- 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

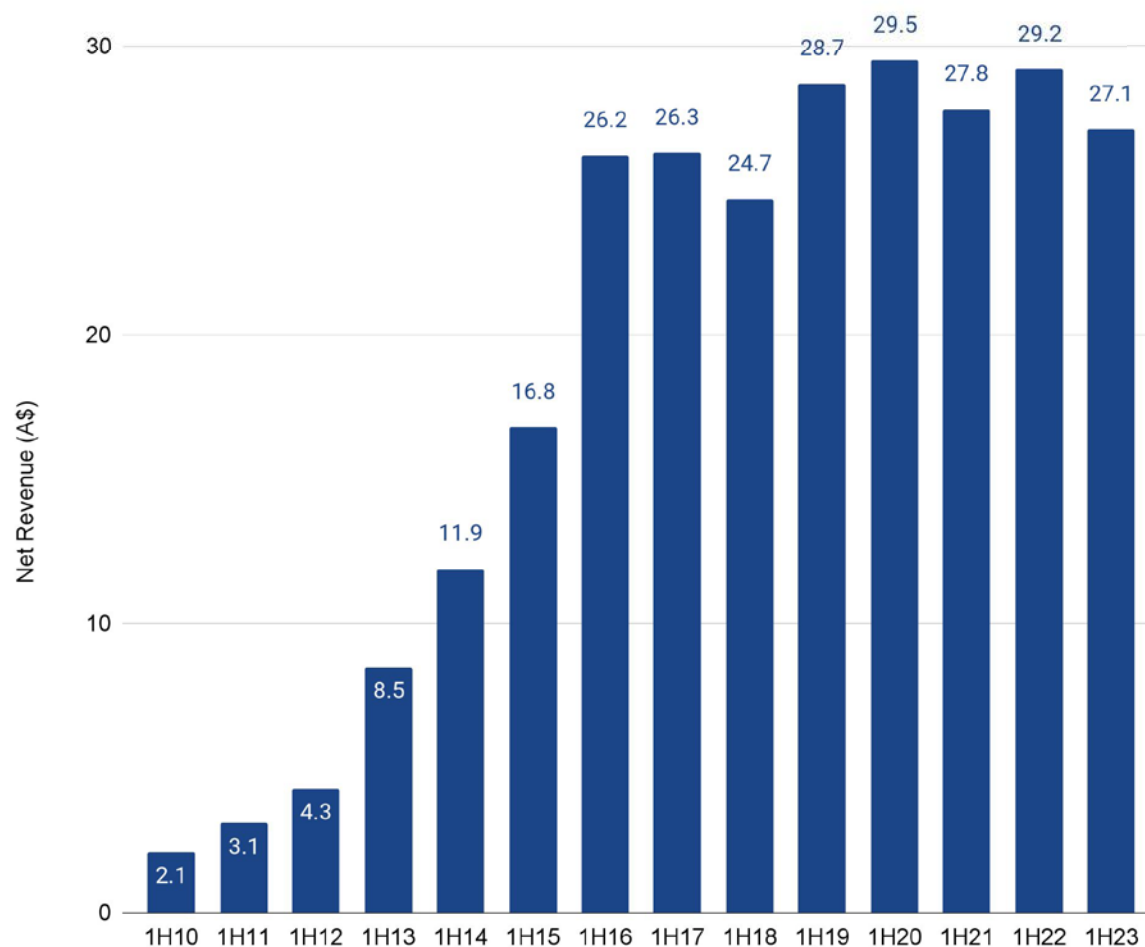
- Revenue \$27.1m, down 7.3% .
- Group revenue ~74% USD, 7% AUD
- Gross margin remains high at 84.0%

## Freelancer

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

## Escrow

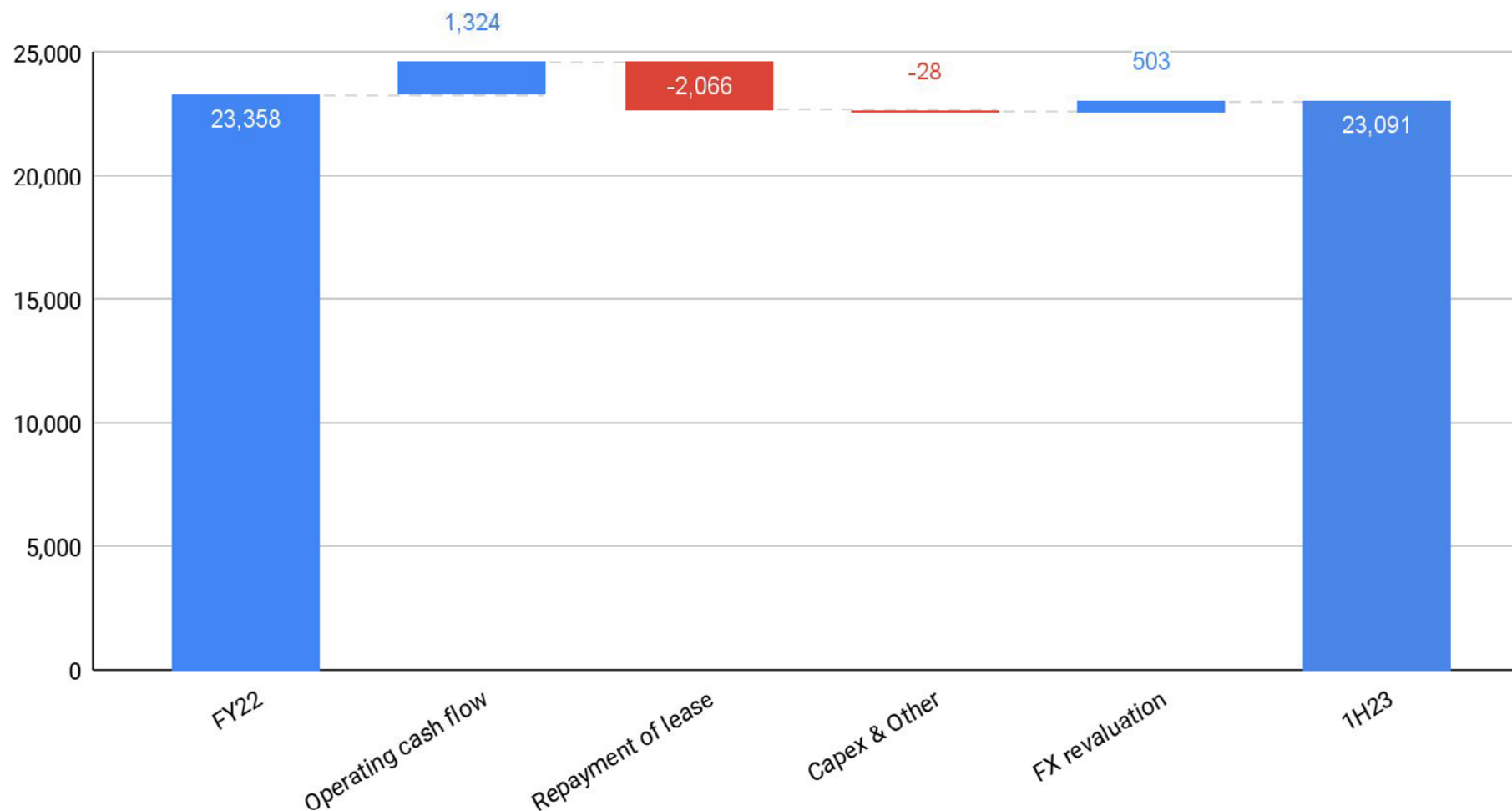
- Revenue \$4.8m, down 17.2% on pcp
- Escrow blended take rate ~1.00%





# Cash flow profile 1H23

**Cash & cash equivalents at \$23.1 million at 30 June 2023**



- 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.

### 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 1H23. Excludes depreciation arising from AASB16 leases.

(A\$m) 1 Jan - 30 Jun	1H23 Actual	1H22 Actual	Change
<b>Net Revenue</b>	<b>27.1</b>	29.2	-7%
<b>Gross Profit</b>	<b>22.8</b>	25.0	-9%
<i>Gross margin (%)</i>	<b>84.0%</b>	85.4%	-1.7%
Other income	<b>0.1</b>	0.1	n/m
Employee expenses	<b>(11.3)</b>	(14.6)	-23%
Administrative expenses	<b>(5.8)</b>	(6.2)	-5%
Marketing related expenses	<b>(3.0)</b>	(5.0)	-40%
Occupancy costs	<b>(2.6)</b>	(2.4)	+5%
FX losses	<b>(0.6)</b>	(1.0)	-41%
Share-based payment expense	<b>(0.1)</b>	(0.1)	n/m
<b>EBITDA</b>	<b>(0.4)</b>	(4.2)	n/m
<b>EBIT</b>	<b>(0.6)</b>	(4.3)	n/m
<b>NPAT</b>	<b>(0.3)</b>	(3.1)	n/m
<b>Excluding share-based payments expense</b>			
<b>EBITDA</b>	<b>(0.4)</b>	(4.2)	n/m
<b>EBIT</b>	<b>(0.5)</b>	(4.3)	n/m
<b>NPAT</b>	<b>(0.3)</b>	(3.1)	n/m



# 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.

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



# Freelancer's Online Economy



- 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 – Australia





# Freelancer's Online Economy– India










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## Regional Websites

### North America

-  US (International)
-  Canada
-  Jamaica
















### Africa

-  South Africa
-  Kenya









### Europe

-  United Kingdom
-  European Union
-  France
-  Germany
-  Greece
-  Portugal
-  Spain
-  Czech Republic
-  Sweden
-  Iceland
-  Ireland
-  Italy
-  Netherlands
-  Turkey
-  Poland
-  Romania
-  Russia
-  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

### Latin America

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

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## Languages

### 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
- Русский язык
- Shqip
- Slovene
- Svenska
- Kiswahili
- Thai
- Türkçe
- Tiếng Việt
- Українська мова
- 中文(简体)

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## Currencies

### 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





**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

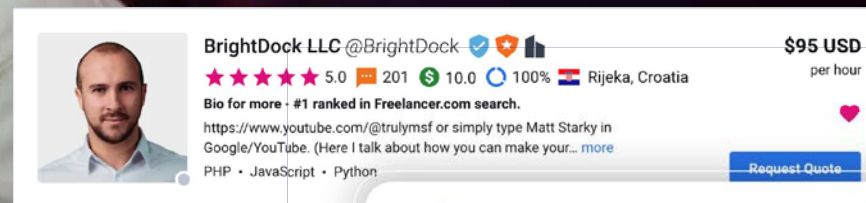




# Change Lives.

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.



BrightDock LLC @BrightDock

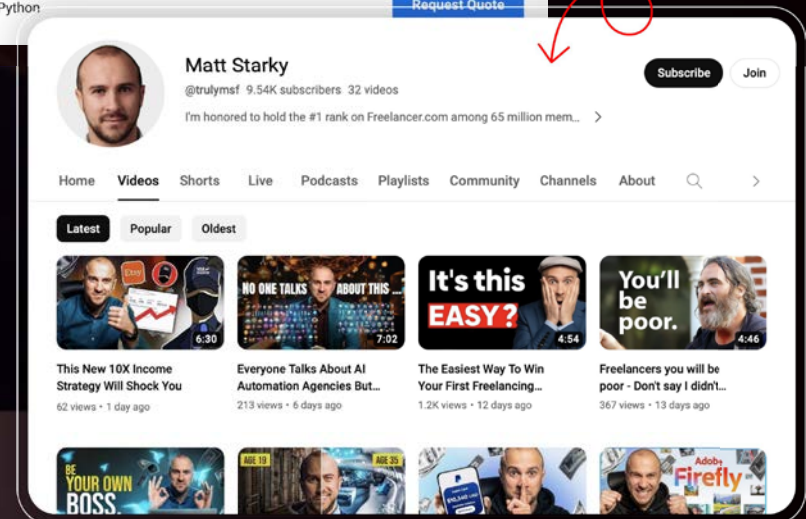
★★★★★ 5.0 201 10.0 100% Rijeka, Croatia

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](#))

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**Matt Starky**  
@trulymf 9.54K subscribers 32 videos

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Latest Popular Oldest

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62 views • 1 day ago

**Everyone Talks About AI Automation Agencies But...**  
213 views • 5 days ago

**It's this EASY?**  
1.2K views • 12 days ago

**You'll be poor.**  
367 views • 13 days ago

**BE YOUR OWN BOSS**

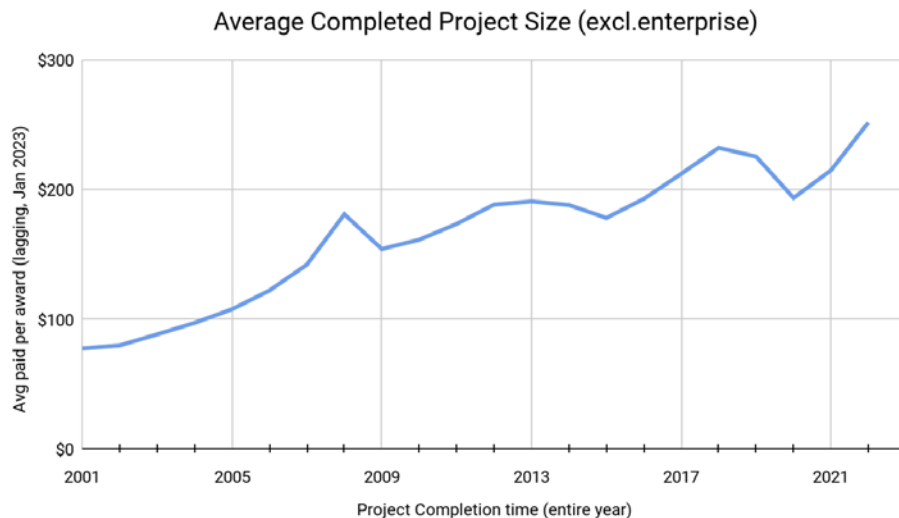
**Adobe Firefly**



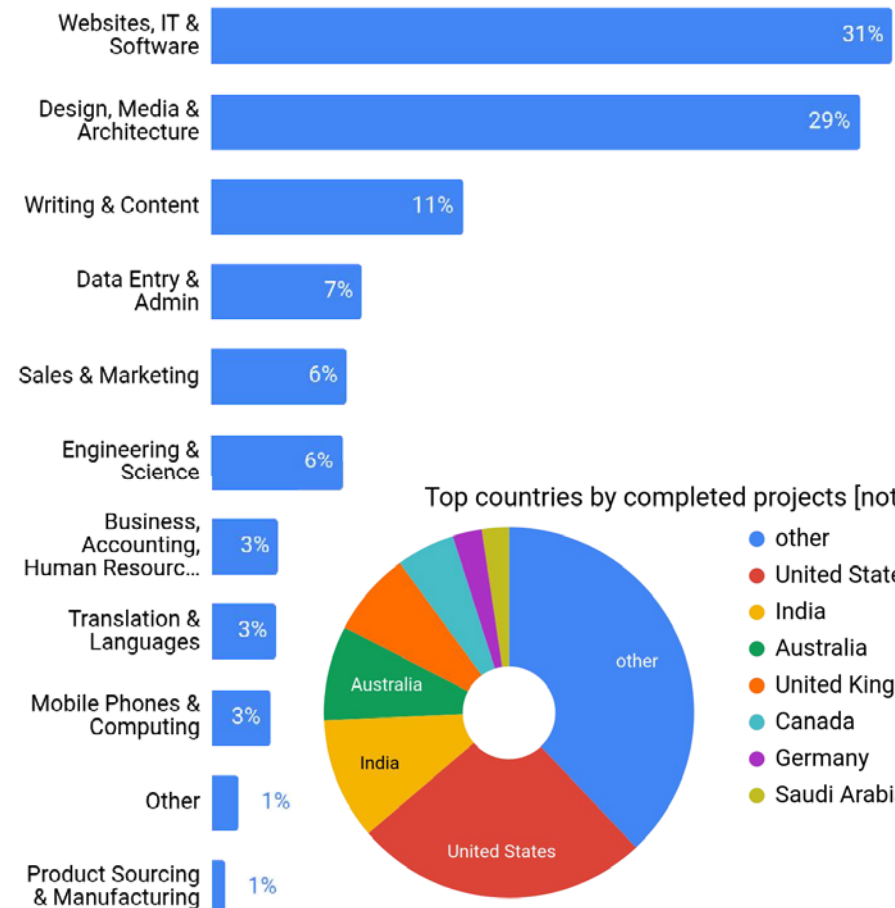
# Marketplace dynamics FY22

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

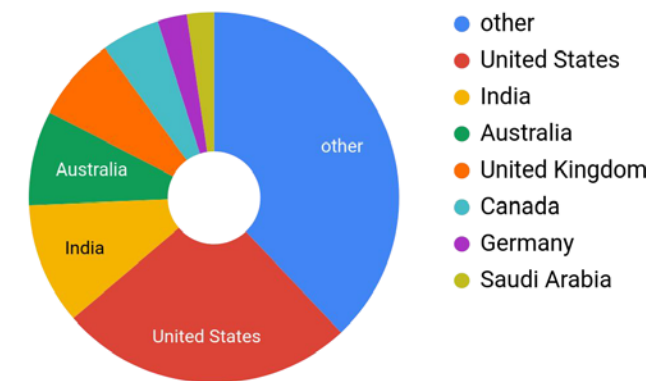
- Over 2,700 job categories as diverse as Aerospace Engineering, Biotechnology, Sales, Manufacturing, Mechanical Engineering
- Complexity & sophistication growing over time
- Average completed project size was US\$252 in FY22<sup>3</sup>, up 7% on pcp. Note that this graph is lagging and this number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



Top completed project categories by volume



Top countries by completed projects [note 1]



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.

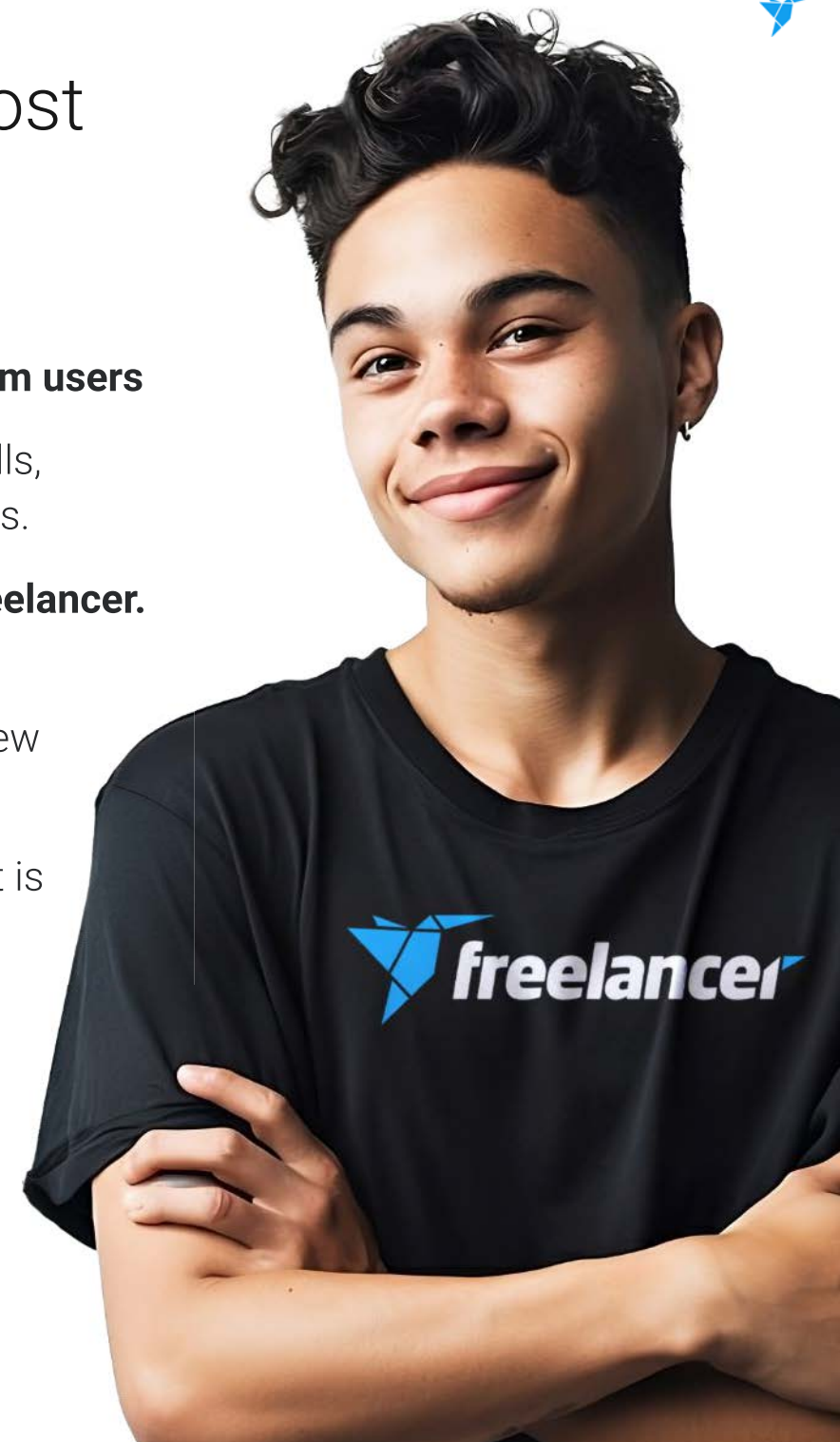




# Freelancer is the largest & lowest cost elastic cloud workforce

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- **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.**







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Inc.

Forbes



Entrepreneur

BBC

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# 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



★★★★★

**Animation video for website** £4,000.00 GBP

Video Services • 3D Rendering • Animation • 3D Modelling • 3D Animation

Jose has been fantastic to work with producing excellent results. Communication has been easy and Jose has used his artistic expertise to implement our vision and show our products well. The whole team is blown away by the results and is far better than we expected the end product to be. I will be hiring again in the future.

Animation video for website Complete

Details Proposals

**Project Details** £4,000.00 – 10,000.00 GBP

We are looking for a 30 second to 1 minute animation to use on our website. The animation will be of the products that we make attaching to a 3D model of a super yacht.

We have PDF proposals and most technical drawings of our products but I would imagine the work would be of each product as well as the generic super yacht itself.

Ideally we would like this to be seen in a sea environment but to save costs can be in a white/studio background.

**Product list:**  
Tender whips with mounts & bases  
Transom Fenders and Vertical Pillar Fenders  
Dock steps  
Inflatable Fenders with Fender Hooks  
Ropes & Rigging (possibly showing towing of a tender)  
Adjustable Jet Ski Trolleys  
Ultra-Low Jet Ski Trolleys  
Jet Ski Cradles (can also show being used with sun loungers that Argo Navis has designed for us)  
Jet Ski Lifting Kit  
Carbon swim ladder  
Awnings  
Tender chocks  
Tender hoist chocks

Another website link to get a feel for the kind of thing we are thinking of:  
<https://www.ark3am.com/>






This is a large project and we need realistic quotes.

Skills Required






Animation video for website






Details Proposals






**Awarded Freelancers**






 **Jose Ricardo M. @jricardomm**   
★★★★★ 4.9  106  7.8  99%  
3D Artist - Animations - Vfx - Rendering  
**SEALED**

**Other Proposals**

 **ART LAND DESIGN @kingjoon**   
★★★★★ 5.0  792  10.0  99%  
3D realistic visualization agency  
**SEALED**

 **ARCHVISION3D @dreams3ds**   
★★★★★ 5.0  839  10.0  100%  
SPECIALIST 3D MODELING & RENDERING SERVICE  
**SEALED**

 **Simia Animation.VFX @Simiaanimation**   
★★★★★ 4.9  80  8.1  100%  
3D Animation Experts | NFT | Game Develop | AR-VR  
**SEALED**

 **Supreme Animation Studio @ajvfxworld**   
★★★★★ 5.0  358  8.2  99%  
The Experts in the Animation Industry!

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





# Contests

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Unmatched liquidity:

1,100,000+ entries per month

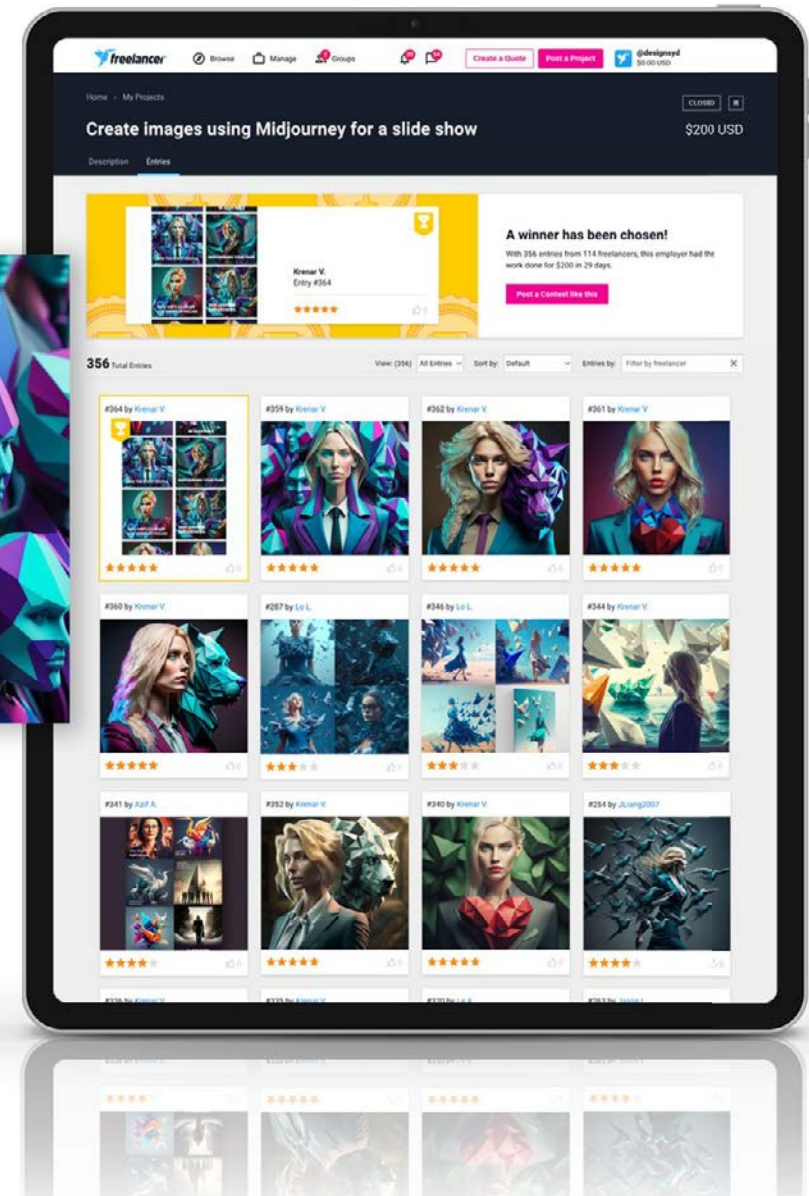
~13,000,000 entries per year

# 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  
and took 29 days to make

**\$200 USD**



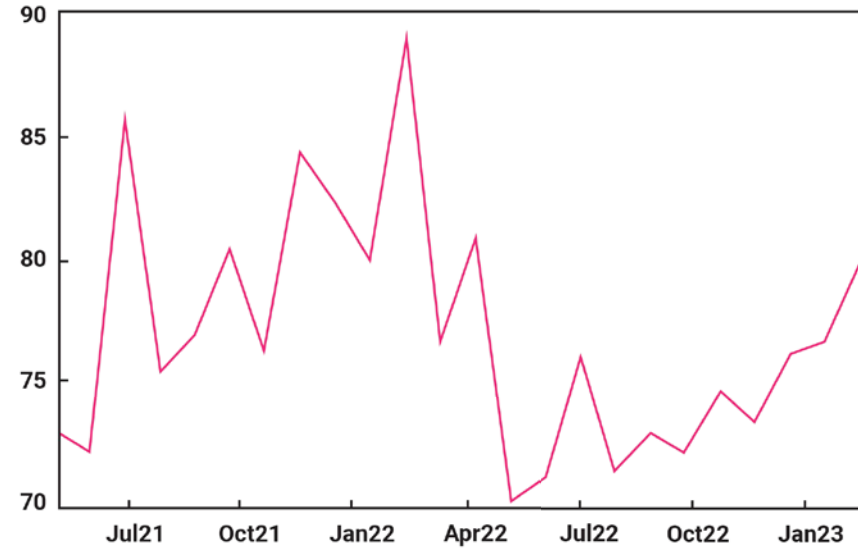


# Contests

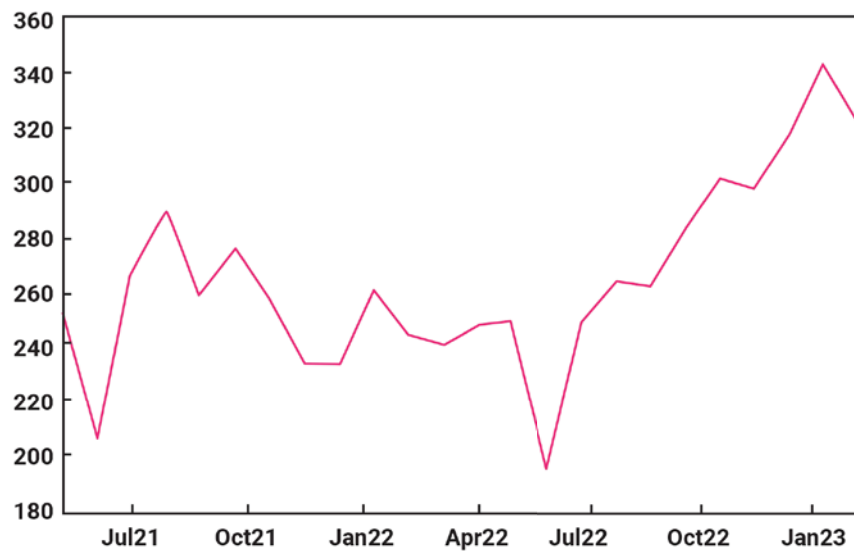
Revenue per contest



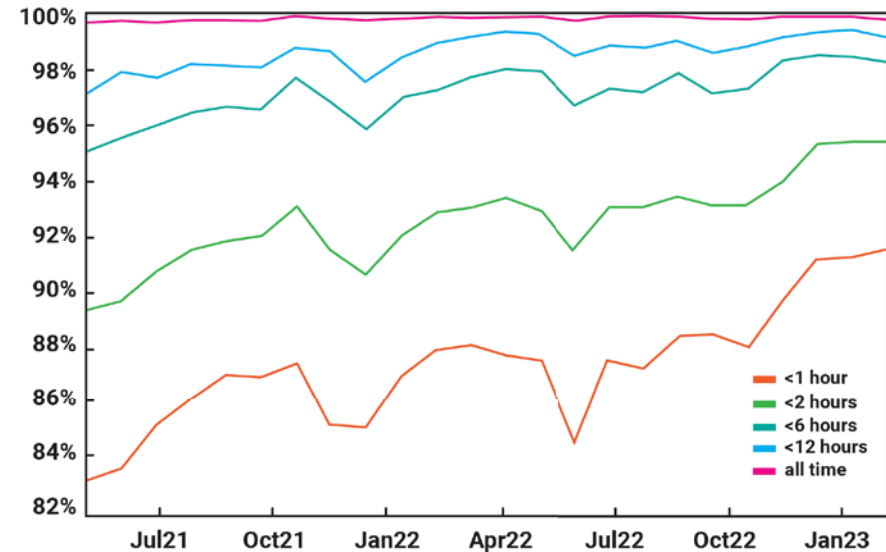
Average prize money per contest (USD)



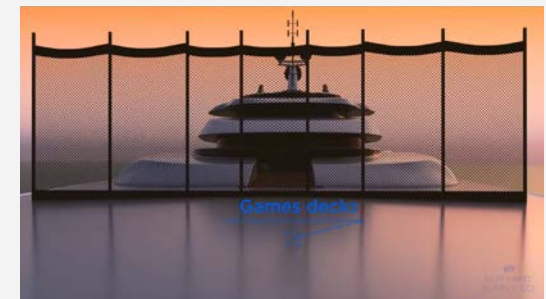
Average number of entries per contest



% of contests with first entry in time segment







This 3D animated video cost  
and took 3 weeks to make

**\$5220 USD**

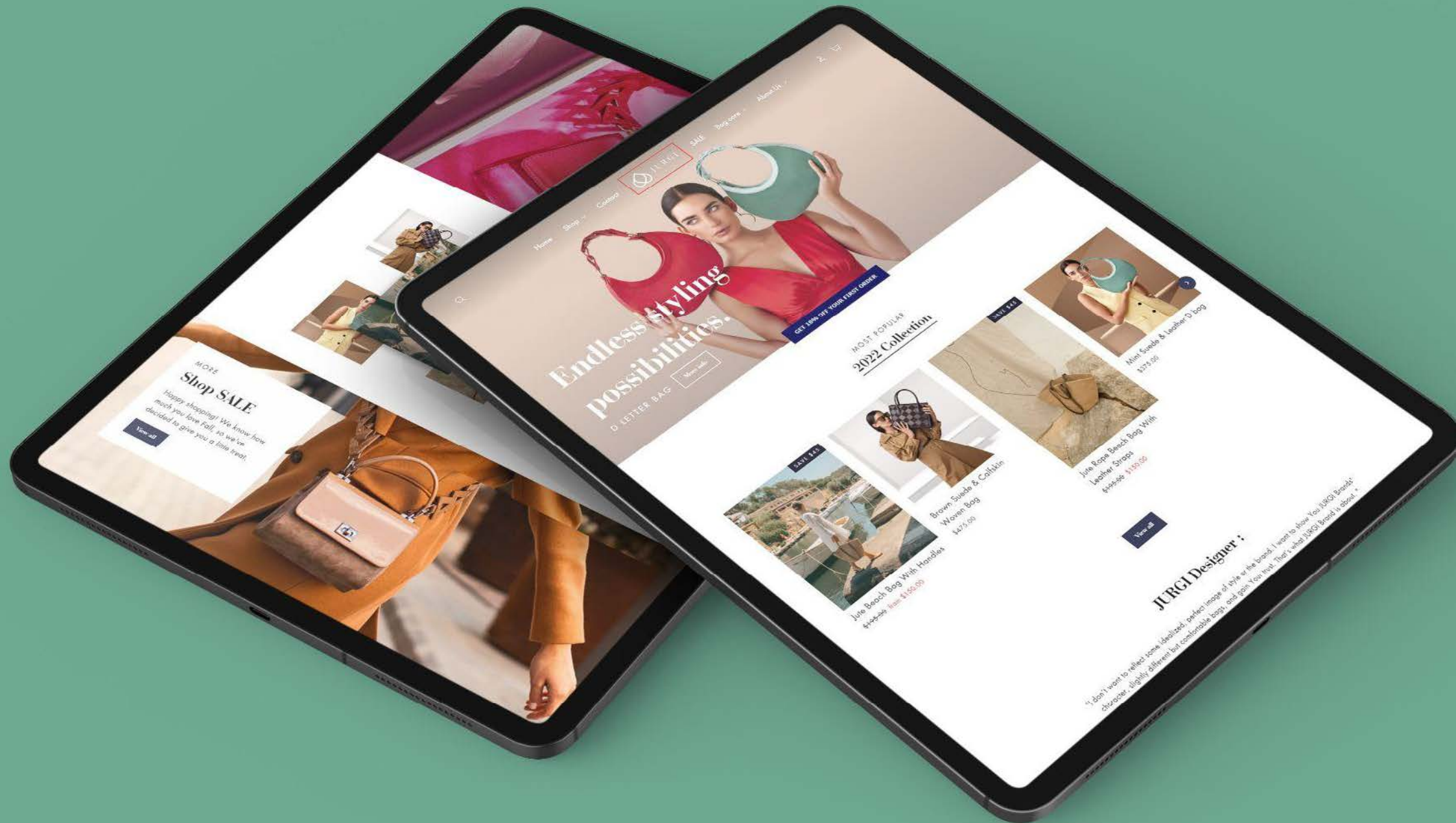




This concept design cost  
and took 16 days to make

**\$290 USD**





This website cost  
and took 7 days to make

**\$300 USD**





# SILICON WRAP WITH SPIKES



These concept drawings cost  
and took 5 days to make

**\$51 USD**



## Executive Summary

Technologies Ltd. is a dynamic and rapidly growing company that specializes in providing IT Consulting Services to a diversified client base. The purpose of this Proposal is to be added to FCC's list of Pre-Qualified (PQ) Vendors that will better enable and deliver IT Services to FCC planned and sudden personnel requirements. JOVO has the experience and a unique network that will reach excellent candidates. Our network includes many off-the-grid and passive candidates. Our strong and effective recruitment and staffing resources will fortify the manpower with qualified staff capable to meet schedules, peak demands, and volume acceleration. This Proposal will demonstrate JOVO's cost-effective, quality service and support will always meet variations in call volumes. We appreciate the opportunity to join your Team and will bring our focus and dedication to bring the right resources to Farm Credit Canada ("FCC") so they can best pursue the mission. The synergies working with and supporting fellow PQ List Vendors best way to aggregate our Networks to find great resources quickly. We have an ever-growing network reaching across many unique and sometimes rare technical specialties to ensure we deliver the finest best-fitting candidates. We focus on a candidate's technical abilities, communication skills, attitude, experience, tenure and customer service when screening for the best. In this Proposal, we have carefully assembled our response which will clearly demonstrate Jovo Technologies has the ability to deliver on the work and technical requirements, the ability to grow and take-on more calls, and why we are the top choice.

# Responding Bid Proposal Pre-Qualification for IT Resource Augmentation

## Company Profile

JOVO will contribute to supporting and expanding FCC's business capabilities. JOVO will be a valuable addition to FCC's business of Vendors. Our inclusion on the list of Vendors will greatly enhance FCC's network and improve outcomes for hard to fill positions. Furthermore, our database will provide FCC with a variety of solutions for a wide range of IT requirements.

### Company Overview

Since our founding in 2019, JOVO has provided application support, design, development and programming, software engineering, systems development, testing, integration, implementation, and management consulting services to various clients. Our company is an established consulting services firm offering innovative software solutions to various sectors. We help companies maximize their IT Resources to best meet the ever-changing IT needs and challenges.

### Core Competencies

- Recruitment Process Outsourcing
- Executive Search
- Screening and Interviewing
- Skill Assessment
- Staff Augmentation
- Training and Development
- Federal & State Regulation Compliance

## Staffing model

## Review of Skills

This bid proposal cost  
and took 2 weeks to write

**\$1500 USD**





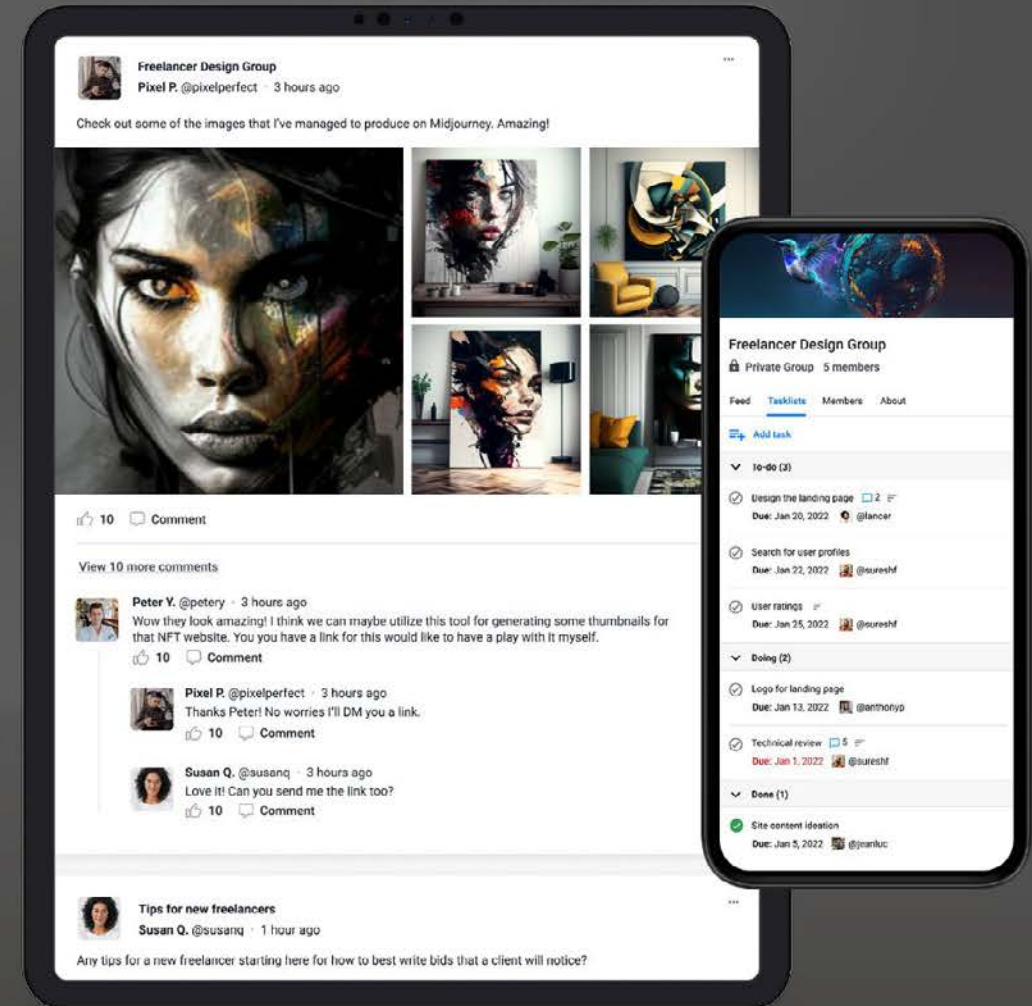
# Built-in Collaboration Tools

**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

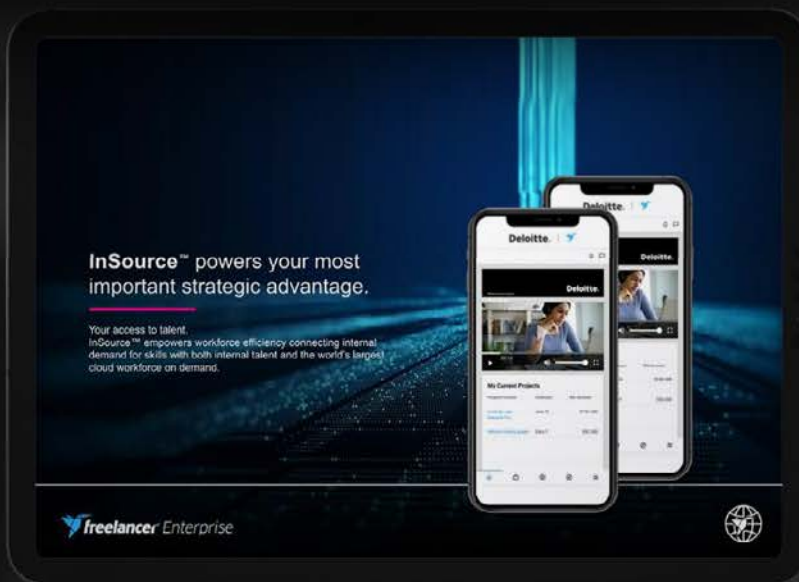
And much more!







# **freelancer** Enterprise







# Deloitte.



# 48,864

CONSULTANTS ONBOARDED







# Deloitte.

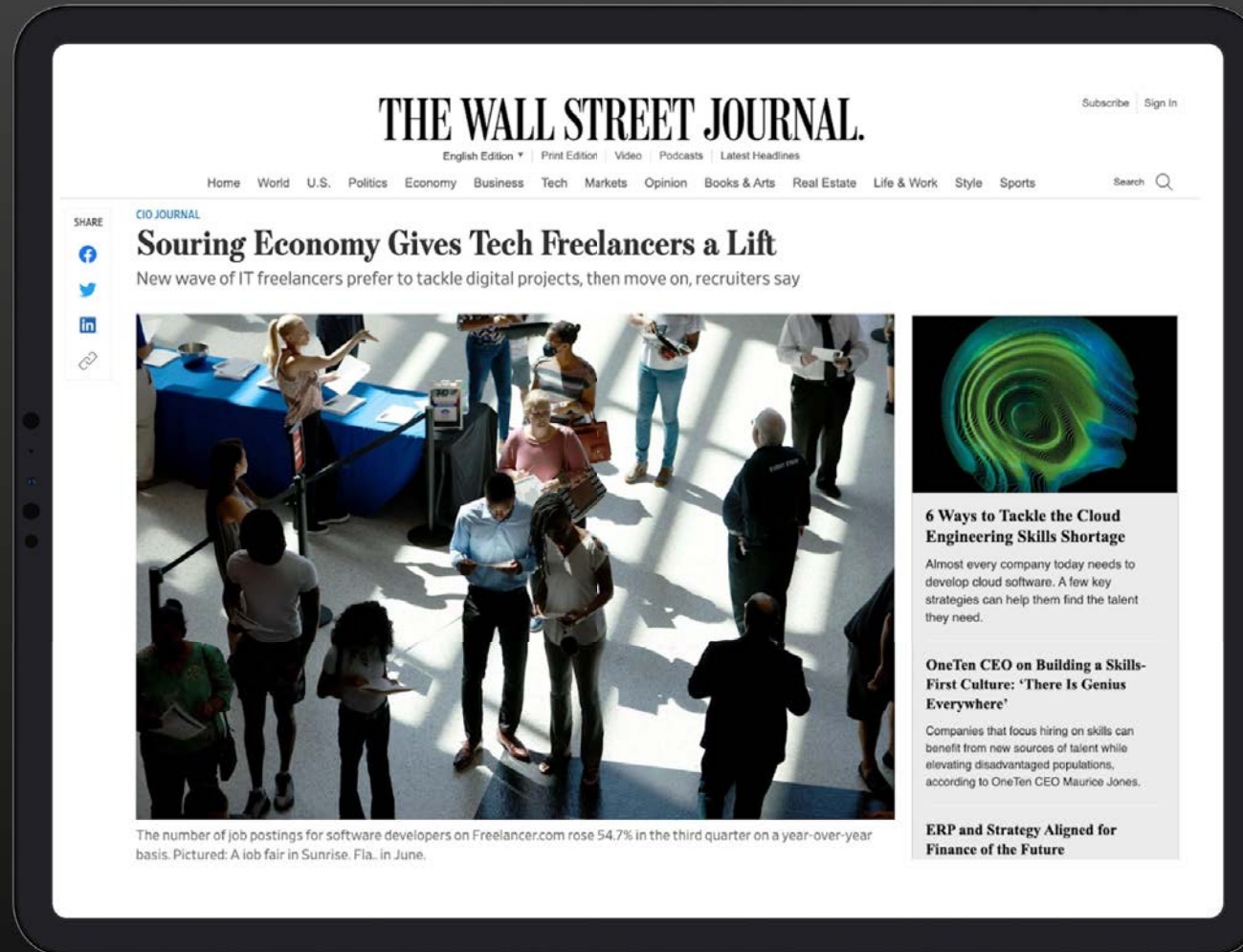
"We accelerated the launch of the MyGigs Platform, a self-service short-term staffing app connecting our internal talent pool to open project opportunities, in an effort to create the #1 remote talent experience. Since March 2020, **the number of gig workers has more than doubled** to a total of 16,800 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!"

*\* 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	138	16,086
FREELANCERS PARTICIPATING	COUNTRIES PARTICIPATING	DESIGNS TO DATE

***"[NASA saw] extraordinary cost-savings (80-99%) when compared to traditional methods... implemented.. 30% faster than standard agencies or vendors.. 97% across a wide range of federal space programs"\****

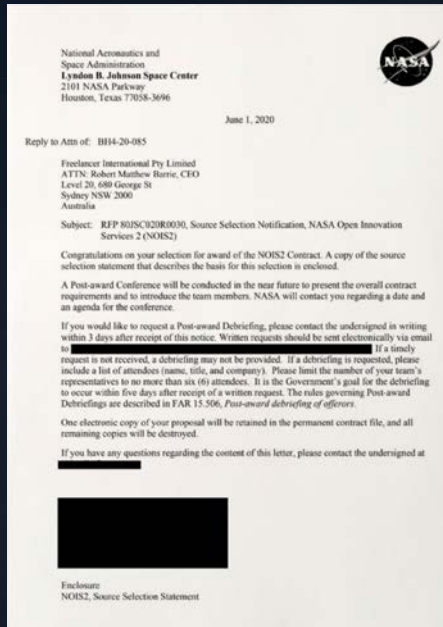
<http://freelancer.com/nasa>



\* Excerpt from "Surprising results from large crowds using Micro-Purchase Challenges- using contests on freelancing communities to source innovative, impactful and cost-effective solutions" which is available for download at the Laboratory for Innovation Science at Harvard. Authored by S Tang, P. Phillips (Freelancer.com) and S. Radar, Johnson Space Center Deputy Manager, Center for Excellence in Collaborative Innovation (CoECI)  
<https://innovationscienceguide.org/resources/surprising-results-from-large-crowds-using-micro-purchase-challenges-using-contests-on-freelancing-communities-to-source-innovative-impactful-and-cost-effective-solutions>



# Success with NASA led to **NASA Open Innovation Services 2** funding has increased **600% to US\$175 million**



U.S. DEPARTMENT OF  
**ENERGY**



— BUREAU OF —  
**RECLAMATION**



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

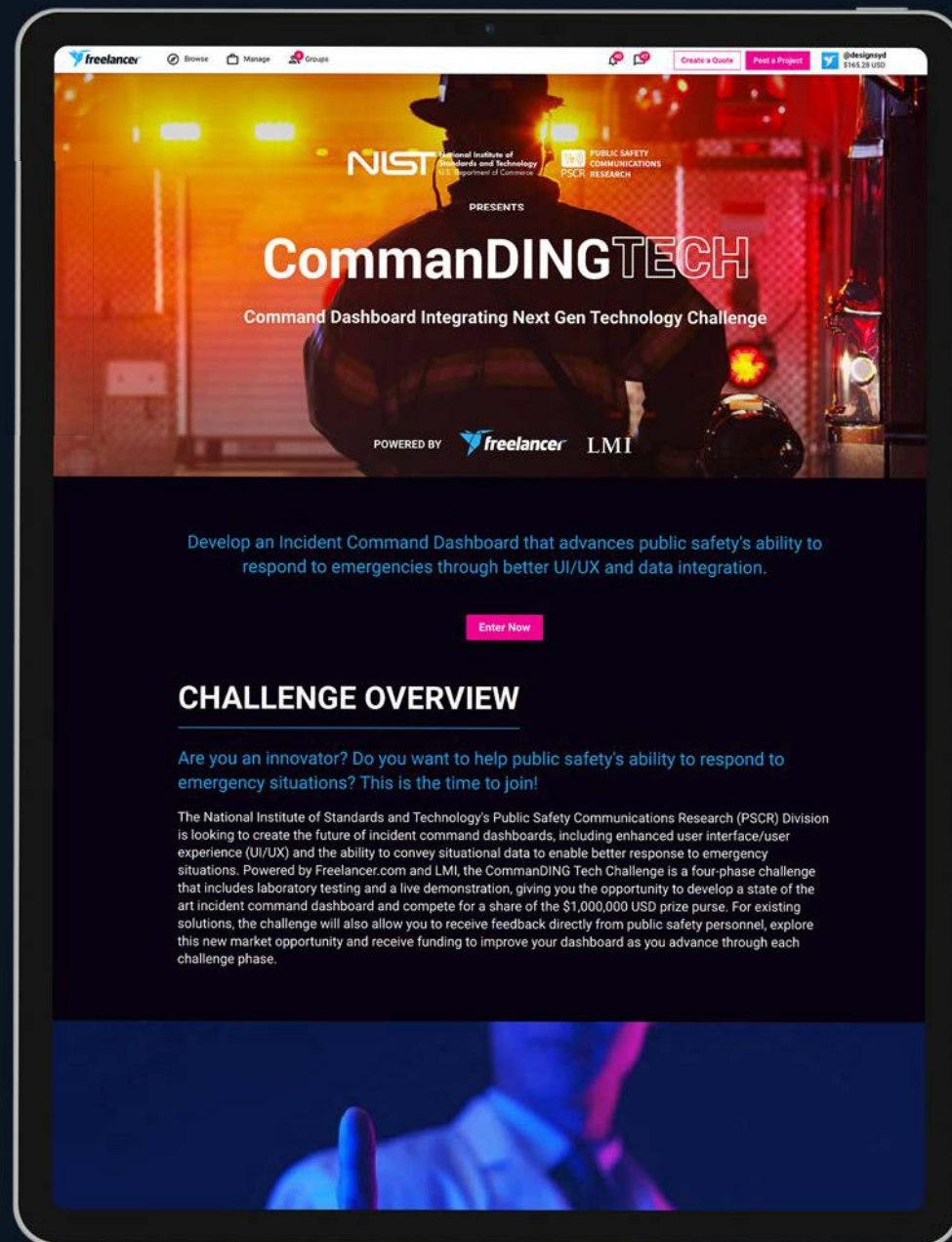
- Computational fluid dynamics
- Electrical engineering
- Physics
- Data science
- Machine learning
- Physics
- Mechanical engineering
- Graphic design
- UI/UX design
- Software engineering
- Network science
- Advanced manufacturing
- Transcription
- Information security



# COMMANDING TECH CHALLENGE

**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.**







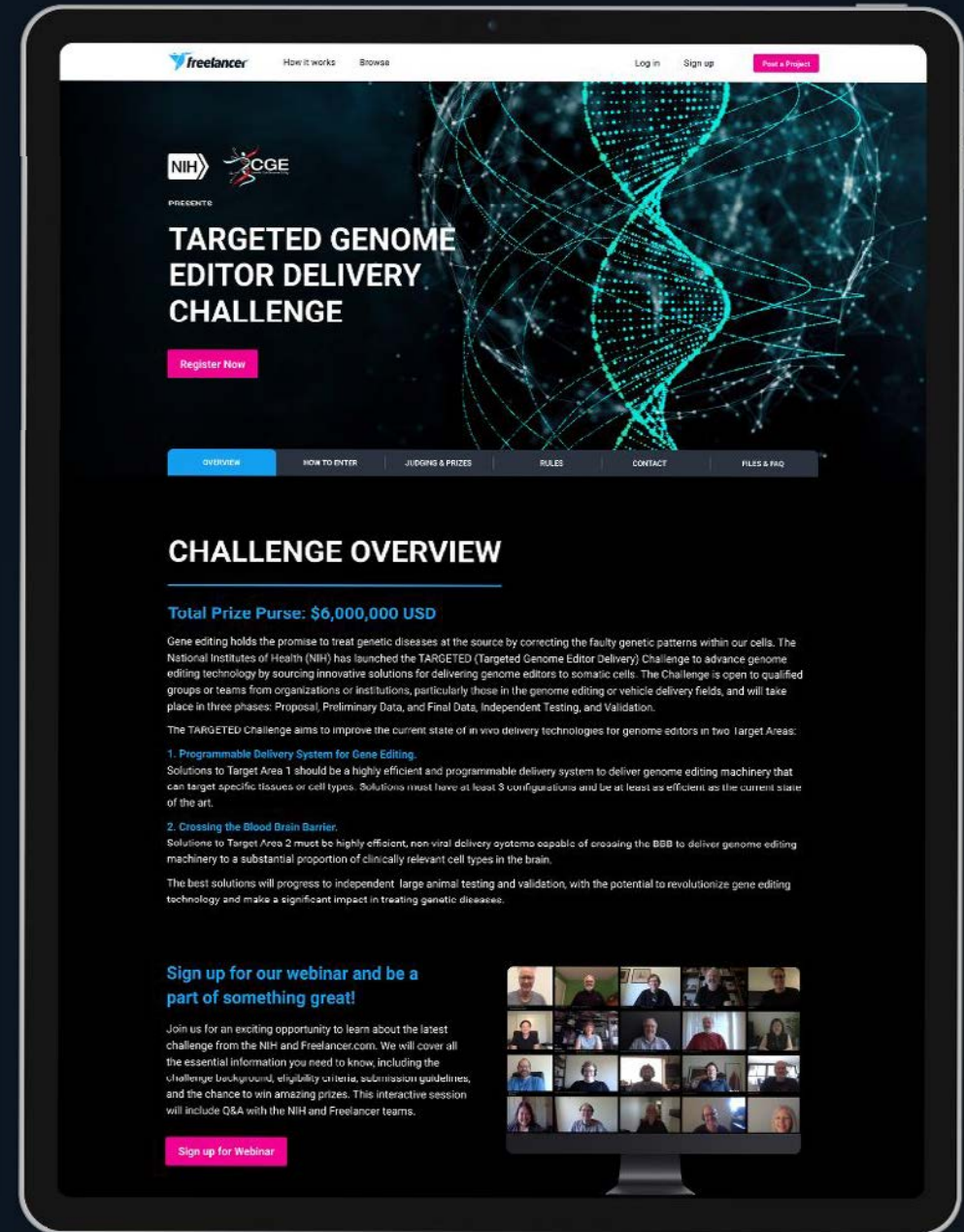
# TARGETED GENOME EDITOR DELIVERY CHALLENGE

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

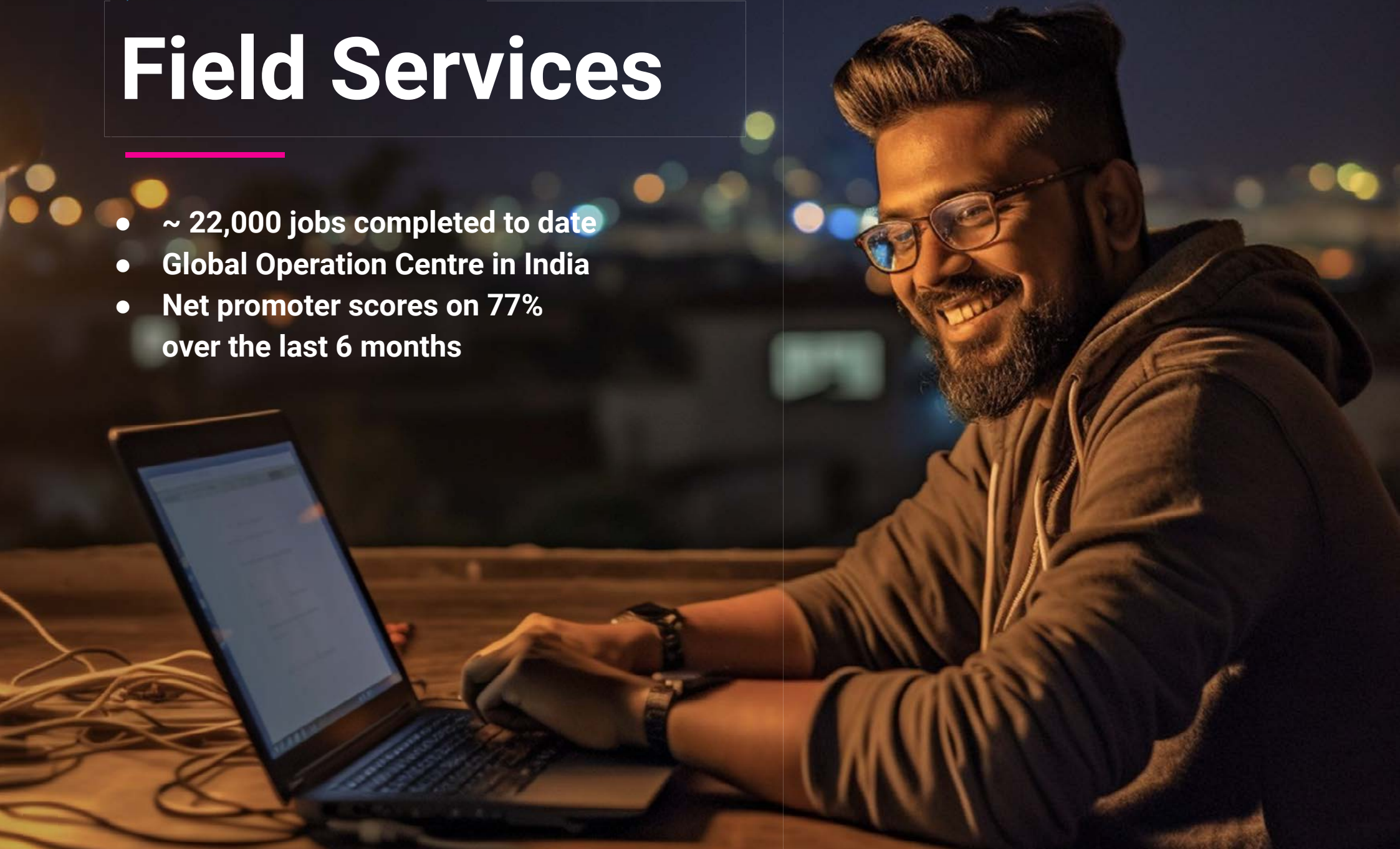
Target Area 2: Crossing the Blood Brain Barrier





# Field Services

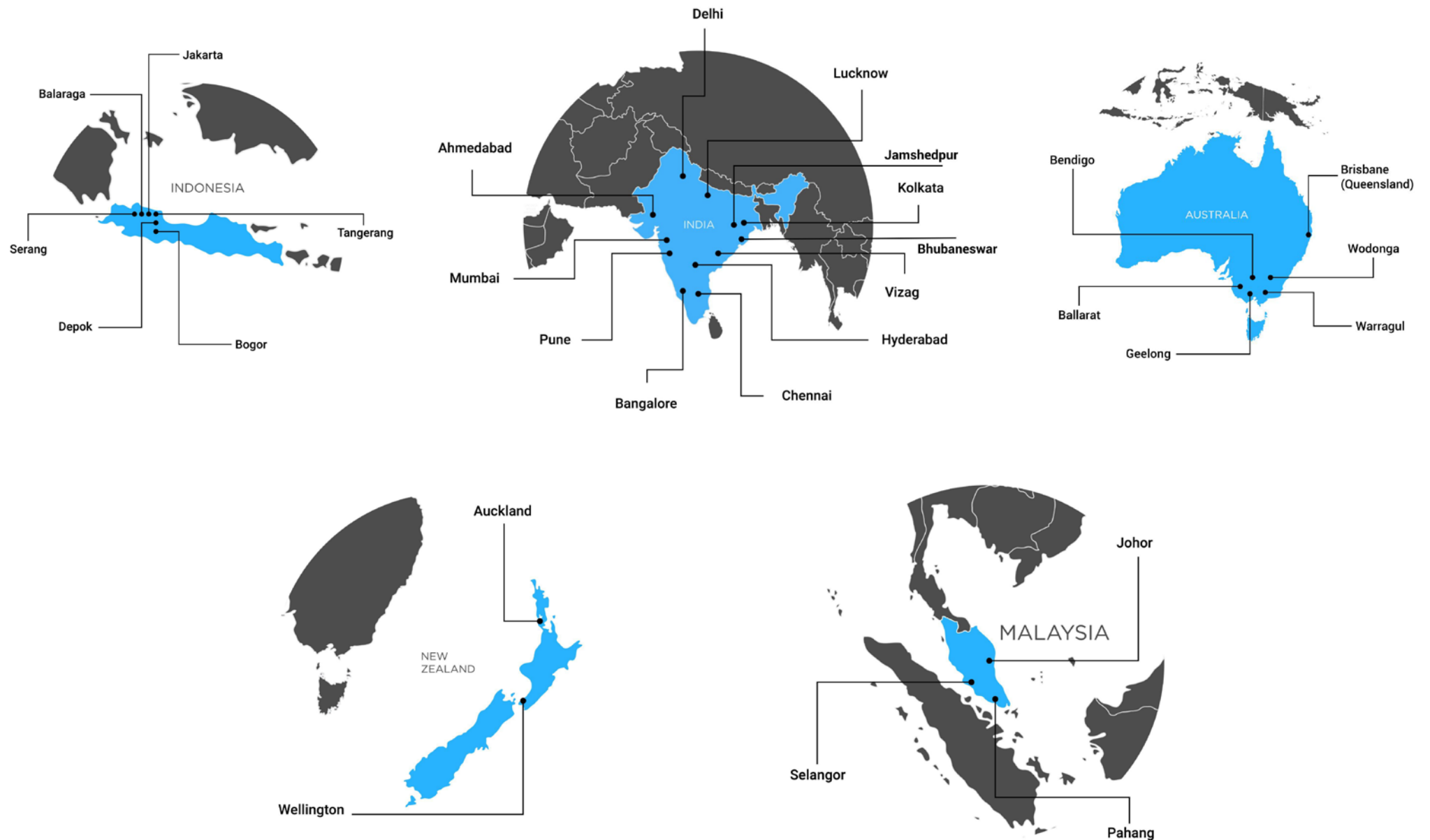
- ~ 22,000 jobs completed to date
- Global Operation Centre in India
- Net promoter scores on 77% over the last 6 months







# Global Field Services Footprint

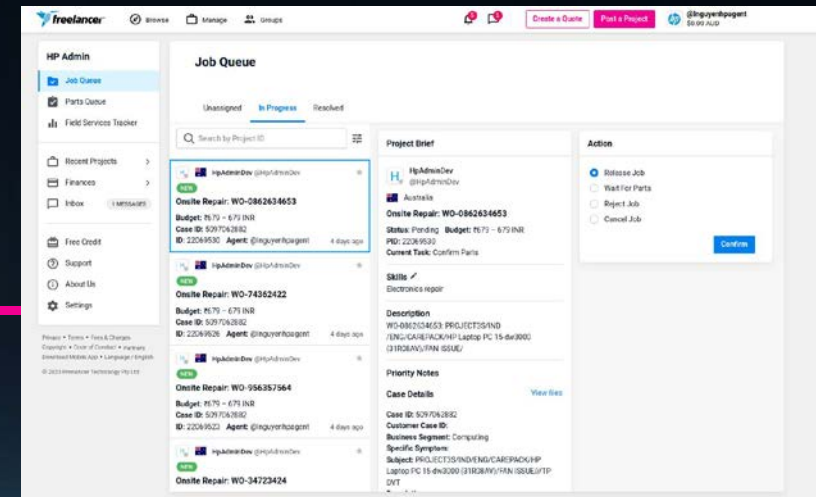
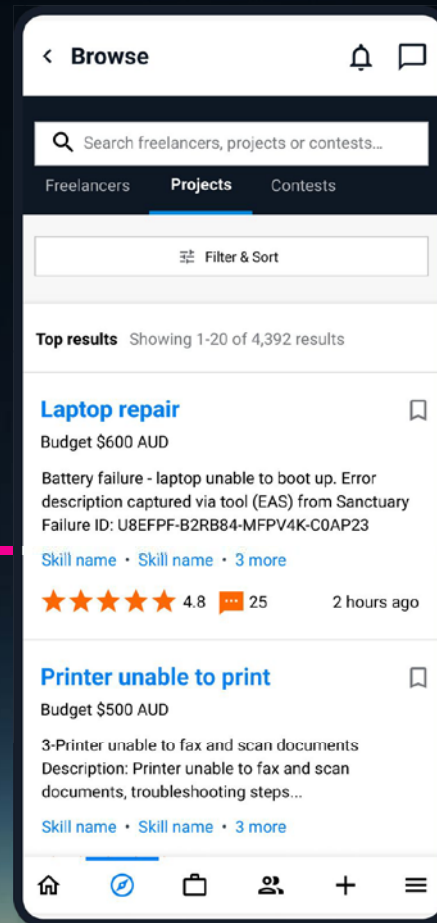




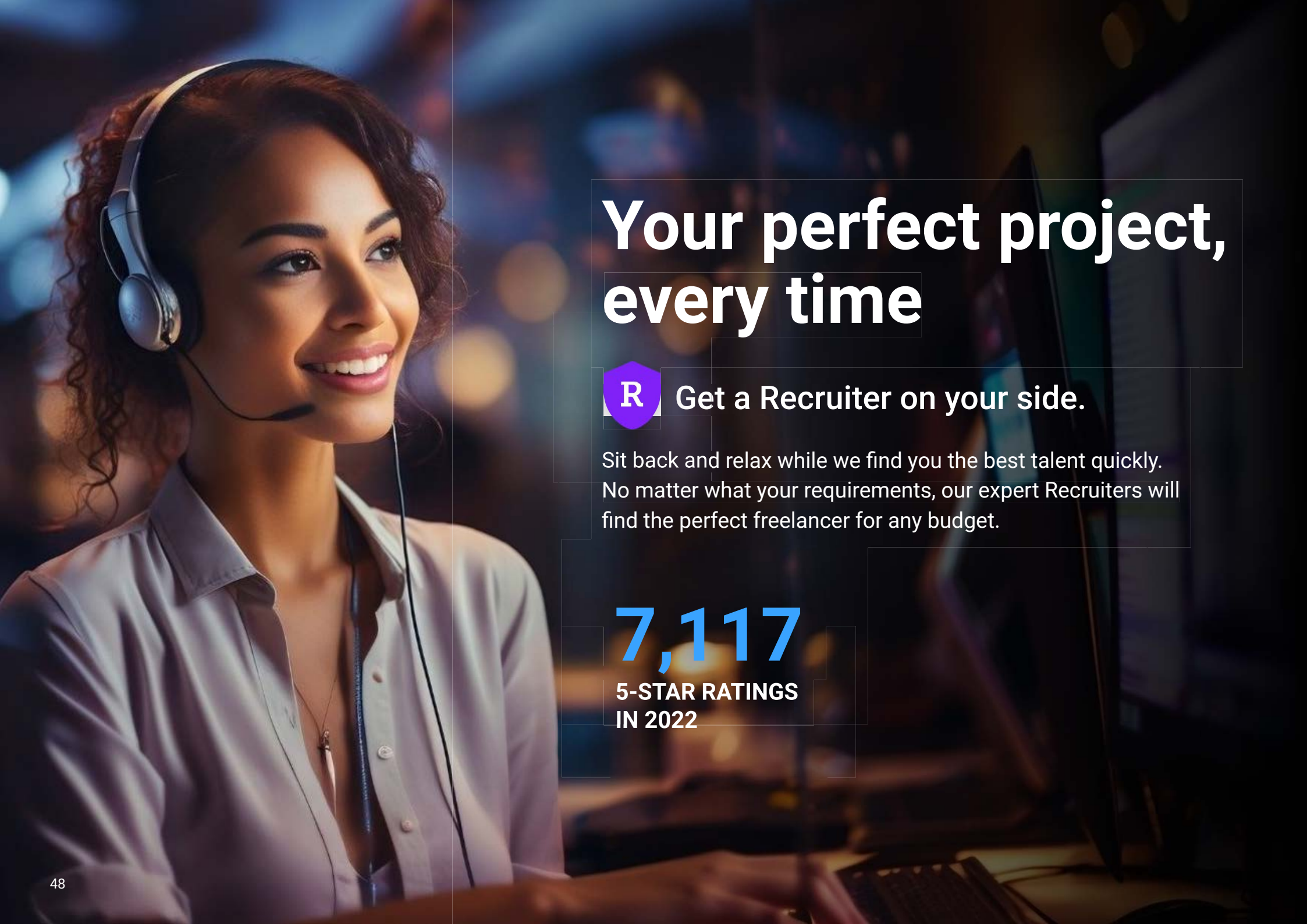


# Integration

Custom designed fully integrated field service management tool







# Your perfect project, every time

**R**

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 Aprix (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”\*

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

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Securing the world's trade



Inspect goods & services before releasing funds  
**OVER US\$6,500,000,000 IN TRANSACTIONS SECURED**

[investor@escrow.com](mailto:investor@escrow.com)

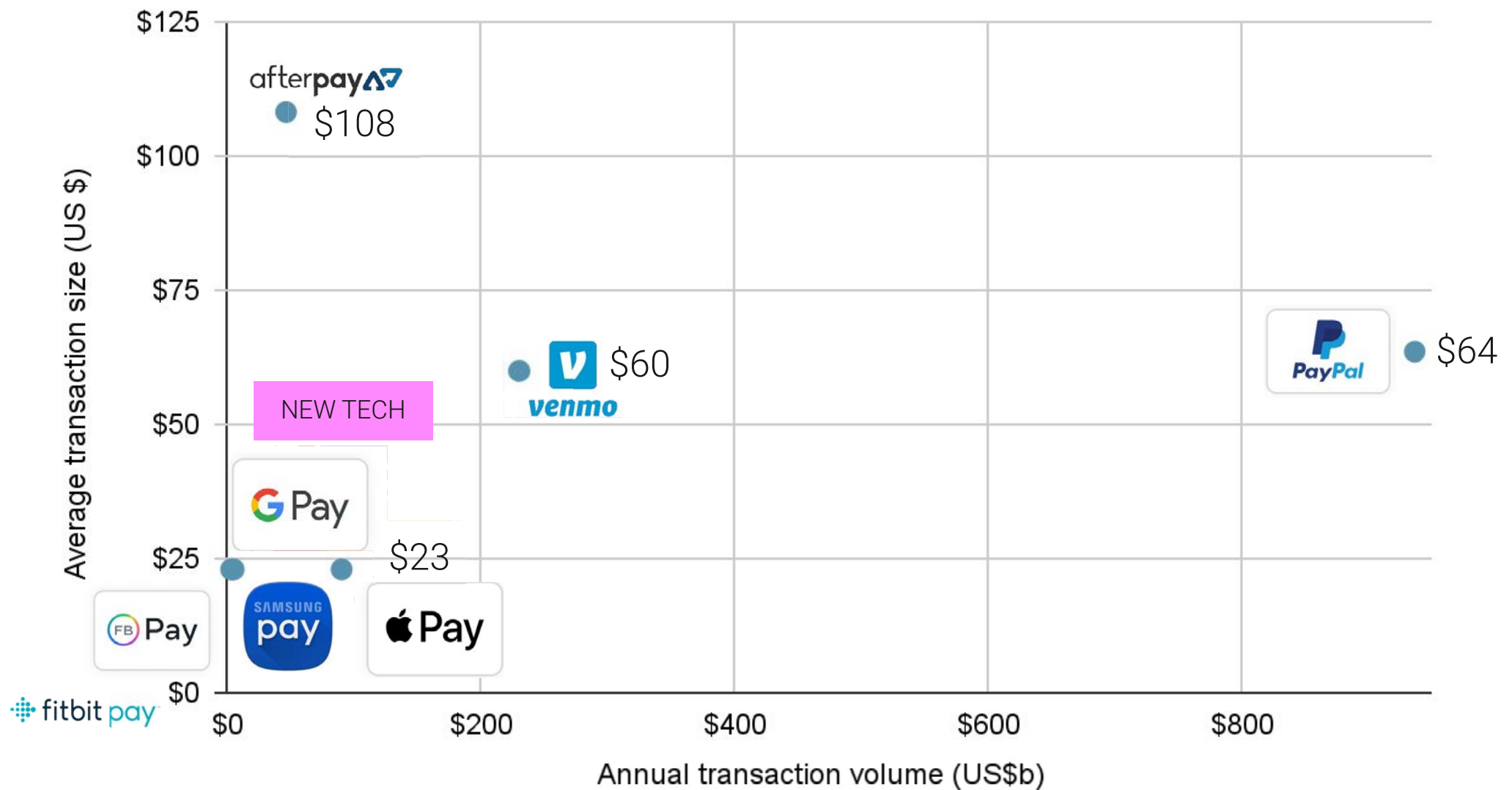




The world's trade is going online, but digital payments can only buy a coffee, not a car.



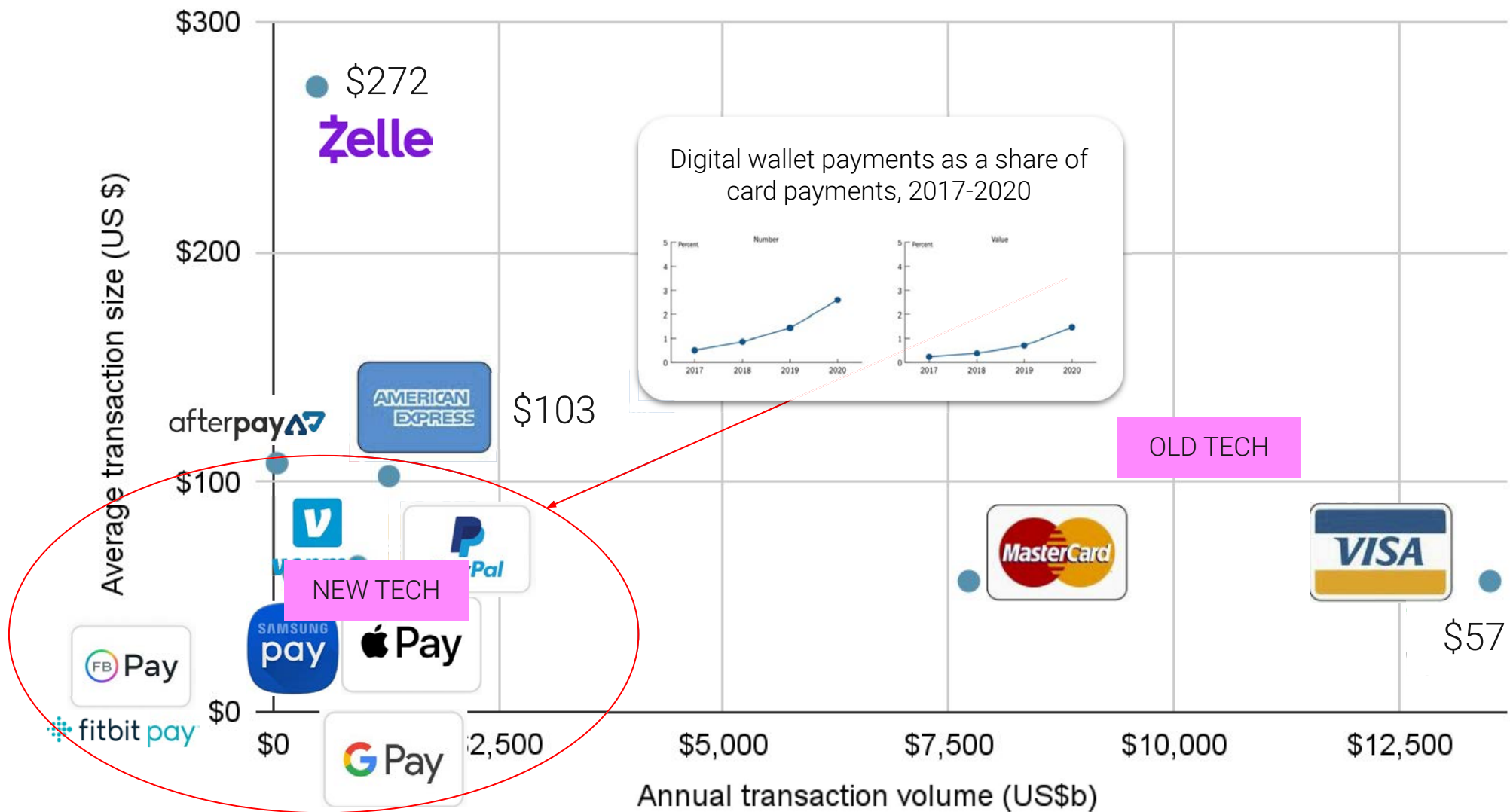
# Most of the innovation in payments is in low-value



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://swiflinstitute.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.>  
 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").

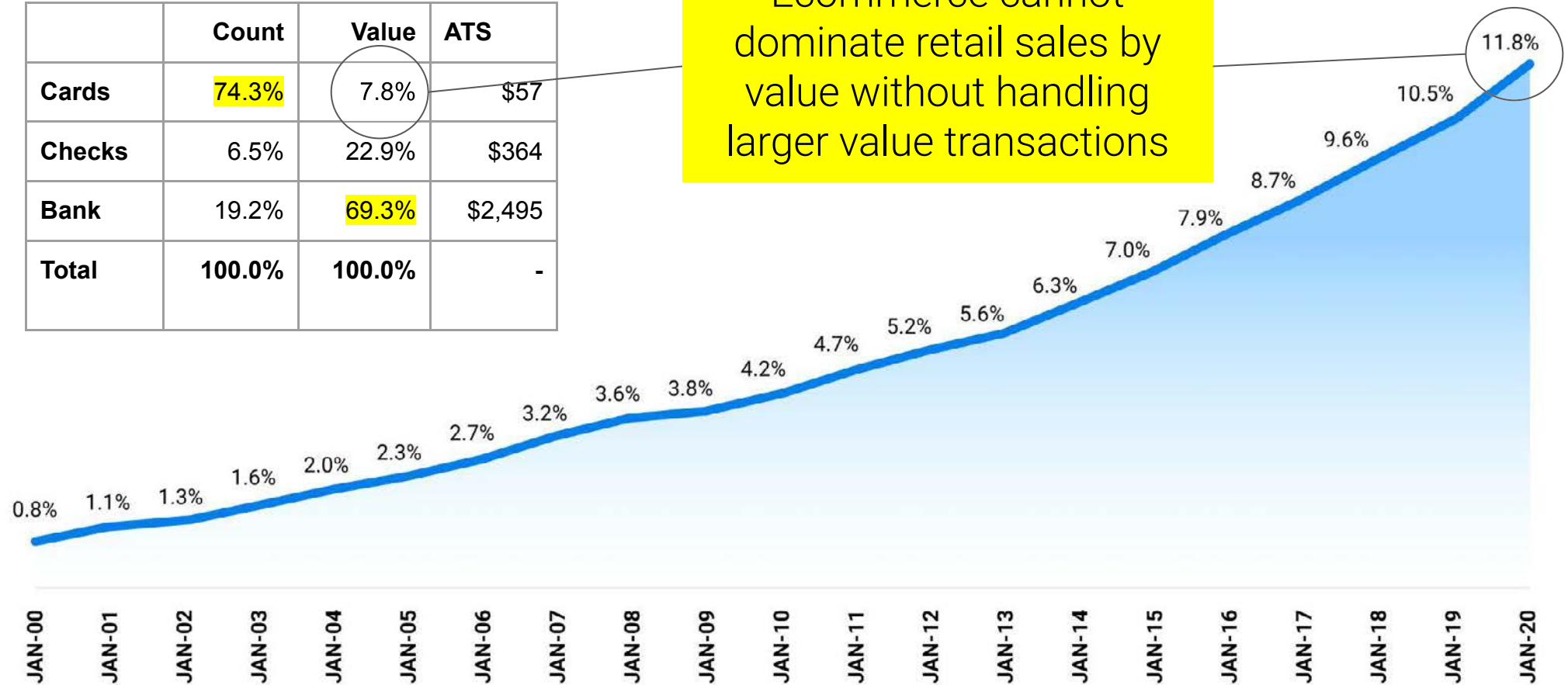


# Card volume <8% of US domestic payments

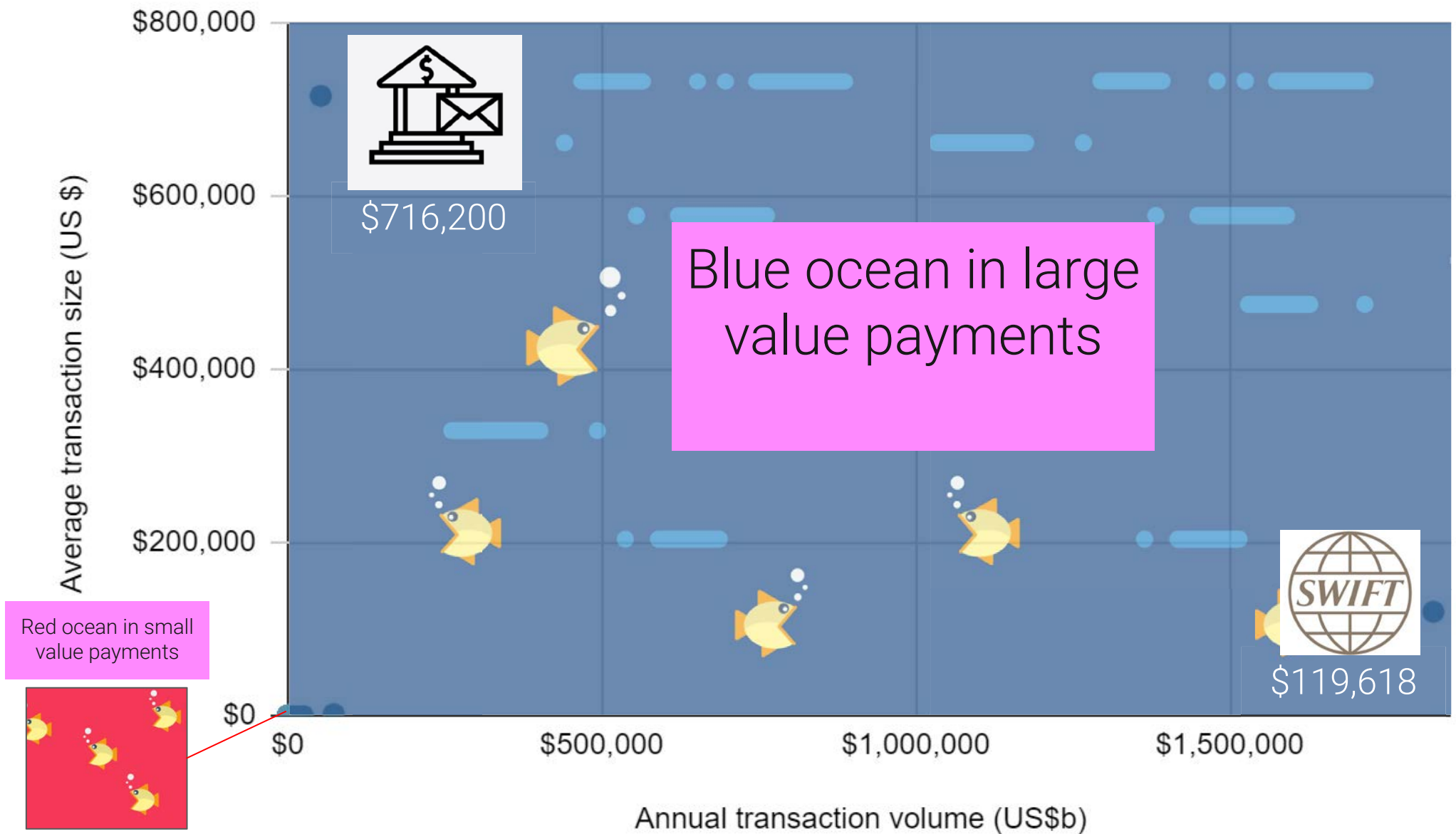
Annual US e-commerce retail sales as percentage of total sales, seasonally adjusted

	Count	Value	ATS
Cards	74.3%	7.8%	\$57
Checks	6.5%	22.9%	\$364
Bank	19.2%	69.3%	\$2,495
Total	100.0%	100.0%	-

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







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.

**ESCROW AGREEMENT**

This Escrow Agreement (the "Agreement") is made and effective the [DATE].

**BETWEEN:** [YOUR COMPANY NAME] (the "Seller"), a corporation organized and existing under the laws of the [State/Province] of [STATE/PROVINCE], with its head office located at [YOUR COMPLETE ADDRESS]

**AND:** [BUYER NAME] (the "Buyer"), an individual with his main address located at [State/Province] of [STATE/PROVINCE], with its head office located at [COMPLETE ADDRESS]

**AND:** [ESCROW AGENT NAME] (the "Escrow Agent"), an individual with his main address located at [State/Province] of [STATE/PROVINCE], with its head office located at [COMPLETE ADDRESS]

**RECITALS**

Simultaneously with the making of this Agreement, Seller and Buyer have entered into a contract (the "Contract") by which Seller will sell to Buyer the following property:

[DESCRIPTION OF PROPERTY BEING SOLD]

**1. DATE OF CLOSING**

The closing will take place on [DATE OF CLOSING], at [TIME OF CLOSING] at the offices of [NAME OF THE OFFICE WHERE CLOSING IS TAKING PLACE], located at [ADDRESS OF THE OFFICE], or at such other time and place as Seller and Buyer may jointly designate in writing. Pursuant to the Contract, Buyer must deposit [DOWN PAYMENT AMOUNT] as a down payment to be held in escrow by the Escrow Agent.

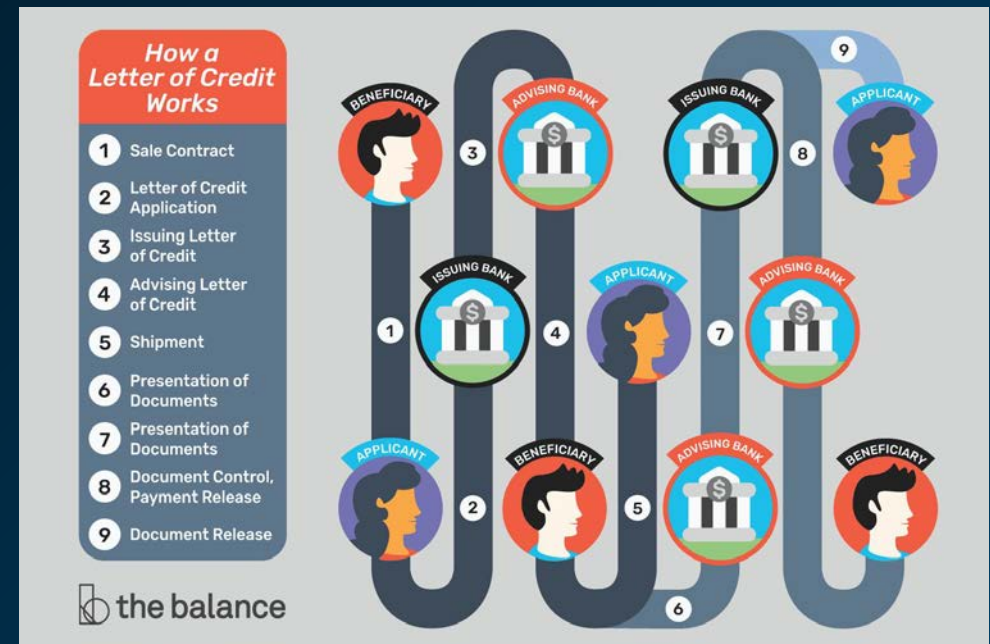
**2. PAYMENT TERMS**

If the closing takes place under the Contract, Escrow Agent at the time of closing shall pay the amount deposited with Agent to Seller or in accordance with Seller's written instructions. Escrow Agent shall make simultaneous transfer of the said property to the Buyer. If no closing takes place under the Contract, Escrow Agent shall continue to hold the amount deposited until receipt of written authorization for its disposition signed by both Buyer and Seller. If there is any dispute as to when Escrow Agent is to deliver the amount deposited, Escrow Agent shall hold the sum until the parties' rights are finally determined in an appropriate action or proceeding or until a court orders Escrow Agent to deposit the down payment with it. If Escrow Agent does not receive a proper written authorization from Seller and Buyer, or if an action or proceeding to determine Seller's and Buyer's rights is not begun or diligently

Escrow Agreement Page 1 of 2

"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/320202020\\_Evaluating\\_the\\_Risk\\_of\\_Documentary\\_Discrepancies\\_in\\_Letters\\_of\\_Credit\\_in\\_the\\_Context\\_of\\_Estonian\\_Export\\_Bankers\\_in\\_Credit\\_Risk](https://www.researchgate.net/publication/320202020_Evaluating_the_Risk_of_Documentary_Discrepancies_in_Letters_of_Credit_in_the_Context_of_Estonian_Export_Bankers_in_Credit_Risk)





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

Money ► Property Pensions Savings Borrowing Careers

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.com solves large value payments in an untrustworthy world



Escrow.com holds the funds while the transaction completes.



## ESCROWAPI

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

Built for developers, by developers.

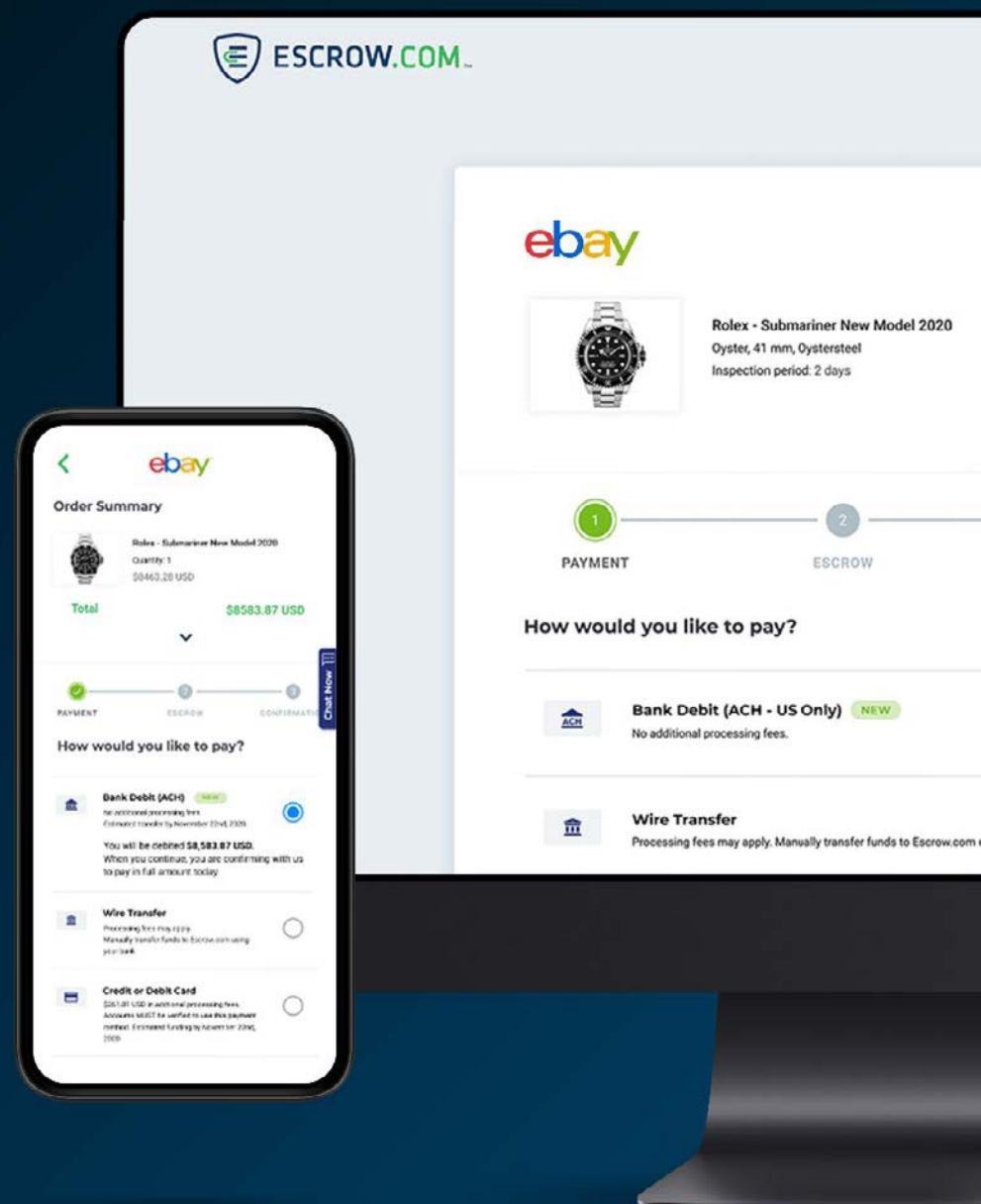
## ESCROWPay

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.

## ESCROWOffer

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



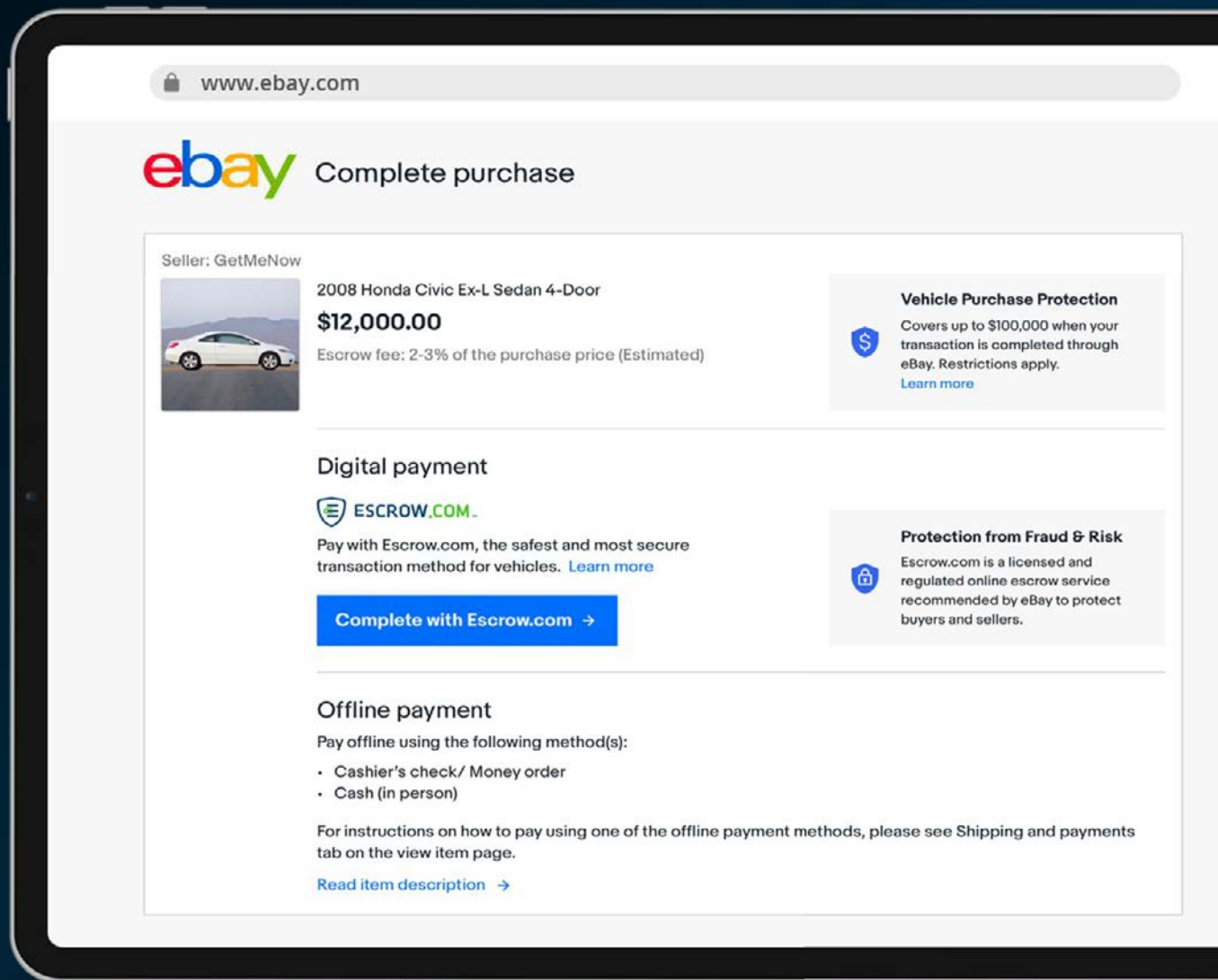




+



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+.



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



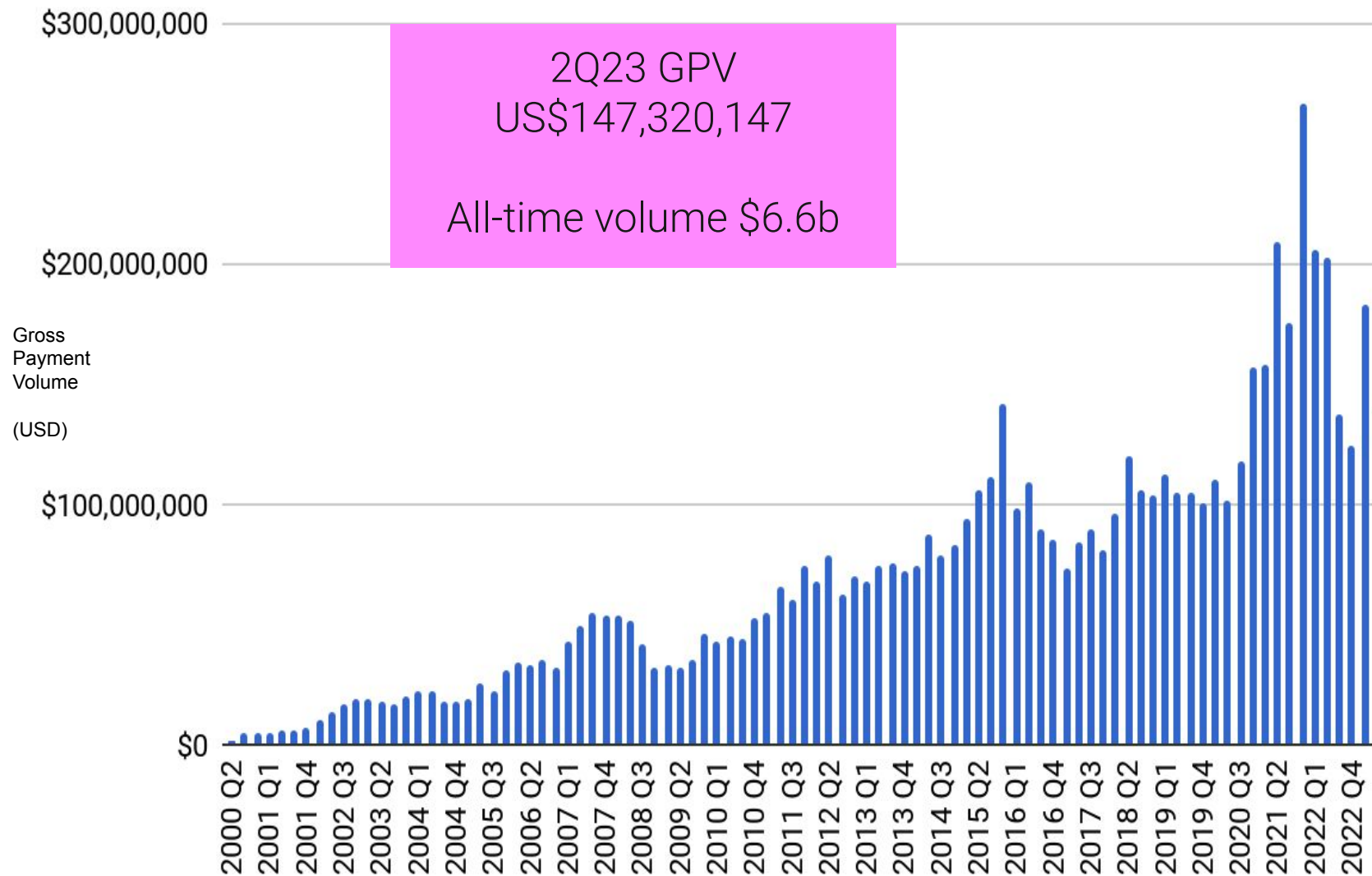
WEBSITES



ELECTRONICS



# Escrow.com Gross Payment Volume (US\$)

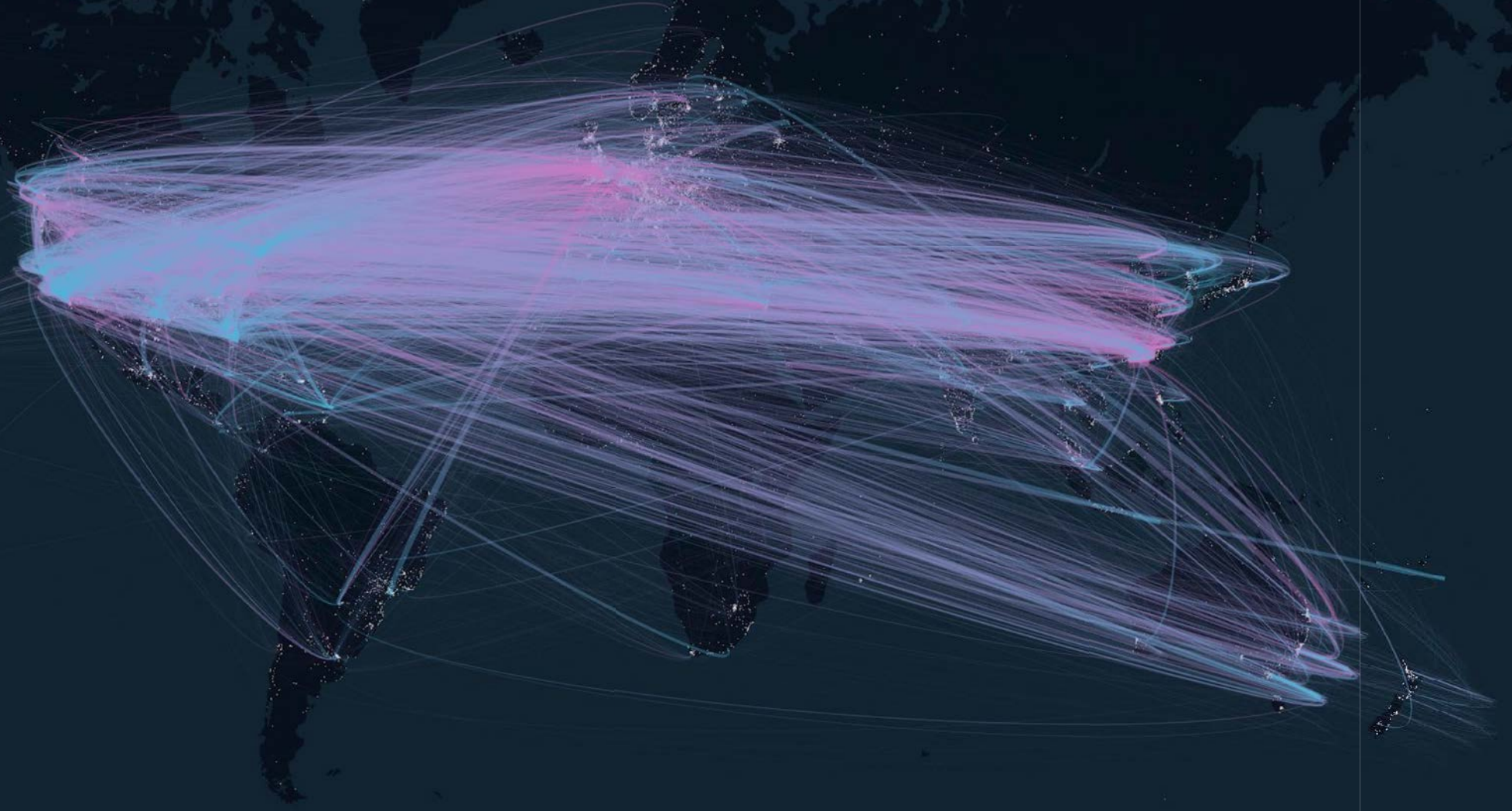






ESCROW.COM™

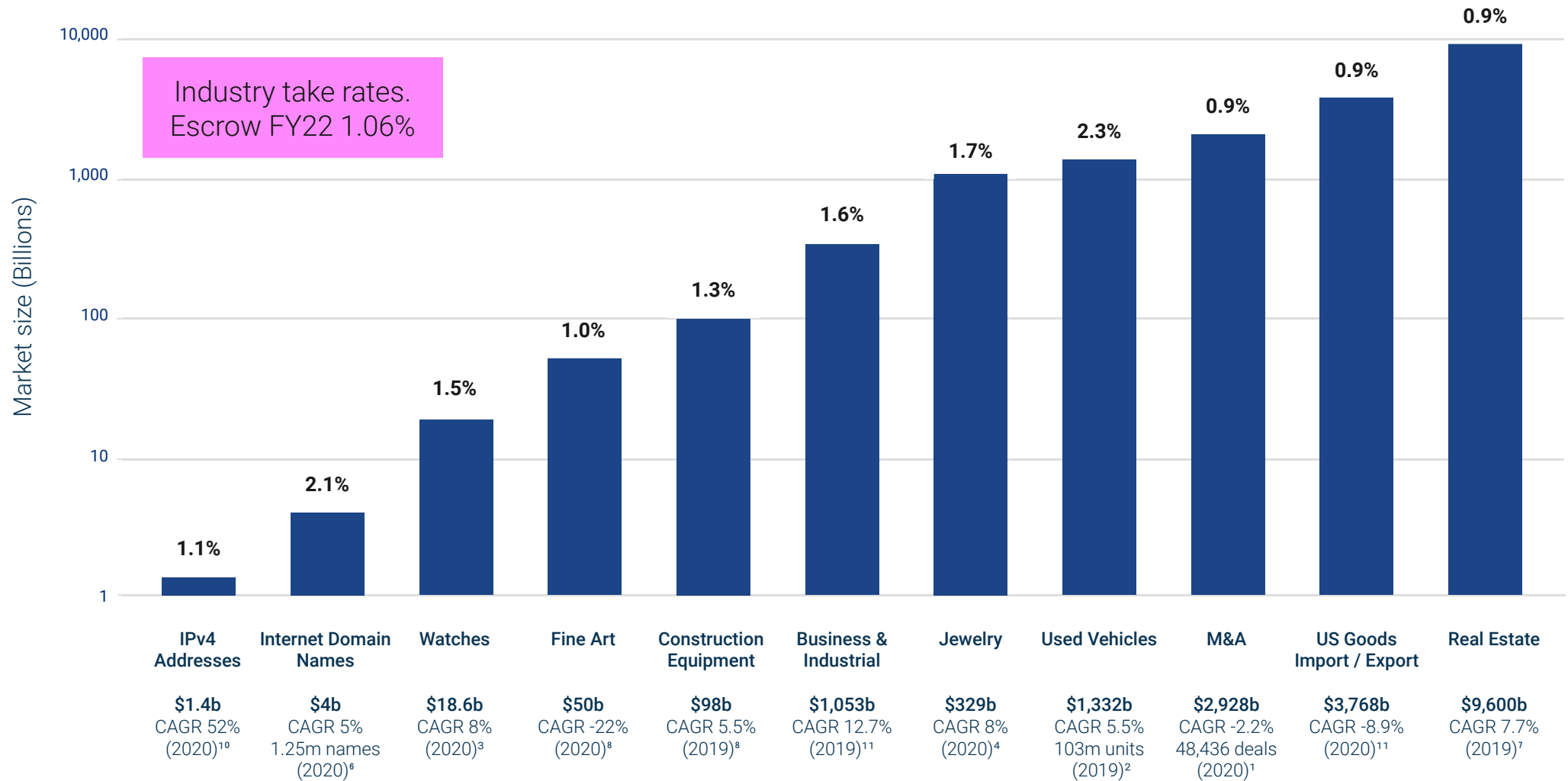
Over 2 million customers.



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](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](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](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



Produce



Oil & Gas



Services





# 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.







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DEPARTMENT OF  
FINANCIAL PROTECTION  
& INNOVATION

[About ▾](#)[File a Complaint ▾](#)[Licensees ▾](#)[Consumers ▾](#)[Search ▾](#)[Contact Us ▾](#)

## Online Escrow Companies

The following companies are licensed to provide online escrow services:

**Stopped escrow**


**Not external**

**Assembly Escrow Inc.**  
Telephone: 866-862-2714  
Email: [tracey@promisepay.com](mailto:tracey@promisepay.com)  
Website: <http://promisepay.com>

**Upwork Escrow Inc.**  
Telephone: 650-316-7557  
Email: [Escrow@Upwork.com](mailto:Escrow@Upwork.com)  
Website: <https://www.upwork.com>

**Internet Escrow Services, Inc.**  
Telephone: 1-888-511-8600,  
949-635-3800  
Email: [sales@escrow.com](mailto:sales@escrow.com)  
Website: <http://www.escrow.com>

**SeedTrust Escrow, Inc.**  
Telephone: 800 205-3527  
Email: [Info@SeedTrustInc.com](mailto:Info@SeedTrustInc.com)  
Website: <https://SeedTrustInc.com>

**Surrogacy escrow**

**Key Consumer Links**

- [Consumer Insights](#)
- [Consumer Alerts](#)
- [Consumer Connection Newsletter](#)
- [Licensees and Industries Regulated by the DFPI](#)
- [Actions, Orders and Administrative Hearing Decisions](#)
- [File a complaint](#)
- [Submit a Public Records Request](#)

Help us improve the DFPI website!

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

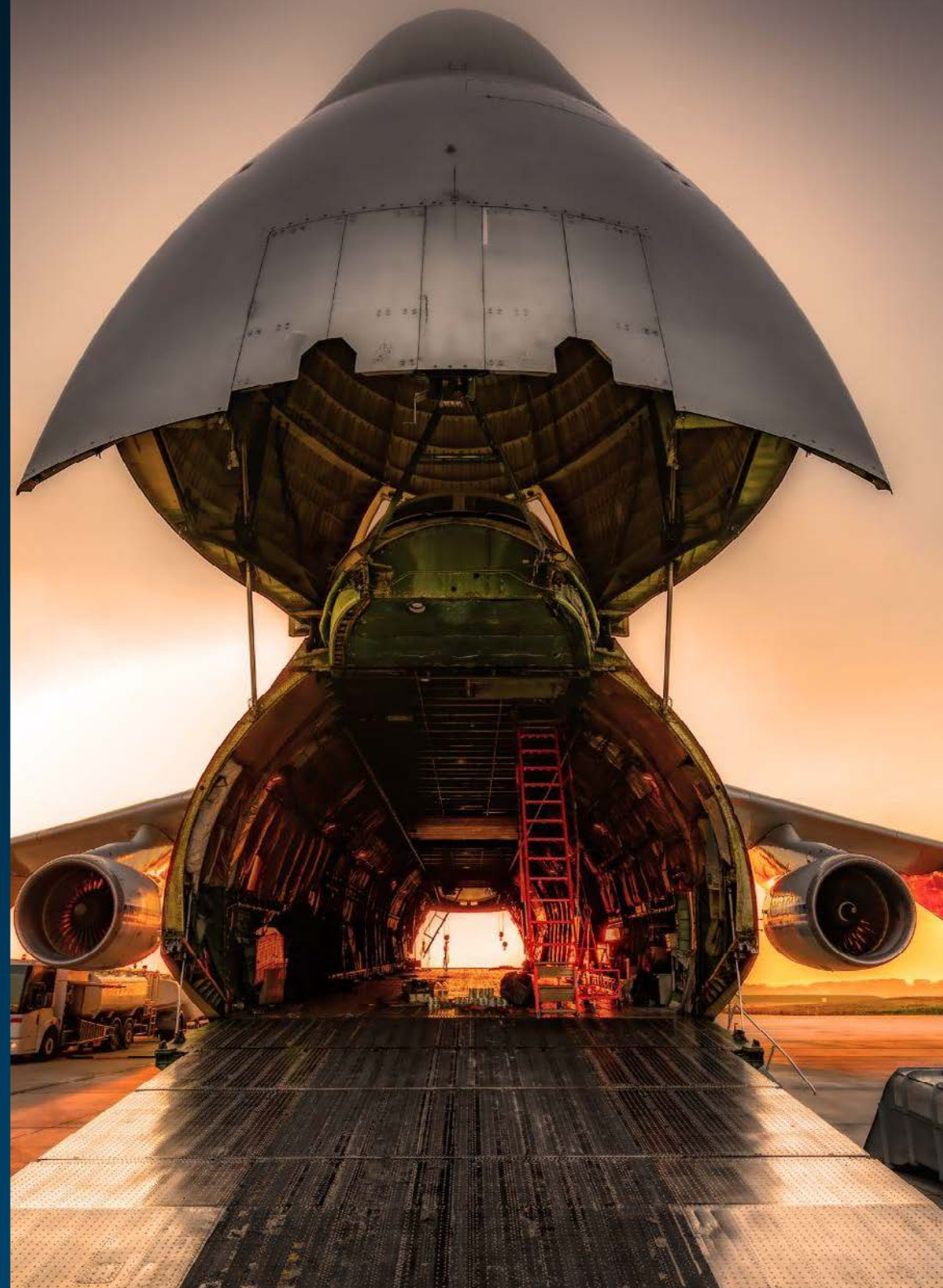
Escrow.com solves trust problem

- 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







ESCROW.COM™

&



MOTORS

first transaction

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.

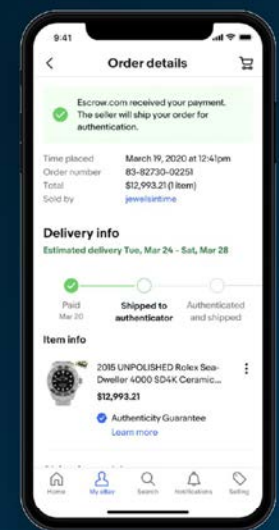
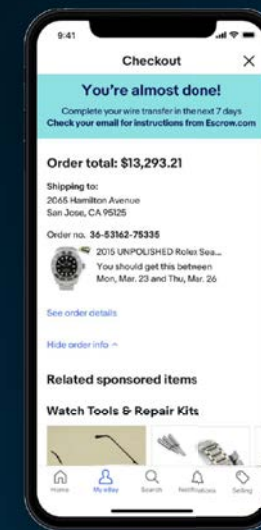
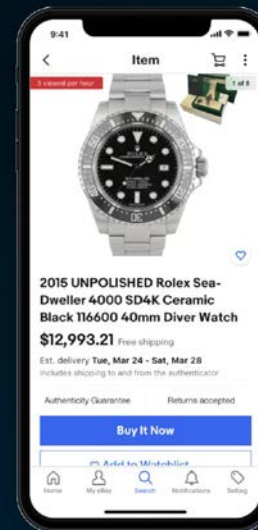


"We've seen a tremendous uptick in interest for luxury watches this past year, with more than 22 million site searches for Cartier, and more than 15 million for Tag Heuer. Escrow joins Authenticity Guarantee as eBay's response to that growing appetite."

Charis Márquez, Vice President of Fashion, eBay



+



Escrow.com secures  
the Authenticity Guarantee  
service for eBay luxury watches

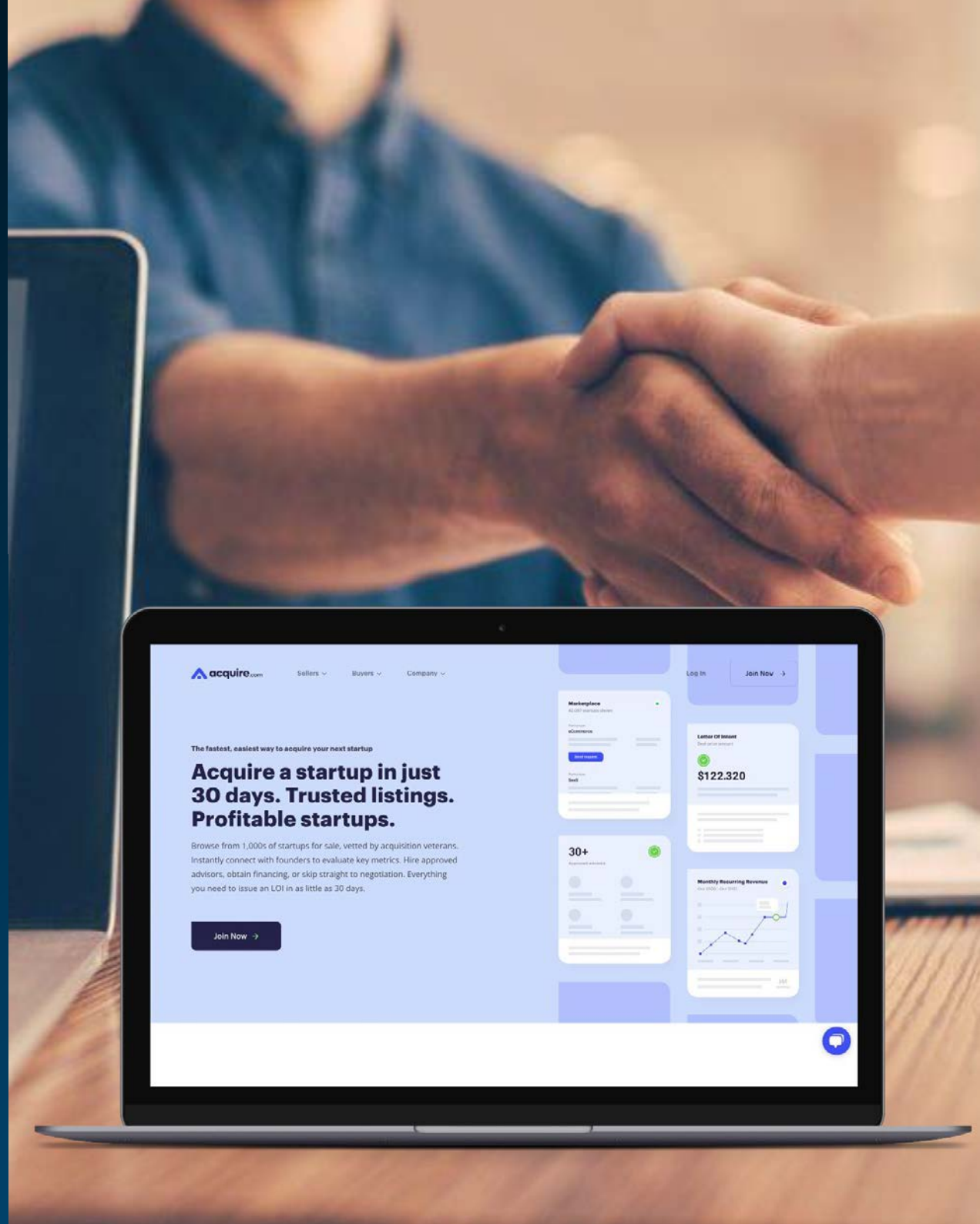
Buyers <https://www.youtube.com/watch?v=ikZ4JQkgA2M>

Sellers <https://www.youtube.com/watch?v=pVPwUSlg06Y>



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.

 acquire.com



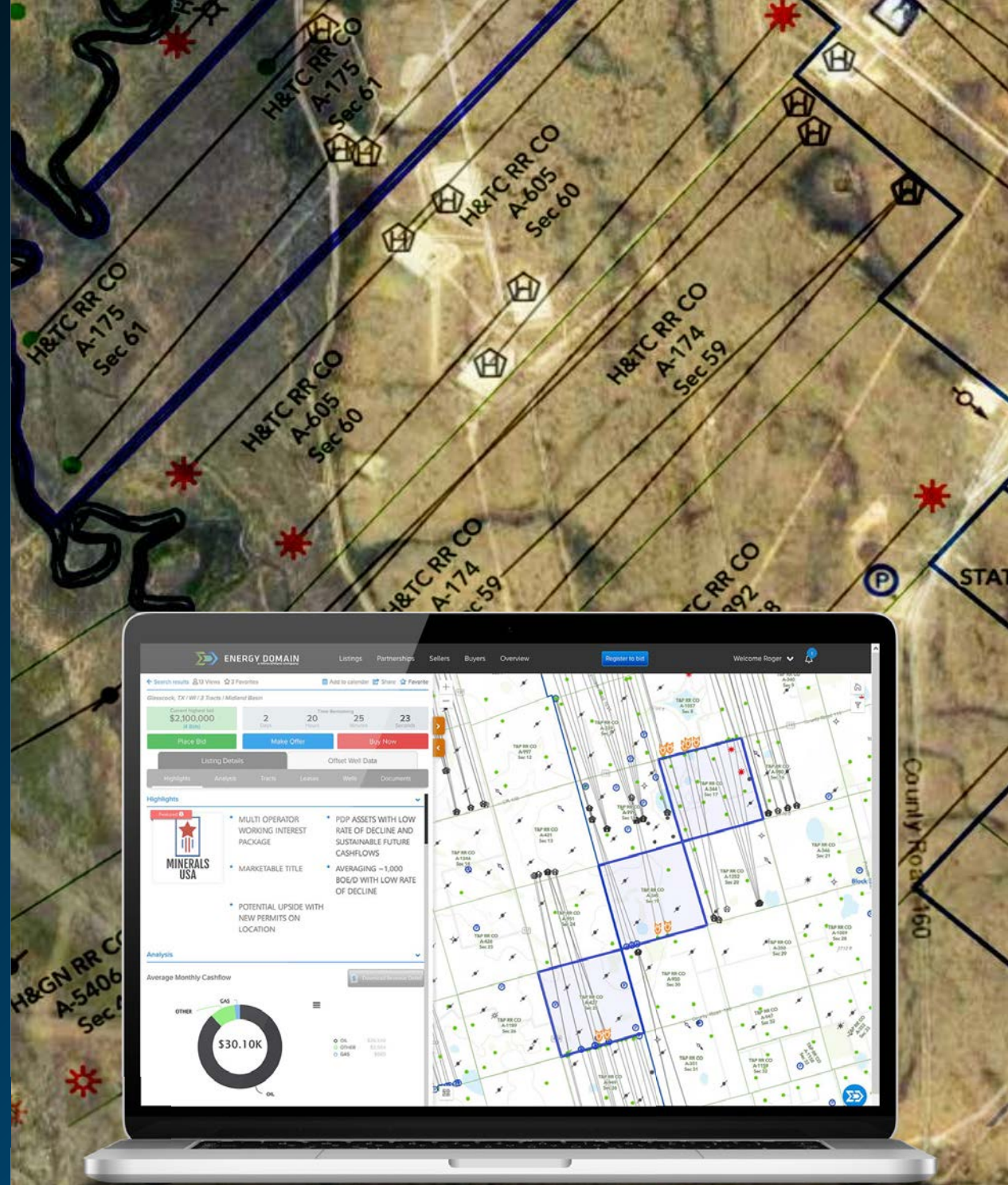
Escrow.com enables trading of oil, gas and mineral rights online

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

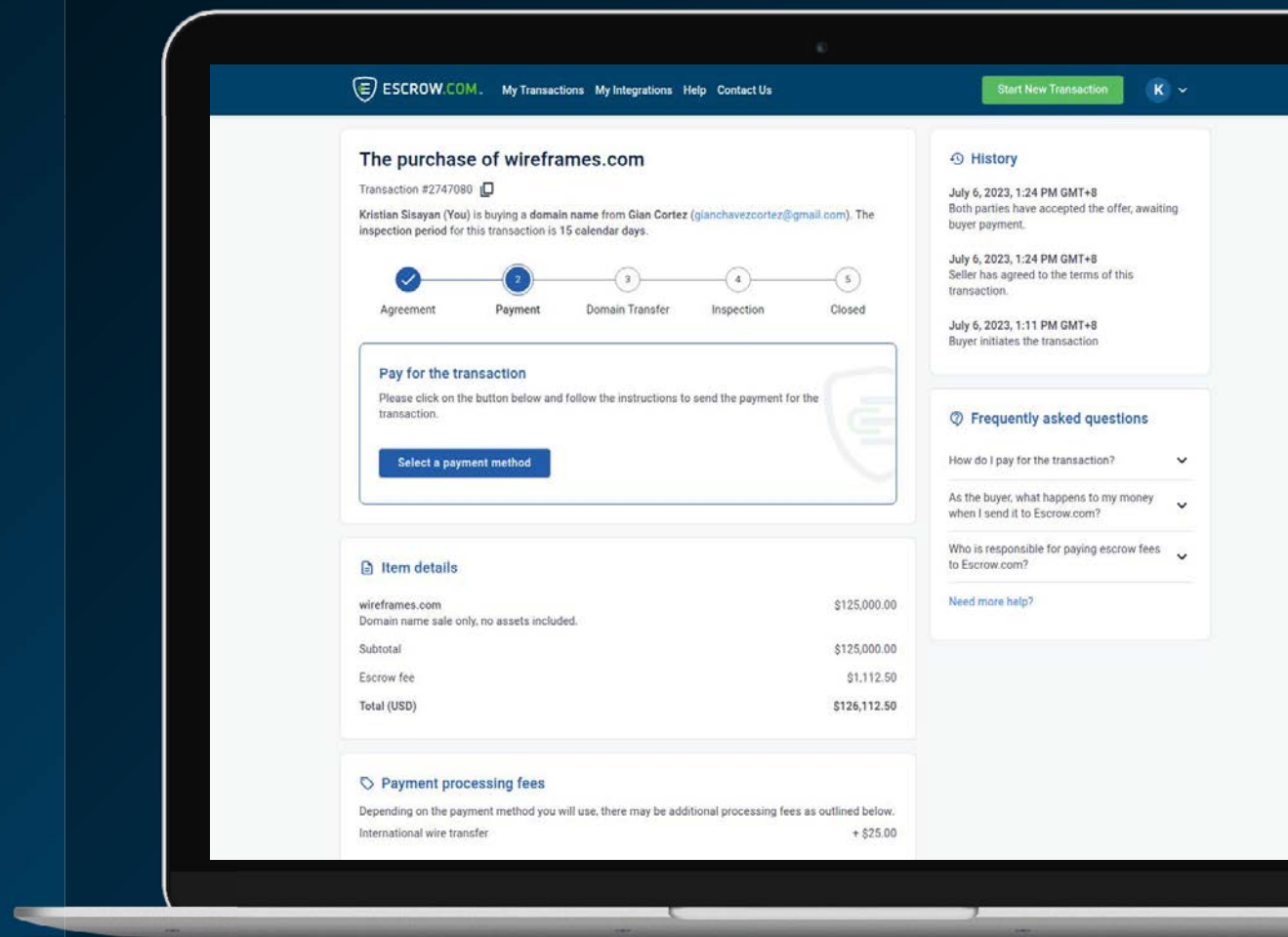
52.5 mineral acres of oil rights securely sold through [Escrow.com](#)





# 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.







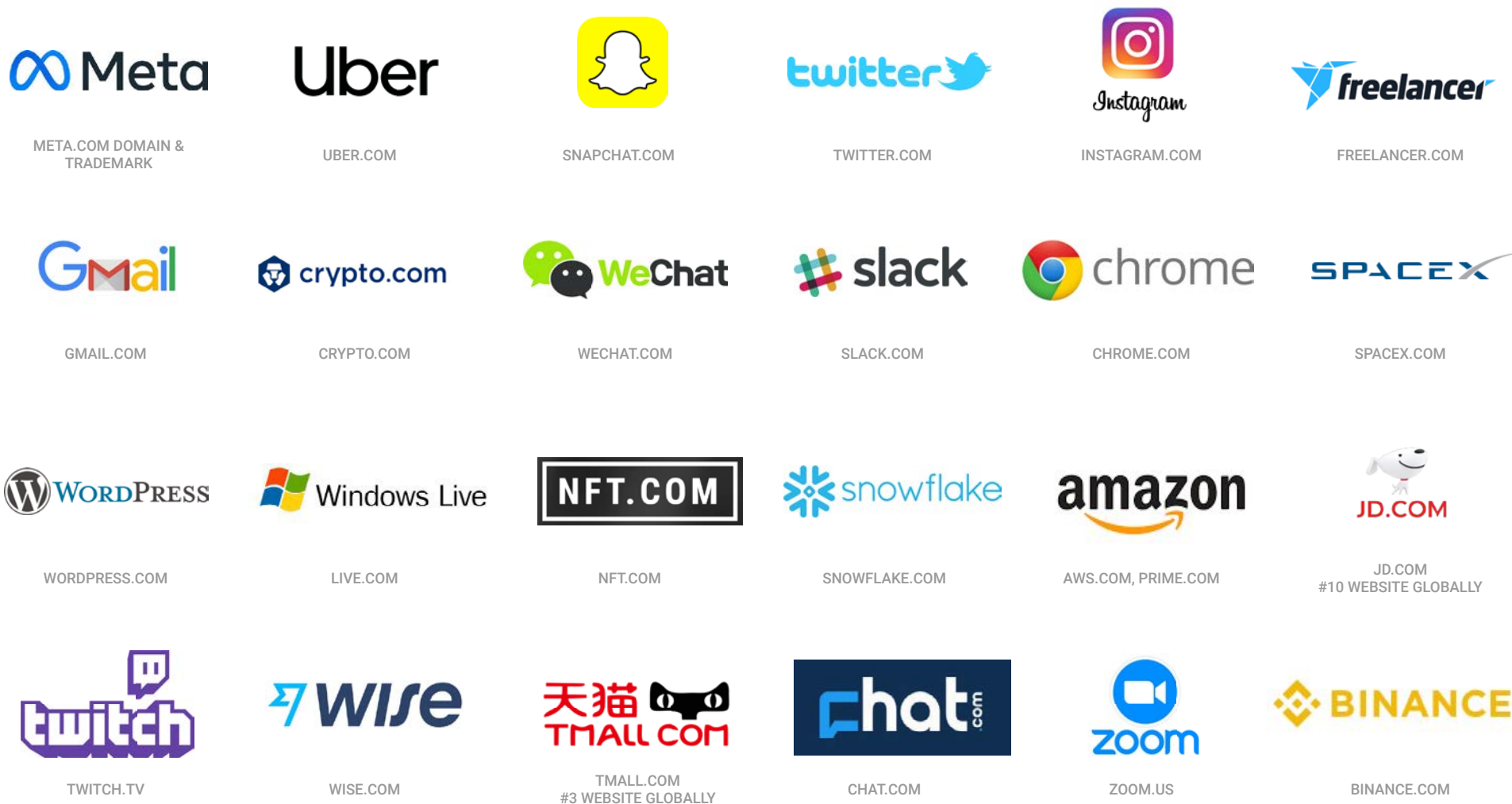
## Continuously a leader in the domain space

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 Aprix (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



An aerial photograph of a long, straight road stretching through a rural landscape. The road is flanked by dense rows of trees, and the surrounding area consists of open fields and some distant buildings. The lighting suggests a warm, golden hour.

# **Loadshift**

Connecting Shippers & Carriers

Australia's largest freight marketplace  
**OVER 750,000,000 KILOMETERS OF FREIGHT POSTED**



# Freight Customers

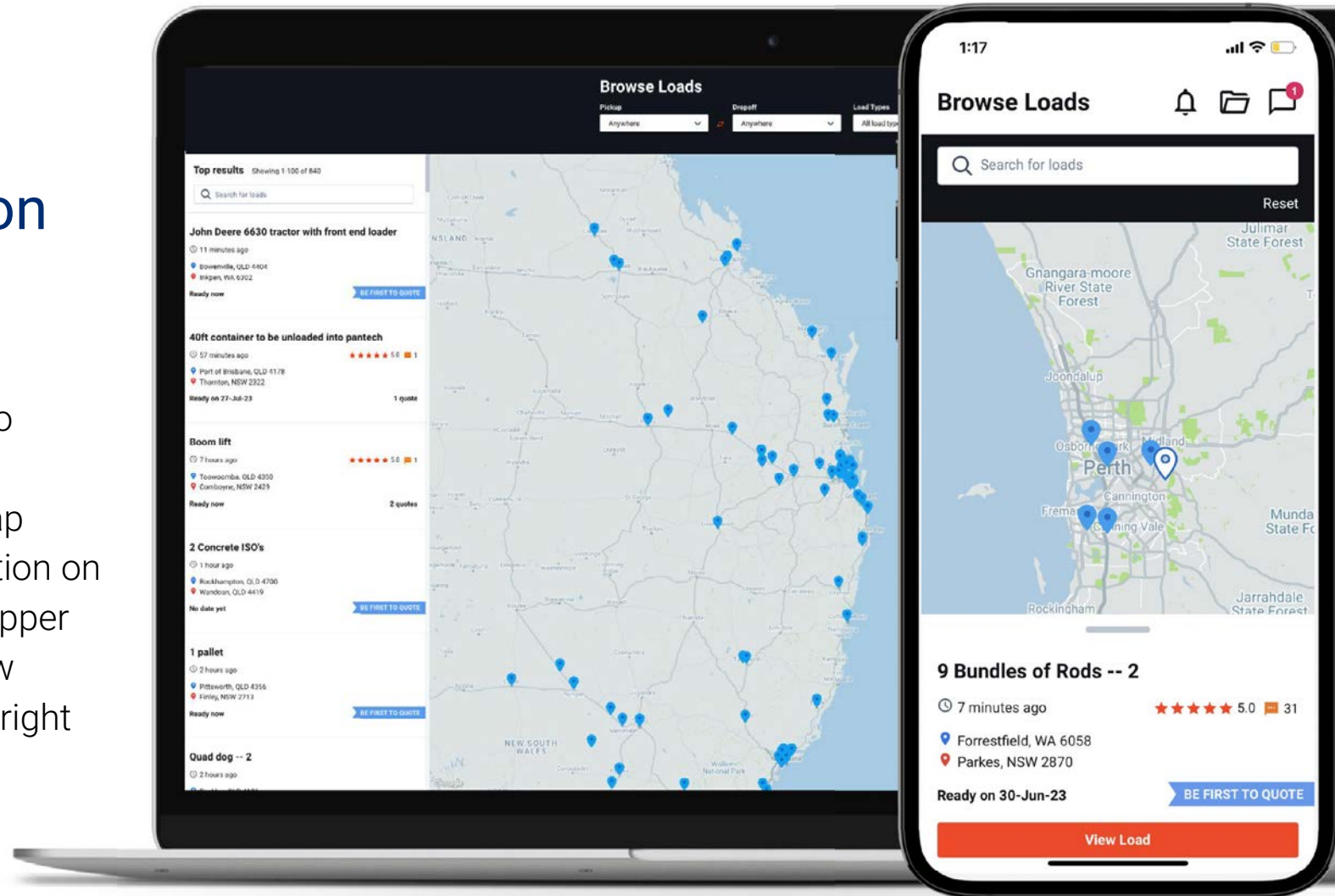
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## Find loads fast with map view on Loadshift!

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

**Quote on this Load**

You will be able to edit your quote until the load is awarded to someone.

**How much do you want to quote?**

Quote (as seen by client)	\$	0.00	AUD
Less: Fees	\$	0.00	AUD
<b>Amount you will receive (inc. GST)</b>	\$	Enter amount	AUD

**Estimated pickup date** OPTIONAL DD/MM/YYYY DD/MM/YYYY

**Estimated dropoff date** OPTIONAL DD/MM/YYYY DD/MM/YYYY

**Proposed vehicle types** OPTIONAL Type your vehicle here

**Describe your proposal (minimum 30 characters)**

I am pleased to provide you with a quote for this load. Payment via Loadshift. Feel free to message me by clicking the chat button if you have any questions. Otherwise, please click the award button to accept the quote.

**B double trailer**  
Open

**Details** Proposals

**Amount you will receive (inc. GST)**

\$	Enter amount	AUD
----	--------------	-----

**Estimated pickup date** OPTIONAL DD/MM/YYYY DD/MM/YYYY

**Estimated dropoff date** OPTIONAL DD/MM/YYYY DD/MM/YYYY

**Proposed vehicle types** OPTIONAL Type your vehicle here

**Describe your proposal (minimum 30 characters)**

Provide additional notes regarding your quote

I am pleased to provide you with a quote for this load. Payment via Loadshift. Feel free to message me by clicking the chat button if you have any questions. Otherwise, please click the award button to accept the quote.

**Submit Quote**

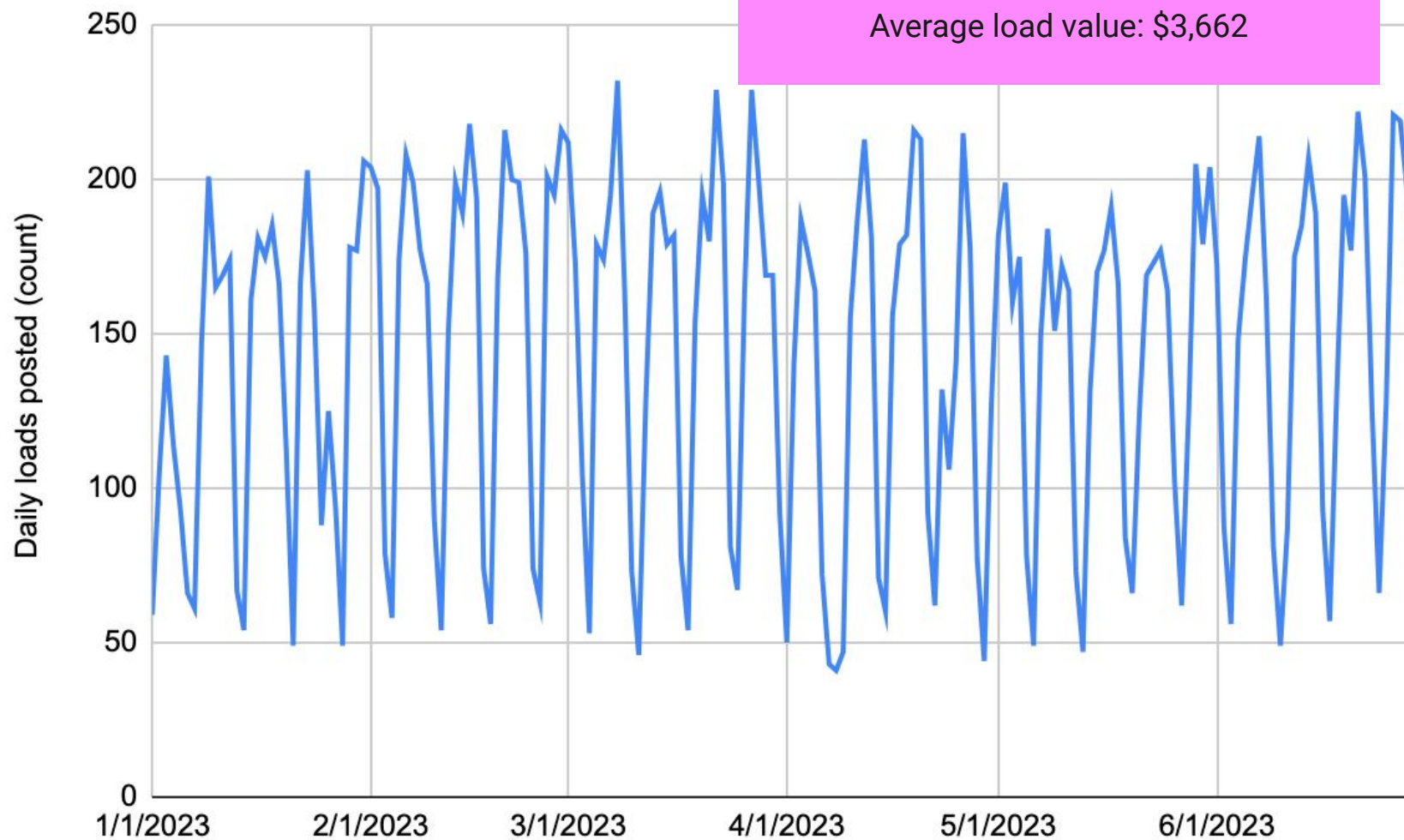


# 26,053 loads in 1H23

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

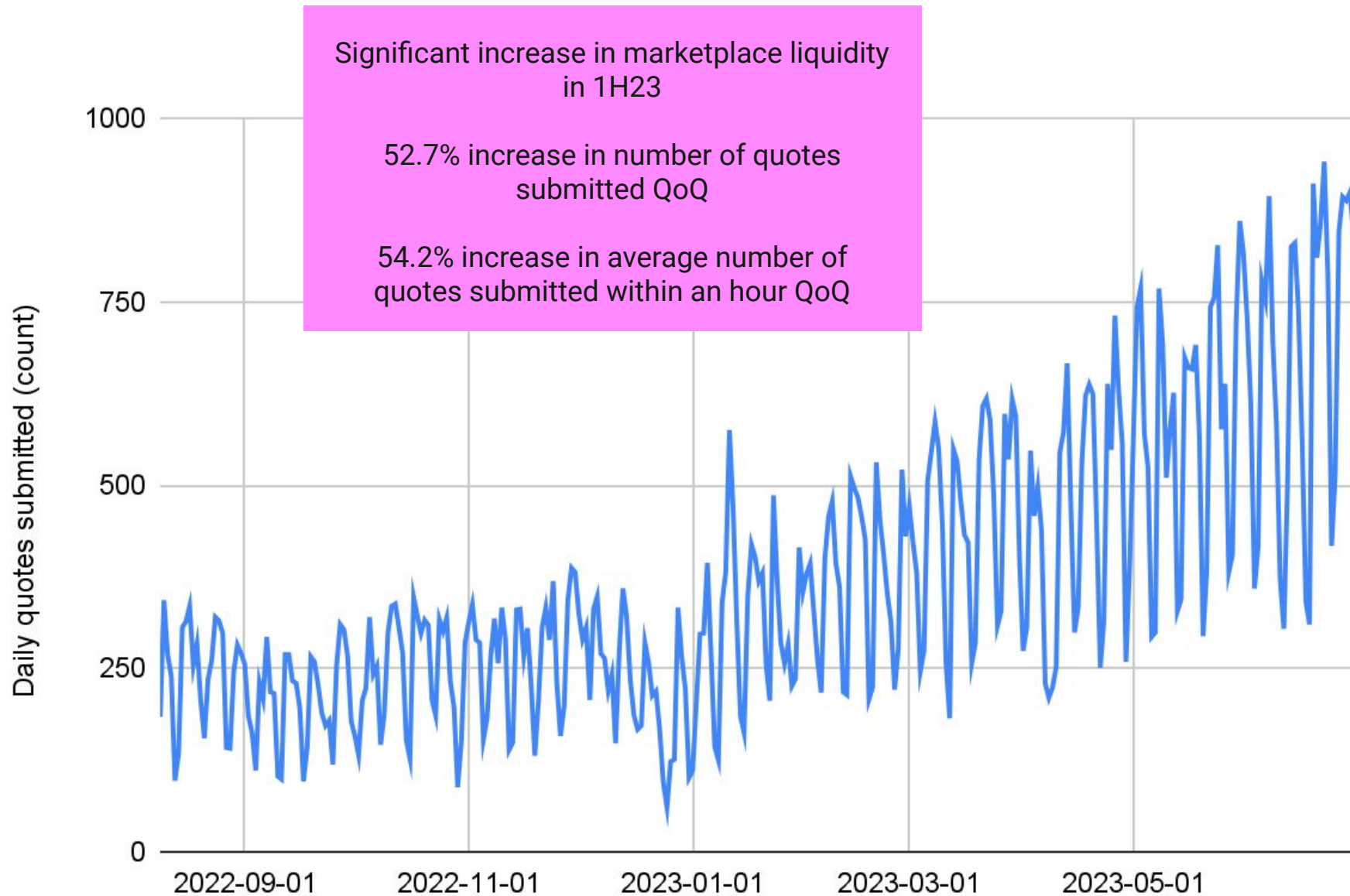
Average distance:  
1,379 km / load

Average load value: \$3,662





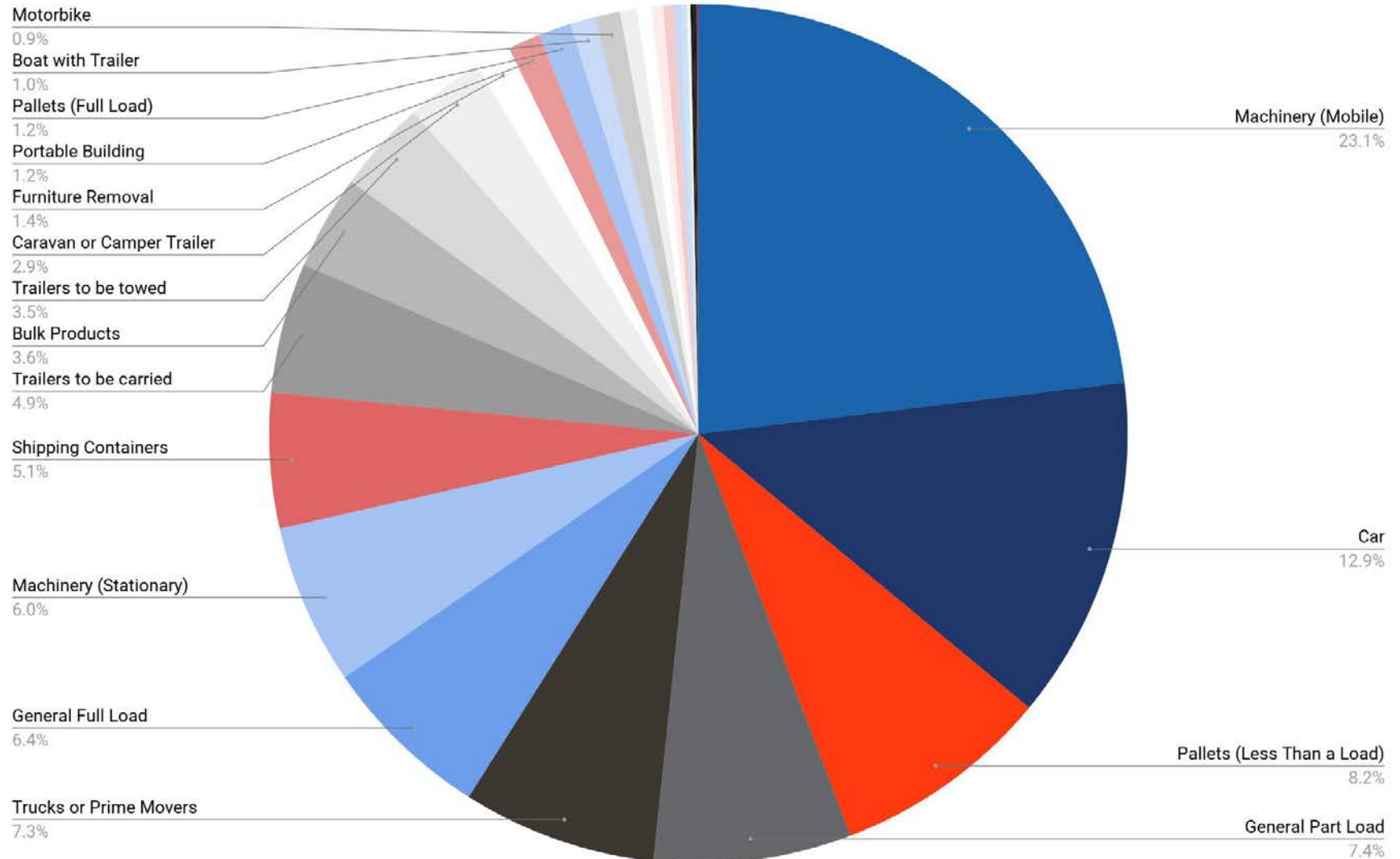
# 51,953 quotes submitted in 1H23





# Freight Categories 2Q23

## Load categories







## 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

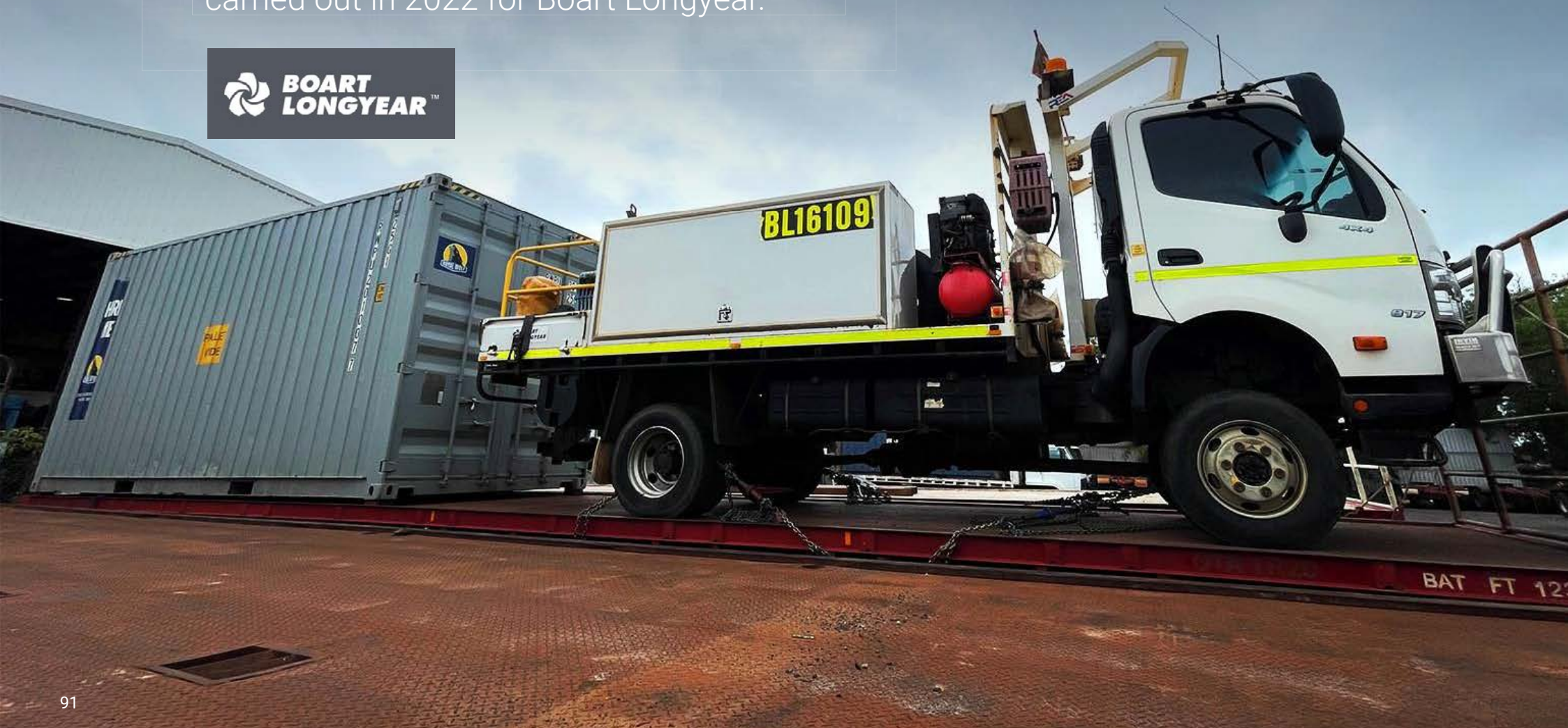
**Perth WA to Cadia NSW** One of 147 loads  
carried out for Newcrest in 2022





# 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

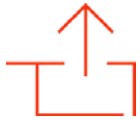
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Permits  
Pilots  
Road closures  
Import / export taxes & duties  
Marine Insurance  
Customs clearance  
Quarantine  
Shipping documents  
Packing  
Washing / cleaning  
Cranage  
Container rental  
Vessel booking  
Multi-currency  
Escrow payments



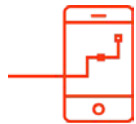


# Advantages



## 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.



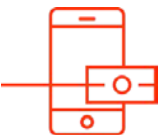
## Vetted operators

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.



Top: CAT 793 Body transported under pilot and police escort using Loadshift

Bottom: R1700 underground loader, lashed securely for transport booked





# 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.

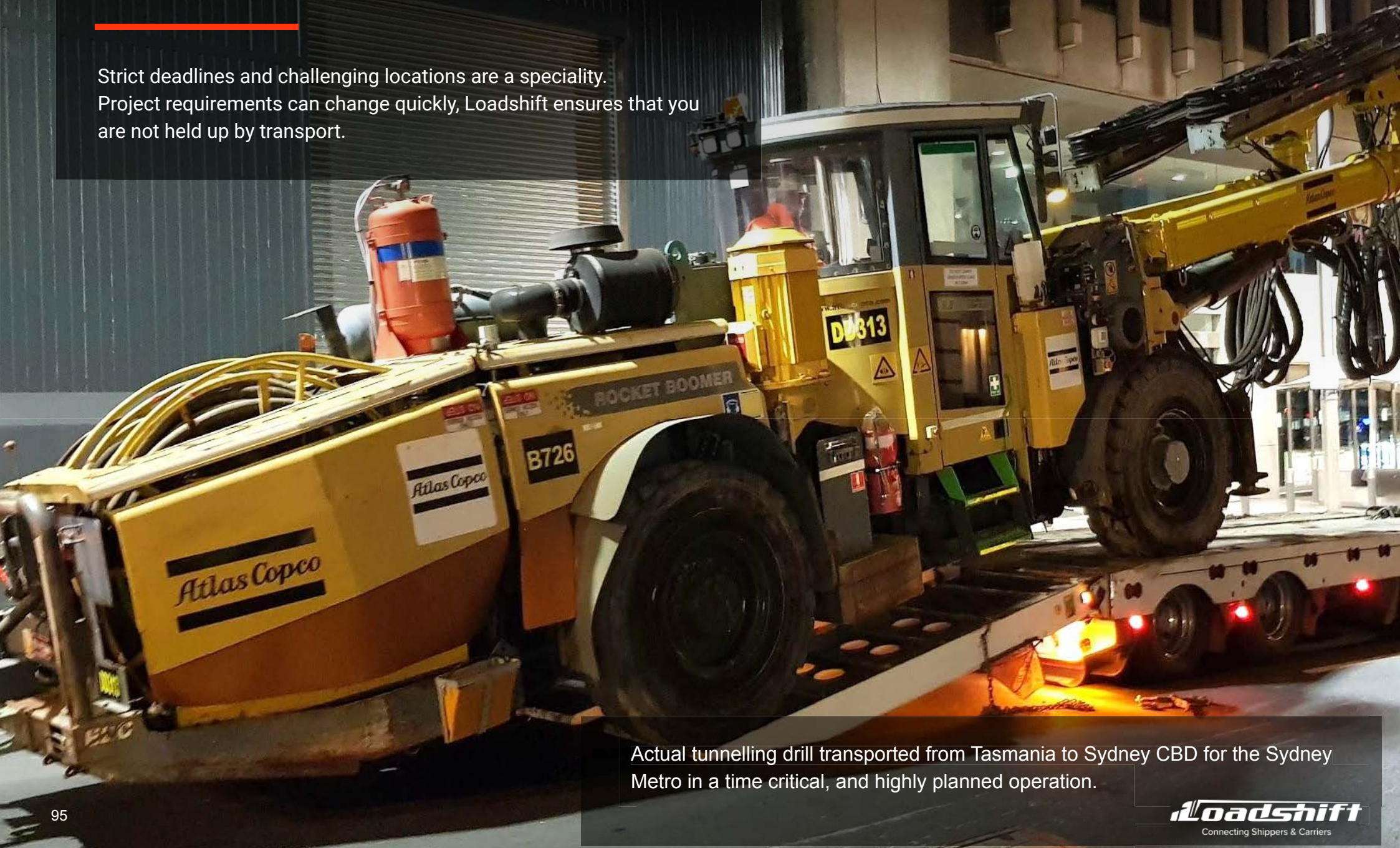
An ASX 50 listed mining company reported saving over 30% on heavy haulage and urgent freight movements for an underground gold mine using Loadshift, whilst also achieving huge efficiency gains.

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.



# **GIANT PADDLEWHEELER IN BIGGEST MARINE MOVE IN THE SOUTHERN HEMISPHERE**

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

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





# Leadership Team

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**Matt Barrie**  
Executive Chairman

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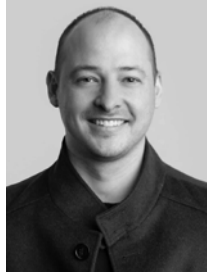
Matt Barrie is an award winning technology entrepreneur. Matt was Adjunct Associate Professor at the Department of Electrical and Information Engineering at the University of Sydney where he taught Cryptography for fifteen years and, later, Technology Venture Creation. He is the co-author of over 20 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

---

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 Aptrix (acquired by NYSE:IBM).



**Drew Davis**  
General Manager

---

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.



**Md. Habib Ullah**  
Product Manager

---

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



**Stanislav Markevic**  
Engineering Lead

---

Stanislav 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. 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.



**Cohen Wisniewski**  
Operations Manager

---

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



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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 FY23 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.

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