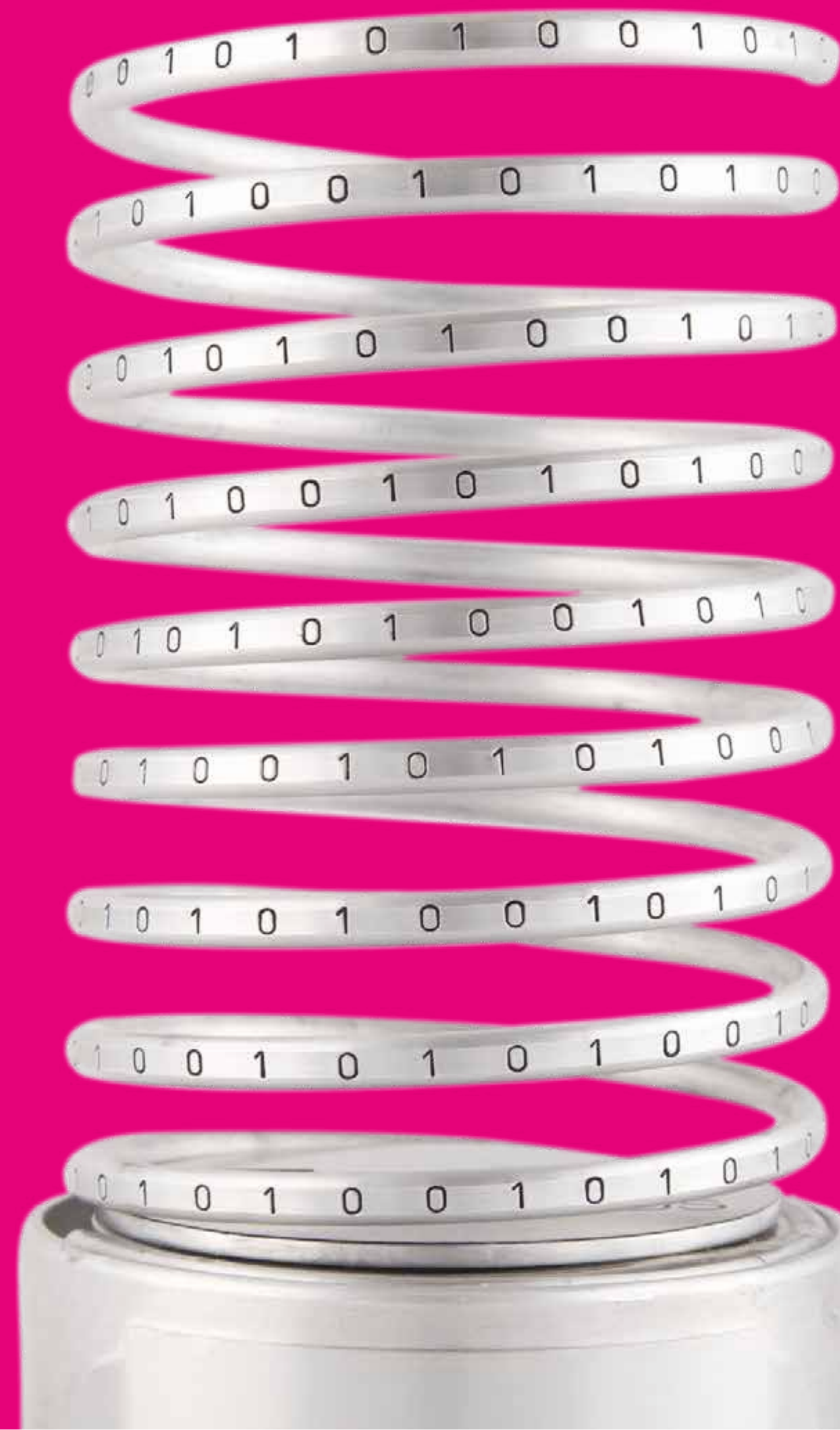




Freelancer Limited

Half Year 2025 Business Update

ASX: FLN
OTCQX: FRLCY



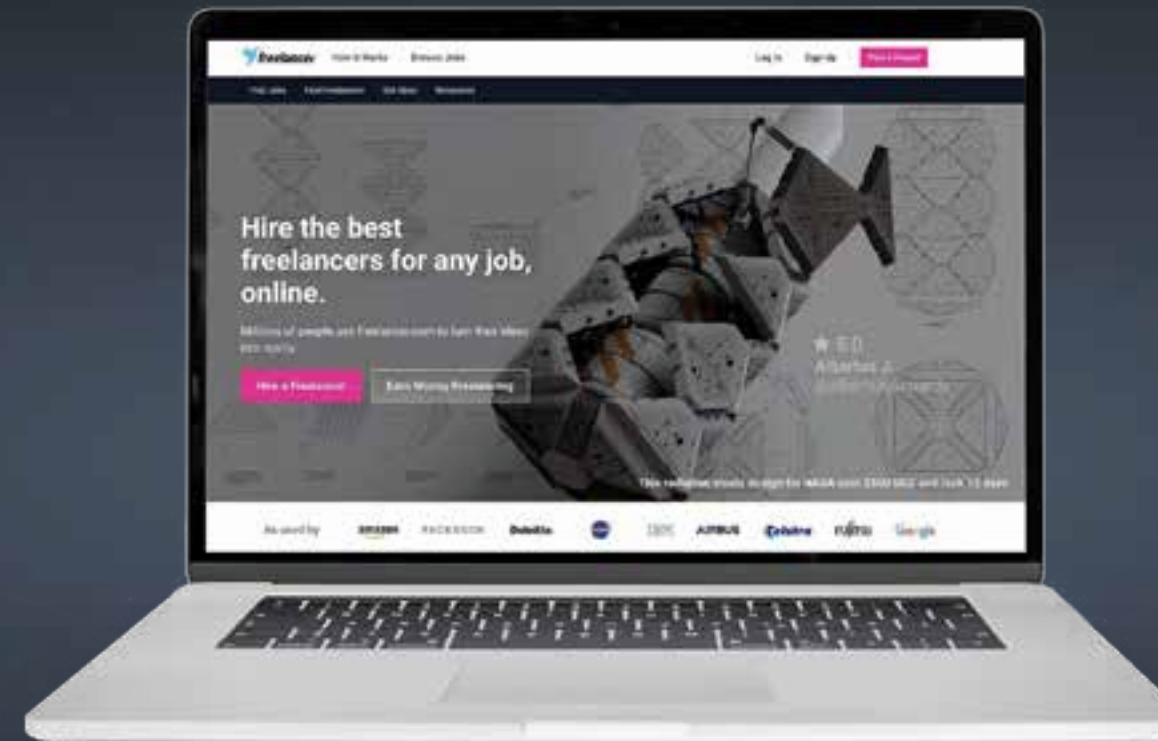
"Freelancer's 13th Webby
Cements Legacy as
Internet's Gold Standard
for Employment"

[Yahoo! Finance](#)

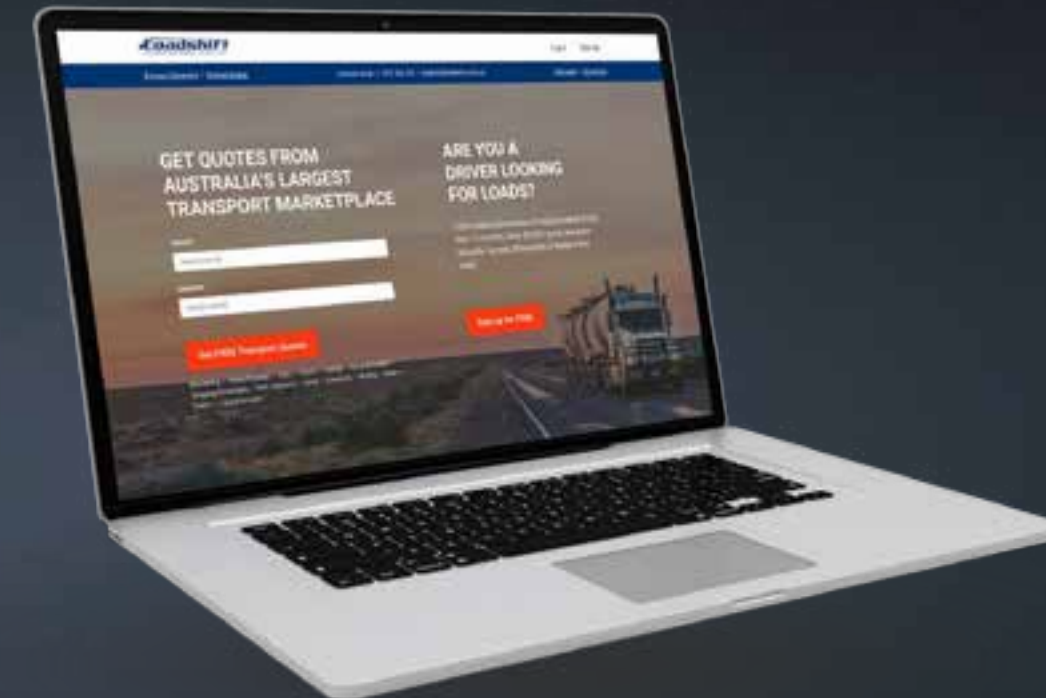
Building the Amazon of Services: Powering Labour, Payments & Freight



#1 Global escrow leader,
securing worldwide commerce
US\$7,700,000,000 in payments



#1 Global labour platform,
connecting 80M+ users for
US\$5,000,000,000+ in jobs



#1 Australian heavy haulage,
expanding to global platform
800,000,000 km in freight

Freelancer Limited
ASX: FLN, OTCQX: FRLCY

Solving Trillion Dollar Problems

Labour

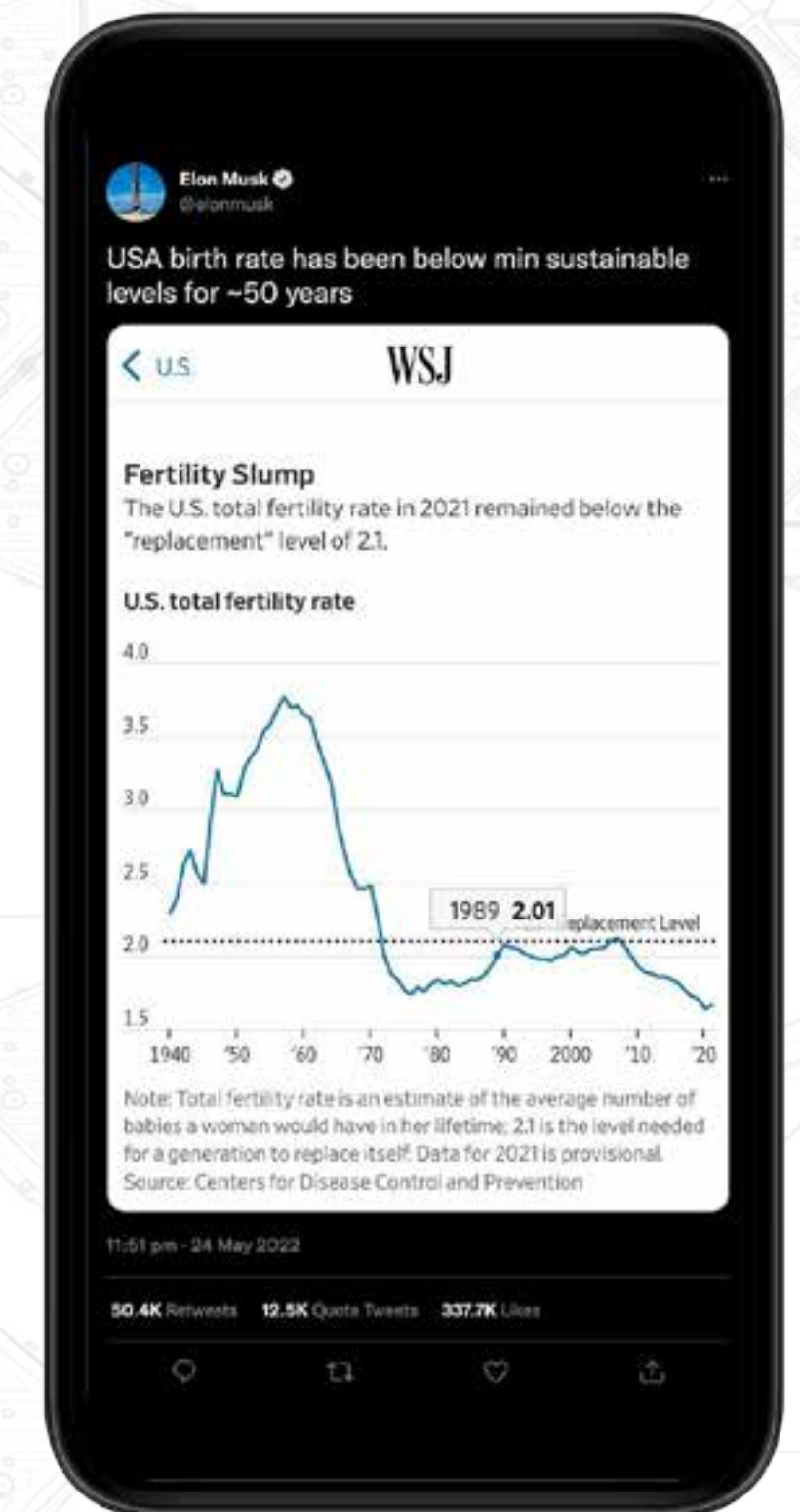
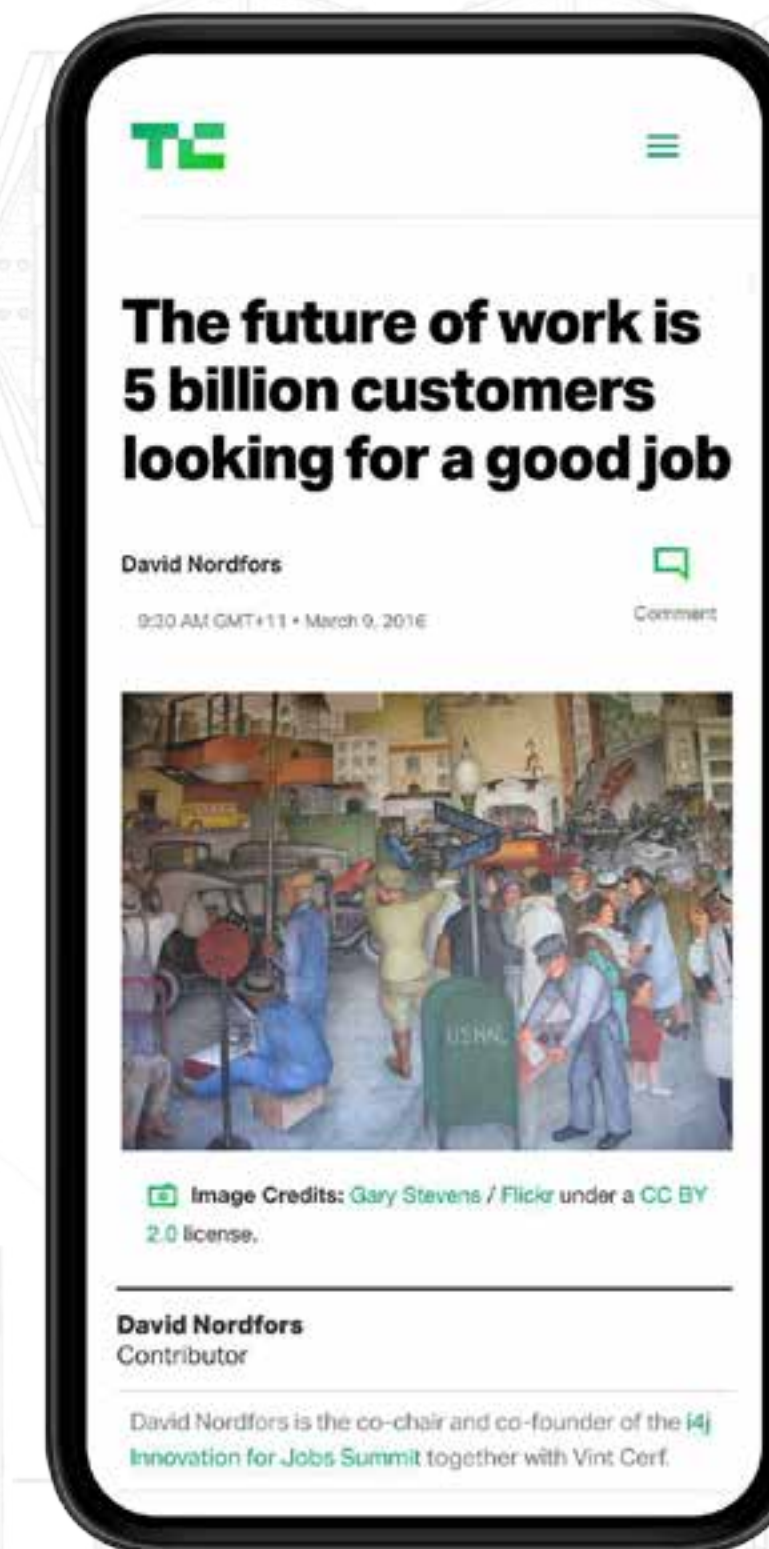
5 billion seek work while talent runs scarce:
intellectual capital is the 21st century battleground.
Freelancer: Making tomorrow's innovations real today.

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: 80m+ users, \$10 to \$10m jobs

3% fee from clients + 10% from freelancers on every job, with optional memberships and premium add-ons.

Escrow.com

World's largest online escrow company: \$7.7b+ 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, going global.

Our competitive edge: Monetising critical business infrastructure across the digital economy.



World's largest cloud workforce



Your vision, delivered: anytime, anywhere

80M+ PROFESSIONALS READY TO MAKE YOUR DREAMS REAL



Group Financial Snapshot 1H25

Resilient Performance, Strong Foundations

- **Gross Marketplace Value (GMV):** \$439.0m (↓2.4% pcp)
- **Revenue:** \$28.0m (↑8.0%)
- **NPAT:** \$1.9m (vs. -A\$1.0)
- **Operating Cash Flow (excl. FX):** \$6.8m (↑209%)
- **Cash Flow:** \$3.3m (vs. -\$0.2)
- **Cash Balance:** \$26.0m (↑12.3% from 31 Dec 24)
 - \$733k also spent increasing Loadshift stake to 64.2% (Cavanagh 30.3%, Other 5.5%)

All-time record half-year profit and robust cash flow- powering accelerated growth into 2H25.



Business Segment Spotlight 1H25

Momentum Across Our Ecosystem

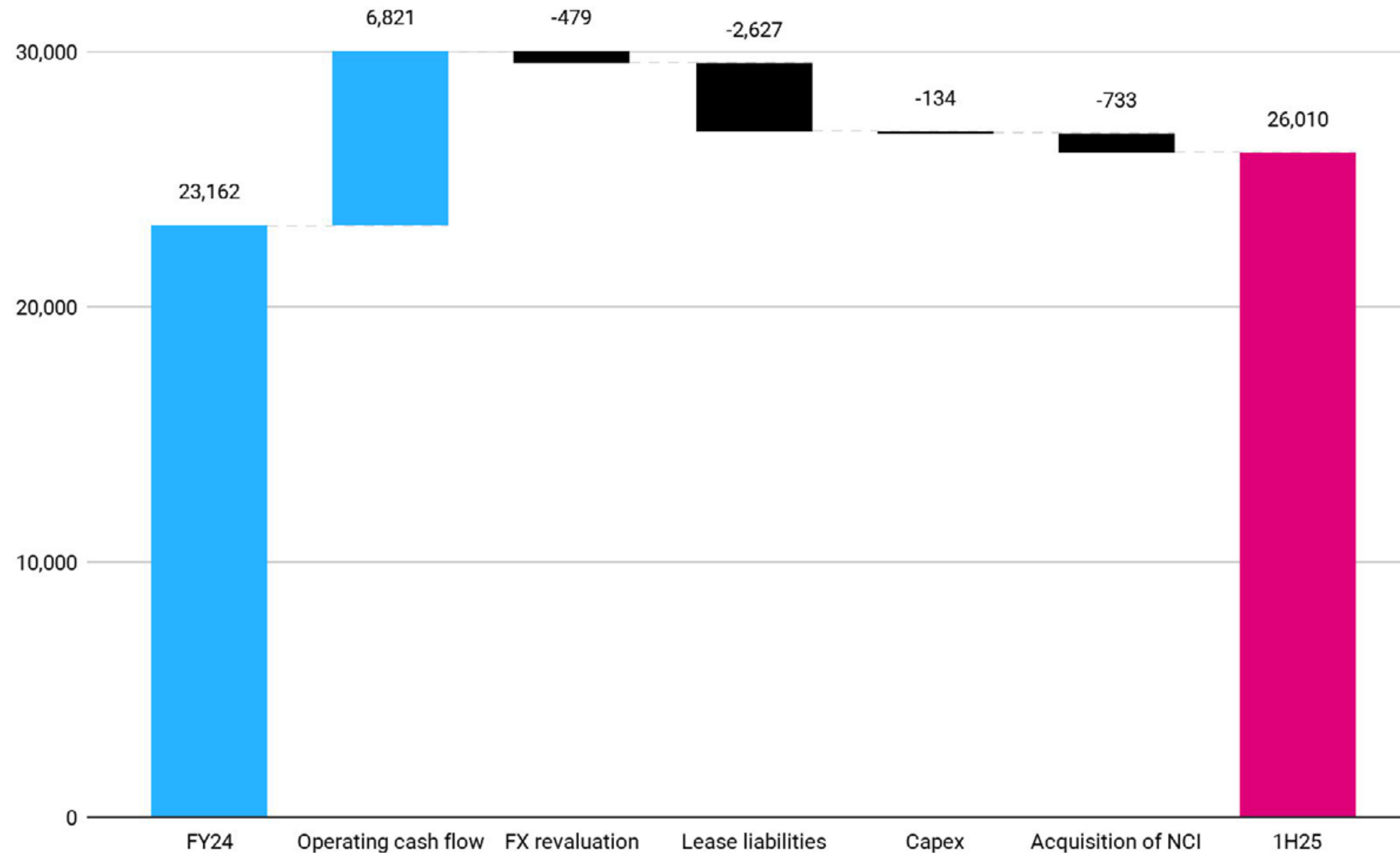
- **Freelancer**
 - **GMV:** \$66.5m (↑2.8%); **Revenue:** \$21.0m (↑3.1%)
 - **Wins:** Won NASA NOIS3 10-year US\$475 m contract, cementing leadership in global open-innovation challenges, one of only 25 vendors selected
 - **Momentum:** 2.0m new users (↑17.5 %) and record 56 bids/project, driving marketplace liquidity
- **Escrow.com**
 - **GMV:** \$372.5m (↓3.3%); **Revenue:** \$6.1m (↑32.3%)
 - **Wins:** Shopify beta live, strong backlog of marketplaces seeking integration
 - **Growth:** Domain volume US\$196.9m (↑9.3%), and positive interest from the import/export industry
- **Loadshift**
 - **Revenue:** ↑9.1% pcp
 - **Wins:** Twice hit all-time highs for monthly revenue in 1H25, beating previous high by 12% & 8%
 - **Product:** Rolled out in-app audio/video calling; award rate 27.8 %, delivered loads ↑5 % despite weather

Record half-year profit and cash flow, with all three engines primed for an even stronger 2H25



Cash Flow Profile 1H25

Cash & cash equivalents at \$26.0 million at 30 June 2025 ↑12.3% from 31 Dec





Summary Profit & Loss 1H25

Group 1H25 NPAT: +\$1.9m vs -\$(1.0)m in 1H24, the Group's largest half-year profit to date

Net Revenue up 8.5%: powered by Escrow.com (↑32 %) and steady marketplace growth

Gross margin lifted to 85.3%: as Escrow take-rate improved and prior-year 2FA one-offs rolled off

Operating costs tightly managed: Admin ↓3 % and Occupancy ↓8 % offset a planned 10 % rise in Marketing; payroll broadly flat

\$1.1 m unrealised FX gain: from AUD strength, reversing a small loss in the pcg

Core operating profit before tax (ex-SBP, D&A, FX): \$1.8 m vs -\$(1.0) m, clear proof of underlying profitability

FY25 outlook: double-digit revenue growth targeted, with further gains in profit and cash flow

(A\$m) 1 Jan - 30 Jun	1H25 Actual	1H24 Actual	Change
Net Revenue	27.1	25.0	+8.5%
Gross Profit	23.1	19.9	+16%
<i>Gross margin (%)</i>	85.3%	79.9%	+6.8%
Other income	0.1	0.2	n/m
Employee expenses	(10.2)	(9.9)	+3%
Administrative expenses	(5.8)	(5.9)	-3%
Marketing related expenses	(3.0)	(2.7)	+10%
Occupancy costs	(2.3)	(2.5)	-8%
Foreign exchange	1.0	(0.2)	swing +ve
Share-based payment expense	(0.0)	(0.0)	n/m
Depreciation	(0.1)	(0.3)	n/m
NPBT	2.8	(1.4)	swing +ve
NPAT	1.9	(1.0)	swing +ve
Excluding Share-Based Payments, Depreciation & Unrealised FX Gains / Losses			
Operating profit before tax	1.8	(1.0)	swing +ve

Notes

- ❖ Occupancy costs adjusted to include depreciation of \$2.2m (1H24: \$2.3m) and finance costs of \$0.5m (1H24: \$0.7m) relating to property leases and deducting sublease rental income of \$0.8m (1H24: \$0.8m).
- ❖ Depreciation excludes depreciation arising from AASB16 leases.
- ❖ \$0.3m unrealised fx loss taken directly to FCTR (FY24: \$0.4m gain)



Summary Balance Sheet 1H25

Cash & Equivalents at \$26.0m: ↑12% from 31 Dec 24

Trade Receivables ↓8%: Reflects shift in mix of payment processors with shorter settlement times

Right of Use Asset ↓24%: Lower due to depreciation in line with lease terms and reduced lease liabilities (down 21%)

Reserves ↓14%: Non Controlling Interest reduced due to acquisition of some minority shareholders in Loadshift

- ❖ Deferred tax assets reflected net of Deferred tax assets of \$10.5m and Deferred tax liabilities of \$(2.0m).
- ❖ Reserves include non controlling interest in Loadshift Group. During the period additional shares from some minority shareholders were acquired and the carrying amount of the NCI was removed from equity and the excess paid over the book value of the NCI was adjusted directly against retained earnings, in line with accounting standards.

(A\$m) 30 June 2025	1H25 Actual	FY24 Actual	Change
Cash and cash equivalents	26.0	23.2	+12%
Trade and other receivables	2.3	2.5	-8%
Other assets	3.4	3.4	-
Plant and equipment	0.3	0.2	n/m
Intangibles	34.1	34.1	-
Right of Use Asset	7.0	9.2	-24%
Deferred tax assets (net)	8.5	8.7	-2%
Total assets	81.7	81.3	-%
Trade and other payables	38.3	37.1	+3%
Lease Liabilities	9.7	12.4	-21%
Other liabilities	6.0	5.1	+18%
Total liabilities	54.0	54.6	+3%
Net assets	27.6	26.7	+3%
Contributed equity	38.9	38.9	-
Reserves	4.8	5.6	-14%
Retained earnings	(16.1)	(17.8)	+9%
Total equity	27.6	26.7	+3%



Strategic Vision & 2H25 Outlook

Positioned for Growth in a Transforming World

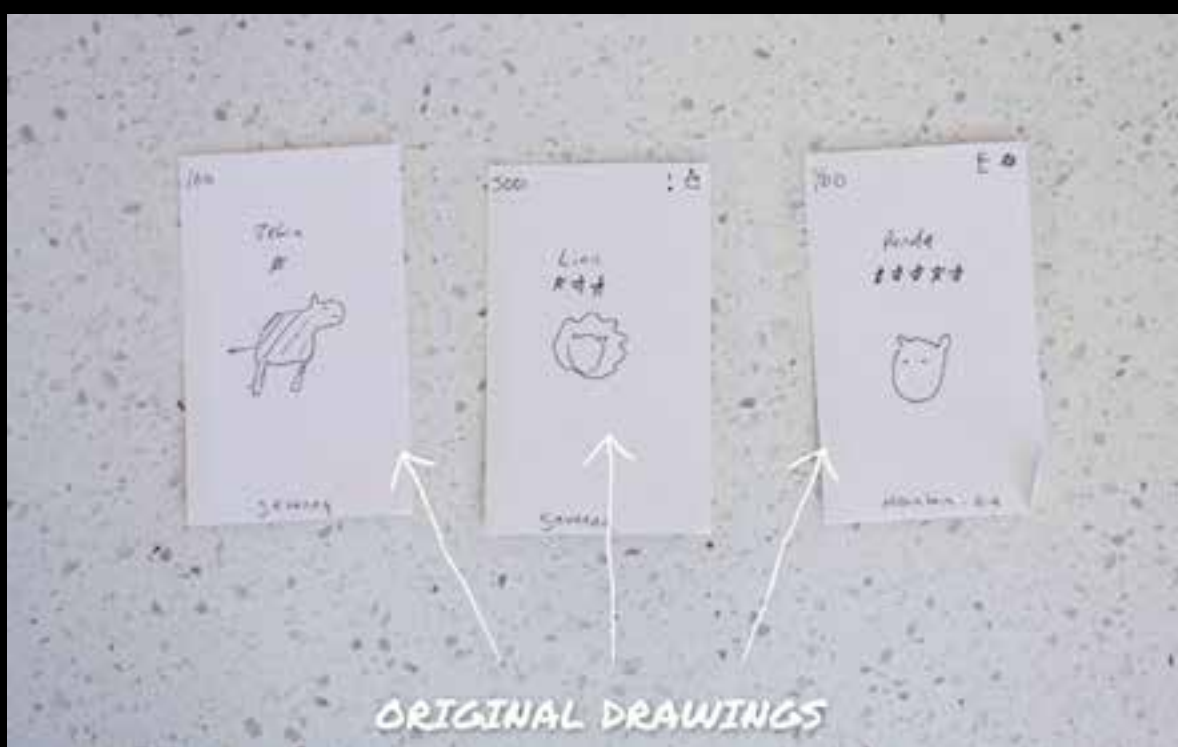
- **AI Leadership:** 2H25 focus is productising Gen-AI tools for customers and partners
- **Customer Acquisition:** New-user sign-ups ran ↑17 % YoY in 1H25, improved workflows (↑20% acq)
- **Retention Focus:** Global rollout of audio/video calling, smarter matching, agentic framework
- **Cost Discipline:** 1H25 operating costs flat on pcp, unlocking sustainable profitability
- **Market Catalysts:**
 - **Freelancer:** Customer acquisition, AI-driven demand, NASA/government wins
 - **Escrow.com:** Expanding into high-value verticals, expanding integrations
 - **Loadshift:** Enterprise freight growth with audio & video, GPS, onboarding improvements

Lean, focused, and ready to ride the AI wave, targeting double digit revenue growth and sustainable profitability in FY25, supported by \$26m in cash reserves

Make it real.

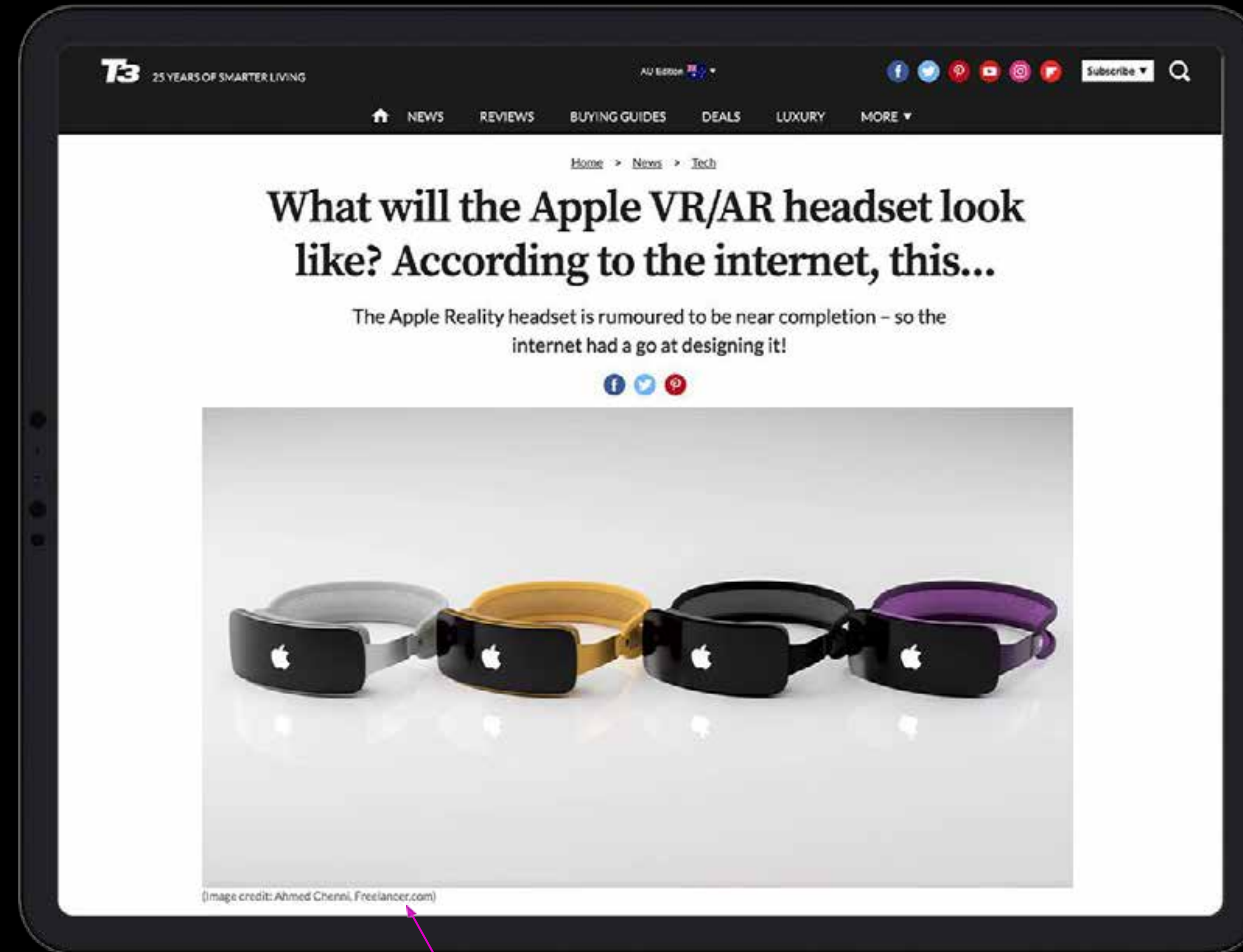
This game product design cost
and took 30 days make

\$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

52

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

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BDT

COP

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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 viewings.



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

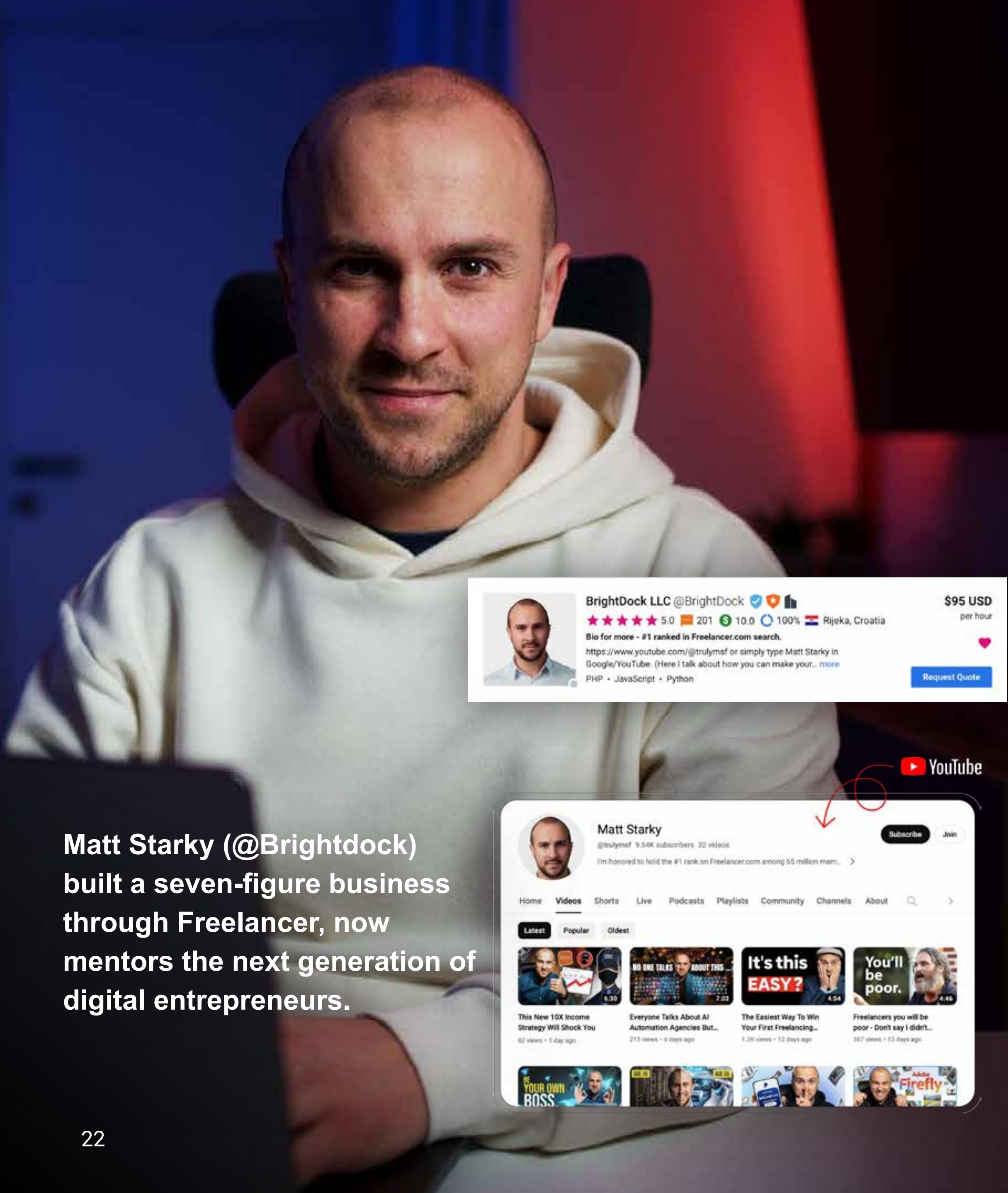
Create an agent like this

Travel Agent
Helps find and book travel arrangements and provides info.



Try it out

Create an agent like this



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

Change Lives.

Changing lives across the globe, Freelancer empowers entrepreneurs, SMBs, and enterprises to achieve more. Our marketplace connects visionary clients with world-class talent, delivering exceptional results at scale.

80M+
GLOBAL TALENT POOL

25M+
PROJECTS CREATED

84%
PROJECTS RECEIVE BIDS
WITHIN 60 SECONDS

56
AVERAGE COMPETING
PROPOSALS / PROJECT



The Industry's Most Trusted Talent Platform

Freelancer leads every major competitor for customer satisfaction:

4.5 "Excellent" rating on Trustpilot from 16,000+ verified reviews

4.7 out of 5 on SiteJabber across 19,000+ 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 16,033 •  4.5 ⓘ



Freelancer ✓

 4.8 (18,659 reviews)

www.freelancer.com



[Write a Review](#)

[Ask a Question](#)



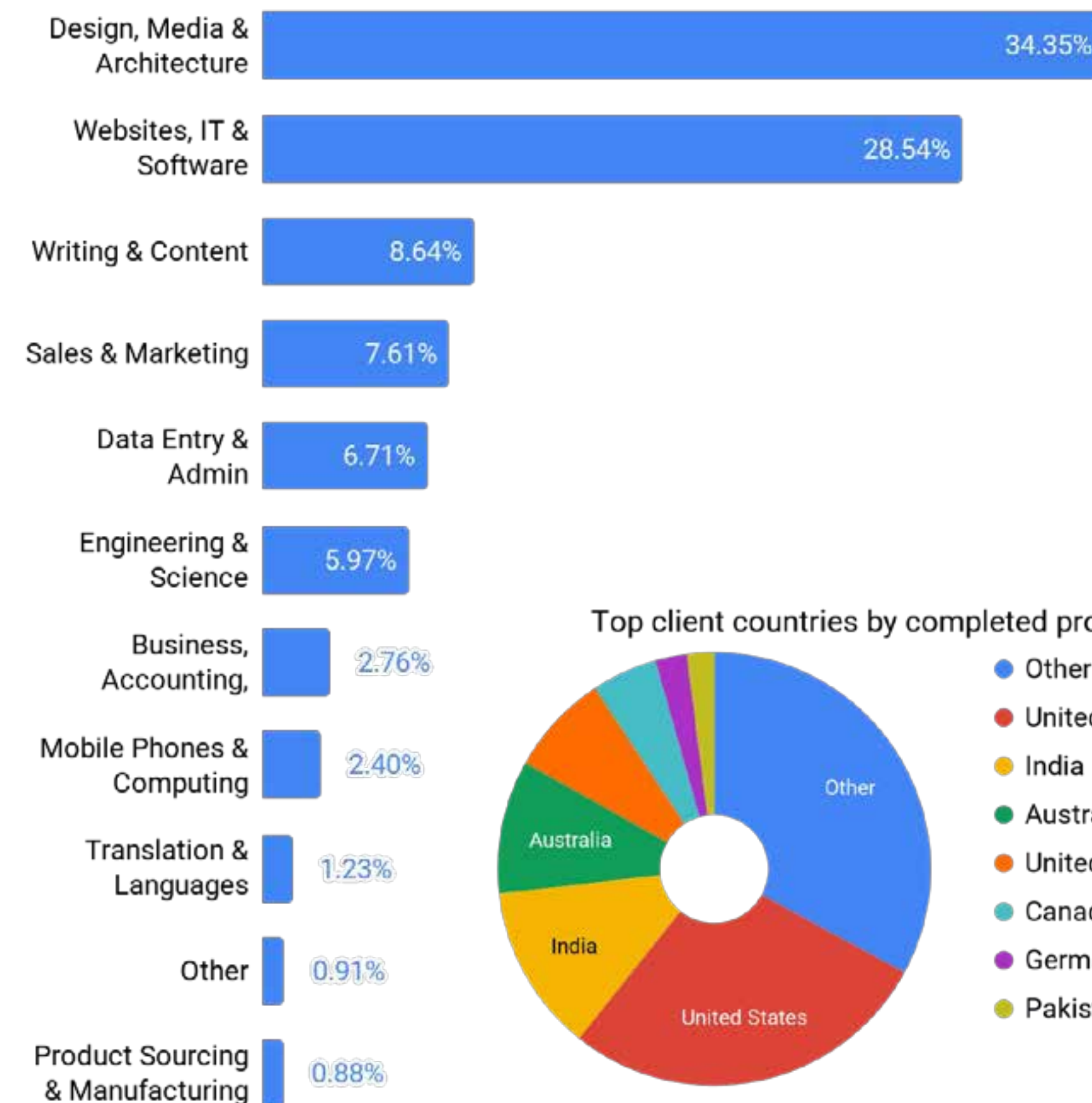
Marketplace Dynamics 1H25

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

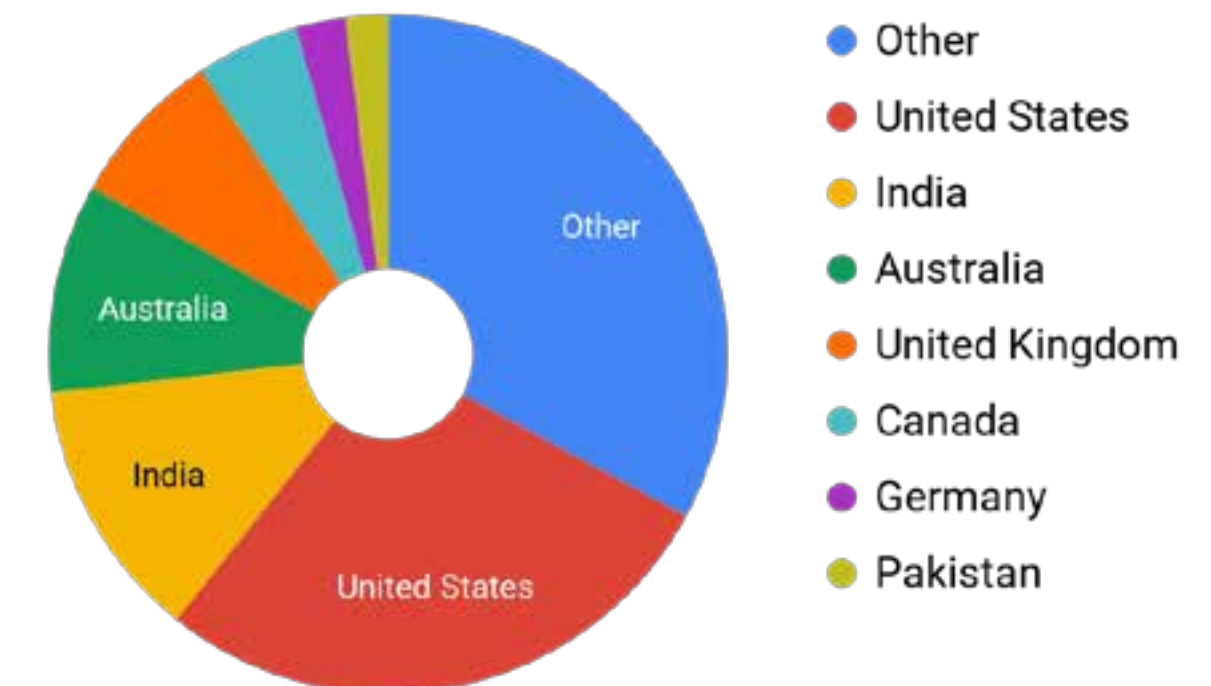
- Unparalleled diversity with 3,000+ job categories spanning cutting-edge fields: from Aerospace to Biotechnology
- Complexity & sophistication growing over time
- Average project value soared to US\$390 in 1H (↑38.8%), reflecting higher-value work migration to platform



Top completed project categories by count 1H25



Top client countries by completed projects 1H25



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

56

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. To the right, a summary box shows 'Bids: 35' and 'Average bid: \$3,184 USD'. Below this, a grid of freelancer profiles is displayed, each with a profile picture, name, rating, and a brief description of their services. Two large images are shown at the bottom: a 3D rendering of a modern house with a pool and a 3D rendering of a modern interior design.

Home design for a lake view lot **Complete**

The project entails creating a comprehensive set of 15 high-quality renderings, both exterior and interior, for a residential property located in Miami, Florida. This will involve the development of a detailed 3D model of the residence, which captures its architectural nuances, environmental context, and design aesthetics. The initial phase will include the creation of preliminary renderings to visualize the basic layout, design elements, and color schemes. These preliminary renderings will serve as the foundation for subsequent refinement and corrections.

Bids: 35 **Average bid: \$3,184 USD**

Susan P. @susamp **\$3,200 USD**
Residential Architect and 3D Modeler
I would love to design a stunning home that maximizes the lake views while blending seamlessly with the natural surroundings. With my experience in architectural design and a keen eye for creating functional yet beautiful spaces, I will craft a layout that enhances both aesthetics and comfort. I'll ensure the design takes full advantage of natural... more

Robert Y. @roberty **\$3,100 USD**
Home Design Specialist
I have a passion for designing homes that embrace their natural surroundings, maximizing lake views with stunning, functional layouts. With my expertise, I'll create a design that blends beauty, efficiency, and comfort to perfectly suit your needs. Let's work together to bring your dream lakefront home to life with thoughtful planning and creativity.

Suresh M. @sureshdesigns **\$3,000 USD**
Architectural Designer
I specialize in designing homes that seamlessly integrate with their surroundings, maximizing lake views while ensuring comfort and functionality. Let's create a beautiful, thoughtfully planned space that perfectly suits your vision and the unique potential of your lot.

Andrew W. @andywhomes **\$3,500 USD**
Custom Home Planner and Designer
I specialize in creating custom home designs that maximize scenic views while ensuring comfort and functionality. Your lakefront lot offers incredible potential, and I'll craft a layout that blends seamlessly with the surroundings. Let's collaborate to design a beautiful, timeless home that perfectly fits your vision.

Kelly S. @kellys **\$3,230 USD**
Scen
I specialize in des
maximizing lake v
beautiful, thought
potential of your l

Phillip H. @phillih **\$3,210 USD**

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:

1,800,000+ entries per month
18,000,000+ entries per year

93%

of contests receive
entries within 1 hour

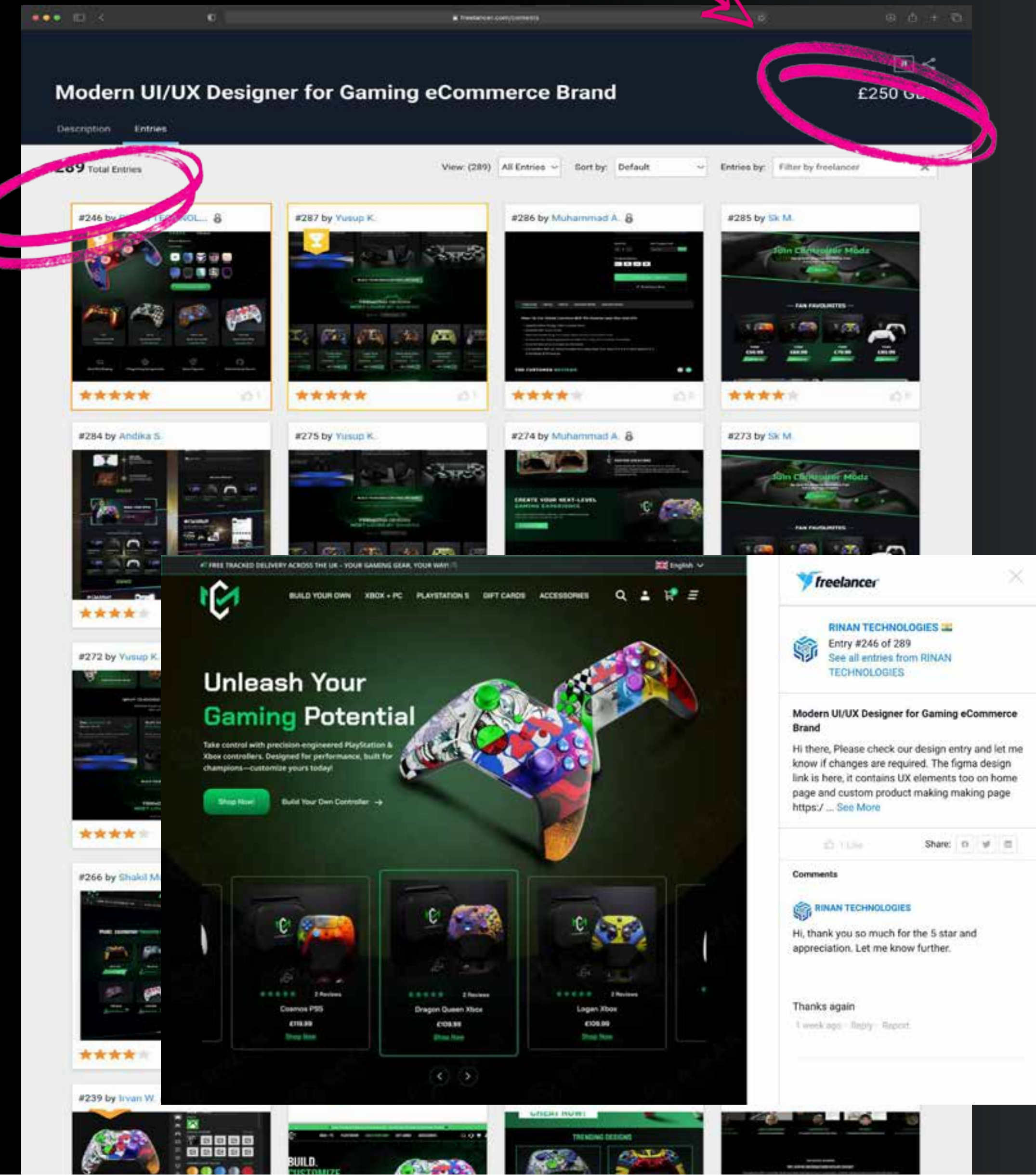
722

average entries
per contest

*289 freelancers
competing for the
prize!*

Offer a prize

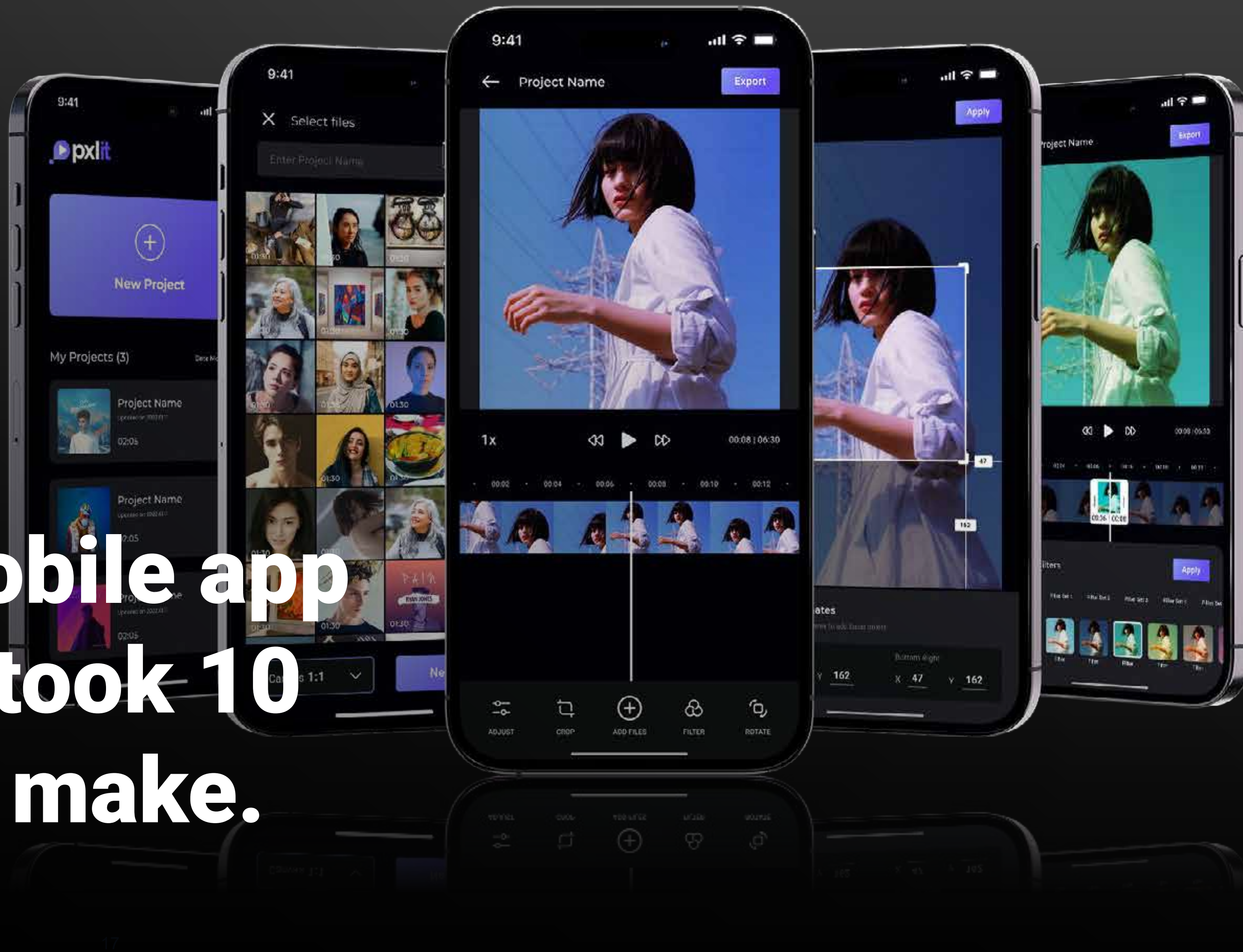
*Ratings and
feedback until won*





**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*

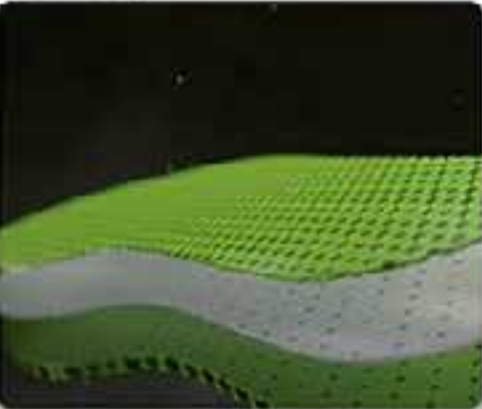

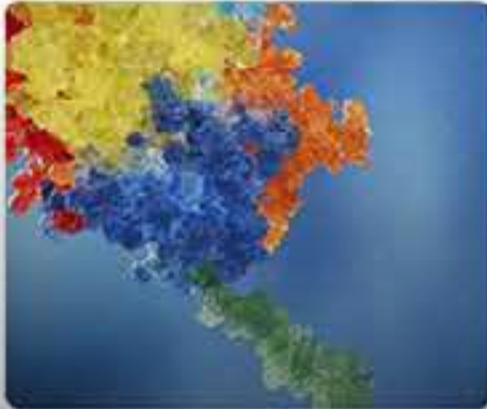

Realistic 3D Animation Creation

Ekarthaan. @Ekarthaan

★★★★★ 4.8

164

India



What's included

Hourly Work

- ✓ For 3D Video Animation \$40/hour

Items

- ✓ 90 second 3D Animation Realistic \$2,000

🕒 28 days delivery

[Purchase for \\$2,000](#)

[Chat](#)

By purchasing this service, you declare you have read and agree to our [User Agreement](#) and [Privacy Policy](#).


About this service

Custom CGI 3D Animation Service Elevate your concepts with our tailored CGI 3D animation service. From script to rendering, we promise exceptional quality and creative realization.

Key Steps: Consultation: In-depth discussion to understand your vision, setting the stage for collaboration. Script and Storyboard: Develop a comprehensive script and storyboard as the guiding blueprint.

*Clients can
purchase
services
directly*

Your Project, Our Global Cloud of 80 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.

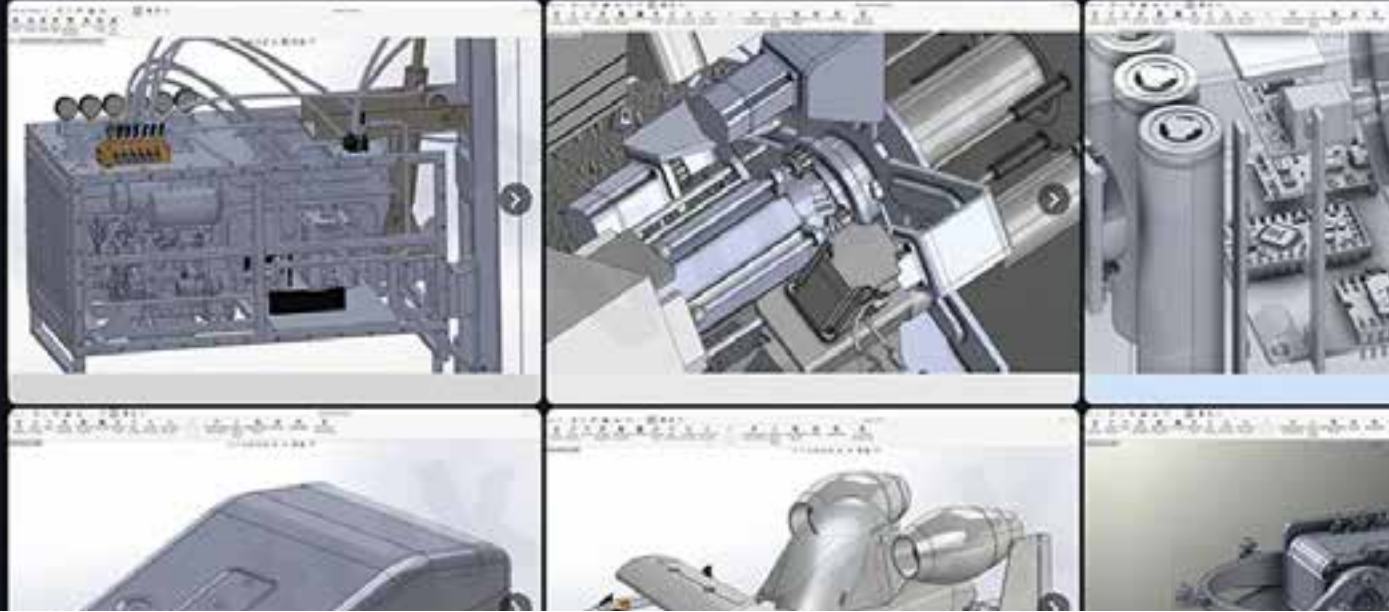
My expertise in machine design, FEA analysis, CFD analysis, and structural analysis make me a valuable asset to any team.

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!

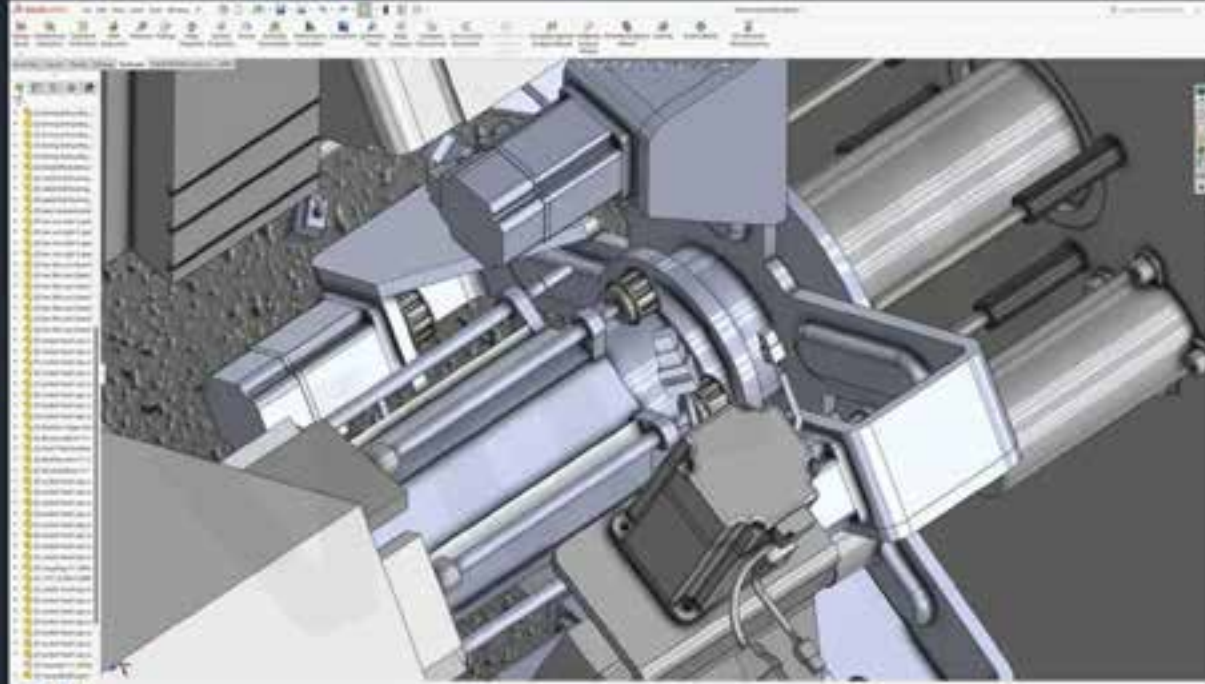
Portfolio

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



Machine designs Portfolio-21

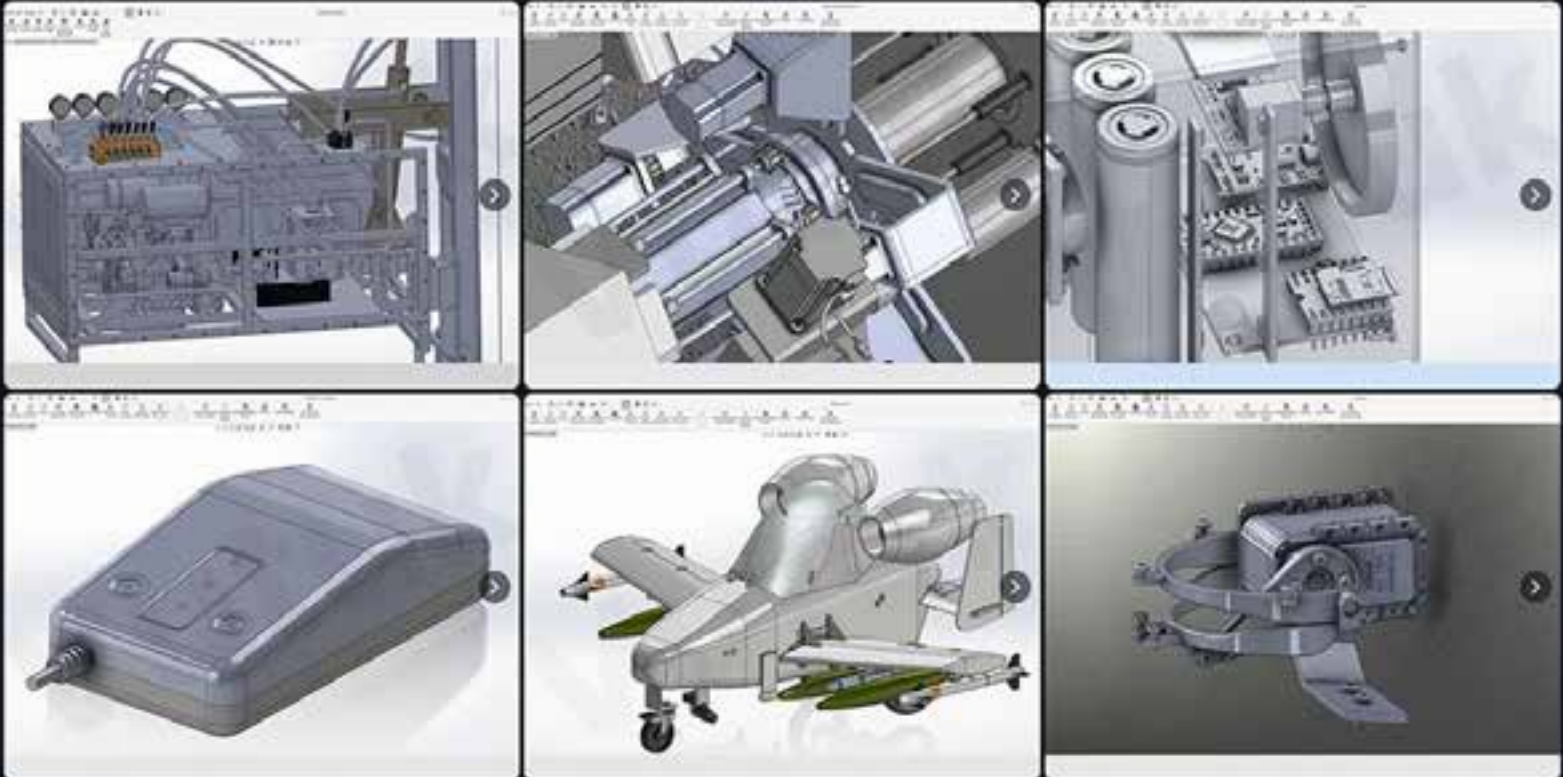
3D MODELLING, NEW PRODUCT DESIGN



Vutuk.com

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 80 million minds converge
solve humanity's greatest challenges

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

Trusted by





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 systemscrossing 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

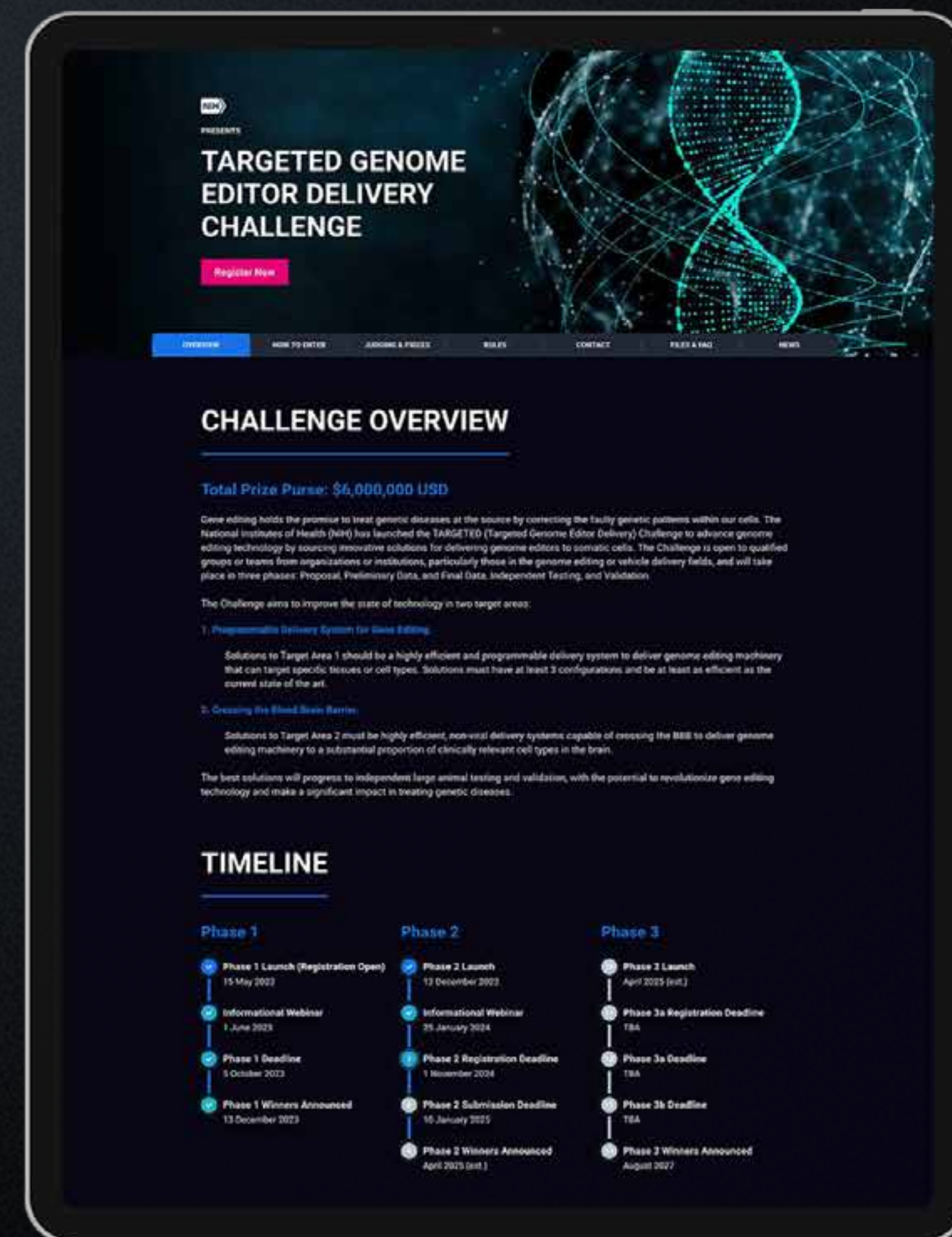
PRIZES

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 \$50,000 USD Prize

- **GenEdit, Nanopart**

- **Stanley C**

- **Columbia University:** Gastroint

- **GENOMI**

Meritorious Solutions \$25,000 USD Prize

- **Carmine**

- **Broad Ins**

- **Dehua P**
Transloc

- **David R.**

- **SIVET Bi**
Tissues

- **Helix, In**
for safer

- **ExoTarge**

- **Hunterla**

- **Battelle**
of gene e

- **Orion Th**
Therape

- **Exosome**
program

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 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 blood-brain barrier for brain gene editor delivery
- **Jiukuan Hao & Bin Guo, College of Pharmacy at University of Houston:** Targeting Blood-Brain Barrier 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 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

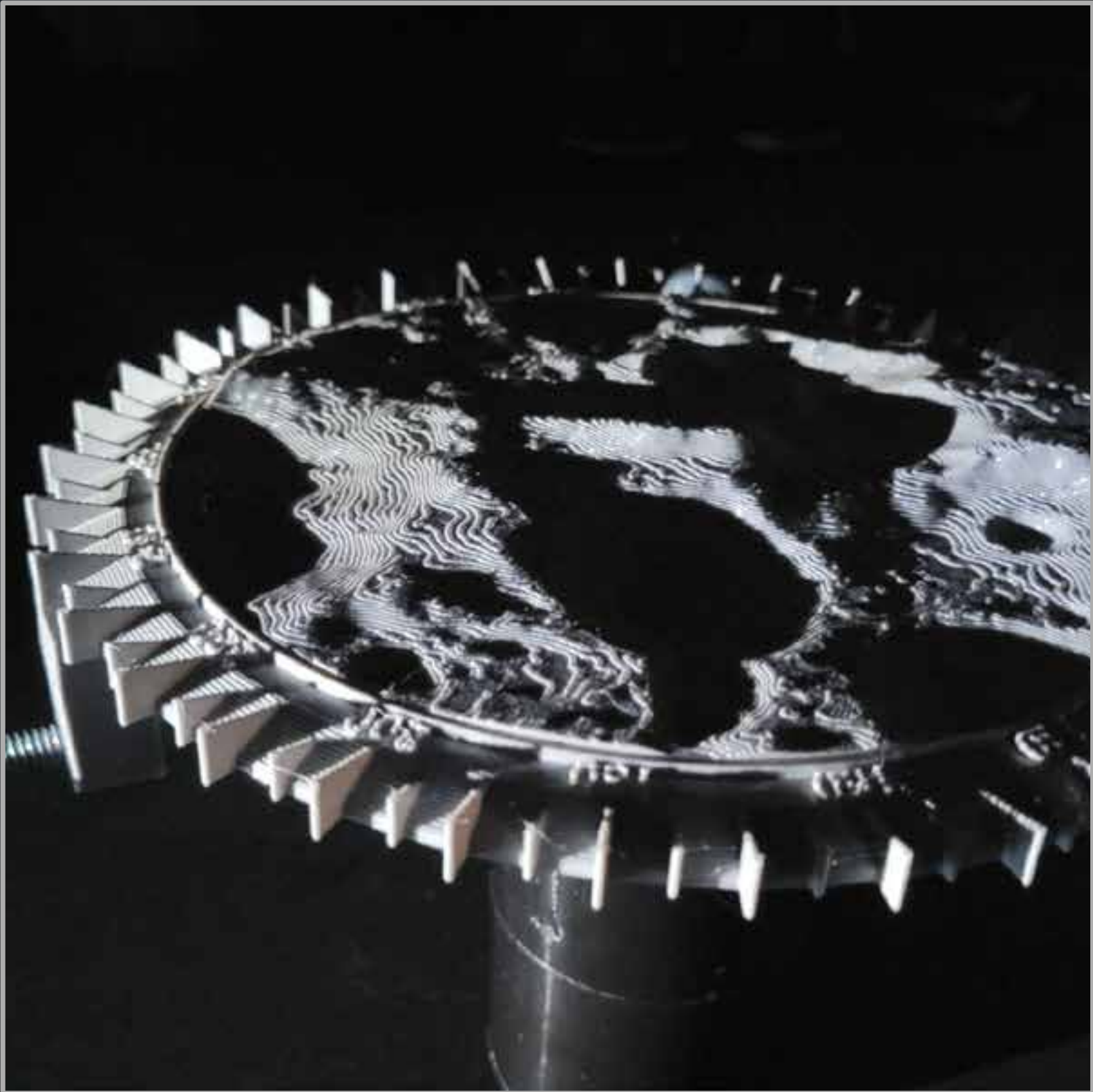
1.5
YEARS

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

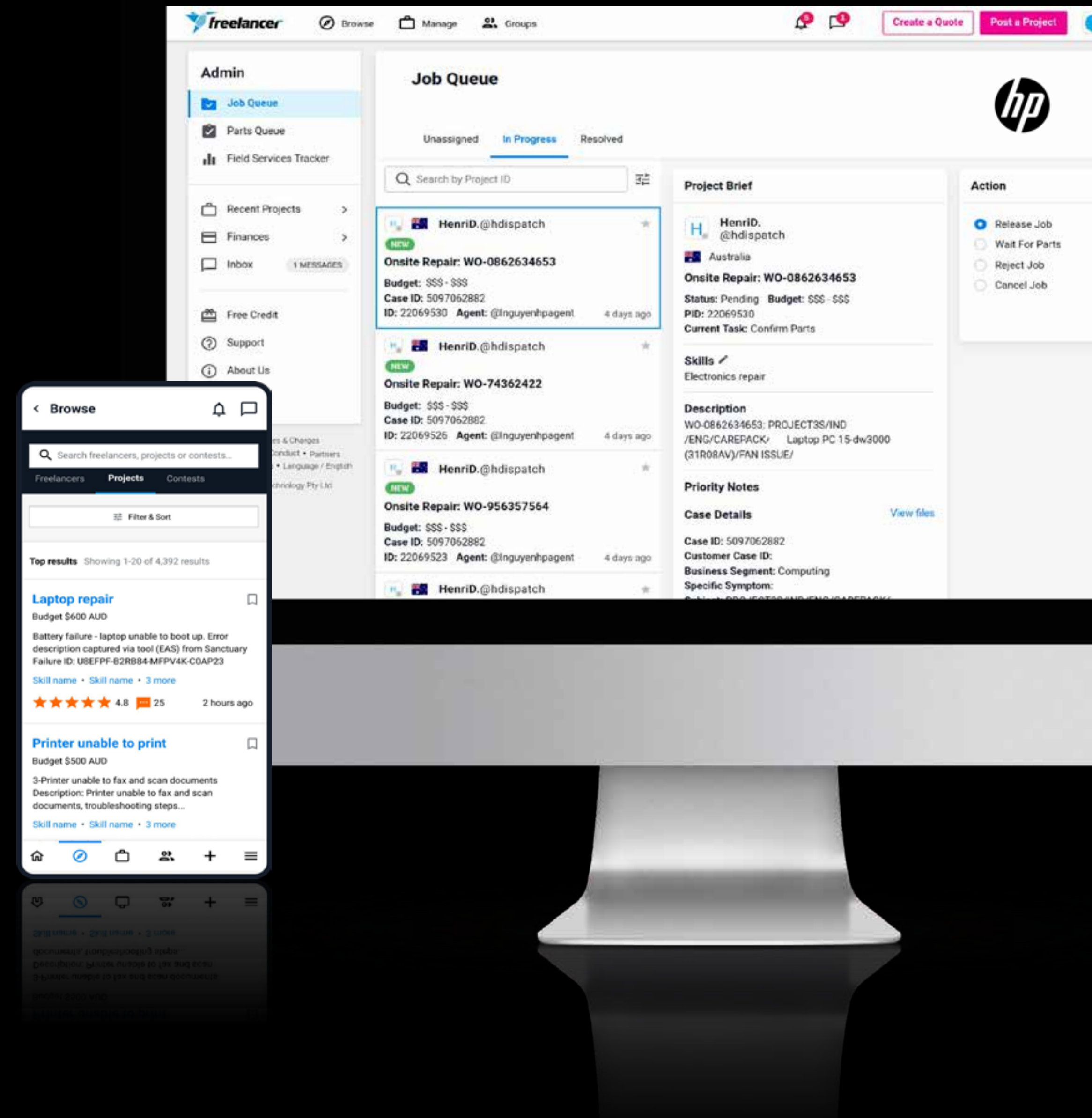
Whitespace Coverage:

Consistent service from metro to remote regions

Cut Fixed Costs:

Scale workforce without financial risk

Specialized Expertise:



Partner: Freelancer X Status: All X Date Range: this week X

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 U Location: 123 Address St, Sydney

Onsite Repair: WO-27898292

NEW SLA 27h 4m

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

Onsite Repair: WO-29348594

INCOMPLETE SLA 52h 19m - Custom

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

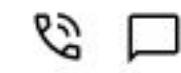
Onsite Repair: WO-29348594

WORK COMPLETE SLA 4h 32m

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



Mohammed H. @hpengeineer



Status: In Progress Location: Hyderabad, India

Budget: ₹679 INR PID: 24116407

SLA 27h 4m



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
Work order details

Asset details

Notes

2024-07-01, 9:45am, @hpengeineer
"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"

Re-assign

Change task step

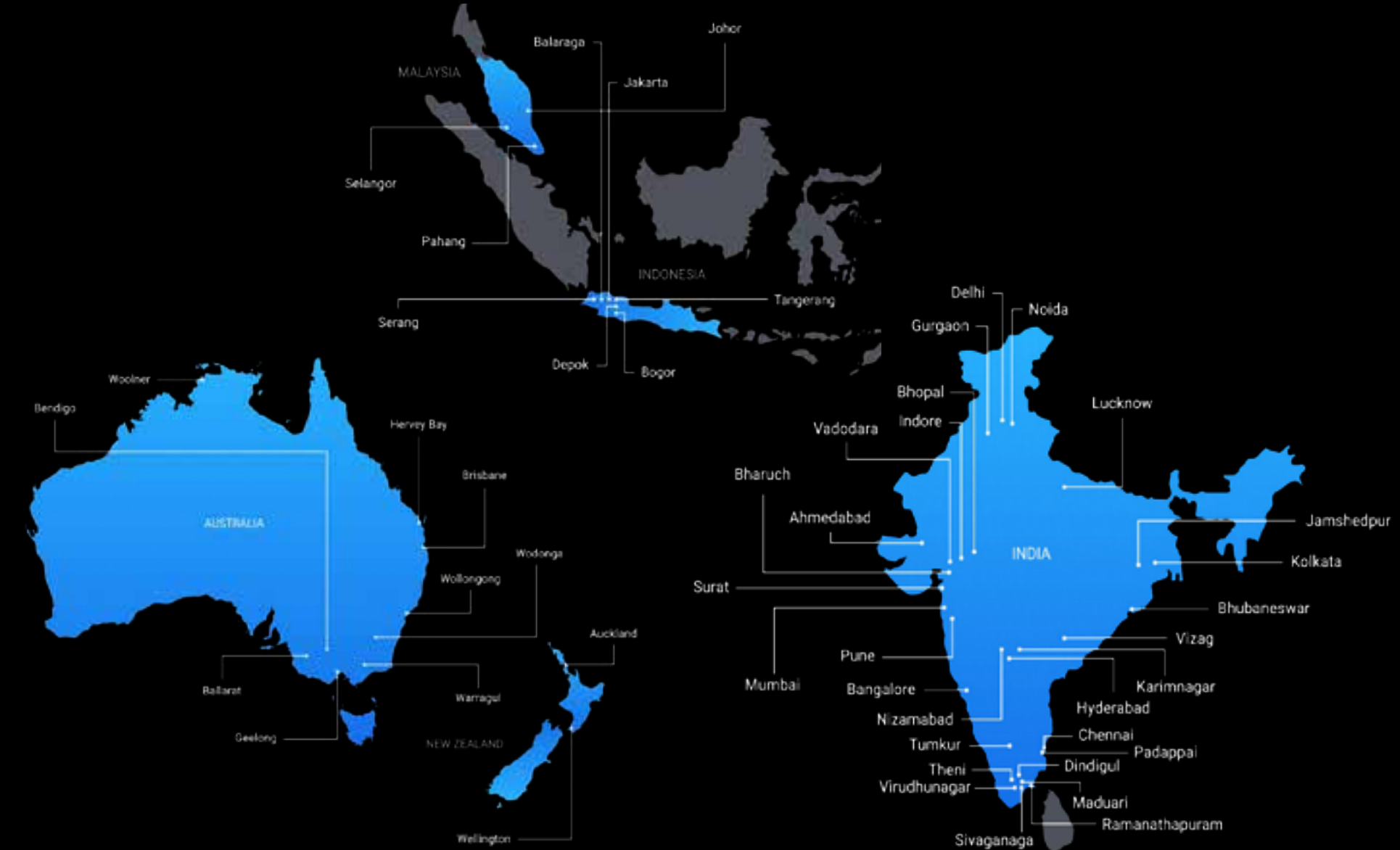


Field Services

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





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.



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 Aptrix (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.



Ed Wong

Director of Sales (Enterprise)

Ed Wong brings extensive experience in leading high-growth teams and developing strategic partnerships within the retail and crowdsourcing sectors. For the past six years, Ed served as Head of Sales at HeroX, a global crowdsourcing platform that partnered with NASA to secure the prestigious NOIS3 (NASA Open Innovation Services) contract. His proven track record in cultivating enterprise-level client relationships will be instrumental in accelerating Freelancer's market expansion.

Recent Awards | Freelancer



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



Gold Stevie

Innovation in Technology
Management, Planning &
Implementation

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.



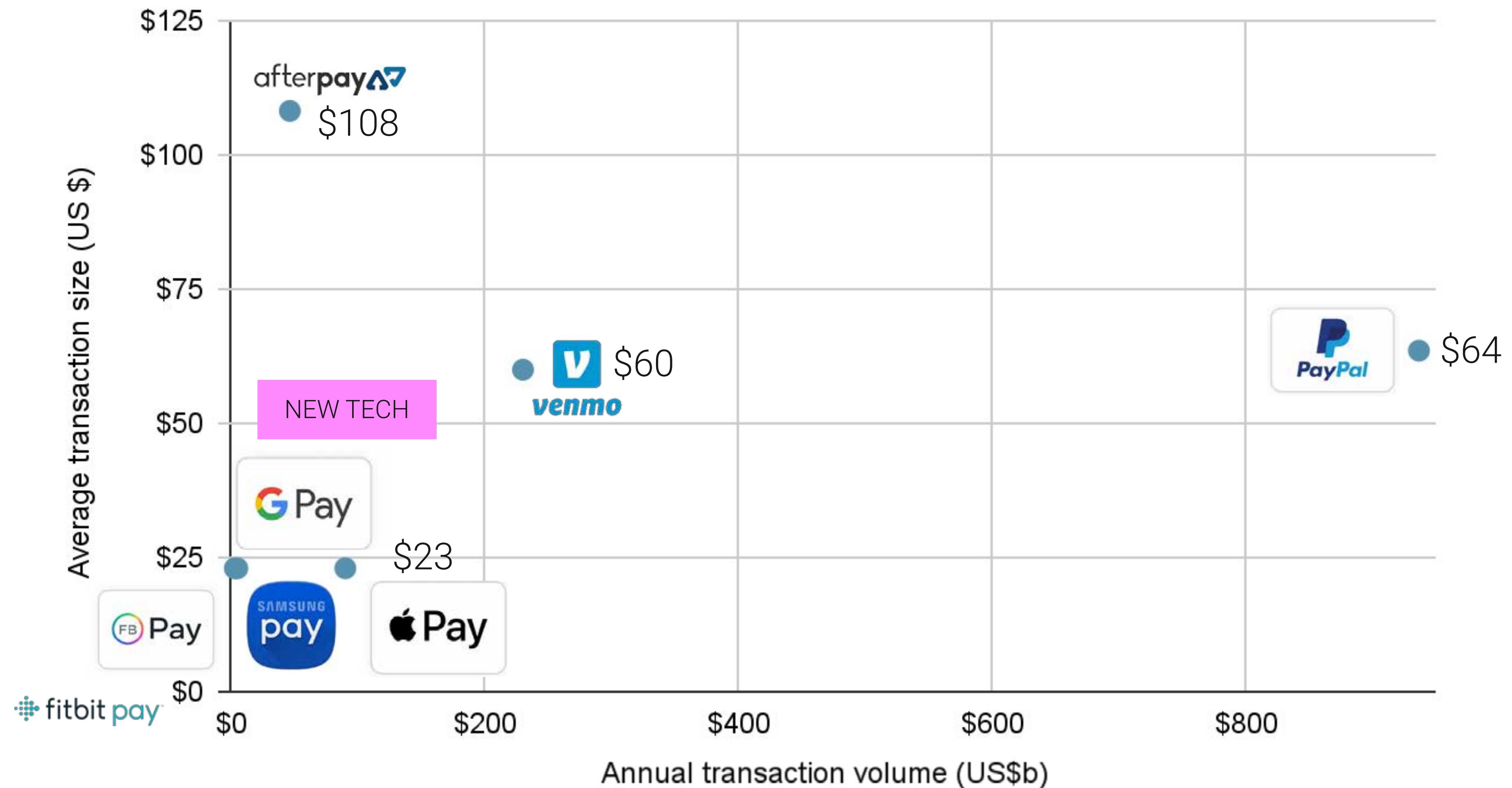
Inspect goods & services before releasing funds
OVER US\$7,500,000,000 IN TRANSACTIONS SECURED

investor@escrow.com

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

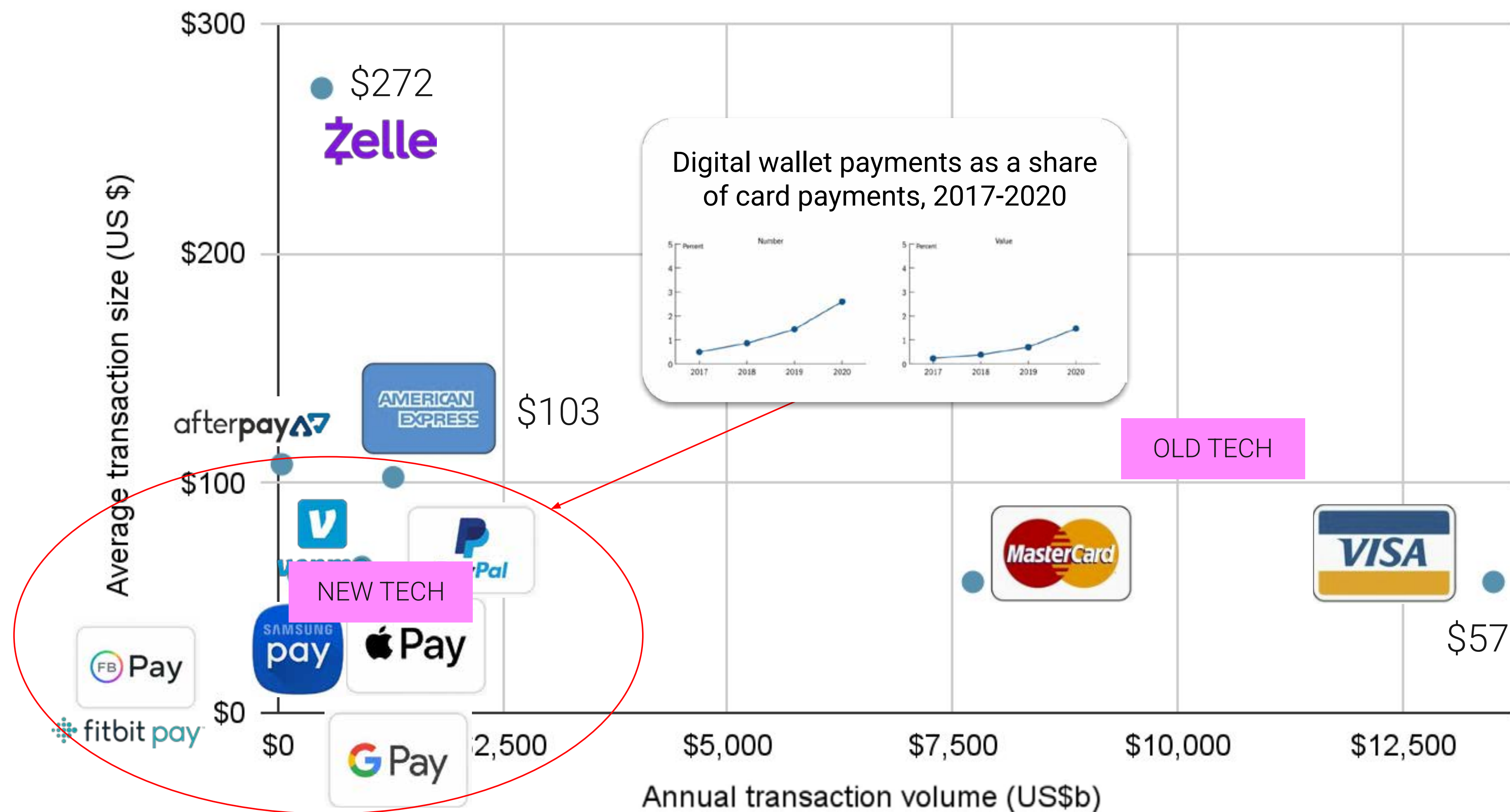


Most of the innovation in payments is in low-value



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.>
ACH: <https://www.nacha.org/content/ach-network-volume-and-value-statistics#:~:text=2021%20Full%20Year%20Volume%20and,payment%20volume%20grew%20nearly%2074%25.>

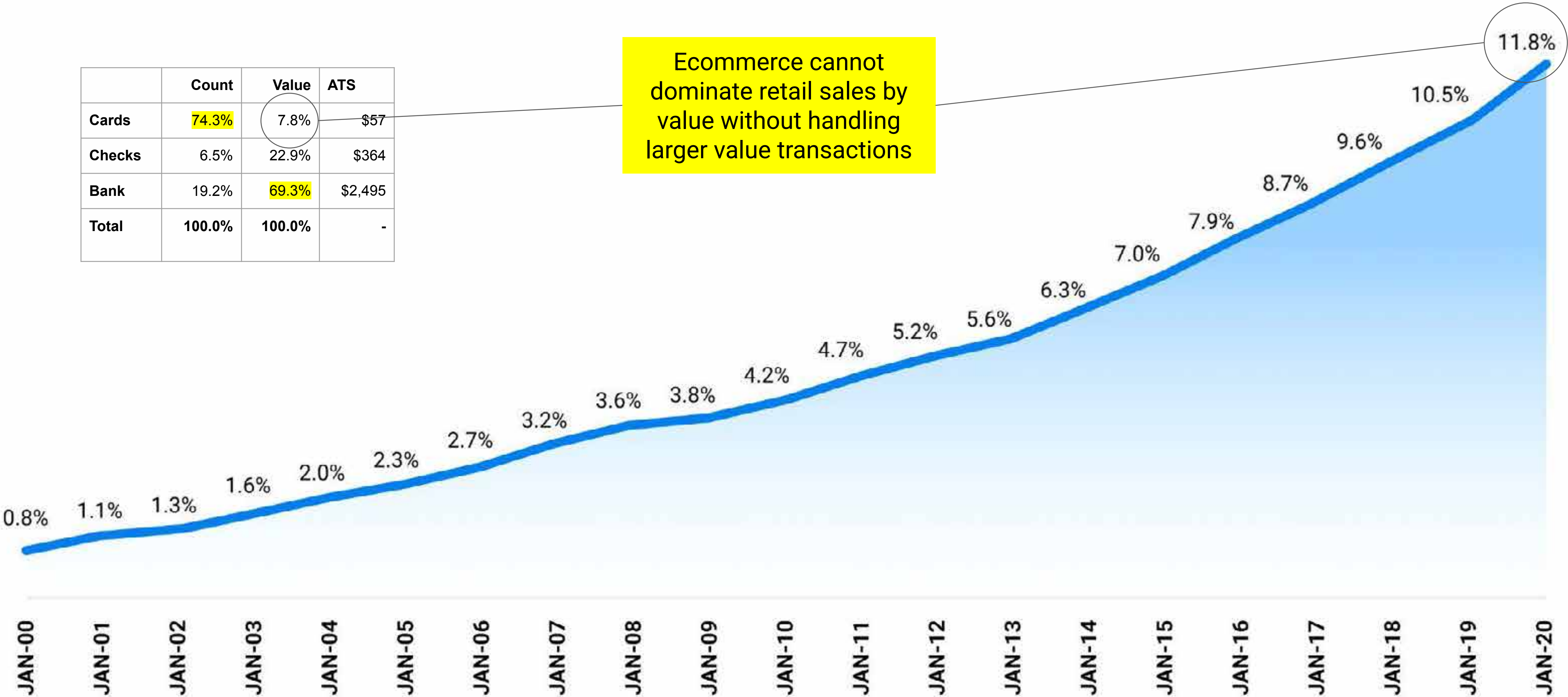
The red ocean in small value payments <3% of card volume



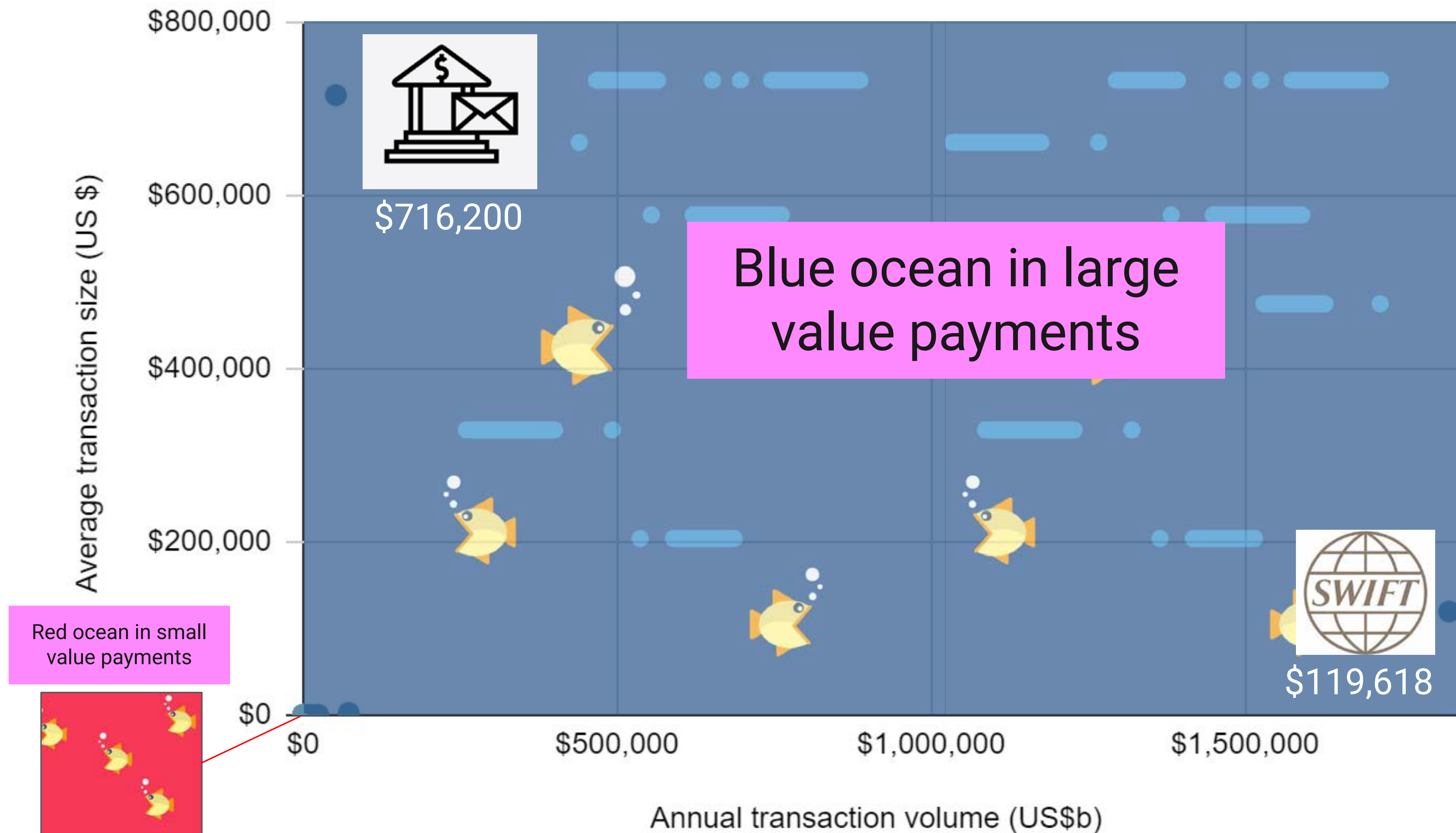
Includes all card transactions made via a digital wallet, including tokenized digital wallet. Include: Digital wallet transactions made by using electronic devices, such as smartphone, smart watch, or activity tracker, by "tapping" the device at the point-of-sale (POS) terminal (i.e., Apple Pay, Samsung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

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], 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], 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.

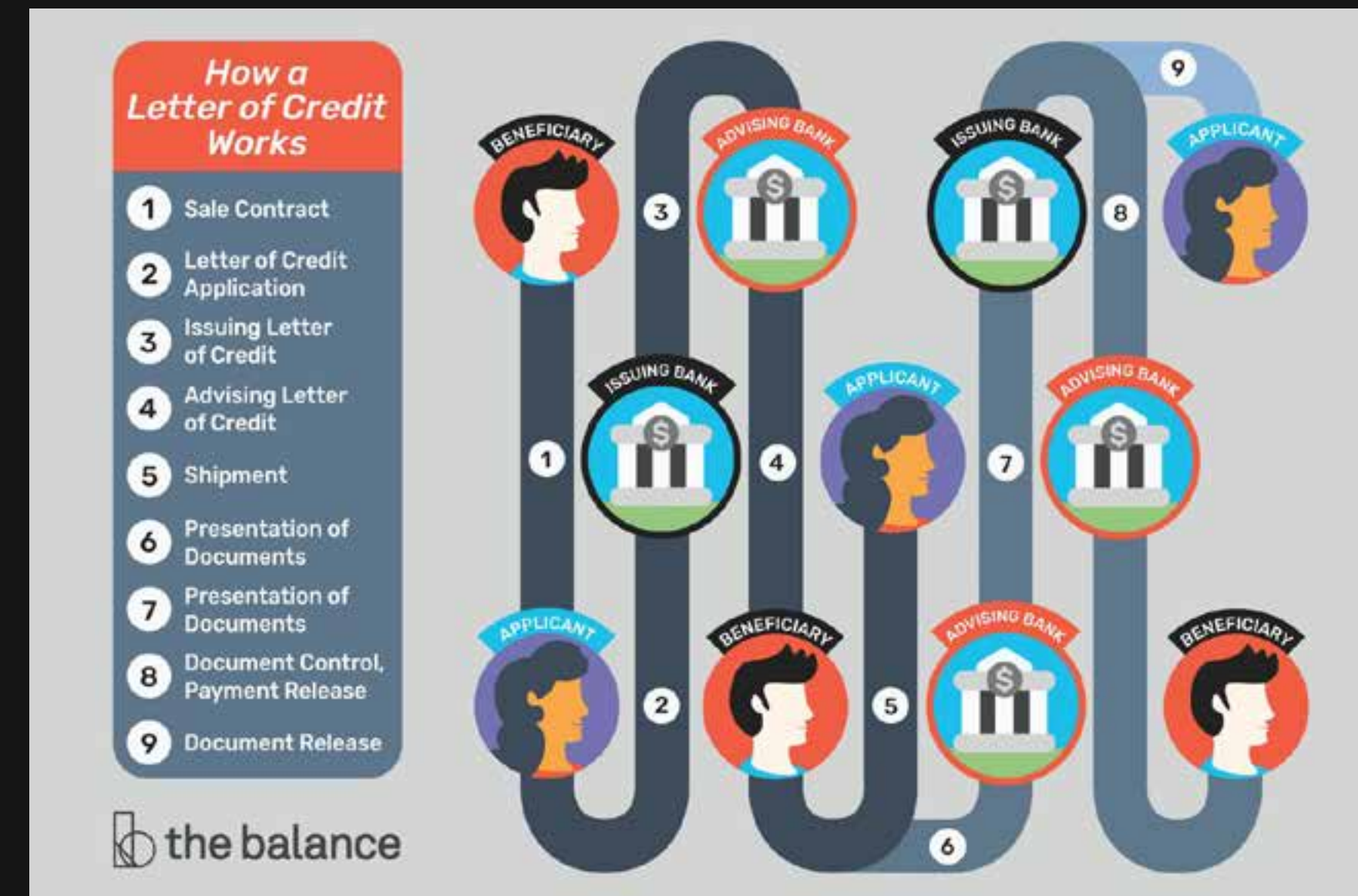
2. PAYMENT TERMS

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 whom 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/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

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/>

ESCROWAPI

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

Built for developers, by developers.

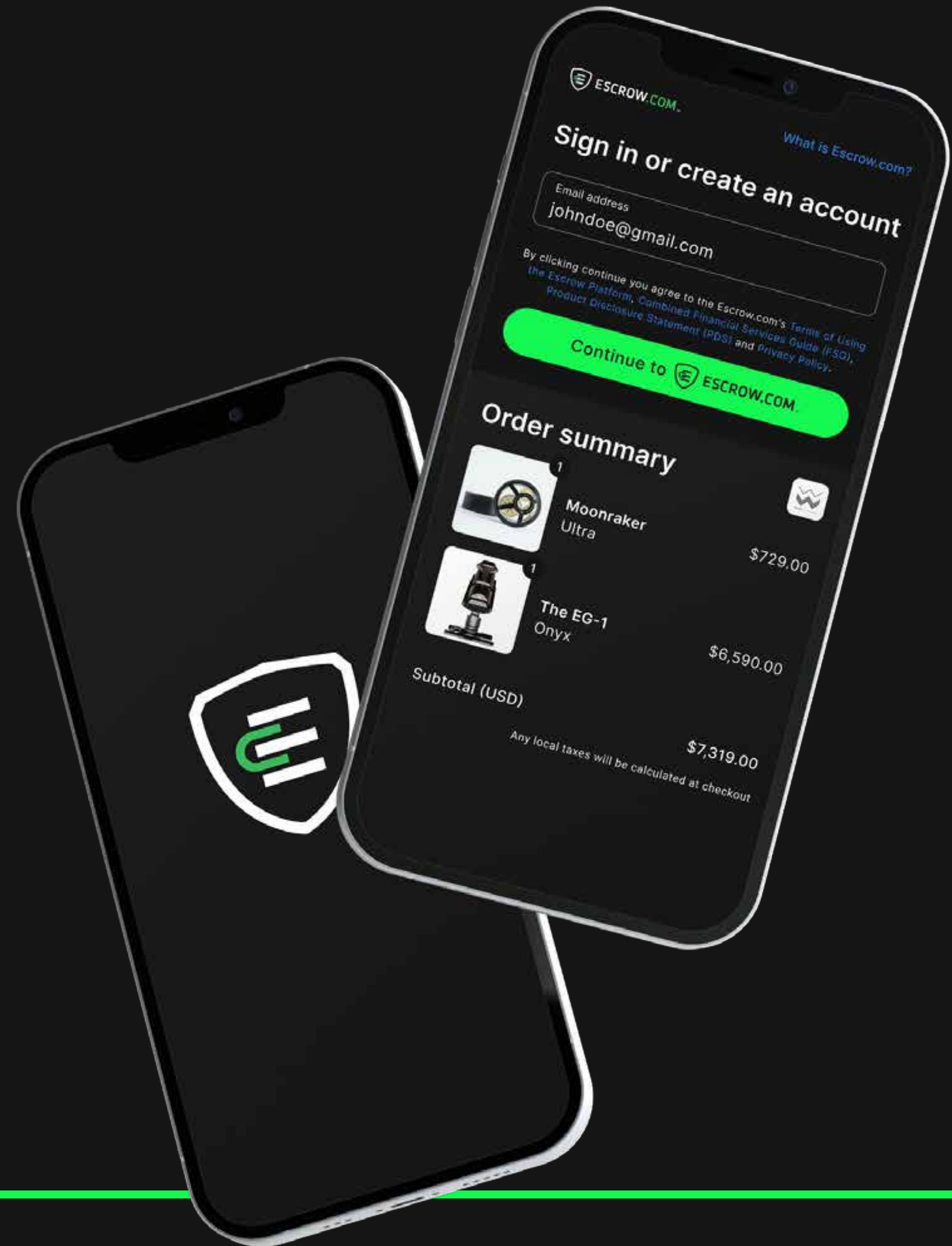
ESCROWPay

The simplest way to add escrow payments to your website, mobile app, online store, classified site or marketplace.

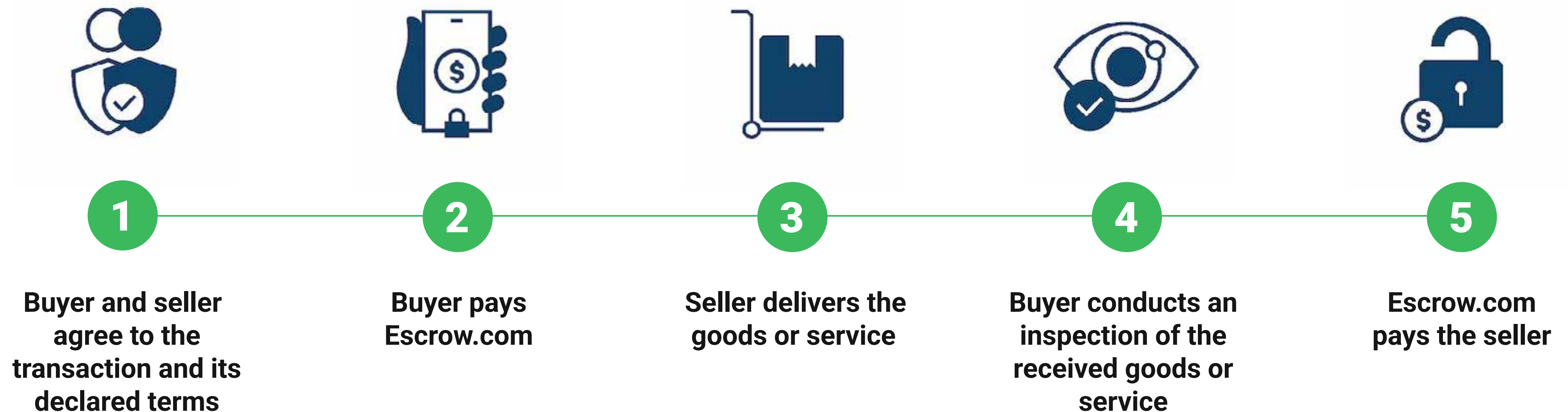
Escrow.com payments with one line of code.

ESCROWOffer

Allows buyers and sellers to negotiate a price 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



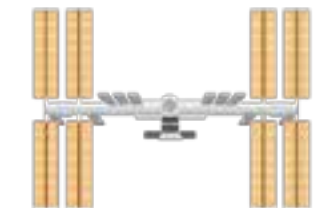
HEAVY EQUIPMENT



INTELLECTUAL PROPERTY



IMPORT/EXPORT



SPACE STATION DEPOSITS



BUSINESS ASSETS



SERVICES & CONTRACTORS



WEBSITES

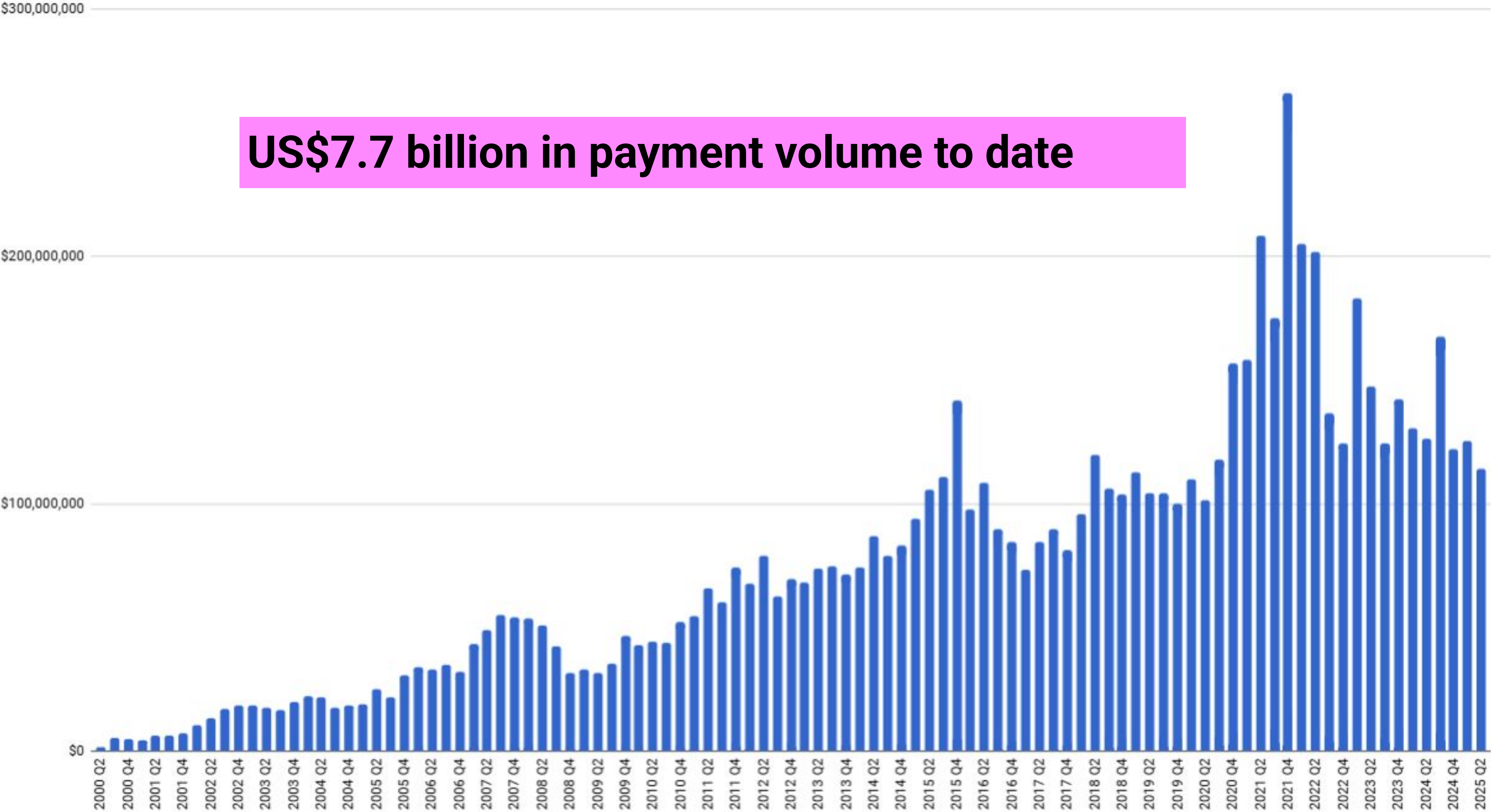


ELECTRONICS


Gross Payment Volume (US\$)

US\$7.7 billion in payment volume to date

Gross
Payment
Volume
(US\$)

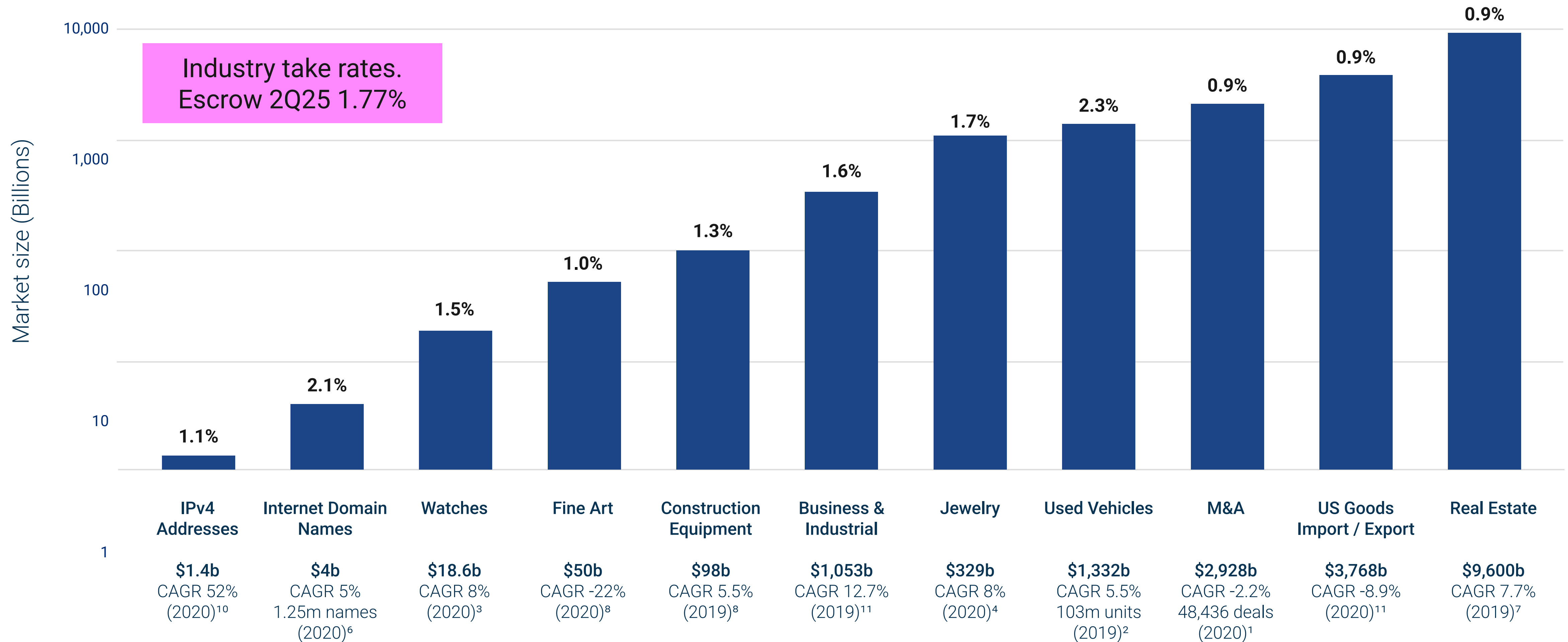


Over 3 million customers



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

DFPI

DEPARTMENT OF FINANCIAL PROTECTION & INNOVATION

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Online Escrow Companies

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.

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Receive financial alerts, insights, and tips for improving your wealth.


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fXin

Not external

Surrogacy escrow

California escrow licenses

 ESCROW.COM

70



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**

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

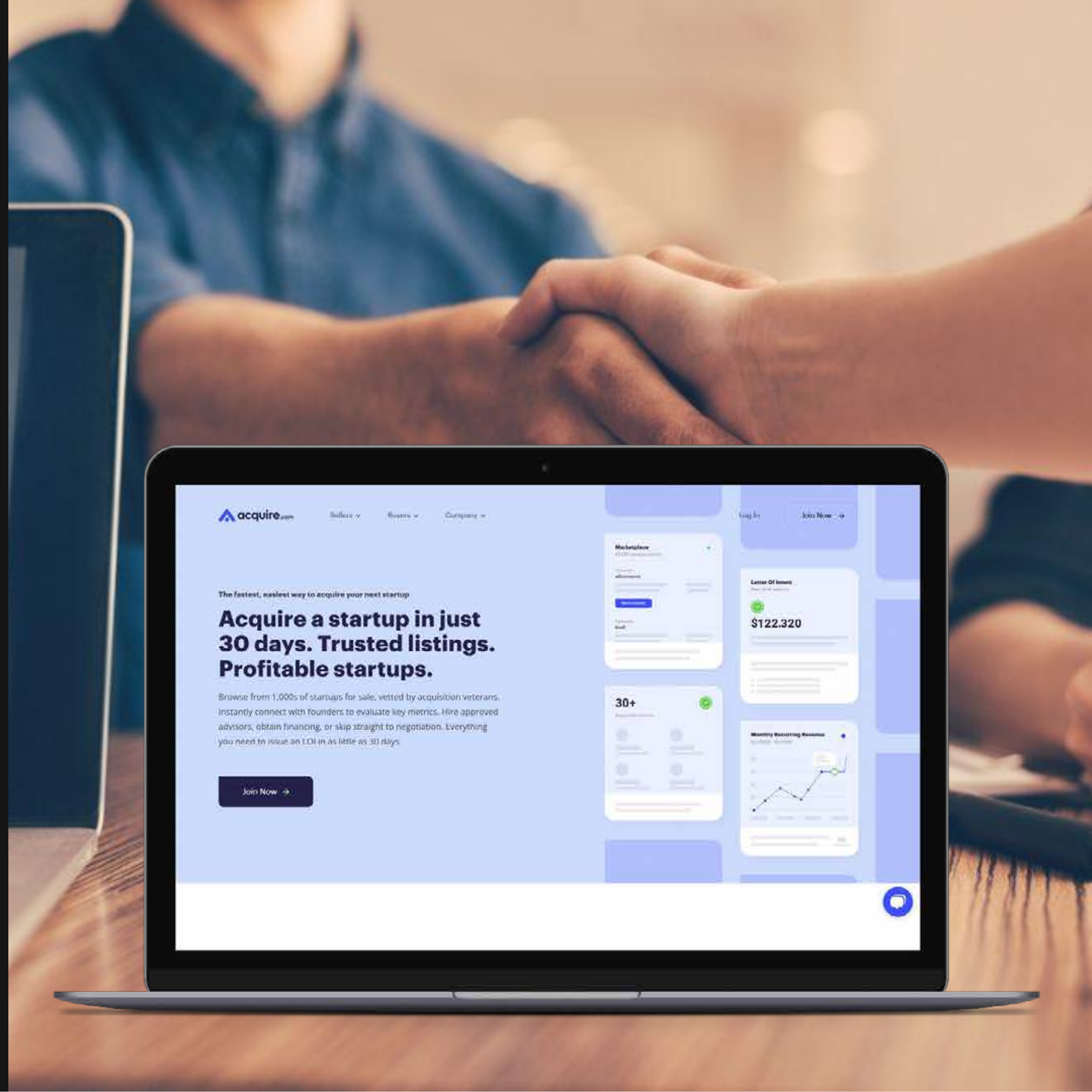


Escrow.com secures startup acquisitions from LOI to close.

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



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.



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





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



SPACEX.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

Management Team



Matt Barrie

Chief Executive
*BE (Hons I) BSc (Hons I)
GDipAppFin MAppFin MSEE
(Stanford) GAICD SEP FIEAust*

Matt Barrie is an award winning technology entrepreneur. Matt was Adjunct Associate Professor at the Department of Electrical and Information Engineering at the University of Sydney where he taught Cryptography for fifteen years and, later, Technology Venture Creation. He is the co-author of over 20 US patent applications. Previously he founded and was CEO of Sensory Networks Inc., a vendor of high performance network security processors which sold to Intel Corporation (NASDAQ:INTC).



Neil Katz

Chief Financial Officer
*BCom (Hons) ACA
EPGC (Stanford)*

Neil Katz is the Chief Financial Officer at the Freelancer Group and is responsible for the finance and administration functions of the Company. Neil has over 20 years experience in finance, accounting and general management. Neil has held CFO roles at a number of technology companies, including IPscape, Threatmetrix (acquired by NYSE:RELX), Sensory Networks (acquired by NASDAQ:INTC) and Aptrix (acquired by NYSE:IBM).



August Piao

Product Management
BE (Computer Engineering)

August Piao leads the product function for Escrow.com, responsible for strategy, customer experience, engineering and operations. With over a decade of experience building innovative digital products at market leading organisations in the financial services and automotive industry. Spearheading products across mortgage lending, mobile app, big data and marketplaces. August holds a bachelor's degree in Computer Engineering from the University of New South Wales.



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

Head of Compliance
LL.B (Commercial Law), BA

Owen Smith is a recognised expert in regulatory affairs and risk management, with comprehensive expertise in global compliance frameworks. He developed this expertise across multiple Fortune 500 companies in the Asia-Pacific region. Owen previously held senior positions, including Head of Legal at Crown Financial Services, Head of Compliance at CLSA Premium, and compliance leadership roles at Independent Reserve. His proven experience applying legal expertise in complex environments embodies Freelancer's commitment to maintaining the highest standards of integrity and regulatory excellence.



Dean Villanueva

Operations, Support & Payments
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

Account Management
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.

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



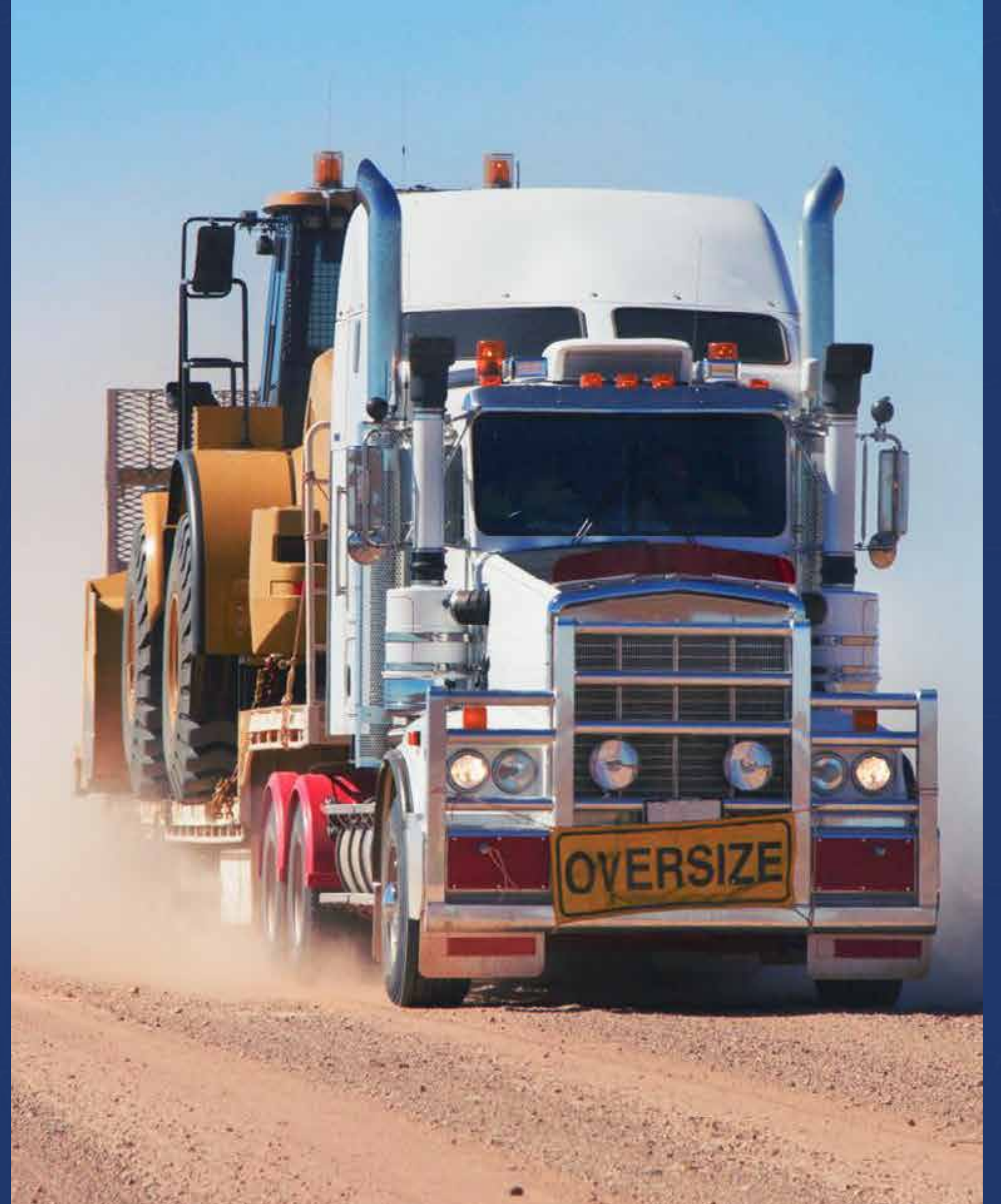
BBB Torch Award For Ethics

Better Business Bureau Torch
Awards 2017



Australia's largest freight marketplace

800,000,000+ km of freight posted





Australia's Largest Heavy Haulage Marketplace

Powering the Nation's Supply Chain Since 2007

Spanning the entire continent, Loadshift connects businesses with 40,000+ verified carriers to move everything from precision machinery to oversized mining equipment.

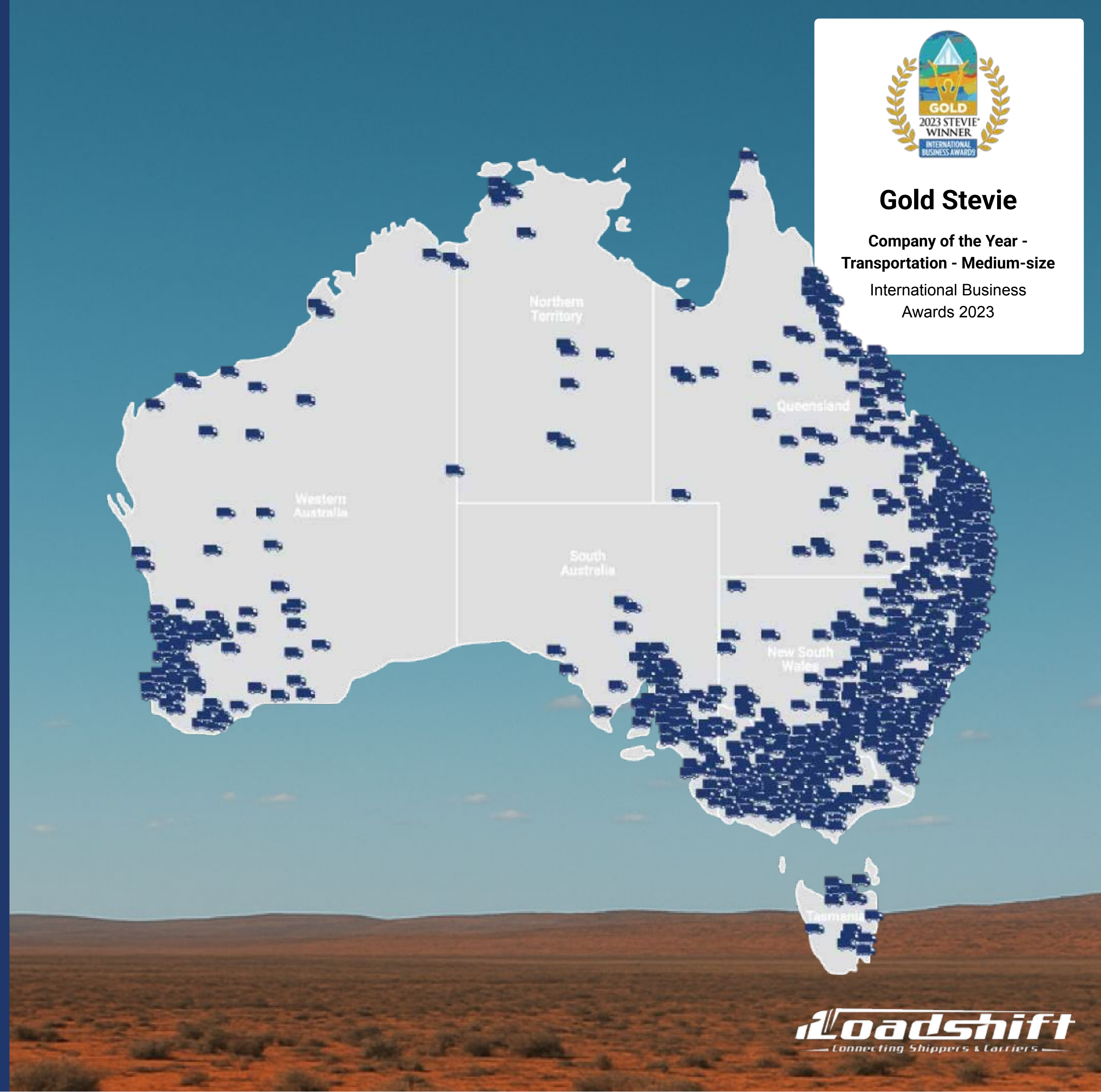
Delivering measurable efficiencies through scale and technology, Loadshift keeps Australia's economy moving.



Gold Stevie

Company of the Year -
Transportation - Medium-size

International Business
Awards 2023

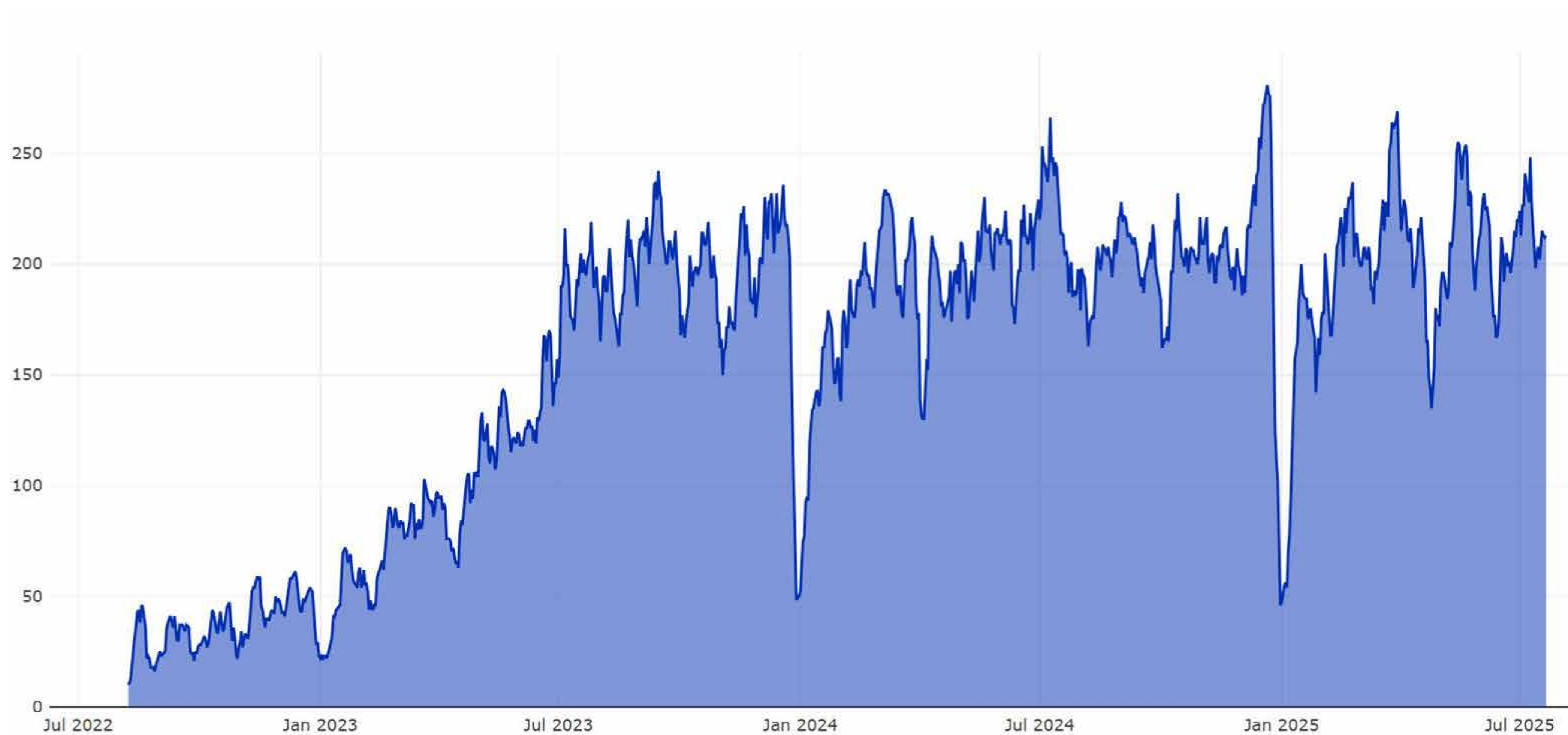


Freight Customers





Loads Shifted

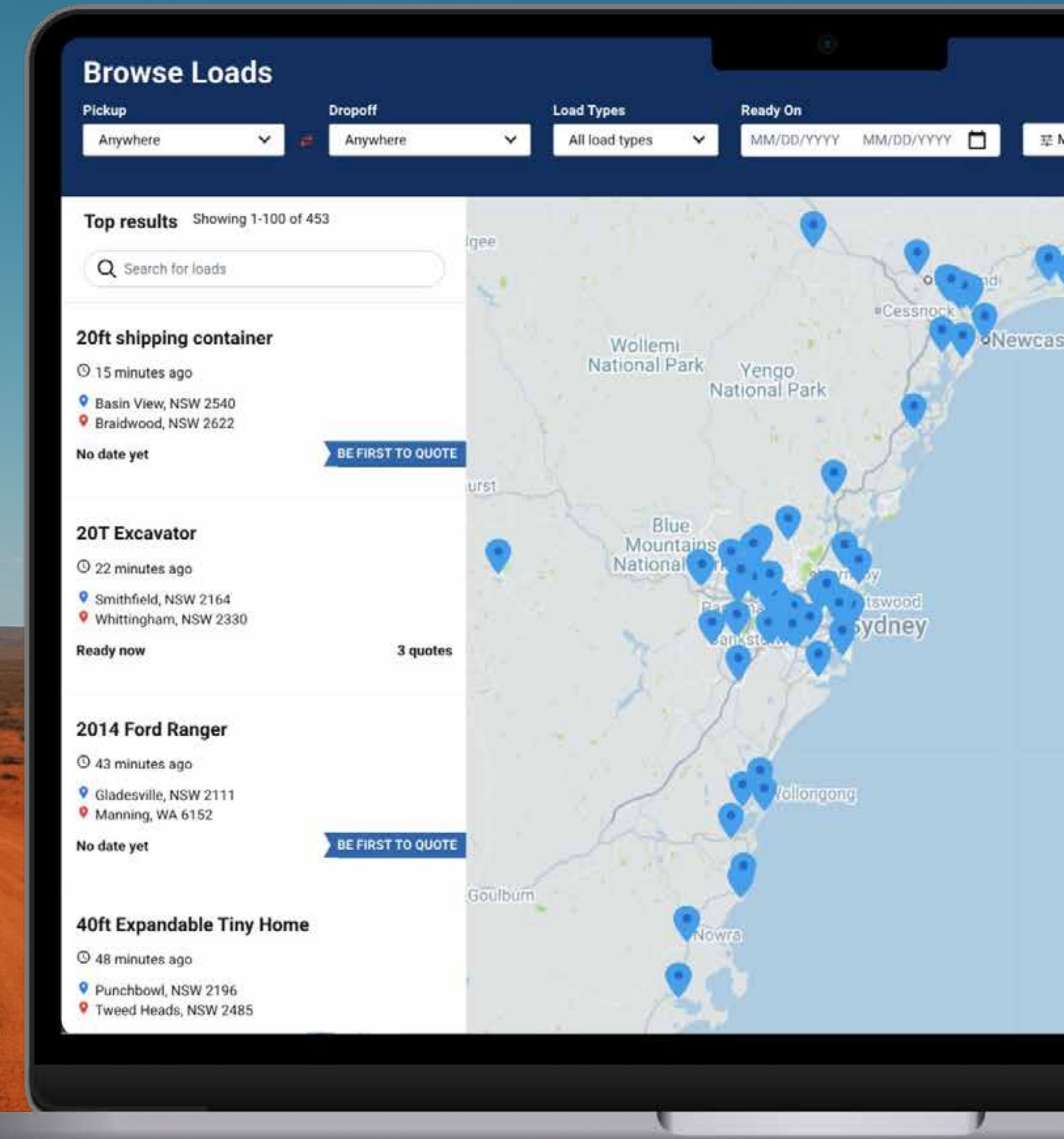
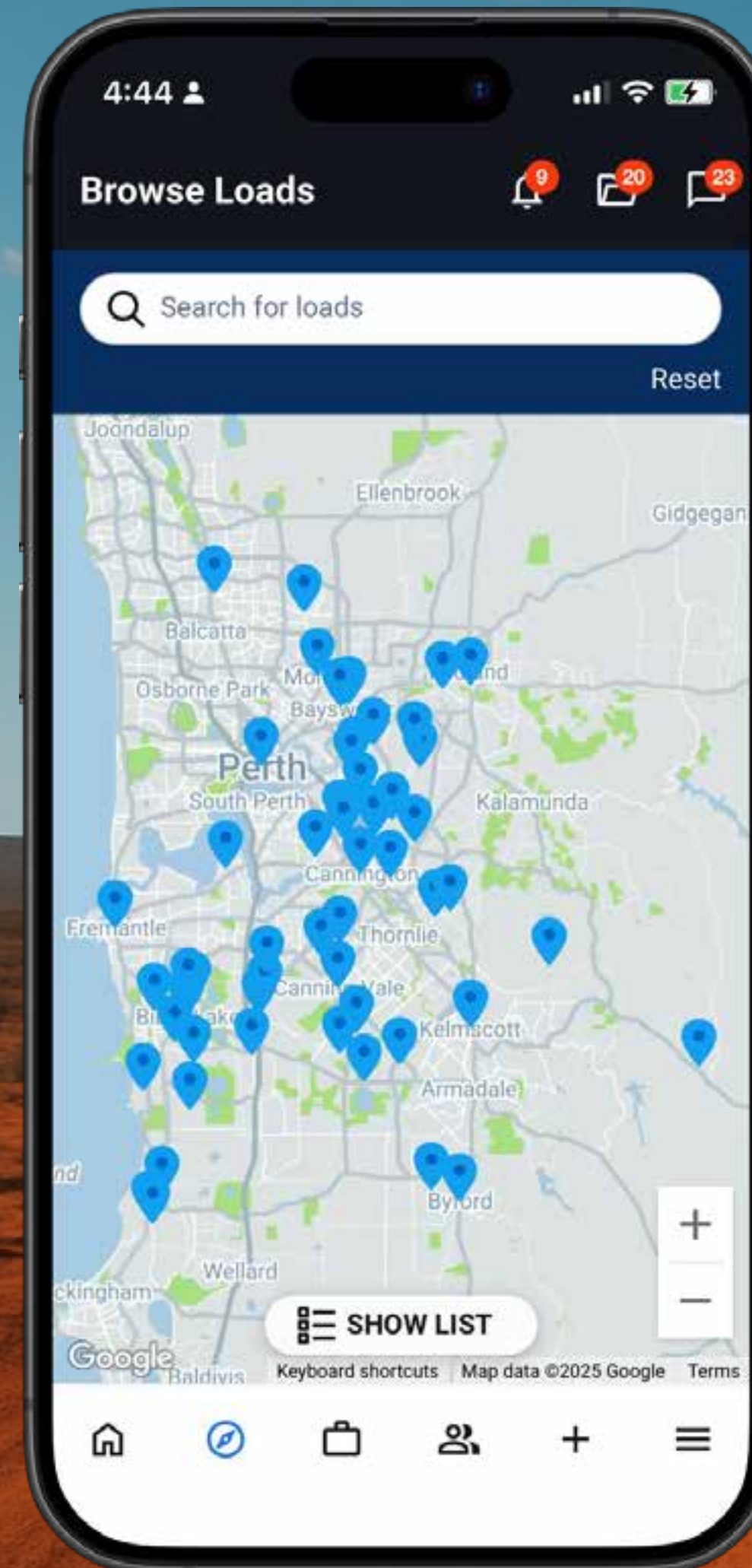




40,000+ Carriers at Your Fingertips

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.





166,702 quotes
5,160 loads
delivered

1H 2025

200/180 Pump from Canning Vale
WA to Kambalda East 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.



99 loads for Boart Longyear over 132,301km

1H 2025



Toyota Landcruiser from Laverton
WA to Bibra Lake 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.

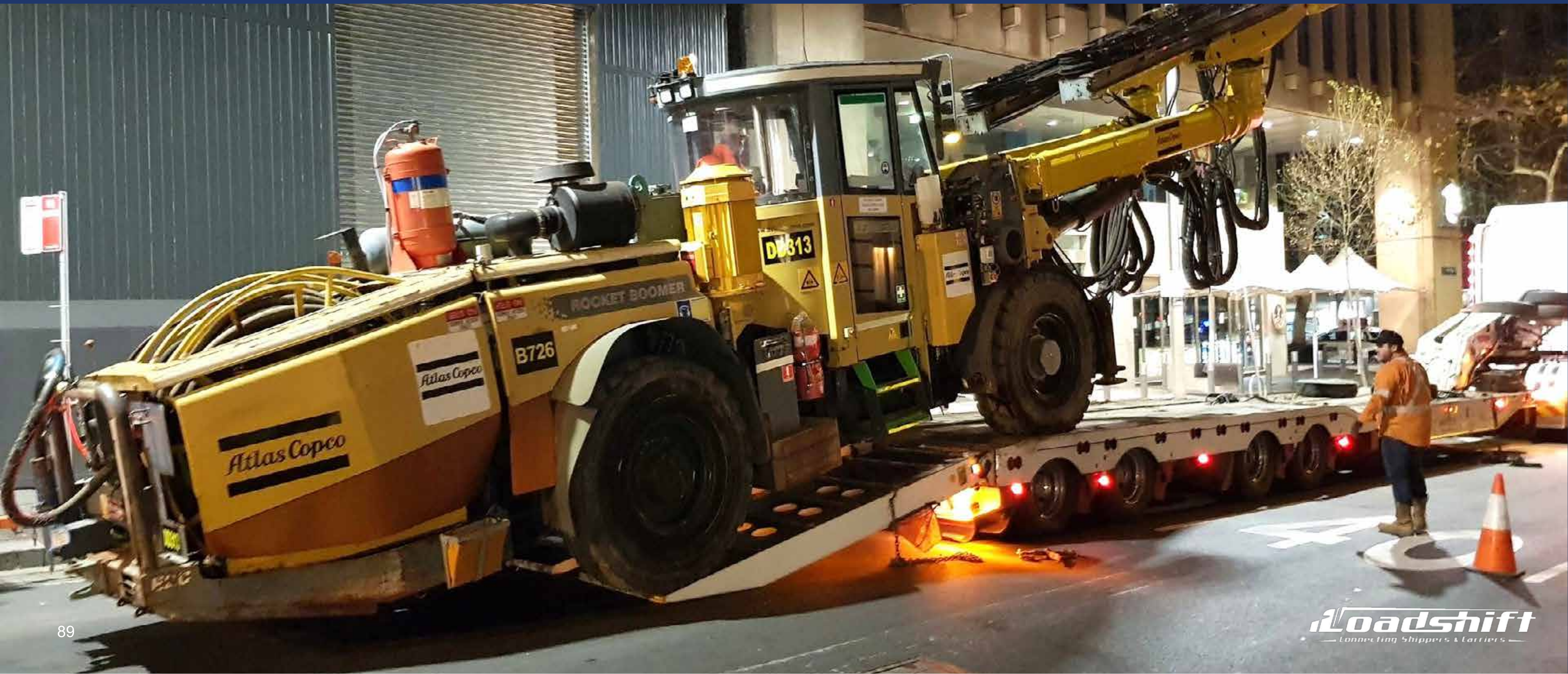
An ASX 50 listed mining company reported saving over 30% on heavy haulage and urgent freight movements for an underground gold mine using Loadshift, whilst also achieving huge efficiency gains.

*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.

* 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.

✱ 22 tonne Excavator Elizabeth South SA to Chum Creek VIC



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).



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Chief Financial Officer

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James Malone
Senior Sales Executive

James Malone, Senior Sales Executive has over 20 years experience across Sales, Procurement and Operations across Technology, Retail and Logistics industries. James previously worked with Shriro Holdings (ASX:SHM), Appliances Online and the Winning Group, Datalicious (acquired by ASX:VED). James brings extensive operational knowledge and commercial experience of growing SMEs, running teams and driving efficiencies to the role.



Mas Mohammad
Director of Operations

Mas Mohammad, Director of Operations for Loadshift and Head of Field Services for Freelancer Enterprise, has 20 years of experience in the IT and telecommunications sectors, including significant roles at 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.



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.



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.

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