



26 February 2025

Freelancer Limited

personal use only

2024

Full Year Results

Matt Barrie
Chief Executive Officer

ASX: FLN
OTCQX: FLNCF

investor@freelancer.com



FY24 Results

**Building the Amazon of
Services:
Powering Global Commerce.**



Payments



Labor



Freight



Group Financial Snapshot FY24

Resilient Performance, Strong Foundations

- **Gross Marketplace Value (GMV):** A\$948.6M (↓7.1% vs. FY23)
- **Revenue:** A\$53.1M (↓4.2% vs. FY23)
- **NPAT:** –A\$(0.8)M (vs. +A\$0.2M FY23); 2H24 turned positive at A\$0.2M
- **Operating Profit (excl. FX):** A\$0.8M (↑19% from A\$0.6M FY23)
- **Operating Cash Flow (excl. FX):** A\$5.8M (↑205% from A\$1.9M FY23)
- **Net Cash Flow:** A\$0.8M (vs. –A\$2.4M FY23)
- **Cash Balance:** A\$23.2M (↑9.5% from 1H24, no net debt)

Leaner, cash-generative with a 2H24 profitability rebound sets the stage for FY25 success.

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



Business Segment Spotlight FY24

Momentum Across Our Ecosystem

- **Freelancer**
 - **GMV:** A\$130.5M (↓1.3%); Revenue: A\$40.6M (↓8.2%)
 - Revenue drop primarily due to non-core legacy engineering consulting services revenue.
 - **FY24 Wins:** Huge turnaround in client acquisition. 4Q24 on pcp new client deposits ↑18.6%, project size ↑29.3% to US\$334, retention ↑5%.
 - **AI Edge:** Supercharging growth with AI-powered productivity, enterprise AI services, and a marketplace primed for the AI revolution.
- **Escrow.com**
 - **GMV:** A\$818.2M (↓7.9%); Revenue: A\$10.4M (↑14.5%)
 - **FY24 Wins:** Improved take rate to 1.3% (↑25%), US\$50M record IPv4 deal; domain sales steady at US\$92M in 4Q24.
 - **Growth Focus:** Deepening e-commerce and automotive partnerships.
- **Loadshift**
 - **GMV:** ↑15% YoY; Quotes per job ↑12.5% to 6.3.
 - **FY24 Wins:** Zoom-powered audio & video calling to deliver next leg up, load tracking
 - **Leadership Boost:** New team driving enterprise scale in 2025



Strategic Vision & FY25 Outlook

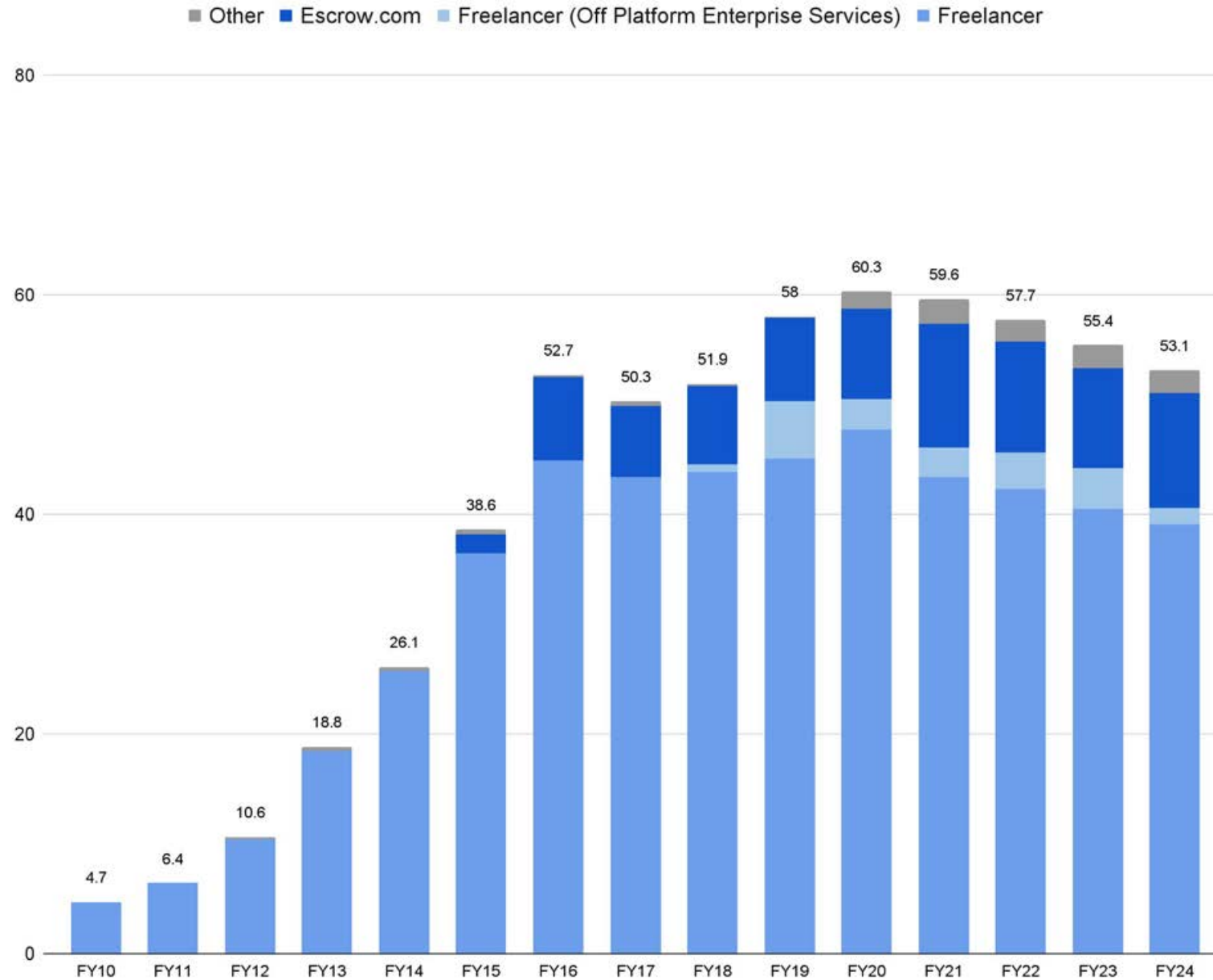
Positioned for Growth in a Transforming World

- **AI Leadership:** In FY25, we will launch new AI training programs and expand partnerships with tech giants, building on our success in mobilising 130k+ for AI model training.
- **Customer Acquisition:** Doubling down on winning new clients with proven momentum from FY24.
- **Retention Focus:** Prioritizing stickiness in FY25 to drive repeat engagement and long-term value.
- **Cost Discipline:** FY24 operating costs ↓5.8%, unlocking sustainable profitability.
- **Market Catalysts:**
 - **Freelancer:** Customer acquisition, AI-driven demand, NASA/government wins.
 - **Escrow.com:** Expanding into high-value verticals and e-commerce giants.
 - **Loadshift:** Enterprise freight growth with cutting-edge platform upgrades.

Lean, focused, and ready to ride the AI wave, targeting double digit revenue growth and sustainable profitability in FY25, supported by A\$23.2M in cash reserves.

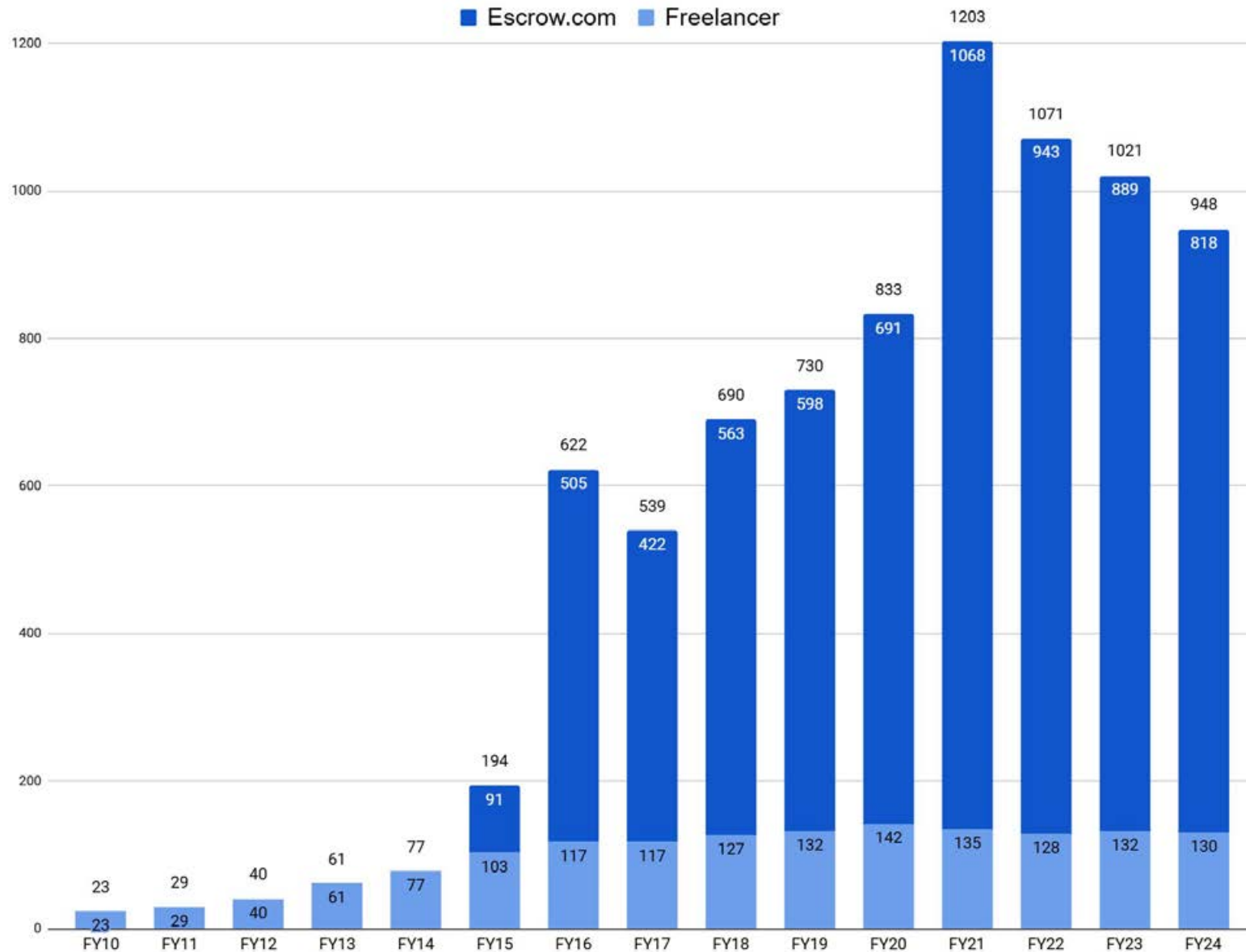


Group Revenue FY24





Group Gross Marketplace Volume FY24

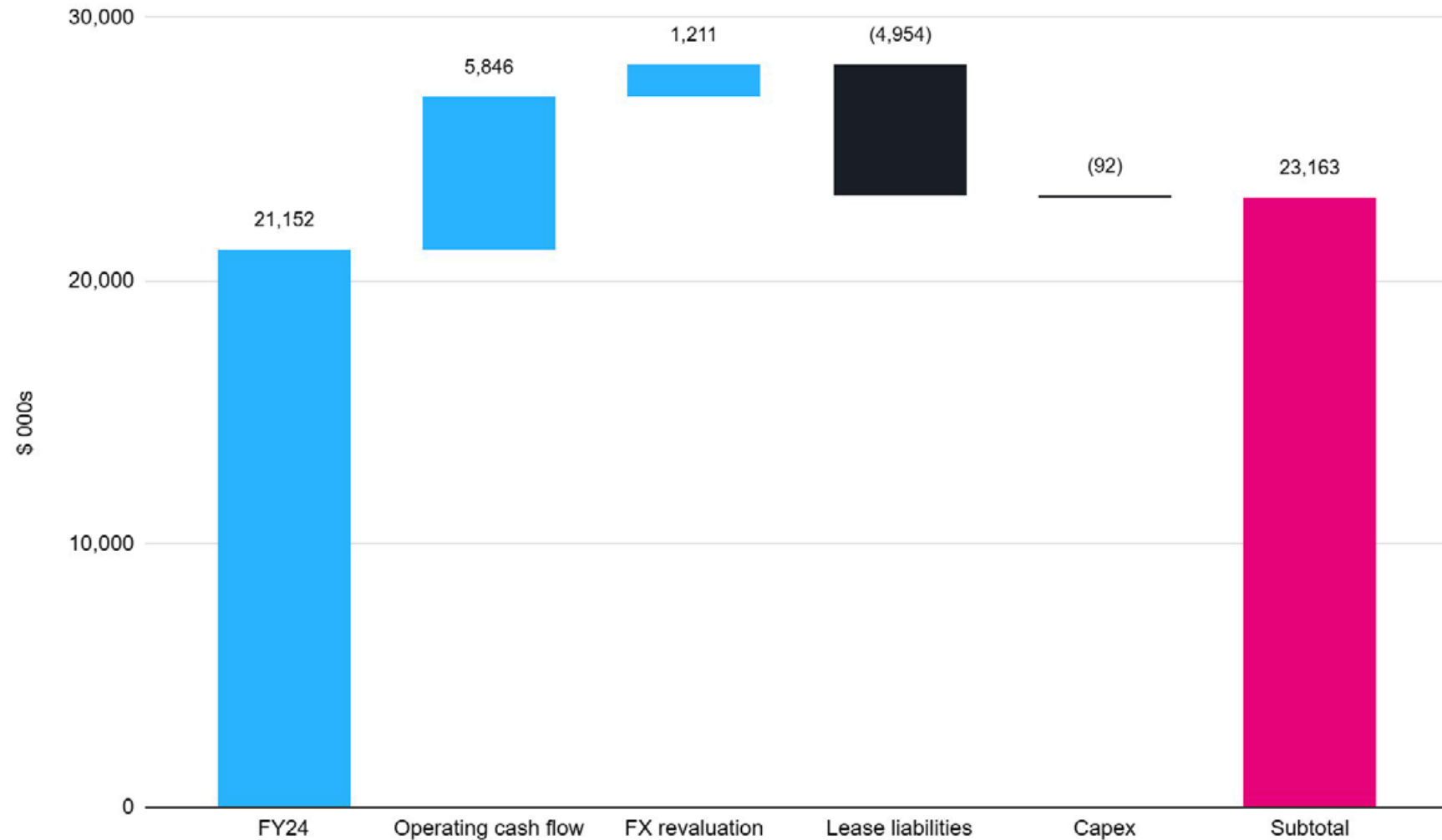


* Represents the underlying transaction value between third parties which is the basis for Freelancer's revenue, i.e. the value of services performed (Freelancer); goods shipped (Loadshift) or goods / services exchanged (Escrow). Based on Freelancer's unaudited management accounts which have not been subject to an auditor's review.



Cash Flow Profile FY24

Cash & cash equivalents at \$23.2 million at 31 December 2024 ↑9.5% from 1H24





Summary Profit & Loss FY24

Group FY24 NPAT: \$(0.8)m vs \$0.2m in pcp.

Revenue down 4%: Driven by reduced legacy engineering consulting, offset by 18.6% new client growth in 2H24.

Gross margin at 81.9%: Lower gross margin due to increases in 2FA costs, some of which were one off, and lower margin legacy enterprise services.

Gross margin increased to 83.9% in 2H24: Escrow take rate improved across the year after one offs and improvements in legacy affiliate program.

\$1.7m unrealised FX loss: revaluation of foreign denominated assets & liabilities after AUD/USD ↓7% in 2H24 (↓9% for FY24).

Costs down 5.8%: Payroll ↓8% supporting leaner base.

Underlying strength: Adjusted NPBT up 19%, with 2H24 improvement signaling FY25 profitability.

Outlook: Lean cost base, AI innovations, and client growth target double-digit revenue rise in FY25.

(A\$m) 1 Jan - 31 Dec	FY24 Actual	FY23 Actual	Change
Net Revenue	51.0	53.3	-4%
Gross Profit	41.8	44.2	-6%
<i>Gross margin (%)</i>	81.9%	83.0%	-1.2%
Other income	0.5	0.3	n/m
Employee expenses	(19.6)	(21.4)	-8%
Administrative expenses	(11.5)	(11.8)	-2%
Marketing related expenses	(5.4)	(5.5)	-2%
Occupancy costs	(4.9)	(5.0)	-3%
Foreign exchange	(1.9)	(0.2)	n/m
Share-based payment expense	(0.1)	(0.1)	n/m
Depreciation	(0.2)	(0.3)	n/m
NPBT	(1.3)	0.2	n/m
NPAT	(0.8)	0.2	n/m
Excluding share-based payments, depreciation & unrealised fx losses			
Operating profit	0.8	0.6	+19%

Notes

- ❖ Occupancy costs adjusted to include depreciation of \$4.5m (FY23: \$4.5m) and finance costs of \$1.3m (FY23: \$1.7m) relating to property leases and deducting sublease rental income of \$1.6m (FY23: \$1.8m).
- ❖ Depreciation excludes depreciation arising from AASB16 leases.
- ❖ \$0.4m unrealised fx gain taken directly to FCTR



Summary Balance Sheet FY24

Cash & Equivalents at A\$23.2m: Up 9% from FY23, no net debt

Trade Receivables ↓46%: Reflects shorter settlement times and enhanced collections, boosting efficiency.

Right of Use Asset ↓32%: Lower due to depreciation in line with lease terms and reduced lease liabilities (down 27%), optimising occupancy costs.

❖ Deferred tax assets reflected net of Deferred tax assets of \$11.3m and Deferred tax liabilities of \$(2.6m).

❖ Reserves include non controlling interest in Loadshift Group.

(A\$m) 31 December 2024	FY24 Actual	FY23 Actual	Change
Cash and cash equivalents	23.2	21.2	+9%
Trade and other receivables	2.5	4.7	-46%
Other assets	3.4	3.5	-3%
Plant and equipment	0.2	0.3	n/m
Intangibles	34.1	34.1	-
Right of Use Asset	9.2	13.5	-32%
Deferred tax assets (net)	8.7	8.1	+7%
Total assets	81.3	85.3	-5%
Trade and other payables	37.1	36.7	+1%
Lease Liabilities	12.4	17.0	-27%
Other liabilities	5.1	4.8	+6%
Total liabilities	54.6	58.5	-7%
Net assets	26.7	26.8	-
Contributed equity	38.9	38.9	-
Reserves	5.6	5.0	+12%
Retained earnings	(17.8)	(17.1)	+4%
Total equity	26.7	26.8	-



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 – which was acquired by REA Group in 2016 in one of the largest ever acquisitions of a Southeast Asian internet company at the time; iCarAsia and Frontier Digital Ventures.



Craig Scroggie

Non-Executive Director

CEO & MD of NEXTDC

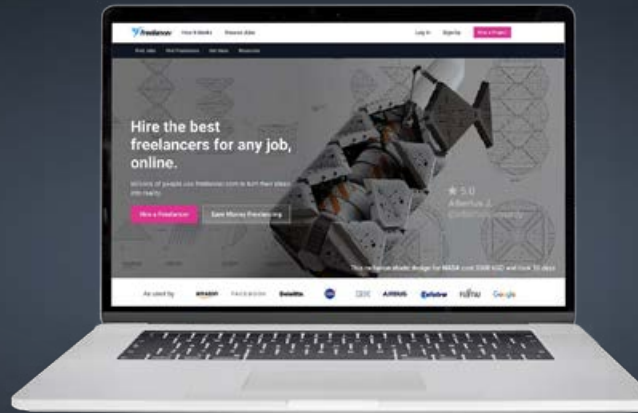
As CEO An ASX 100-listed technology company and Asia's most innovative Data Centre-as-a-Service provider. With over 30 years of experience in the ICT industry, Craig brings a wealth of knowledge and expertise to Freelancer's board. Throughout his career, Craig has held senior positions with industry 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.



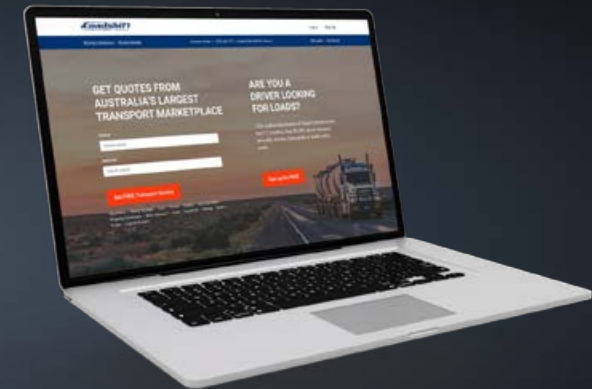
Building the Amazon of Services: Powering Labor, Payments & Freight



#1 Global escrow leader,
securing worldwide commerce
US\$7,400,000,000 in payments



#1 Global labor platform,
connecting 79M+ users for
US\$5,000,000+ in jobs



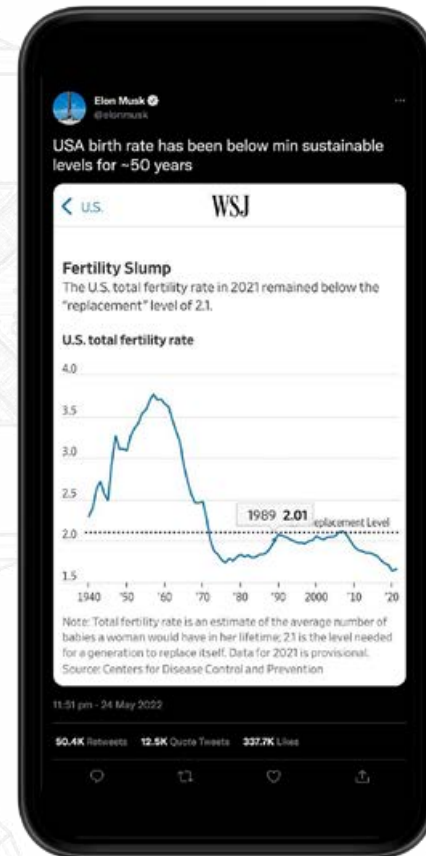
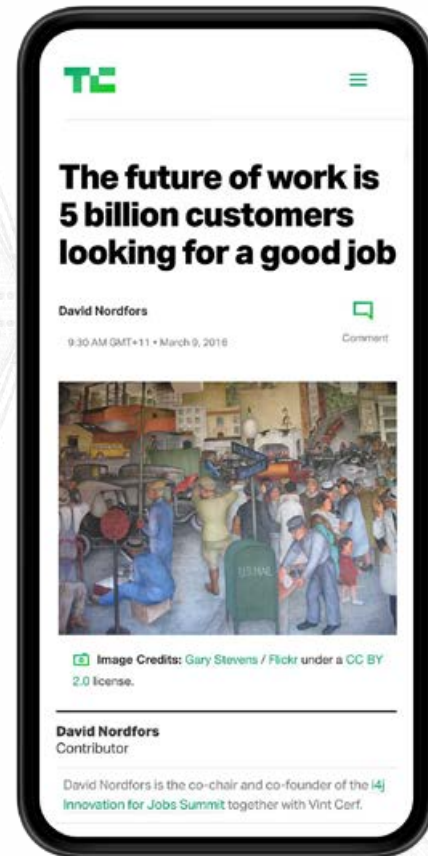
#1 Australian heavy haulage,
expanding to global platform
800,000,000km in freight

Freelancer Limited
ASX: FLN, OTCQX: FLNCF



**Your partner in the
new world of work**

personal use only

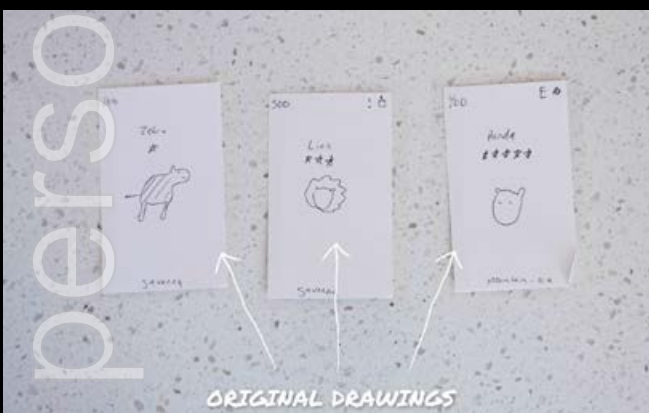


Solving a trillion dollar problem

Make it real.

This game product design cost and took 30 days make

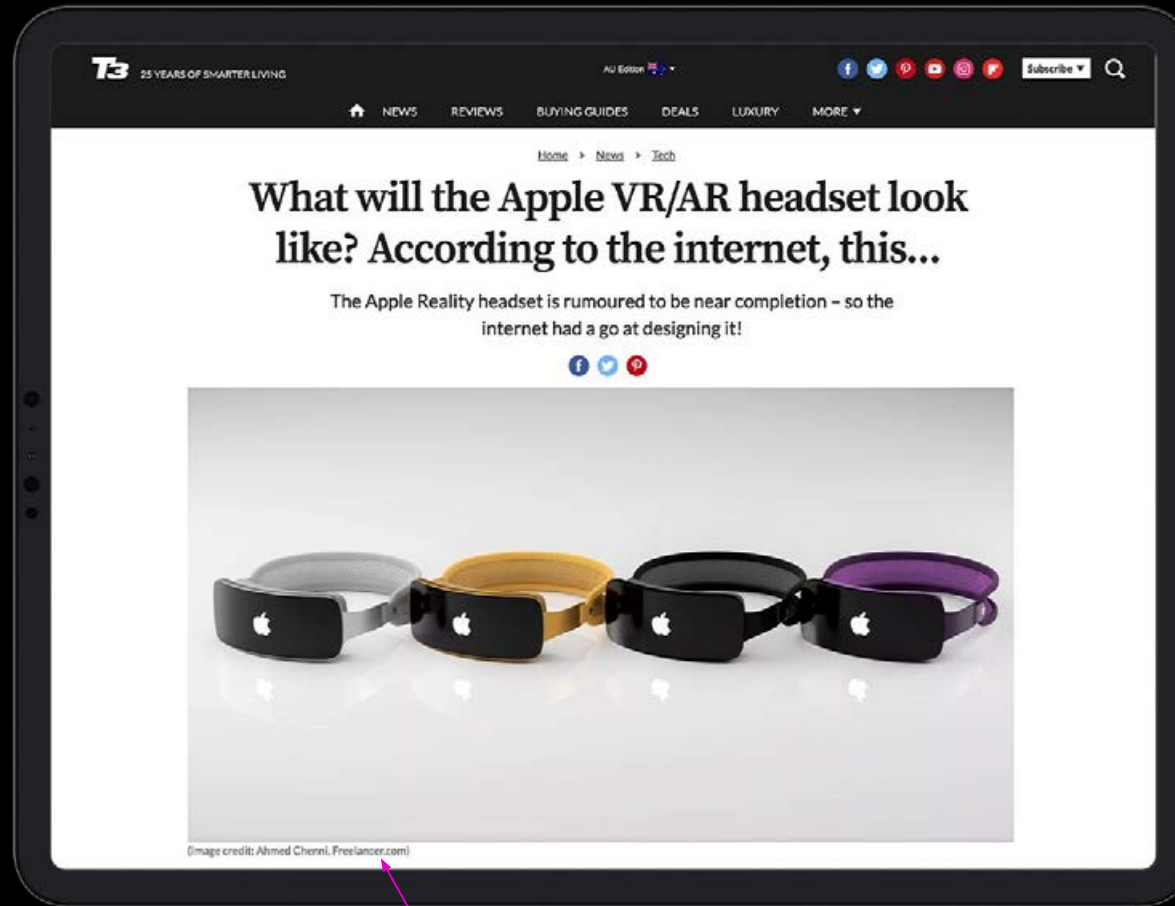
\$2500 USD





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 Sanyang

Video & Motion Graphics
Banjul, Gambia



5.0/5.0 rating, 24 reviews



Change Lives.





Transform your business with

AI DEVELOPMENT

Your new
receptionist
just ate Siri
for breakfast.

Get your AI Action plan now at:
[Freelancer.com/ai](https://www.freelancer.com/ai)

Web Development >> App Development >> AI Development



personal use only

Freelancer's Online Economy

personal use only

- 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

personal use only



Freelancer's Online Economy - Europe

personal use only

Freelancer's Online Economy - Australia



personal use only

Freelancer's Online Economy - India



personnel used in processing









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Regional Websites



North America

-  US (International)
-  Canada
-  Jamaica
























Latin America

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
















Africa

-  South Africa
-  Kenya

Europe

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

Asia Pacific

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

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Languages

Afrikaans

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

日本語

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

38

Currencies

USD

- NZD
- AUD
- GBP
- HKD
- SGD
- PHP
- EUR
- CAD
- ZAR
- INR
- JMD
- CLP
- MXN
- IDR
- MYR
- SEK
- JPY
- PLN

BRL

- CNY
- DKK
- VND
- AED
- ARS
- BDT
- COP
- PKR
- CHF
- HUF
- ILS
- KRW
- NOK
- QAR
- RON
- SAR
- THB
- TRY

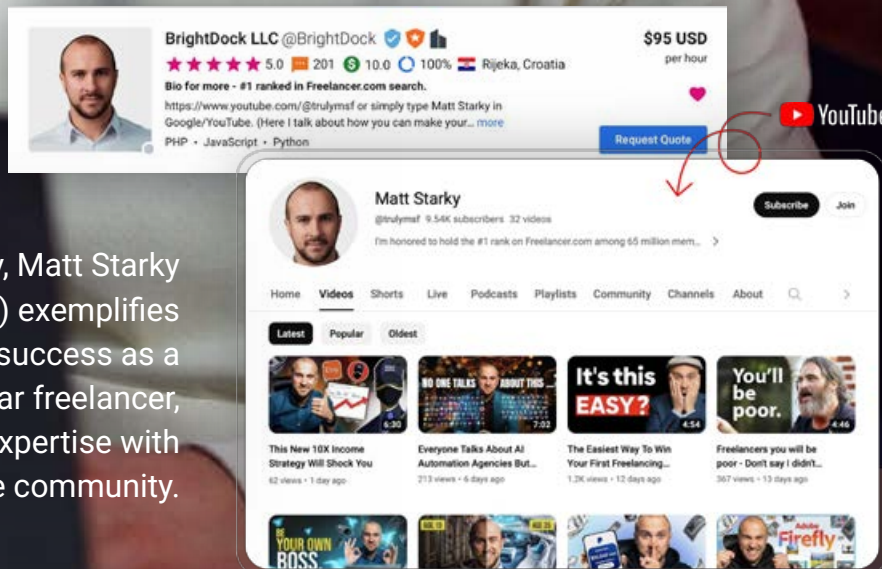
Change Lives.

Freelancer is changing lives around the world, creating opportunity for entrepreneurs, small businesses and large organizations alike. Our platform connects you with talented professionals globally, delivering exceptional work at competitive rates.

79M+
REGISTERED USERS

25M+
JOBS POSTED

Today, Matt Starky (@Brightdock) exemplifies freelance success as a million-dollar freelancer, sharing his expertise with the community.



76%
OF PROJECTS
RECEIVE BIDS
WITHIN 60 SECONDS

51
AVERAGE BIDS
PER PROJECT

The Industry's Most Trusted Talent Platform

Freelancer outranks all major competitors globally for customer satisfaction:

4.5 "Excellent" rating on Trustpilot from 15,440+ verified reviews

4.8 out of 5 on SiteJabber across 18,659+ customer ratings

#1 position consistently maintained among freelancing platforms worldwide

When you partner with Freelancer, you're choosing the platform that businesses trust most.



Freelancer

Reviews 15,440 • Excellent



✓ VERIFIED COMPANY



Freelancer

★★★★★ 4.8 (18,659 reviews)

www.freelancer.com



[Write a Review](#)

[Ask a Question](#)

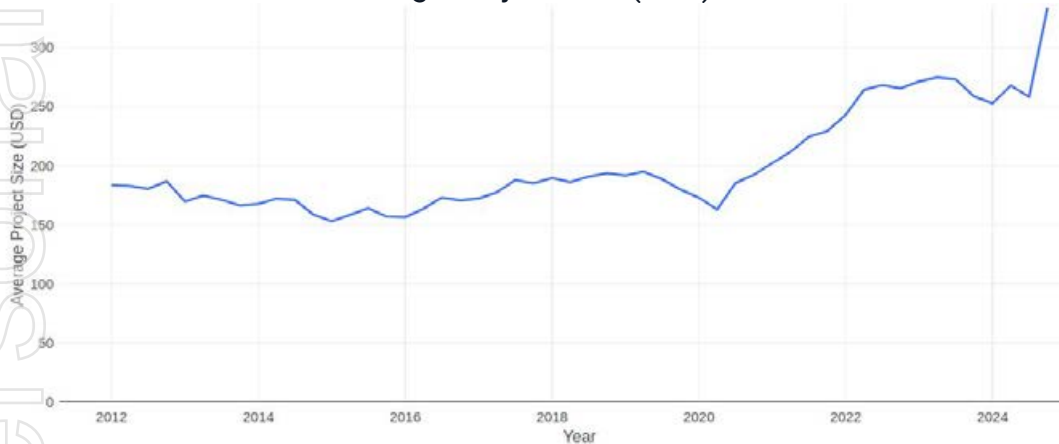


Marketplace Dynamics FY24

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

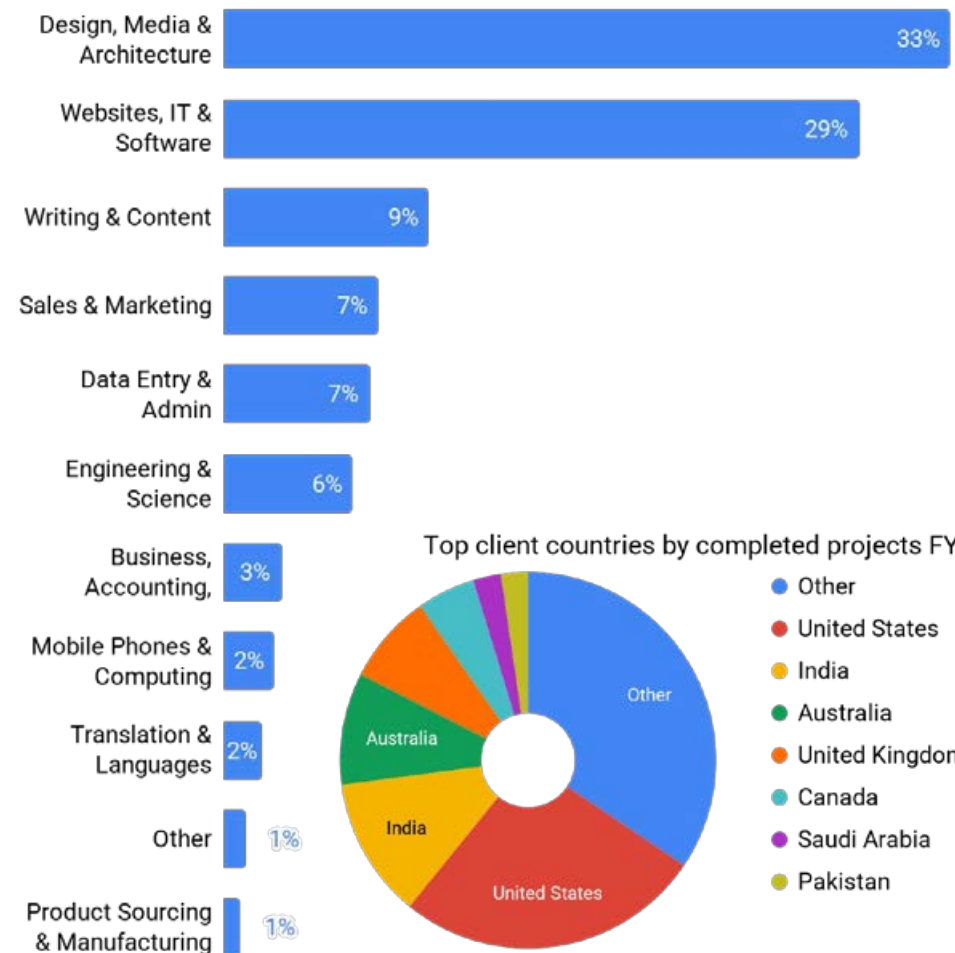
- Over 3,000 job categories as diverse as Aerospace Engineering, Biotechnology, Sales, Manufacturing, Mechanical Engineering
- Complexity & sophistication growing over time
- Average project size was US\$334 in 4Q 2024², up 29.3% on pcp.

Average Project Size (USD)

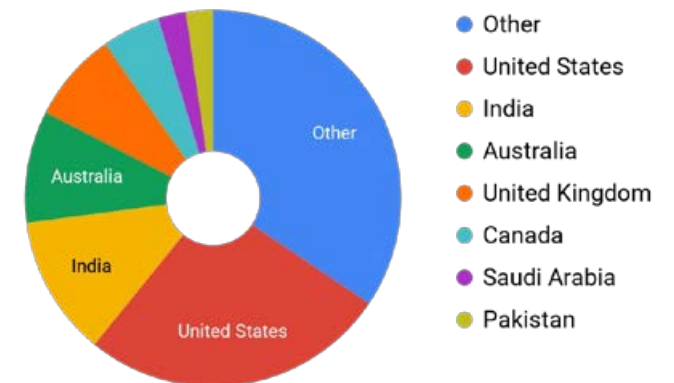


1. Based on the number of completed projects in FY24
2. Defined as the GMV over the time period, divided by the count of projects with GMV within the time period.

Top completed project categories by count FY24



Top client countries by completed projects FY24





Freelancer: The World's Largest Cloud Workforce

Lowest cost, largest range and powered by AI

Global Talent Network:

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

Unrivalled Market Liquidity:

No platform globally matches our talent pool or response rate

Client-Friendly Model:

- Free to post jobs, receive quotes, review portfolios, and chat
- Only 3% commission when you award projects

Freelancer-Friendly Platform:

- Free to browse projects, submit bids
- Free to create profiles & build portfolios
- 10% commission on awarded projects

Start today—post your job for free



Projects

Write a brief & budget and watch the bids come in

51 freelancers bid on average!

From Project Brief to Expert Bids in Minutes

Post your requirements and budget to connect with skilled freelancers globally. Choose to pay a fixed price or hourly rate with secure Milestone Payments protection.

Browse portfolios, reviews, and chat with candidates

67%

of projects receive bids within 60 seconds

51

bids on average per project

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 brief description of the project is provided. A pink circle highlights the "Bids" and "Average bid" section, showing 35 bids and an average bid of \$3,184 USD. Below this, a list of freelancers is displayed, each with their profile picture, name, rating, and bid amount. Two images of a modern house and interior design are shown at the bottom. A review from Garima L. @TLC2019 is highlighted, showing a 5.0 star rating and a positive comment about the freelancer's work.

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	Average bid
35	\$3,184 USD

Freelancer	Rating	Bid
Susan P. @sustarp	4.8	\$3,200 USD
Robert Y. @roberty	4.8	\$3,100 USD
Suresh M. @sureshdesigns	4.8	\$3,000 USD
Andrew W. @andywhomes	4.8	\$3,500 USD
Kelly S. @kellys	4.8	\$3,230 USD
Phillip H. @phillip	4.8	\$3,210 USD

★★★★★ 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

Pay only for results,
get **unlimited creativity**

Post contests for any type of work: logos, website designs, naming, packaging, illustration, and product concepts & more. Receive multiple solutions and only pay for the winners.

Unmatched creativity:

1,400,000+ entries per month
15,000,000+ entries per year

93%

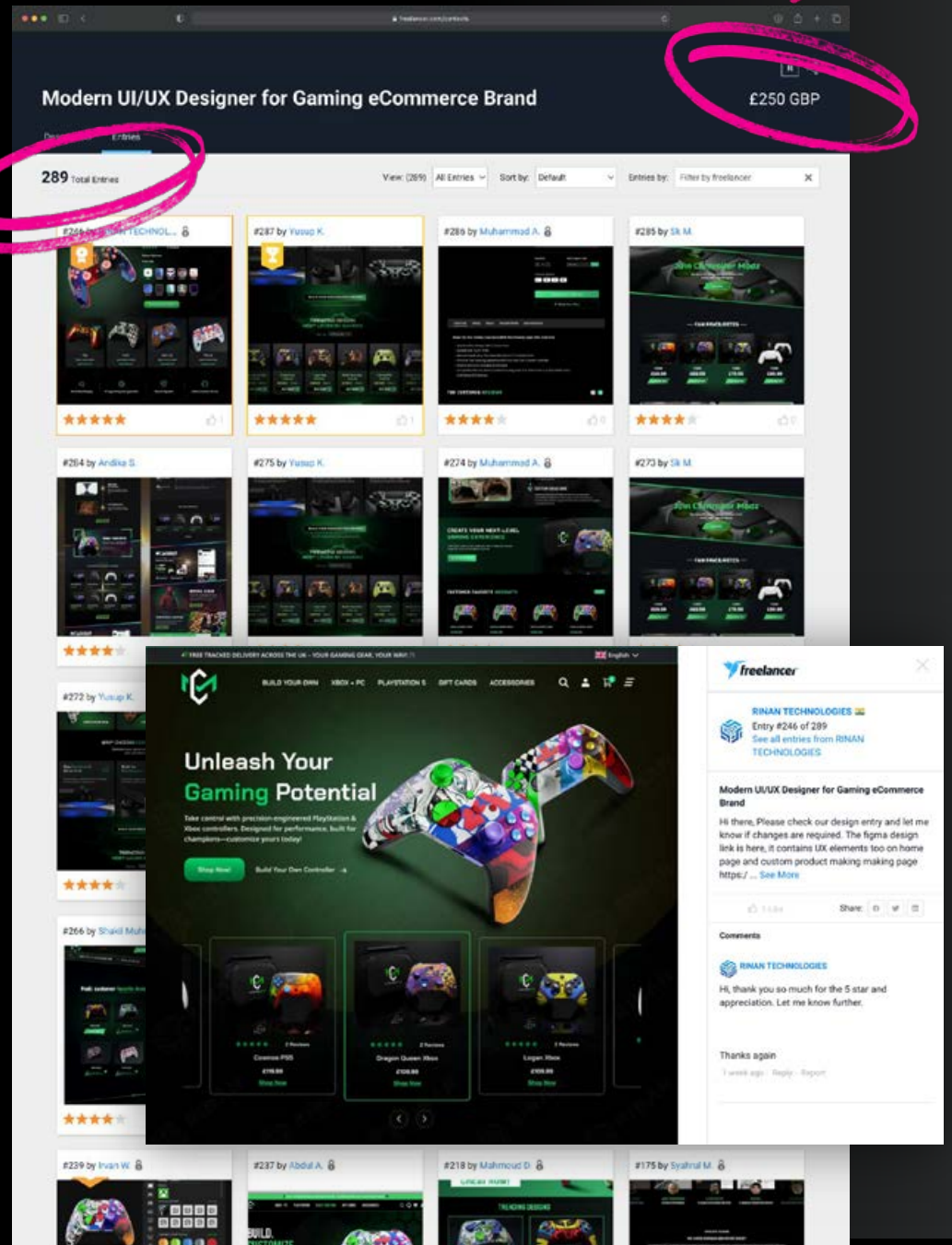
of contests receive
entries within 1 hour

528

average entries
per contest

289 freelancers
competing for
the prize!

Offer a prize



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This 3D modeling cost
and took 5 days to make

\$150 USD



This 3D product visualisation cost
and took 3 weeks to make

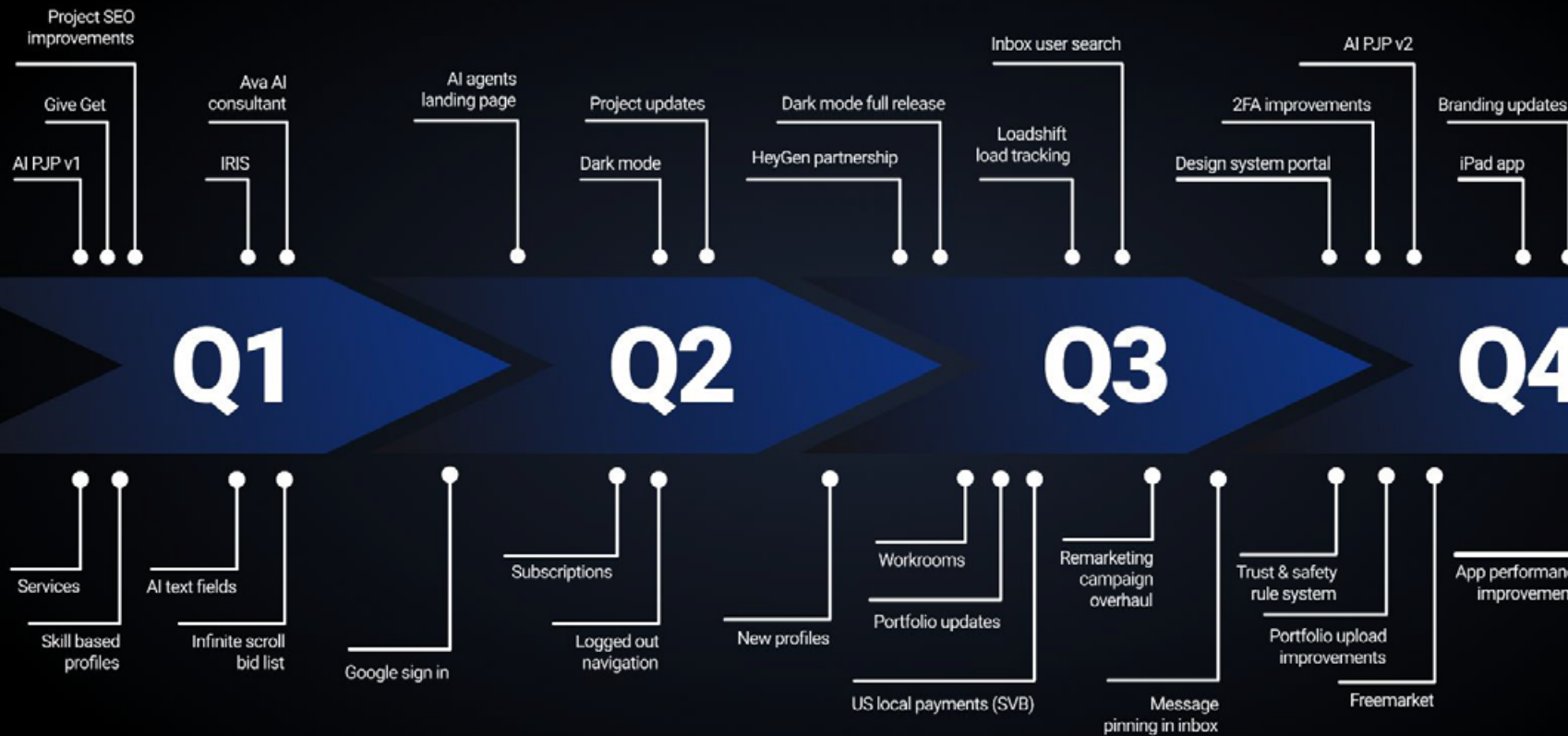
\$435 USD



This architectural concept design
cost and took 6 days to make

\$290 USD

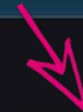
Freelancer Shipped in 2024





Ready-to-Deliver Services from Top-Tier Talent

Offer different levels of your service




The screenshot shows the Freelancer.com homepage. At the top, there's a navigation bar with the Freelancer logo, links for 'Browse', 'Manage', and 'Groups', and buttons for 'Create a Quote' and 'Post a Project'. The main heading is 'Make it real.' with the subtext 'Handpicked services from our best freelancers.' Below this, there's a 'Featured Services' section with four cards: '60 seconds realistic 3D animations' (₹5,105,000), 'Magento 1 & 2 Web Agency' (₹7,000,000), 'Kickstarter Website Copywriting Package' (₹1,679,292), and 'UI/UX | Pigma &...' (@azabacheProdi). At the bottom, there's a grid of service categories: 'Web & App Development', 'Design', 'Writing & Translation', 'Sales & Marketing', 'AI Development', and 'Other Services'.

This is a detailed view of a service card for 'Dynamic animated landing page design' by Cindy H. (@cindyperfect). The card shows a preview of a landing page for 'Mage Volt' featuring a red sports car. To the right of the preview, there are three tabs: 'Basic', 'Starter', and 'Premium'. The 'Basic' tab is selected, showing a price of 'A\$250'. Below the price, there's a list of features: '1x 5 mock ups and sketches', 'Hi-Fi designs', 'Animated landing page', 'Frames, Webflow, Wordpress', 'Photoshop, After effects, Rive files', and 'Commercial use'. A 'Purchase for A\$250' button is prominently displayed, along with a 'Contact' button. At the bottom, there's a 'Client Favourite' badge, a quote 'One of the most popular service on Freelancer, according to clients', a 4.6 star rating, and '36 Reviews'. A small disclaimer at the bottom states: 'By purchasing this service, you declare you have read and agree to our User Agreement and Privacy Policy.'



Your Project, Our Global Cloud of 80 Million Professionals

personal use only



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.

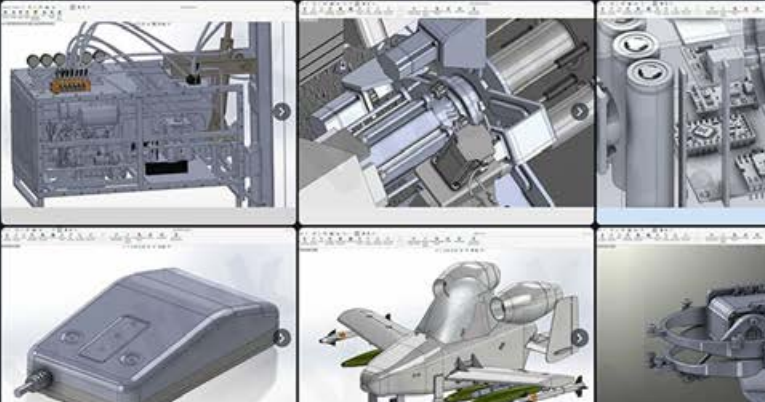
My expertise in machine design, FEA analysis, CFD analysis, and structural analysis make me a valuable asset to any team.

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!

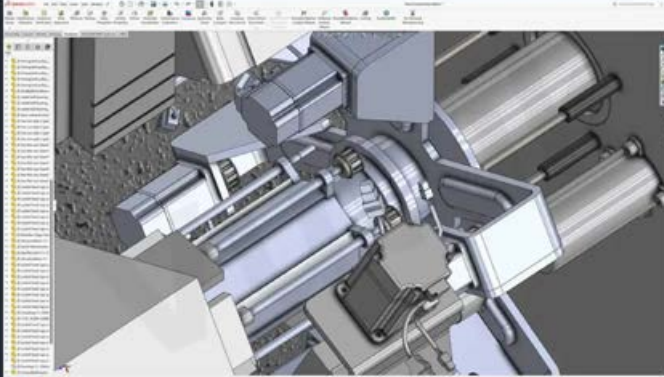
Portfolio

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



Machine designs Portfolio-21

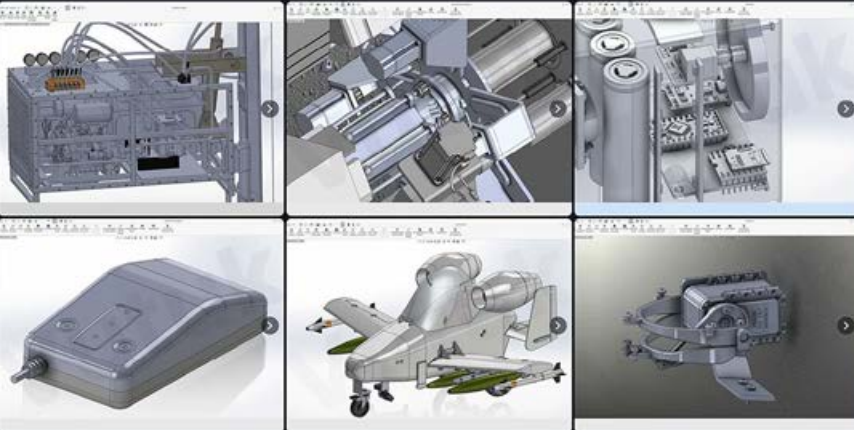
3D MODELLING, NEW PRODUCT DESIGN



Vutuk

Portfolio

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





Transform Teams into Productive Powerhouses

The screenshot shows a Freelancer group page for a 'Tech repairs website workroom'. The page has a header with the Freelancer logo, navigation links (Browse, Manage, Groups), and a 'Post a Project' button. The group is a private group with 23 members. The main content area shows a post by Patricia L. (@practricial) from 1 day ago, with 10 likes and a comment from Peter Y. (@petery). The post includes four images: a smartphone, a circuit board, a code editor, and a server rack. The right sidebar shows the group description and a list of members, including administrators Sarah K. (@sarahk), Steven P. (@stevenp), Susan W. (@susanw), and Jennifer O. (@jennyo).

The screenshot shows a mobile app interface with a chat list. The top bar has tabs for 'Chats', 'Requests', and 'Archived'. The chat list includes messages from Sarah J. (@sarahjackson), Anastasia W. (@AnastasiaWillia...), Steven J. (@stevenjoseph), Ethan B. (@ethanbradley), Amelie L. (@amelielens), Minh N. (@minhnguyen), Aaron W. (@aaronwalla), and Indira P. (@indirapaganotto). Each chat entry shows the contact's profile picture, name, and a snippet of the conversation.

Deloitte.



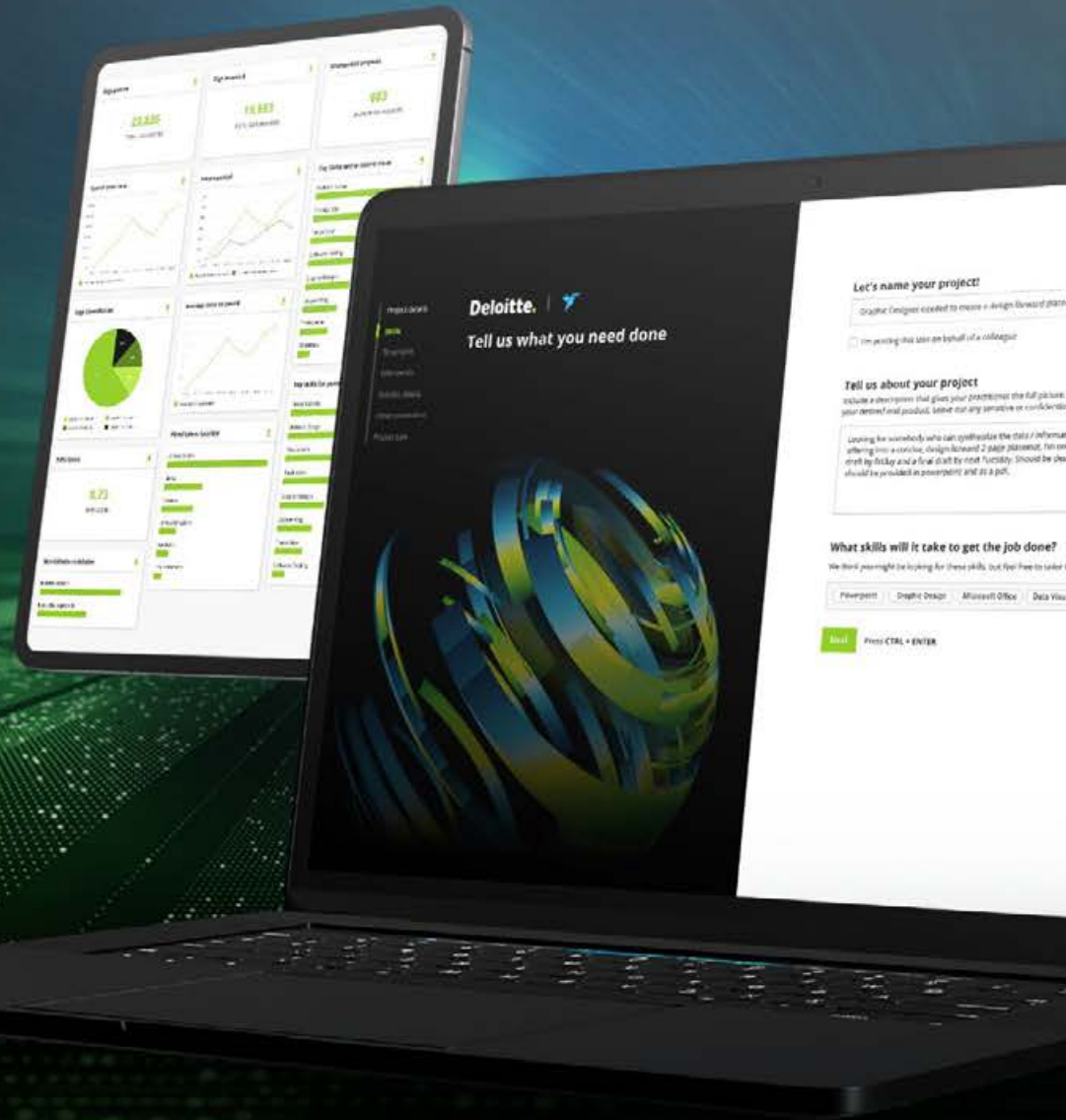
71,891 CONSULTANTS ONBOARDED

"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... [we will] **drive to deliver 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



The logo features the word "freelancer" in a blue sans-serif font with a blue geometric icon to its left. Below it, "MOONSHOT" is written in large, bold, white capital letters. A white arc, resembling a moon's path, curves over the word "MOONSHOT". Below "MOONSHOT", the words "INNOVATION CHALLENGES" are written in a smaller, blue, sans-serif font. The background is a dark space with a view of Earth's horizon and several small white stars.

freelancer MOONSHOT INNOVATION CHALLENGES

Transforming impossible challenges into breakthrough solutions with the world's largest innovation ecosystem

Enterprise Access to NASA-Grade Problem Solving

freelancer.com/innovation-challenges

Trusted by



U.S. DEPARTMENT OF
ENERGY



BUREAU OF
RECLAMATION

NIST

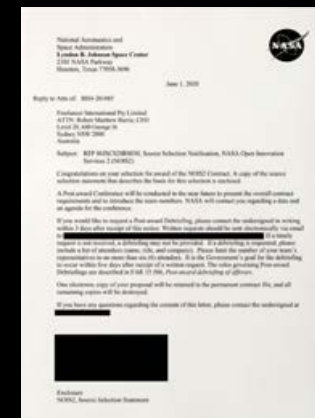
PUBLIC SAFETY
COMMUNICATIONS
RESEARCH

Unleash the power of **global genius** Where 80 million minds converge to **solve humanity's greatest challenges**



Freelancer works with U.S. Government in the fields of:

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





— BUREAU OF —
RECLAMATION

The challenge:

Optimize and accelerate the sparse matrix linear equations solver for computational fluid dynamics models to predict river sedimentation and river hydraulics.

The results:

- 60x faster computational modeling
- Enhanced water resource management
- Breakthrough solution turned 3 day process into 1 hour

"By tapping into global expertise through this challenge, we transformed a 3-day modeling process 60x into just one hour. This dramatic improvement helps us better manage water resources for millions of Americans."

Yong G. Lai,
US Bureau of Reclamation

CommanDING Tech Challenge

Client	National Institute of Standards and Technology
Field	Product Design
Problem	Emergency response teams still rely on paper and pens, large pieces of paper to map the area or whiteboards in their vehicles
Breakthrough innovation	Incident command via VR, AR, and mobile integrating indoor tracking systems, LiDAR scans, 3D maps, and video analytics
Expertise	App Development Augmented Reality Data Integration Virtual Reality

\$1M USD

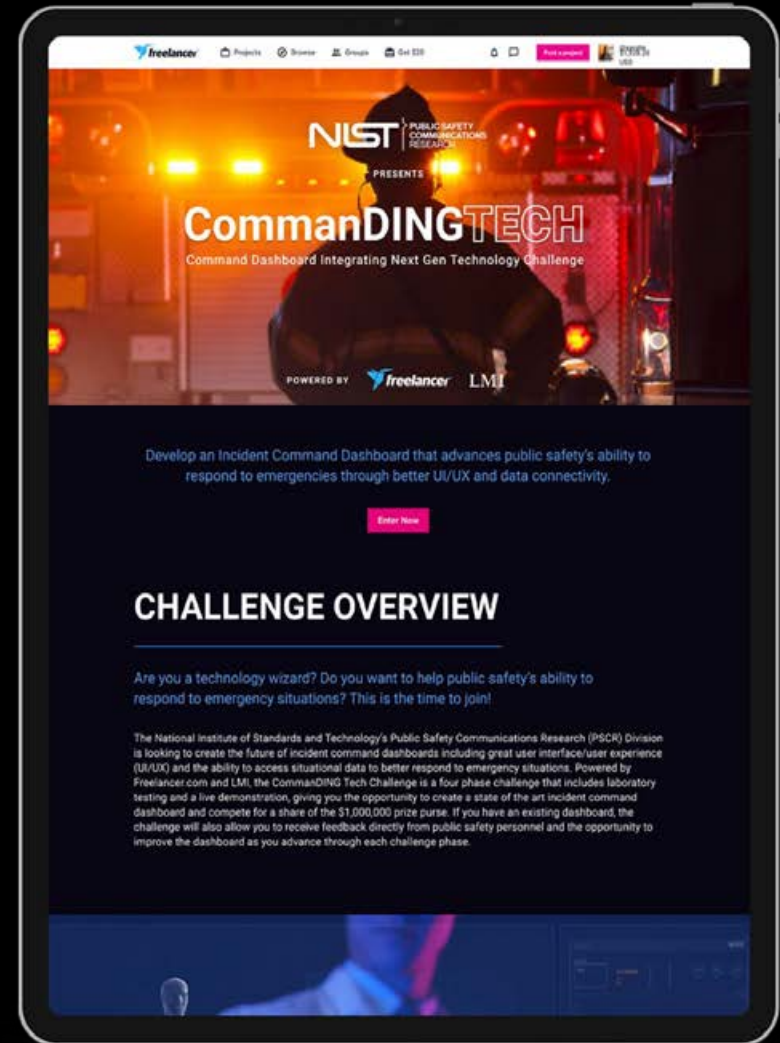
PRIZES

12

MONTHS

216,250

OUTREACH





TARGETED Genome Editor Delivery Challenge

Client	National Institutes of Health
Field	Biotechnology
Problem	Genome editing to treat rare diseases which affects 10% of the population. <ul style="list-style-type: none">- programmable delivery systems- crossing the blood-brain barrier Self-Assembling Proteins, Extracellular Vesicle-Based Delivery, Ultrasound-Assisted Lipid Nanoparticles, Milk Exosomes
Breakthrough innovation	Incident command via VR, AR, and mobile integrating indoor tracking systems, LiDAR scans, 3D maps, and video analytics
Expertise	App Development Augmented Reality Data Integration Virtual Reality

\$6M USD

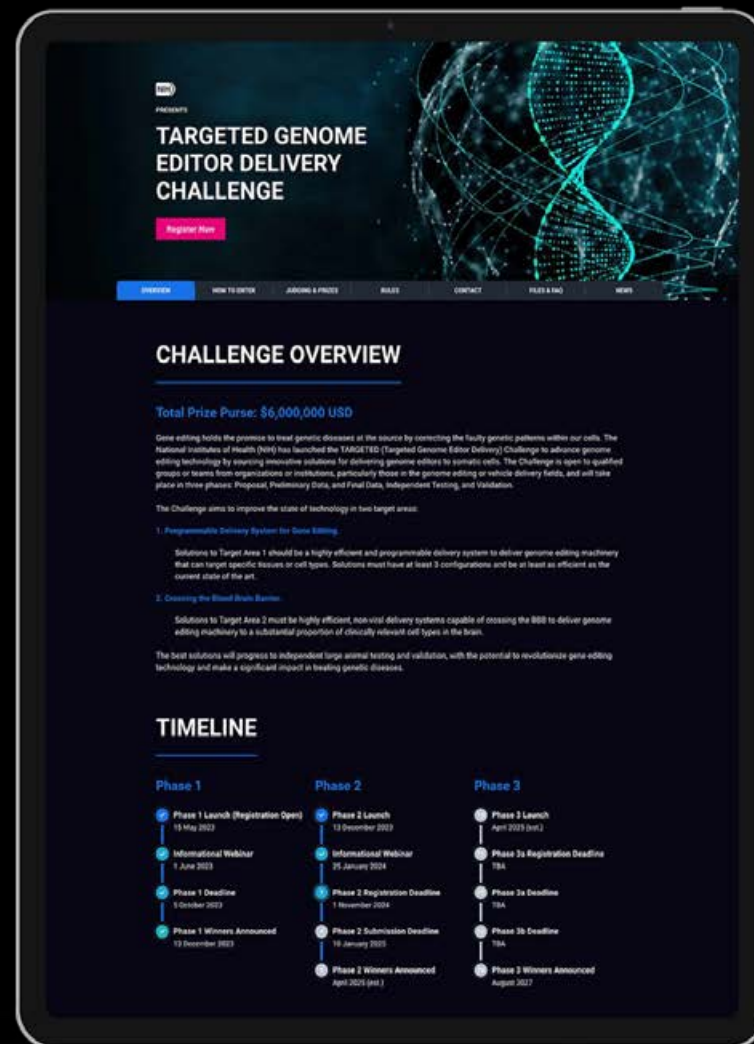
PRIZES

5

YEARS

514,460

OUTREACH





Who Let the Gas Out? NASA Tank venting challenge

Client	NASA
Field	Aerospace & chemical engineering
Problem	Venting gas from a partially full propellant tank in space, with the aim of reducing propellant loss
Breakthrough innovation	Acoustic excitation, ultrasonic sensing, semi-permeable membranes, centrifugal phase separation
Expertise	Incident command via VR, AR, and mobile integrating indoor tracking systems, LiDAR scans, 3D maps, and video analytics

\$80K USD

PRIZES

10

MONTHS

47

ENTRIES

WHO LET THE GAS OUT?

TANK VENTING IN
MICROGRAVITY CHALLENGE



Generative AI

Where **human intelligence** meets **artificial intelligence**

Your go-to partner for AI innovation. We deliver specialists for AI—80M strong, globally connected, and ready to power your breakthroughs.

Massive Scalability: Capacity to deliver millions of human-in-the-loop training hours monthly

Specialized AI Training: Expert RLHF, safety evaluation & data annotation 52+ languages

Rapid Mobilization:

Can marshall 20,000+ pre-qualified experts per day

Seamless Integration:

Efficiently distribute tasks to our global workforce



Generative AI Case Study

Accelerating Major Foundational Model Development

The Challenge

- Evaluate millions of AI prompts for quality and safety
- Meet aggressive development timelines
- Support 52 languages with expertise

The Solution

- Assembled 80,000 specialists globally
- Delivered domain expertise & AI safety
- Implemented ethical oversight protocols

The Results

- Slashed timelines while enhancing multilingual accuracy
- Reduced bias with diverse, global input

80,000+

Ai Specialists

52

Languages

24/7

Coverage

50,000+

Hours worked

100%

Satisfaction

Field Services

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:

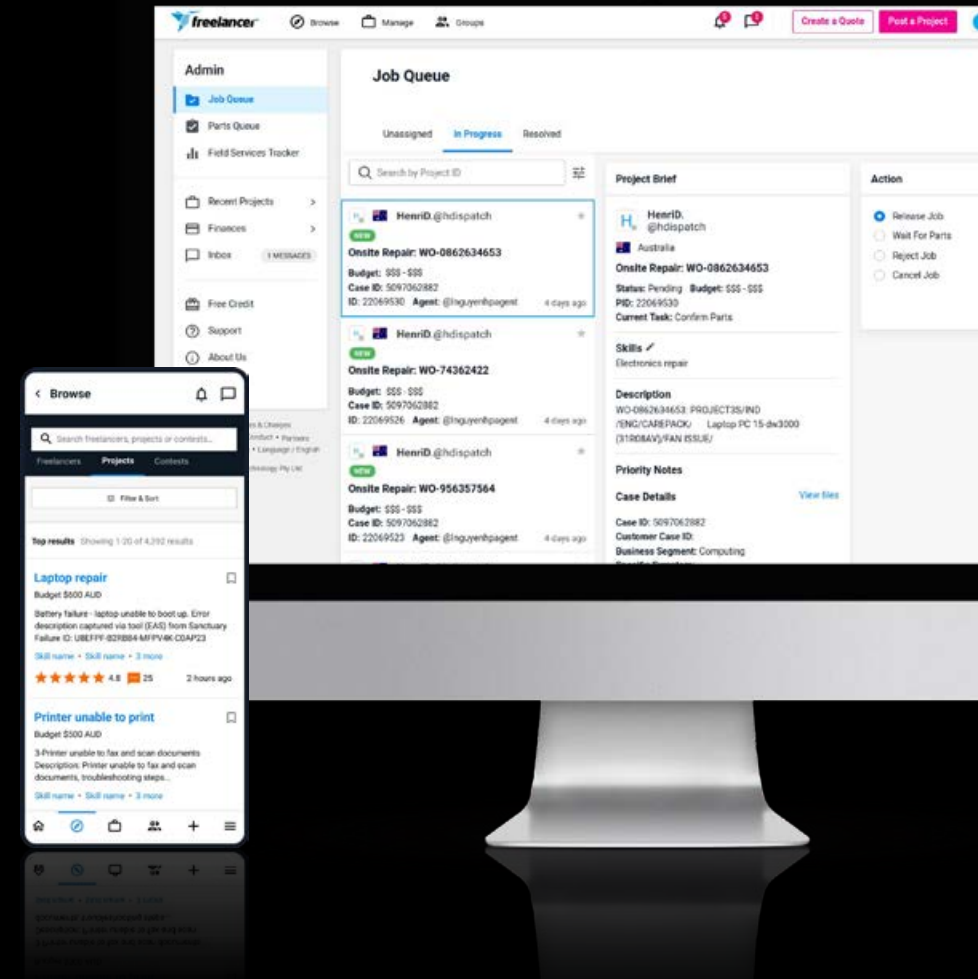
Consistent service from metro to remote regions

Cut Fixed Costs:

Scale workforce without financial risk

Specialized Expertise:

Diverse technical skills for any challenge



Field Services Case Study

**Building a Global Surge and
Whitespace Capability for a
Fortune 500**



The Challenge

- Fixed workforce constraints
- Service coverage gaps in remote areas
- Surge capacity in peak times
- Unsustainable fixed costs

The Solution

- Pay-per-completed work order
- Strategic over-staffing capability
- Instant surge capacity
- Comprehensive geographic coverage

The Results

- Global fully-integrated capability with gaps filled
- Cost reduction of 21%
- Repair time reduced by 35%
- Superior customer satisfaction

90,000+

WORK ORDERS
COMPLETED

48

CITIES

5

COUNTRIES

~1,000

FREELANCE FSES

35%

REPAIR TIME
REDUCTION



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 & 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

Director 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.



Isaac Zipursky

Enterprise Accounts Team Lead
B International Relations

Isaac Zipursky leads the Enterprise Accounts team at Freelancer.com, managing Fortune 500 partnerships. He oversees Account Management, Talent, Customer Success, and Enterprise CX teams, helping clients leverage Freelancer's global talent network. Isaac holds a BA in International Relations from the University of British Columbia.

Recent Awards | Freelancer.com



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



Gold Stevie

Company of the Year - Transportation - Medium-size

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 (Other Service Industries)

The Asia-Pacific Stevie Awards 2022



Silver Stevie

Innovative Achievement in Growth

The Asia-Pacific Stevie Awards 2022



Silver Stevie

Most Innovative Company of the Year - Up to 2,500 Employees

International Business Awards 2022



Bronze Stevie

Innovative Achievement in Sales or Revenue Generation : Freelancer Enterprise

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 (Other Service Industries)

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.



Securing the world's trade



Inspect goods & services before releasing funds
OVER US\$7,400,000,000 IN TRANSACTIONS SECURED

investor@escrow.com

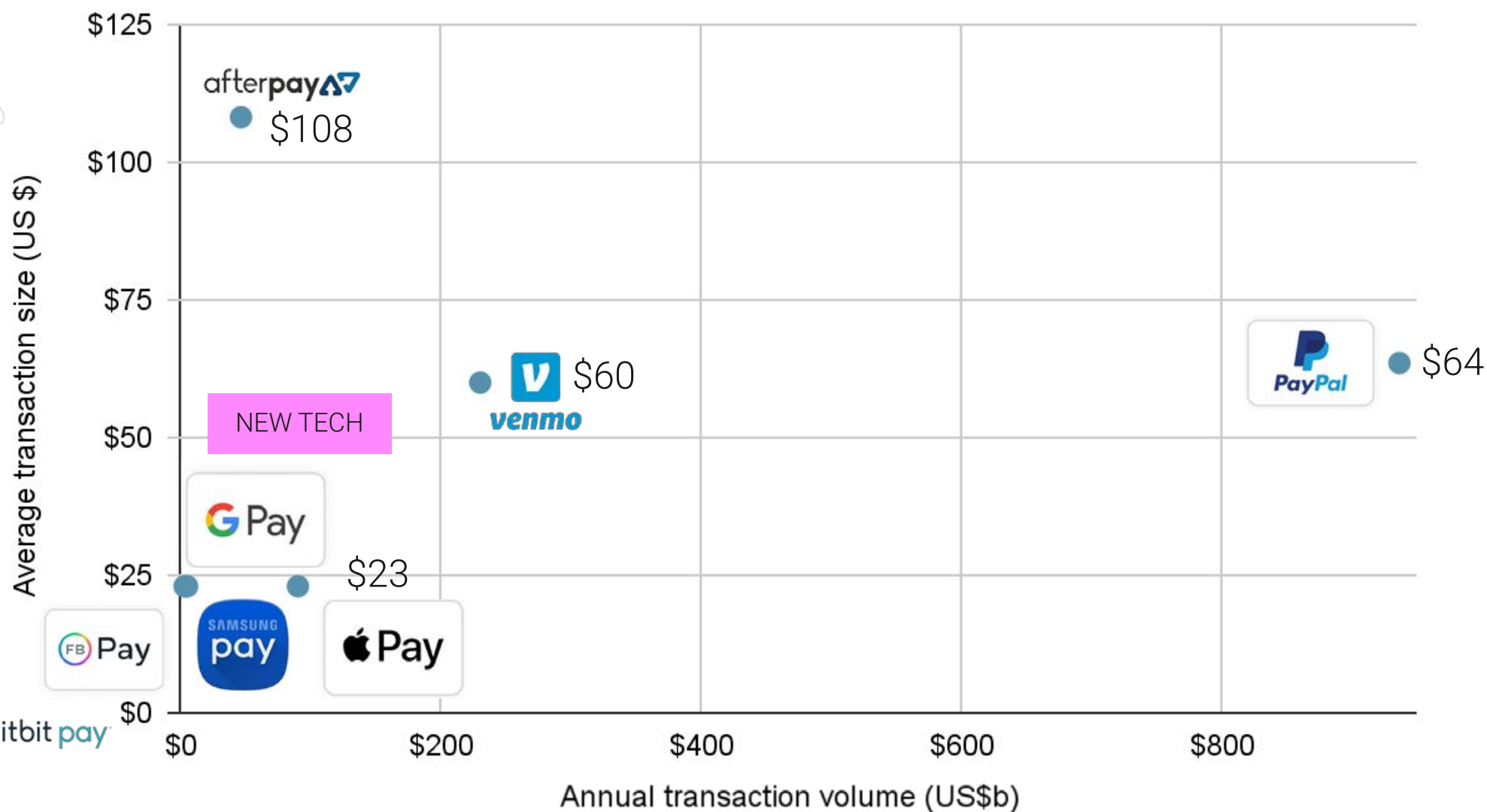
personal use only

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

personal use only

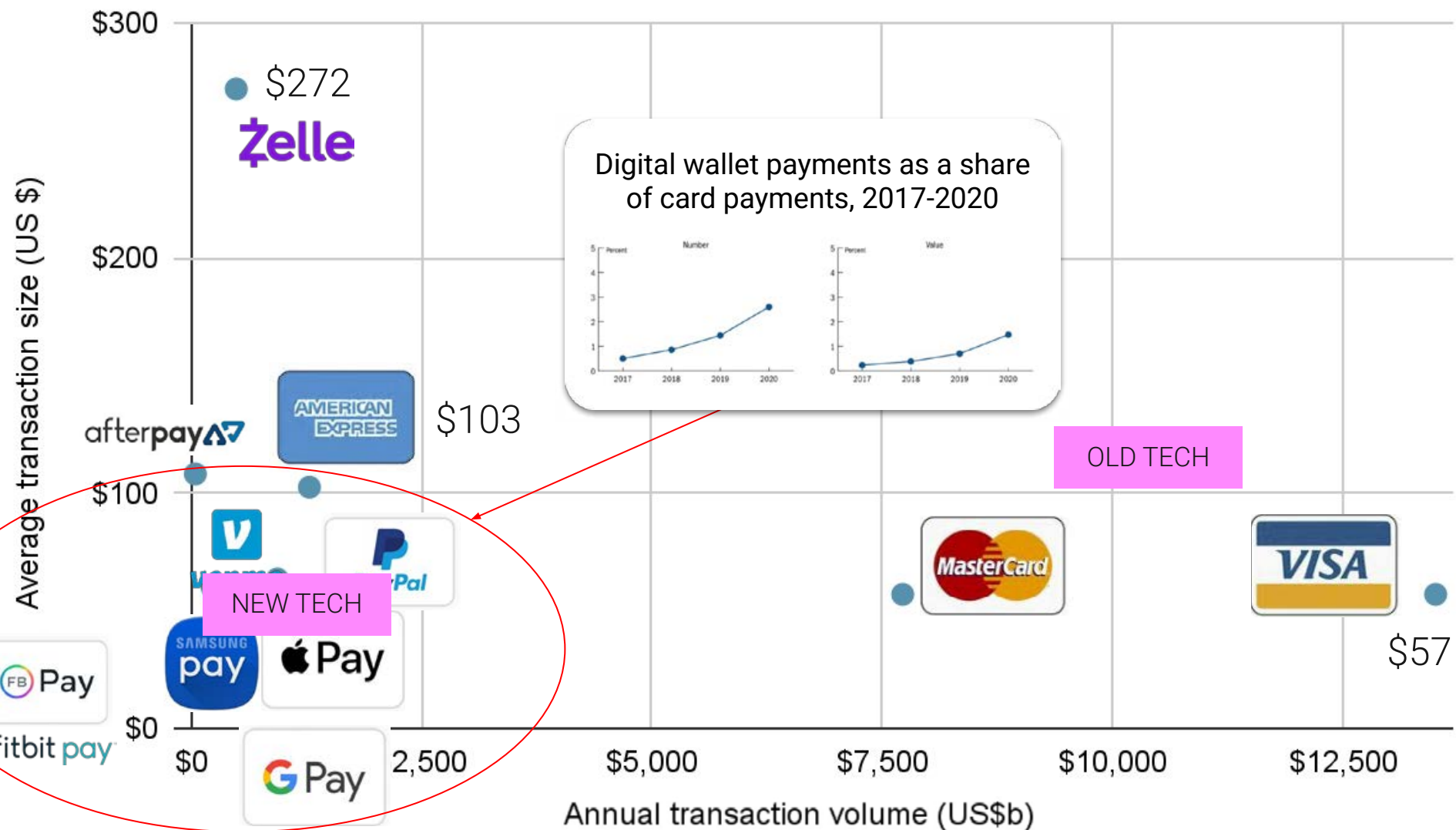


Most of the innovation in payments is in low-value



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%7F8bea63a6>
 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



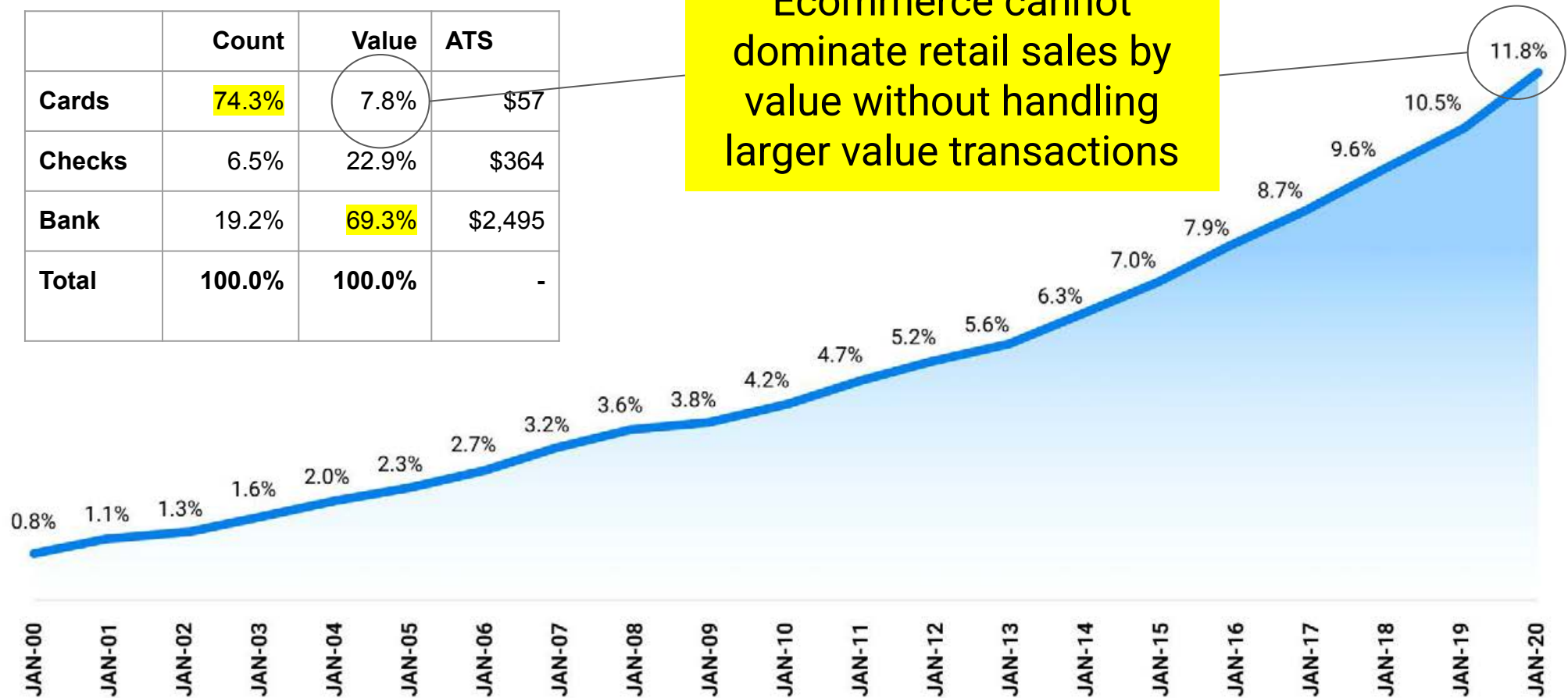
Includes all card transactions made via a digital wallet, including tokenized digital wallet. Include: Digital wallet transactions made by using electronic devices, such as smartphone, smart watch, or activity tracker, by "tapping" the device at the point-of-sale (POS) terminal (i.e., Apple Pay, Samsung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

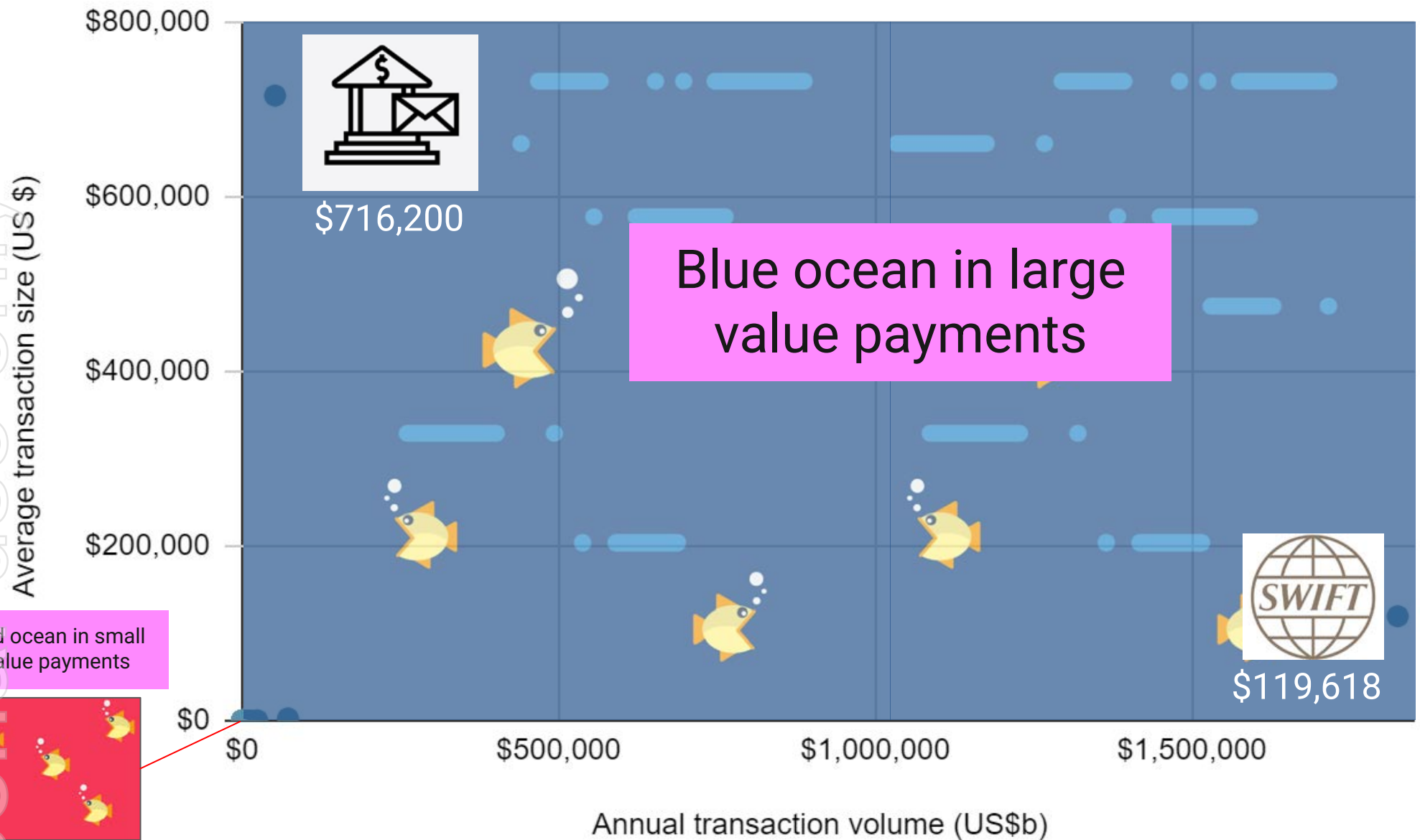
Card volume <8% of US domestic payments

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: [COMPLETE ADDRESS] or [COMPLETE ADDRESS]

AND: [ESCROW AGENT NAME] (the "Escrow Agent"), an individual with his main address located at: [COMPLETE ADDRESS] or [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.

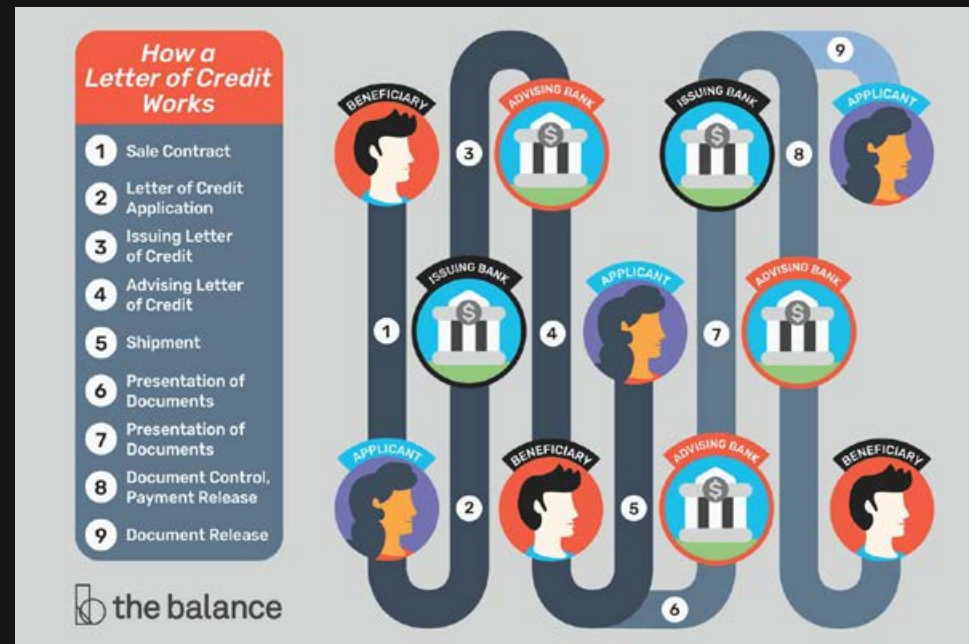
2. PAYMENT TERMS

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_Processes_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 *

Money ► Property Pensions Savings Borrowing Careers



Consumer champions
Scams

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



Miles Brignall
Mon 31 Aug 2020 02:00 EDT



▲ 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.

I sent all the evidence that a £450 pair of trainers were perfect, but it refunded the buyer who has kept my trainers

* <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



1

Buyer and seller agree to the transaction and its declared terms



2

Buyer pays Escrow.com



3

Seller delivers the goods or service



4

Buyer conducts an inspection of the received goods or service



5

Escrow.com pays the seller

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



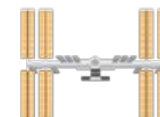
HEAVY EQUIPMENT



INTELLECTUAL PROPERTY



IMPORT/EXPORT



SPACE STATION DEPOSITS



BUSINESS ASSETS



SERVICES & CONTRACTORS



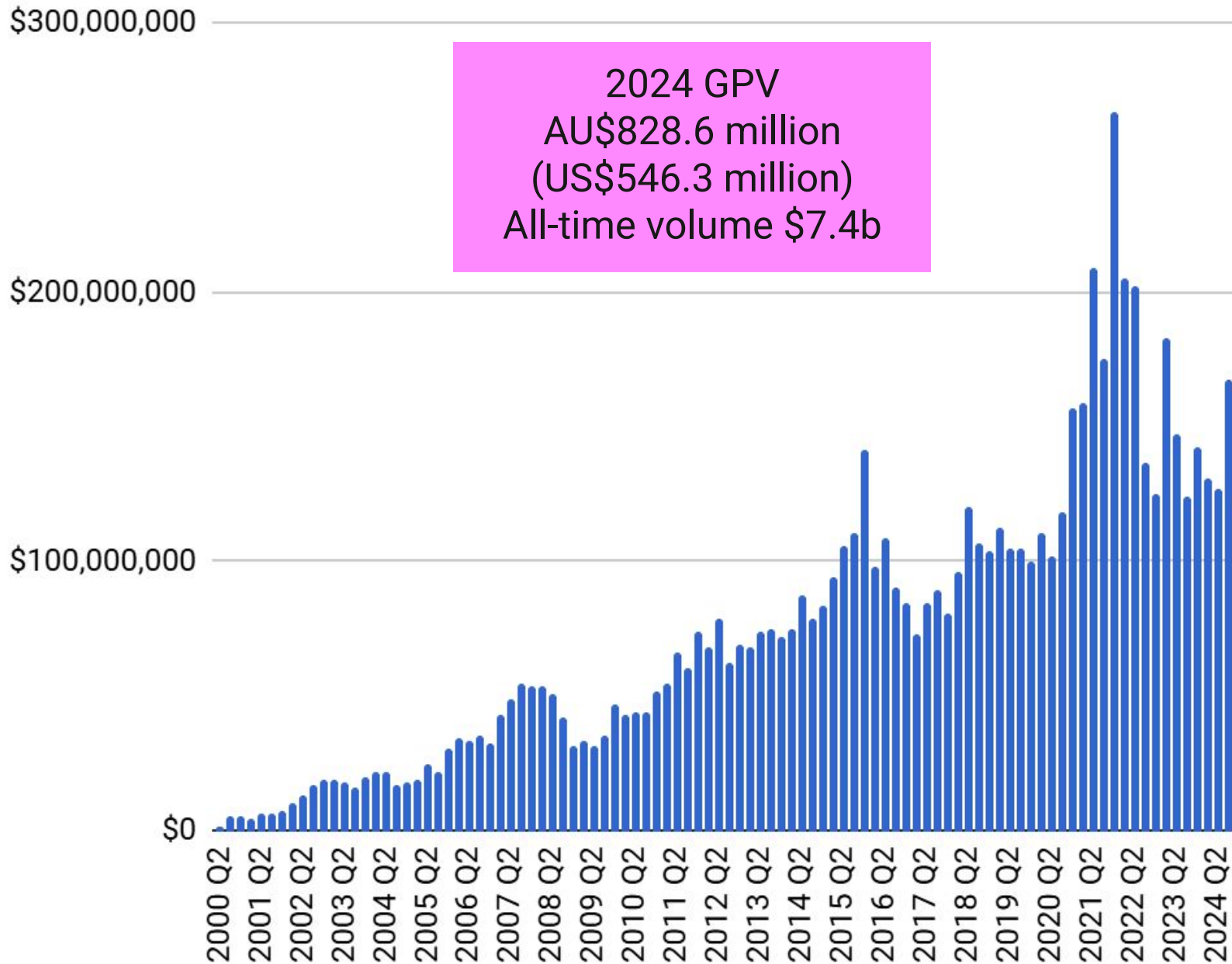
WEBSITES



ELECTRONICS

Gross Payment Volume (US\$)

Gross
Payment
Volume
(USD)

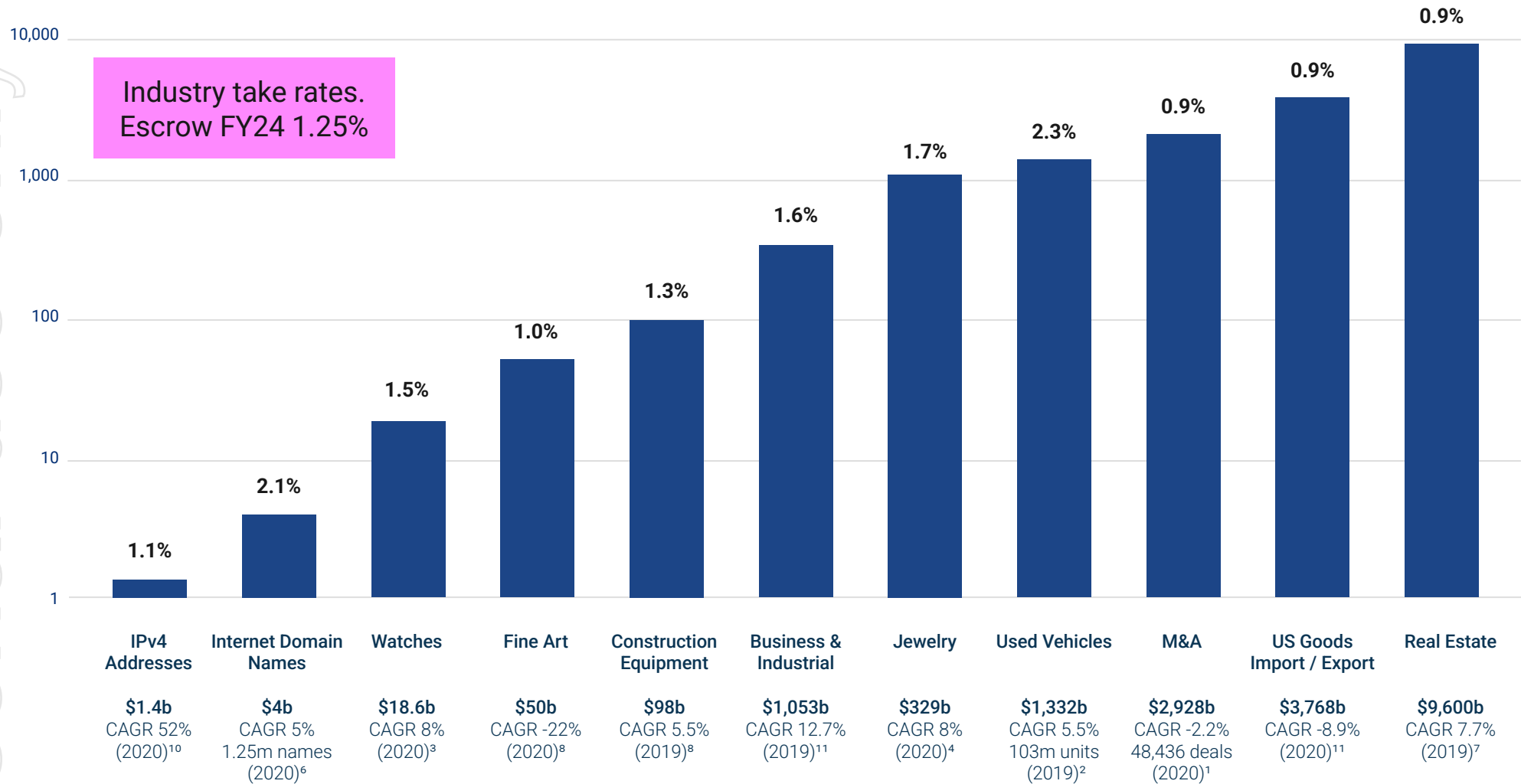


Over 2 million customers

personal use only

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 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.

Escrow.com is the only multi-jurisdiction licensed online escrow company with 55 licenses granted or in-application

DFPI DEPARTMENT OF FINANCIAL PROTECTION & INNOVATION

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Home » Regulated Industries » Escrow Agents » Online Escrow Companies

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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Not external

Surrogacy escrow

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.

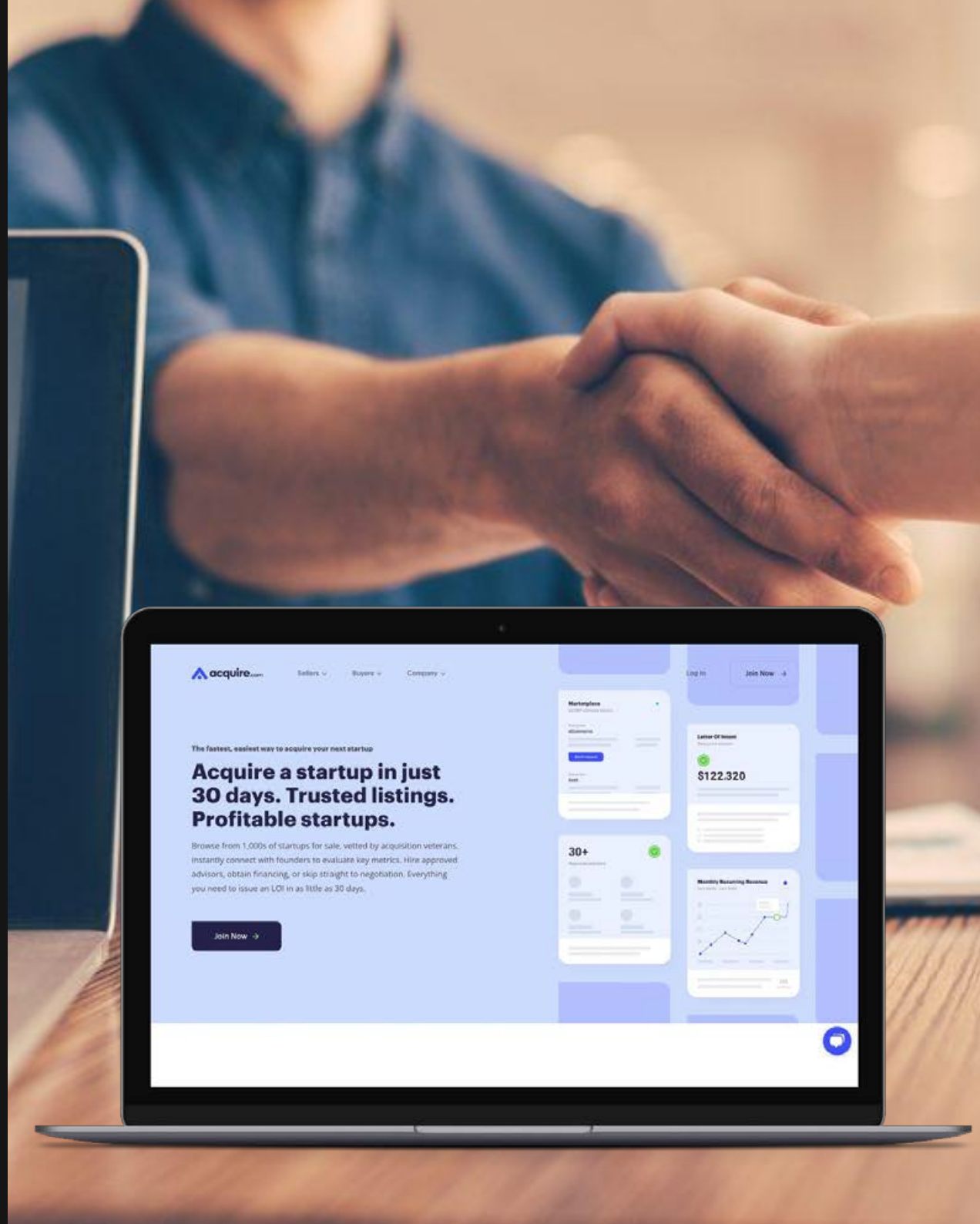
Value-add services include:

- Title collection
- Lienholder payoff
- Lease swap arrangements
- Checking shipping documents
- Post inspection sale adjustments



Escrow.com 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.



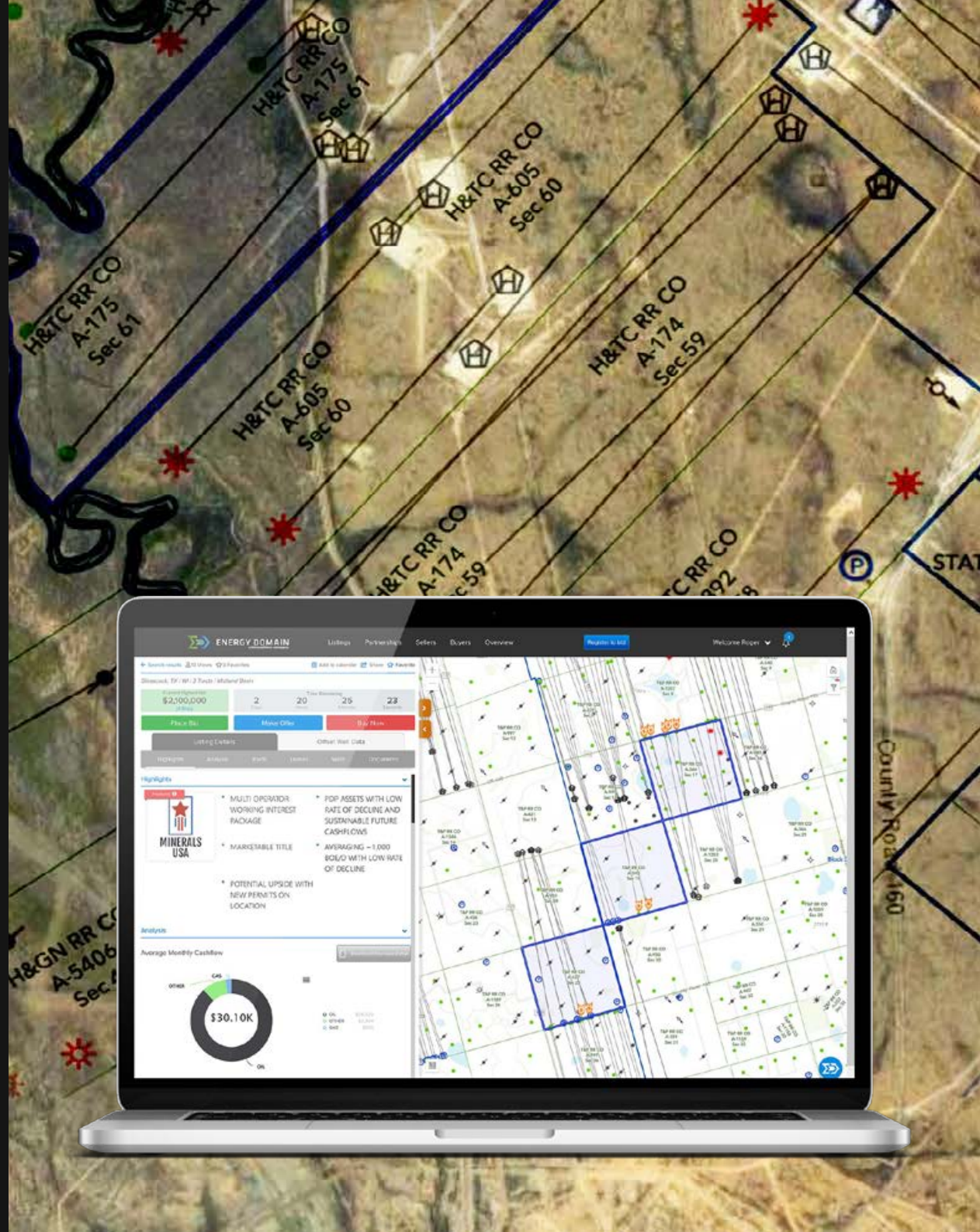
Escrow.com enables trading of oil, gas and mineral rights online

In a world first, **Escrow.com** enabled Energy Domain to complete sales of non-operated mineral rights online, transforming a centuries old business into an online marketplace.



ENERGY DOMAIN
a MineralWare company

52.5 mineral acres of oil rights securely sold through **Escrow.com**



ESCROW.COM™ is where the metaverse is bought and sold

 Meta

META.COM DOMAIN & TRADEMARK

 Uber

UBER.COM



SNAPCHAT.COM

 twitter

TWITTER.COM



Instagram

INSTAGRAM.COM

 freelancer

FREELANCER.COM



GMAIL.COM

 crypto.com

CRYPTO.COM



WECHAT.COM

 slack

SLACK.COM



CHROME.COM

 SPACEX

SPACEX.COM



WORDPRESS.COM

 Windows Live

LIVE.COM



NFT.COM

 snowflake

SNOWFLAKE.COM

 amazon

AWS.COM, PRIME.COM



JD.COM
#10 WEBSITE GLOBALLY



TWITCH.TV

 wise

WISE.COM

 天猫
TMALL.COM

TMALL.COM
#3 WEBSITE GLOBALLY



CHAT.COM



ZOOM.US

 BINANCE

BINANCE.COM

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 Aptrix (acquired by NYSE:IBM).



Michael Best
Senior Director
Group Compliance
*BSc Political Science
and Economics (Purdue)*

Michael Best is the Senior Director of Group Compliance and BSA 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).



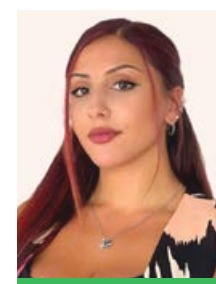
August Piao
Senior Product Manager
BE

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.



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.



Sofia Canala
Head of Account Management

Sofia Canala is the dynamic force behind the operations at Escrow.com's Buenos Aires office, orchestrating seamless workflows and ensuring optimal efficiency. With a passion for facilitating seamless transactions and a deep understanding of client needs, Sofia leads the Account Management team. Starting her journey as an Associate Account Manager, Sofia's dedication and skill quickly propelled her into leadership roles. Her background in conference interpreting and teaching has equipped her with unparalleled communication skills and channels her expertise through training and coaching.



Reagan Paul Aldover
Global Support and Payments Manager

Reagan Paul Aldover manages operations at Escrow.com, directing customer support and payments teams with experience in Anti-Money Laundering (AML) and customer support roles across tech companies. Additionally, he serves as one of the AML and Payments managers at Freelancer.com. Reagan's focus on practical solutions and effective management ensures smooth online transactions and fosters positive customer relationships.

Recent Awards | Escrow.com



Gold Stevie

Financial Services
- Escrow.com

International Business
Awards
Awards 2023



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



BBB Torch Award For Ethics

Better Business Bureau
Torch Awards 2017



Export of the Year Award NSW iAwards

Premier's NSW Export
Awards 2016

Loadshift

Connecting Shippers & Carriers

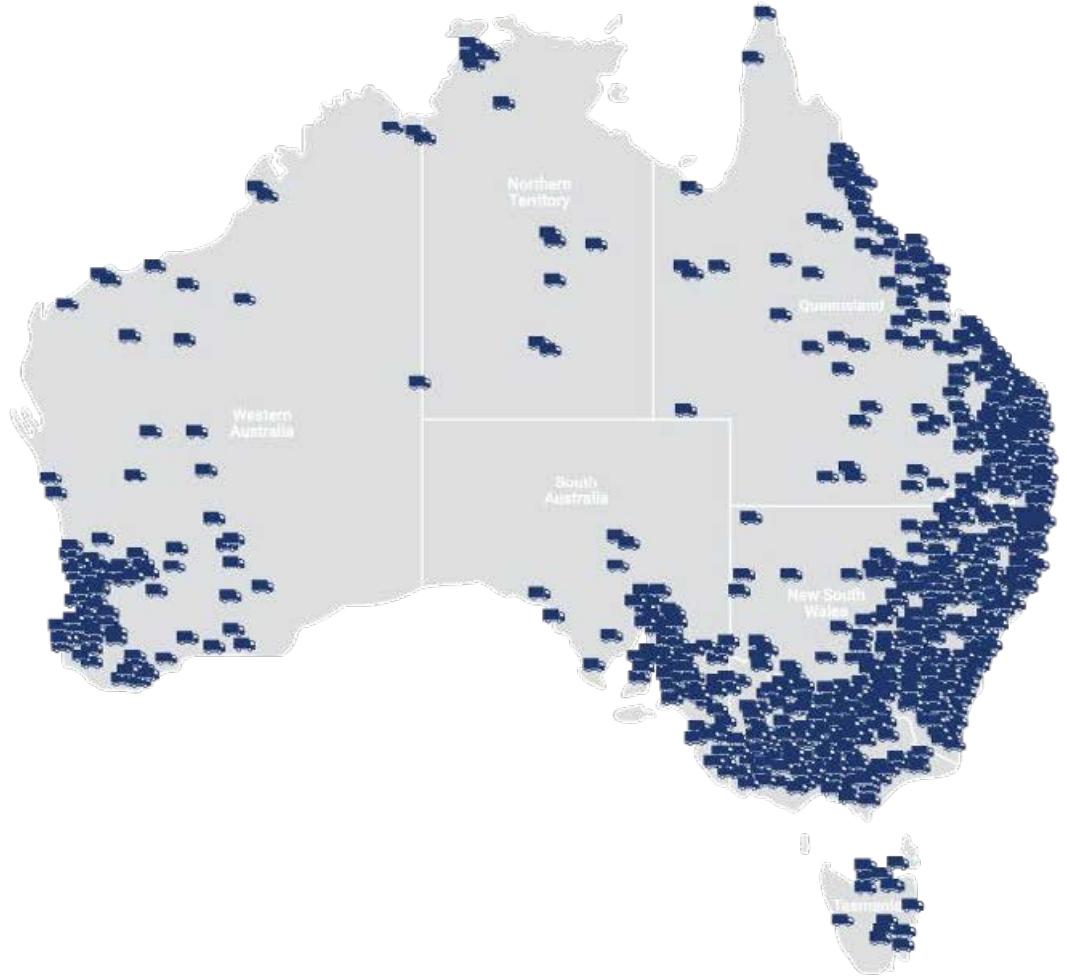


Australia's largest freight marketplace
OVER 800,000,000 KILOMETERS OF FREIGHT POSTED

Australia's Largest Heavy Haulage Network

From luxury vehicles to mining equipment, Loadshift delivers comprehensive freight solutions throughout the entire continent. With 17+ years of industry leadership, we've built Australia's most extensive transport network—connecting businesses to 40,000+ carriers nationwide.

Our expansive coverage ensures reliable service for virtually every industry, creating measurable cost and time efficiencies for partners from coast to coast.



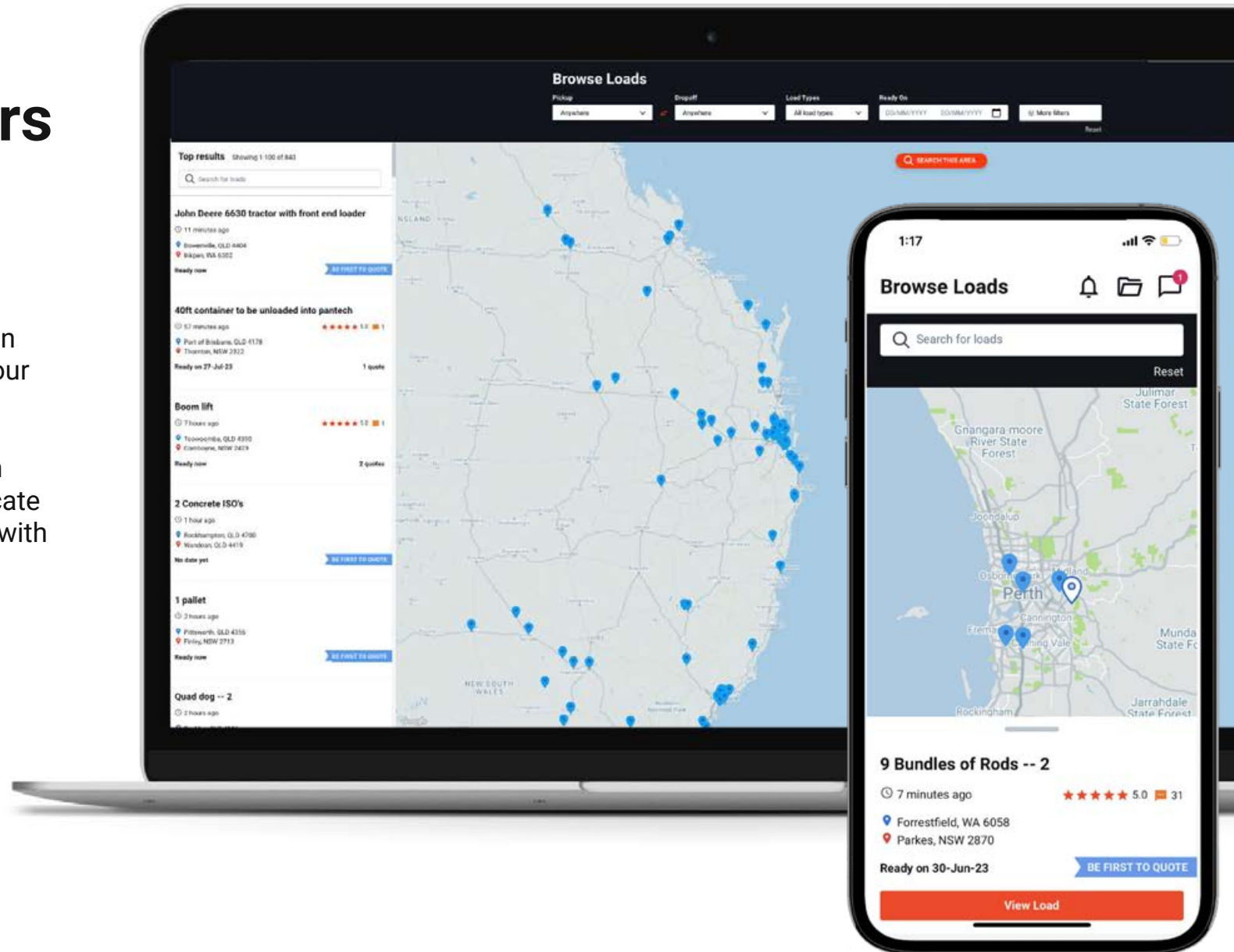
Freight Customers




40,000 carriers on-demand

Post loads and receive quotes in minutes, all from the palm of your hand.

With the Loadshift app, you can easily check quotes, communicate with carriers, and assign loads with just a few taps.





341,204 quotes
10,300 loads delivered

Canning Vale WA to Newman WA

Distance Covered: 1237 Km

Load Type: Mesh

One of 10,300 loads delivered in FY24

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

187 loads
362,004 km

Mounted Drill Adelaide to Regency Park SA
One of 206 loads carried out in FY24 for
Boart Longyear.





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

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
Craneage
Container rental
Vessel booking
Multi-currency
Escrow payments





Mining

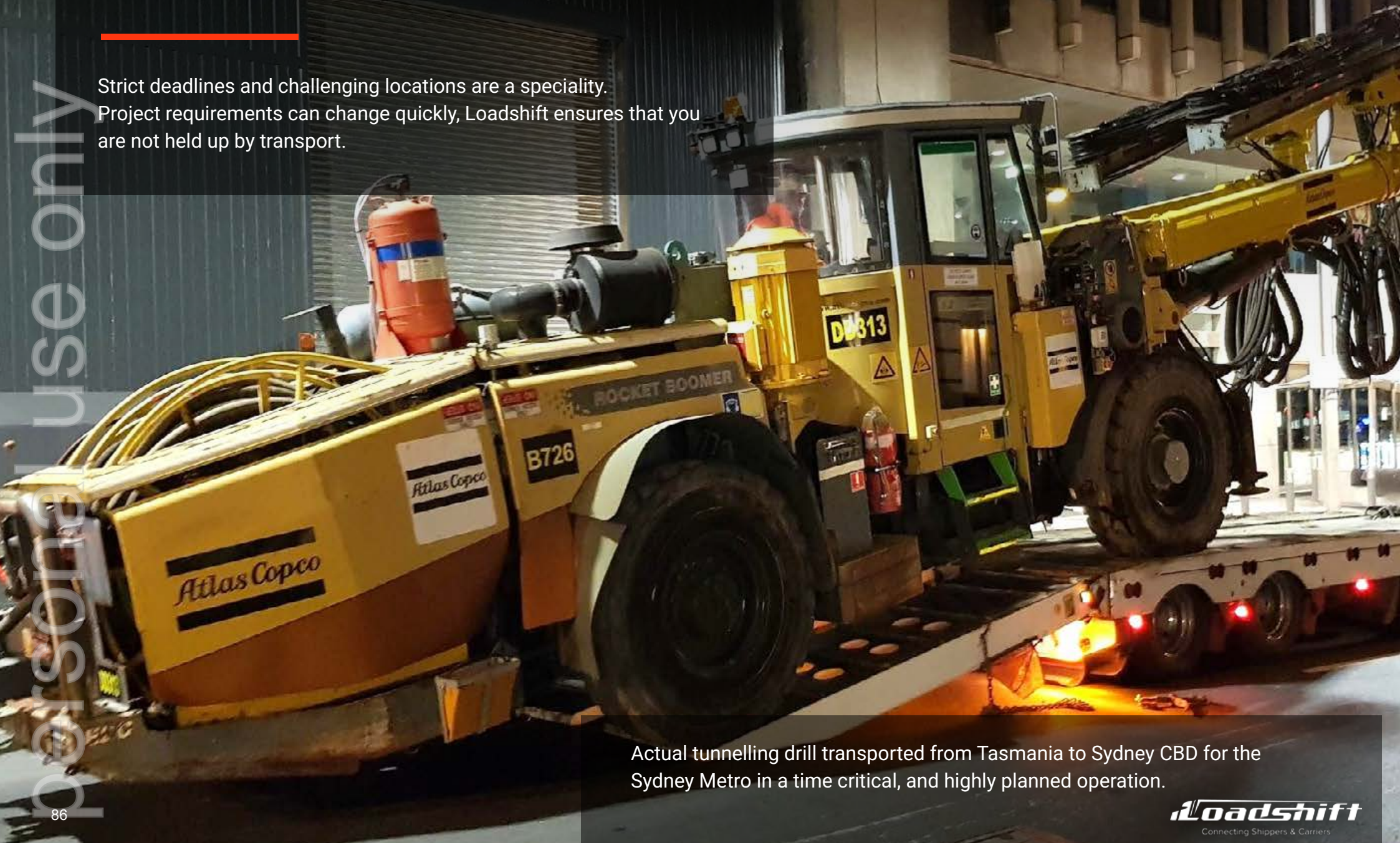
Ship anything, anywhere. Urgent or unique, Loadshift can handle it. Whether sending CAT loaders to Tanzania, a drill to South Korea or hotshotting a transmission to Papua New Guinea, we've done it.

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

Loadshift
Connecting Shippers & Carriers

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

Loadshift
Connecting Shippers & Carriers

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).



Neil Katz
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 SME's, 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
Engineering Manager

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.