

# Freelancer Limited

## Financial Report & Directors' Report

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For the year ended 31 December 2018



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# Freelancer Limited

## Directors' Report

Your Directors submit the financial report of Freelancer Limited (the Company) for the year ended 31 December 2018. In order to comply with the provisions of the Corporations Act 2001, the Directors report as follows.

### Directors

The names and particulars of the directors of the Company during or since the end of the financial year (Directors) are:

|                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>Matt Barrie</b><br/> <i>Executive Chairman (appointed 10 April 2010)</i></p> <p>BE (Hons I) BSc (Hons I)<br/>           GDipAppFin MAppFin MSEE<br/>           (Stanford) GAICD SEP FIEAust</p> | <ul style="list-style-type: none"> <li>• Founder and Executive Chairman of the Company.</li> <li>• Serial entrepreneur with extensive experience and knowledge in the technology sector. Previously co-founded and was CEO of Sensory Networks Inc., a vendor of high performance network security processors, which was acquired by Intel Corporation Inc. in 2013.</li> <li>• Formerly Adjunct Associate Professor at the Department of Electrical and Information Engineering at the University of Sydney. Co-author of over 20 US patent applications.</li> <li>• Qualifications include first class honours degrees in Electrical Engineering and Computer Science from the University of Sydney, Masters in Applied Finance from Macquarie University, Masters in Electrical Engineering from Stanford, California, Graduate of the Stanford Executive Program at the Graduate School of Business, Fellow of the Institute of Engineers Australia and Councillor of the Electrical and Information Engineering Foundation at the University of Sydney.</li> <li>• Relevant interest in 199,188,627 fully paid ordinary shares, including a relevant interest in 5,771,696 fully paid ordinary shares by virtue of having a voting power of over 20% in the Company, which has a relevant interest as a result of trading restrictions over shares issued under the Employee Share Plan.</li> <li>• Beneficial interest in 193,416,931 fully paid ordinary shares (representing 42.49% of issued capital).</li> <li>• Member of the Nomination and Remuneration Committee and Audit Committee.</li> </ul> |
| <p><b>Darren Williams</b><br/> <i>Non-Executive Director from 1 November 2015. Executive Director until 31 October 2015 (appointed 10 April 2010)</i></p> <p>BSc (Hons I) PhD (Computer Science)</p>  | <ul style="list-style-type: none"> <li>• Non-Executive Director of Company. Was the Chief Technology Officer and Executive Director of the Company until 31 October 2015.</li> <li>• Extensive experience in computer security, protocols, networking and software. Previously co-founded and was CTO (and subsequently CEO) of Sensory Networks Inc., a vendor of high performance network security processors, which was acquired by Intel Corporation Inc. in 2013.</li> <li>• Previously lectured Computer Science at the University of Sydney. Author of numerous articles, patents and papers relating to security technology, software and networking</li> <li>• Qualifications include first class honours degree in Computer Science and a Ph.D. in Computer Science specialising in computer networking from the University of Sydney.</li> <li>• Beneficial and relevant interest in 10,627,165 fully paid ordinary shares (representing 2.33% of issued capital).</li> <li>• Member of the Nomination and Remuneration Committee and Audit Committee.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <p><b>Simon Clausen</b><br/> <i>Non-Executive Director (appointed 10 April 2010)</i></p>                                                                                                              | <ul style="list-style-type: none"> <li>• Founding investor and Non-Executive Director of the Company.</li> <li>• Extensive experience in operating and investing in high growth technology businesses in both Australia and the United States. Previously founded and was CEO of WinGuides, which later became PC Tools and was acquired by Symantec Corporation in October 2008.</li> <li>• Currently the sole director of Startive Ventures, a specialised technology venture fund that actively maintains investments in a number of companies globally. Other directorships include LatAm Autos Limited since 2014.</li> <li>• Relevant interest in 165,771,696 fully paid ordinary shares, including a relevant interest in 5,771,696 fully paid ordinary shares by virtue of having a voting power of over 20% in the Company, which has a relevant interest as a result of trading restrictions over shares issued under the Employee Share Plan.</li> <li>• Beneficial interest in 160,000,000 fully paid ordinary shares (representing 35.15% of issued capital).</li> <li>• Member of the Nomination and Remuneration Committee and Audit Committee.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                      |

# Freelancer Limited Directors' Report

## Company Secretary

Mr Neil Katz held the position of Company Secretary during and at the end of the financial year (appointed 9 March 2012). He has been with the Group since 2009 and is also the Chief Financial Officer.

## Principal activities

The principal activity of the consolidated entity (the Group) during the financial year was the provision of an online outsourcing marketplace and escrow payment services.

There were no significant changes in the nature of the principal activities during the financial year.

## Review of operations

The Group's loss attributable to equity holders of the Company, after providing for income tax, was nearing breakeven at \$1,484,000 (2017 loss: \$4,773,000).

## Key Performance Highlights

| Year ended 31 December                            | FY18<br>\$m | FY17<br>\$m | % Change |
|---------------------------------------------------|-------------|-------------|----------|
| <b>Financial metrics:</b>                         |             |             |          |
| Gross Payment Volume <sup>1</sup>                 | 741         | 588         | +26%     |
| Net Revenue <sup>2</sup>                          | 51.9        | 50.3        | +3%      |
| Gross Profit                                      | 44.2        | 44.1        | nm       |
| Gross margin (%) <sup>6</sup>                     | 85.2%       | 87.5%       | -2.6%    |
| Operating EBITDA <sup>3</sup>                     | (0.7)       | (3.7)       | nm       |
| Operating EBIT <sup>3</sup>                       | (1.2)       | (4.4)       | nm       |
| Operating NPAT <sup>3</sup>                       | (0.9)       | (3.8)       | nm       |
| Operating Cash Flow                               | (0.9)       | (0.6)       | nm       |
| <b>Operational metrics:</b>                       |             |             |          |
| New Jobs <sup>4</sup> (millions)                  | 2.1         | 2.4         | -13%     |
| Total Jobs Posted (millions)                      | 15.1        | 13.0        | +16%     |
| New Registered Users (excluding Escrow, millions) | 4.7         | 4.4         | +7%      |
| Total Registered Users <sup>5</sup> (millions)    | 32.5        | 27.7        | +17%     |

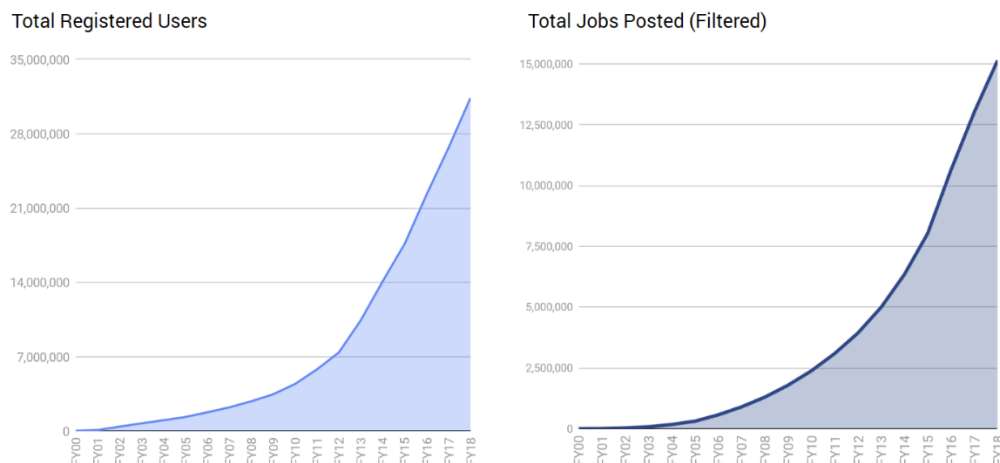
### Notes:

- Gross Payment Volume (GPV) is calculated as the total payments to Freelancer and Escrow users for products and services transacted through the Freelancer and Escrow websites plus total Freelancer and Escrow revenue. GPV is an unaudited metric. Marketplace segment FY18 GPV A\$170.1 million (up 6.7% on prior corresponding period), Payments segment GPV A\$570.6 million (up 33% on prior corresponding period).
- Net Revenue excluding Escrow.com for FY18 was \$44.7m (up 2% on prior corresponding period).
- Excludes non-cash share based payments expense of \$558k in FY18 and \$986k in FY17.
- Total Projects and Contests Posted was redefined in January 2016 to Total Jobs Posted (filtered). Jobs Posted (Filtered) is defined as the sum of Total Posted Projects and Total Posted Contests, filtered for spam, advertising, test projects, unawardable or otherwise projects that are deemed bad and unable to be fulfilled.
- User and project/contest data includes all users and projects/contests from acquired marketplaces. Prior to May 2009, all data is from acquired marketplaces. Includes Escrow.com unique users.
- Gross margin % calculation in FY17 excludes \$0.3m of proceeds from working capital adjustment on acquisition of Escrow.com, which is included in Net Revenue

## Freelancer.com

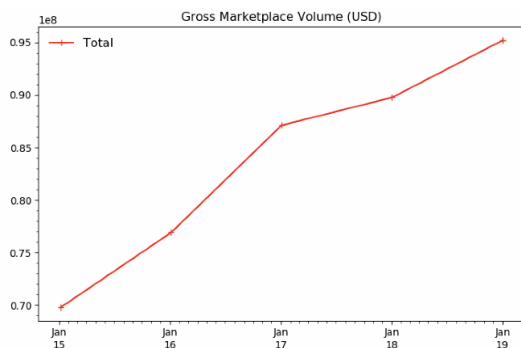
The Company's revenue is primarily generated from new and existing users posting and fulfilling projects and contests in the Freelancer.com marketplace.

In FY18, Freelancer.com ended the year with 31.4 million users, adding 4.7 million users. The number of jobs posted (filtered)<sup>1</sup> totalled 15.1 million at 31 December 2018, adding 2.1 million for the year.



**Figure 1:** Total registered users and jobs (filtered) by year on Freelancer.com

In the year, Freelancer Gross Payment Volume hit an all-time record of \$170.1 million, up 6.7% on the previous corresponding period. The rate of growth of Gross Marketplace Value (earnings by freelancers) likewise improved in FY18 on FY17, but we still have some way to go to return to previous year's growth rates. We have been working to improve this throughout the year and have been getting results as can be seen in the year over year improvement in GMV.



**Figure 2:** Freelancer Earnings / GMV (USD equivalent)

Our GMV has been growing at much faster rates year on year in certain segments including mobile (up 27%), hourly (up 30%) and managed services (up 55%).



**Figure 3:** GMV for hourly, managed service and mobile projects on Freelancer.com

<sup>1</sup> filtered for spam, advertising, test projects, unawardable or otherwise projects that are deemed bad and unable to be fulfilled

## Freelancer Limited Directors' Report

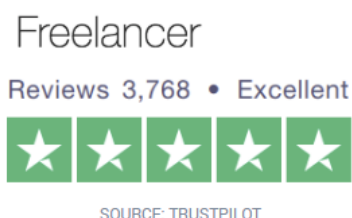
To spur GMV growth on desktop, in the second half of the year a major development program involving most of the engineering teams commenced to deploy a new front-end technical stack. The goal of this work is to improve the user experience, product velocity and site speed. This is a substantial amount of work and has continued into 1Q19 with pages in the new stack starting to be shipped to the live website. This effort pays off a large amount of technical debt that has accrued over the years and will bring the front-end architecture to the state of the art, which should improve the user experience and retention.



**Figure 4:** Paid, active project fees (USD equiv.).  
Note y-axis origin is not zero.

Paid, active project fees continue to hit all-time highs. Project fees are the dominant revenue line of the Freelancer.com business.

Our quality, retention and customer focused improvements have been paying off with our Trustpilot Score lifting to 9.0 (Excellent) in the fourth quarter.



**Figure 5:** Trustpilot score for Freelancer.com

We are particularly excited about Freelancer Enterprise in the first full operating year of the division. In the year we have built the pipeline to over 50 high quality Fortune 500 size organisations. This pipeline spans the professional services, electronics, aerospace, pharmaceuticals, consumer products, FMCG, technology, e-commerce, and government sectors.

We continue to close Master Services Agreements, and while most of the agreements have no minimum volume commitments, there are attractive forecasts being provided by customers looking to cut a substantial amount from their full time labour budgets.

In the year, we closed a channel partnership with ManpowerGroup Solutions' Managed Service Provider TAPFIN, which is the largest global temporary/contract managed service provider according to Staffing Industry Analysts (SIA). Through this partnership we have closed a global Master Services Agreement with one of the world's largest consumer goods companies. We are in discussions with several other globally staffing firms about similar channel partnerships.

On October 16, 2018, Freelancer announced that it had partnered with the US Department of Energy to help crowdsource new solutions to increase manufacturing energy productivity in the U.S. The Department is working to develop next generation manufacturing technologies that will keep jobs in America, ensure products are made in the U.S.A., and strengthen America's industrial base.

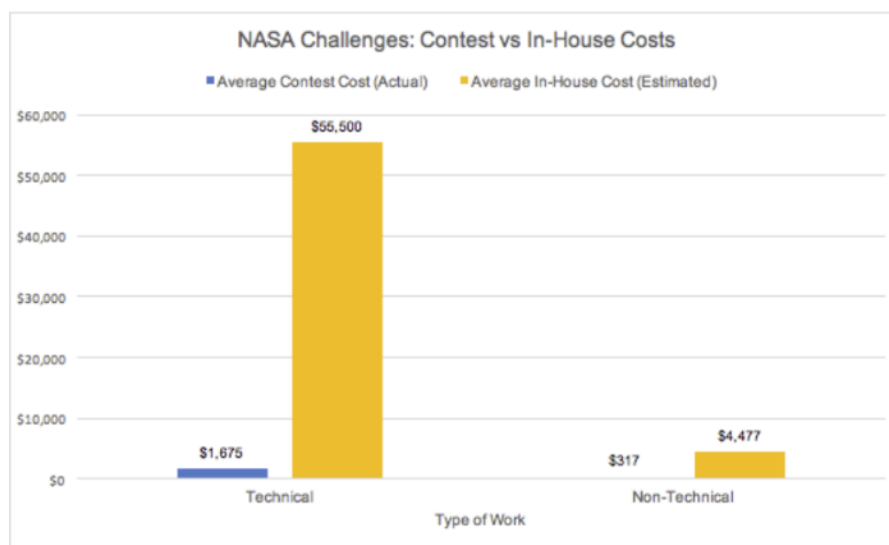
The partnership saw the Department of Energy launch its Manufacturing Innovator Challenge on the Freelancer.com marketplace, giving talented individuals across the United States the chance to pitch innovative designs for industrial 3D printing, bioenergy, buildings, fuel cells and vehicle technologies. Examples of these projects include:

## Freelancer Limited Directors' Report

- Design concepts for additive manufacturing for disaster response
- Design concepts for large-scale 3D printing
- A biobased additive manufacturing prize
- A low-cost portable refrigerant leak detector for residential use
- A solid state lighting manufacturing concept
- Readily manufactured reversible fuel cell kits
- A lightweight turbocharger turbine wheel

More information is available at <http://freelancer.com/doi>.

In August we also jointly published a paper with the United States National Aeronautics and Space Administration's Centre of Excellence for Collaborative Innovation entitled "Surprising results from large crowds using Micro-Purchase Challenges-using contests on freelancing communities to source innovative, impactful and cost-effective solutions" which is available for download at the Laboratory for Innovation Science at Harvard<sup>2</sup>. In this paper, NASA CoECI saw "quality and fast work with extraordinary cost savings (80-99%)" with 97% of the work being completed by freelancers being able to be implemented across a wide range of federal space programs.



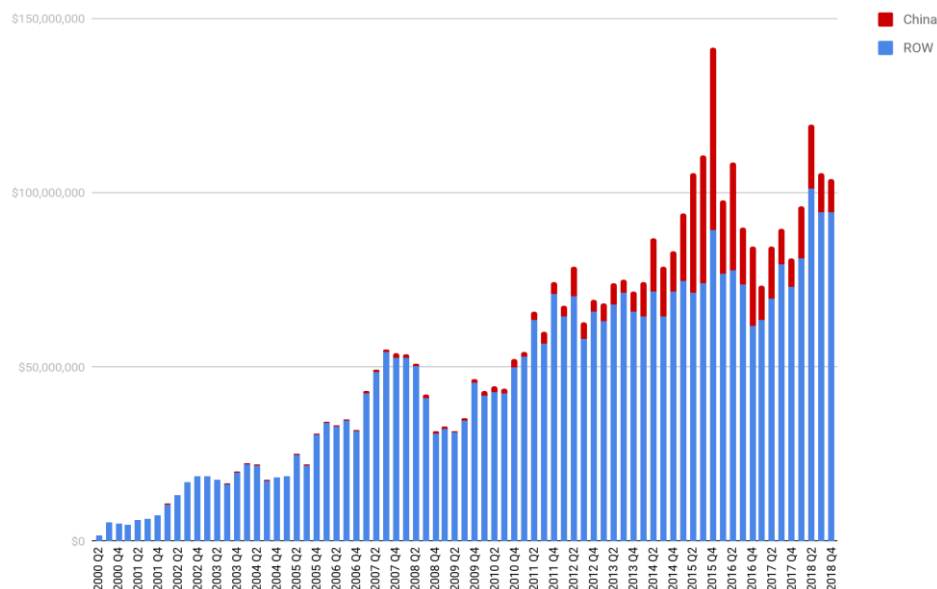
**Figure 6:** Cost savings by NASA using Freelancer versus In-House from whitepaper  
(Source: NASA CoECI & Freelancer.com)

In 1Q19 we will be jointly announcing with a customer a major initiative through Freelancer Enterprise.

<sup>2</sup> <https://innovationscienceguide.org/resources/surprising-results-from-large-crowds-using-micro-purchase-challenges-using-contests-on-freelancing-communities-to-source-innovative-impactful-and-cost-effective-solutions>

## Escrow.com

In FY18, Escrow.com continued strong growth, with Gross Payment Volume for the full year at US\$426 million (up 30% on pcp), or AU\$570.6 million (up 33.3% on pcp). Ex-China, the GPV was an all-time record, beating the previous high by 20.2%.



**Figure 7:** Total Gross Payment Volume contribution (US\$) for Escrow.com

In the year, Escrow.com released Escrow Pay- the simplest way to add escrow payments to a website, mobile app, online store, classified site or marketplace. Escrow Pay is a streamlined checkout payment system for buying and selling cars, boats, airplanes, domains and anything of value, in one line of code.

Another major release in the year was Escrow Offer, which allows sellers to negotiate the price for cars, boats, aircraft, domain names jewellery, fine art and more through a Pay Now button. It is the easiest way to introduce the power of price negotiation into online platforms. With Escrow Offer, online sellers can review offers, and either accept, reject or counter them. Negotiations proceed until a deal is reached and the secure escrow process begins.

In FY18 we obtained our AFSL and added Australian Dollars to the list of supported currencies which includes United States Dollars and Euros, and subsequently launched in Australia.



**Figure 8:** Escrow.com launched in Australia

Other major releases include significant improvement in the internal fraud engine and new identity verification processes which increased the number of users who submit Know Your Customer (KYC) documents by 10%. We also translated



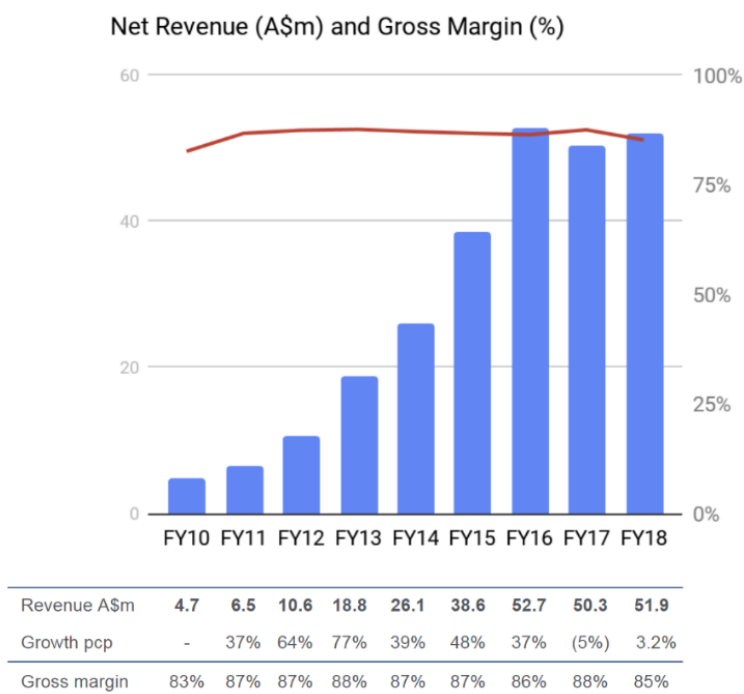
## Freelancer Limited Directors' Report

most of the logged out pages into Chinese and provided new plugins for using Escrow Platform API.

We extended our regulatory footprint with money transmission licenses being granted in Minnesota, New Jersey and Virginia and an escrow license in Utah by the date of this announcement in February 2019. We also received confirmation that licensing is not required from Tennessee. This brings our total licensed coverage of U.S. States to 45, with 33 money transmission licenses, 8 escrow licenses (not all states have these available) and 4 states not requiring licensing. We have four license applications currently under review and applications in five U.S. territories to be lodged. We expect one of these applications to be granted imminently. We also need to re-submit our applications in Hawaii and Nevada, and this will complete our US licensing program. Our compliance team headed by Greg Robinson must be commended for their remarkable effort to get us to this point. There are only a small number of businesses that have managed to achieve a full U.S. licensed footprint in the payments space, and we are not too far away from achieving this.

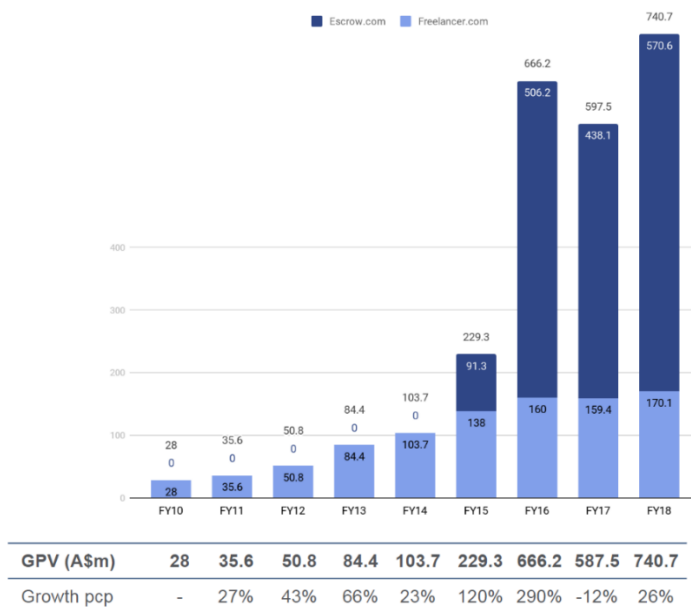
## Review of Financial Performance

The Company achieved Net Revenue of \$51.9 million in FY18 (up 3% on the previous corresponding period), and an all-time record Gross Payment Volume of \$740.6 million (up 26% on the previous corresponding period). Revenue excluding Escrow.com amounts to \$44.7 million (up 2% on the previous corresponding period), GPV excluding Escrow.com was an all-time record at \$170.1 million (up 7% on the previous corresponding period).



**Figure 9:** Net revenue by year for the Freelancer Group

## Freelancer Limited Directors' Report



**Figure 10:** Gross payment volume (GPV) for the Freelancer Group by year

### Notes:

1. Gross Payment Volume (GPV) is calculated as the total payments to Freelancer or Escrow users for products and services transacted through the Freelancer or Escrow websites plus Net Revenue. Based on Freelancer's unaudited management accounts which have not been subject to an auditor's review.
2. Take rate for the Marketplace segment is 3% employer commission and 10% freelancer commission, which has not changed since 2010.
3. Core Freelancer FY18 GPV of A\$170.1m. Escrow FY18 GPV of US\$426m, average AUD/USD FX of 0.7466= A\$570.6m

The Company's gross margin of 85.2% in FY18 decreased by 2.3% compared to the previous corresponding period (FY17: 87.5%), but remains within a consistent range since 2011. The Company's cost of sales predominantly consists of transaction costs that are incurred from the various gateways relied upon to process user payments, as well as various provisions taken for credit card chargebacks and fraud risks. The cost of sales in the Escrow.com business is higher than in the core Freelancer marketplace business. The gross margin was slightly lower in FY18 due to an increased revenue share from the Escrow.com business, lower margins in enterprise sales (which includes revenue from consulting) and normalisation of provisions in FY18 (one-off reductions in 4Q17 resulting in higher than normal gross margins in FY17).

### NPAT and EBITDA

The Company reported an operating net loss after tax of (\$0.9) million (FY17 Operating NPAT: (\$3.8) million) and Operating EBITDA of (\$0.7) million (FY17 Operating EBITDA: (\$3.7) million).

The achievement of a near breakeven operating EBITDA has been due to tight cost control and continued operating efficiencies. Employee, administrative, marketing and occupancy expenses were all down due to tight cost control, which will provide operating leverage with rising revenue.

Operating expenses were 5.5% lower than the prior corresponding period. Payroll costs, which represent 45% of operating costs were lower by 7%. As at 31 December 2018, the company had 458 FTE staff (down 3% on FY17).

Reported Net Loss After Tax of \$1.5 million in FY18 included a tax benefit of \$0.3 million (FY17 NPAT: (\$4.8) million).

### Cash Flow and Balance Sheet Strength

The Company posted a negative operating cash flow of (\$0.9) million in FY18 (FY17: (\$0.6) million). Operating cash flow was adversely impacted by increased trade receivables of \$0.6 million from our enterprise customers.

Trade and other receivables include receivables from various payment gateways in relation to partially completed transactions. Receivables increased in FY18 due to enterprise customers.

As at 31 December 2018, the Company held cash and equivalents of \$33.2 million and no net debt.

# Freelancer Limited

## Directors' Report

### Dividends paid or recommended

There have been no dividends paid or provided for the financial year ended 31 December 2018 (2017: nil).

The Company has established a Dividend Reinvestment Plan (DRP). The full terms and conditions of the DRP are available on the Company's website, [www.freelancer.com](http://www.freelancer.com).

### Significant changes in state of affairs

There have been no significant changes in the state of affairs for the current financial year.

### Subsequent Events

As at the date of this report, the Directors are not aware of any circumstance that has arisen since 31 December 2018 that has significantly affected, or may significantly affect the Group's operations in future financial years, the results of those operations in future financial years, or the Group's state of affairs in future financial years.

### Future developments

In future financial years, the Group expects to further its growth through expansions to other territories organically and by acquisition, and forming strategic alliances and partnerships.

### Environmental regulations

The operations of the Group do not involve any activities that have a marked influence on the environment. As such, the Directors are not aware of any material issues affecting the Group or its compliance with the relevant environment agencies or regulatory authorities.

### Insurance and indemnification of Directors and Officers

During the financial year, the Group paid premiums based on normal commercial terms and conditions to insure all directors, officers and employees of the Group against the costs and expenses in defending claims brought against the individual while performing services for the Group. The premium paid has not been disclosed as it is subject to the confidentiality provisions of the insurance policy.

The Company has in place Deeds of Indemnity, Insurance and Access with each of its current Directors and such other officers that the Directors determine are entitled to receive the benefit of an indemnity.

### Rounding off of amounts

The Company is an entity to which ASIC Corporations Instrument 2016/191 applies. Accordingly amounts in the financial report have been rounded off to the nearest thousand dollars, unless otherwise stated.

### Meetings of Directors

During the financial year five meetings of Directors were held. Other matters arising during the year were resolved by circular resolutions.

The following persons acted as Directors of the Company during the financial year, with attendances to meetings of Directors as follows:

|                 | Director meetings  |          | Audit Committee meetings |          | Nomination and Remuneration meetings |          |
|-----------------|--------------------|----------|--------------------------|----------|--------------------------------------|----------|
|                 | Eligible to attend | Attended | Eligible to attend       | Attended | Eligible to attend                   | Attended |
| R.M. Barrie     | 5                  | 5        | 2                        | 2        | 1                                    | 1        |
| S.A. Clausen    | 5                  | 5        | 2                        | 2        | 1                                    | 1        |
| D.N.J. Williams | 5                  | 5        | 2                        | 2        | 1                                    | 1        |

### Non-audit services

Details of amounts paid or payable to the auditor for non-audit services provided during the year by the auditor and its related parties amounted to \$37,000 (2017: \$21,000).

The Directors are satisfied that the provision of non-audit services in the form of tax compliance services during the year by the auditor (or another person or firm on the auditors' behalf) is compatible with the general standard of independence for auditors imposed by the Corporations Act.

The Directors are of the opinion that the services as disclosed in Note 20 to the financial statements do not compromise the external auditor's independence, based on advice received from the Audit Committee, for the following reasons:

## **Freelancer Limited Directors' Report**

- all non-audit services have been reviewed and approved to ensure that they do not impact the integrity and objectivity of the auditor; and
- none of the services undermine the general principles relating to auditor independence as set out in Code of Conduct APES 110 Code of Ethics for Professional Accountants issued by the Accounting Professional & Ethical Standards Board, including reviewing or auditing the auditors own work, acting in a management or decision making capacity for the Company, acting as advocate for the Company or jointly sharing economic risks and rewards.

### **Officers of the Company who are former audit partners of the auditor**

There are no officers of the Company who are former audit partners of Hall Chadwick.

### **Auditor's independence declaration**

The auditor's independence declaration is included on page 17 and forms part of the Directors' Report for the year ended 31 December 2018.

### **Shares issued under Employee Share Plan (ESP)**

No ESP shares have been granted to Directors during the financial year. No ESP shares have been granted to Directors since the end of the financial year.

### **Proceedings on behalf of Company**

No proceedings have been brought or intervened in on behalf of the Company, nor have any applications for leave to do so been made in respect of the Company, under section 237 of the Corporations Act 2001.

## Remuneration Report

This audited Remuneration Report for the Group which forms part of the Directors' Report for the financial year ended 31 December 2018, details the nature and amount of remuneration for each Director and the Executives.

Key management personnel (KMP) comprise:

- R.M. Barrie – Executive Chairman
- S.A. Clausen – Non-Executive Director
- D.N.J. Williams – Non-Executive Director
- N.L. Katz – Chief Financial Officer and Company Secretary

### Remuneration policy

The performance of the Group depends upon the quality of its directors and executives. The Group recognises the need to attract, motivate and retain highly skilled directors and executives.

The Board of Directors, through its Nomination and Remuneration Committee, accepts responsibility for determining and reviewing remuneration arrangements for the Directors and Executives. The Nomination and Remuneration Committee assesses the appropriateness of the nature and amount of remuneration of Directors and Executives on a periodic basis by reference to relevant employment market conditions, giving due consideration to the overall profitability and financial resources of the Group, with the objective of ensuring maximum stakeholder benefit from the retention of a high-quality Board and executive team.

#### Non-Executive Director remuneration

Fees and payments to Non-Executive Directors reflect the demands which are made of the Directors in fulfilling their responsibilities. Non-Executive Director fees are reviewed annually by the Board. The Constitution of the Company provides that the Non-Executive Directors of the Company are entitled to such remuneration, as determined by the Board, which must not exceed in aggregate the maximum amount determined by the Company in general meeting. The most recent determination was at a General Meeting held on 9 October 2013 where the shareholders approved an aggregate remuneration of \$300,000. Annual Non-Executive Directors' fees currently agreed to be paid by the Company are \$25,000 to S.A. Clausen and D.N.J. Williams inclusive of superannuation.

#### Executive and Executive Director remuneration

Fixed remuneration consists of base remuneration (which is calculated on a total cost basis and includes any fringe benefits tax charges related to employee benefits, including motor vehicles), as well as employer contributions to superannuation funds.

Executive and Executive Director remuneration levels are reviewed annually by the Nomination and Remuneration Committee through a process that considers the overall performance of the Group. The Executive Directors are not paid any director fees in addition to their fixed remuneration as Executives.

#### Performance based remuneration

Performance based remuneration is at the discretion of the Nomination and Remuneration Committee. These can take the form of cash bonuses or invitations to participate in the Company's Employee Share Plan (ESP).

### Remuneration of Directors and Executives

Remuneration shown below relates to the period in which the Director or Executive was a member of key management personnel. Amounts below have either been paid out or accrued in the period.

## Freelancer Limited Directors' Report

|                                | Short-term benefits |                      |        | Post-employment benefits | Share based payments | Total     |
|--------------------------------|---------------------|----------------------|--------|--------------------------|----------------------|-----------|
|                                | Directors' fees     | Cash salary and fees | Other  | Super-annuation          | Shares               |           |
|                                | \$                  | \$                   | \$     | \$                       | \$                   | \$        |
| <b>Non-Executive Directors</b> |                     |                      |        |                          |                      |           |
| S.A. Clausen                   |                     |                      |        |                          |                      |           |
| 2018                           | 25,000              | -                    | -      | -                        | -                    | 25,000    |
| 2017                           | 25,000              | -                    | -      | -                        | -                    | 25,000    |
| D.N.J. Williams                |                     |                      |        |                          |                      |           |
| 2018                           | 22,884              | -                    | -      | 2,174                    | -                    | 25,058    |
| 2017                           | 22,884              | -                    | -      | 2,174                    | 16,706               | 41,764    |
| <b>Executive Directors</b>     |                     |                      |        |                          |                      |           |
| R.M. Barrie                    |                     |                      |        |                          |                      |           |
| 2018                           | -                   | 569,096              | 9,257  | 25,904                   | -                    | 604,257   |
| 2017                           | -                   | 569,096              | 22,209 | 25,904                   | 13,365               | 630,574   |
| <b>Other KMP</b>               |                     |                      |        |                          |                      |           |
| N.L. Katz                      |                     |                      |        |                          |                      |           |
| 2018                           | -                   | 310,200              | 6,324  | 34,800                   | 110,820              | 462,144   |
| 2017                           | -                   | 310,200              | 6,324  | 34,800                   | 111,706              | 463,030   |
| <b>Total</b>                   |                     |                      |        |                          |                      |           |
| 2018                           | 47,884              | 879,296              | 15,581 | 62,878                   | 110,820              | 1,116,459 |
| 2017                           | 47,884              | 879,296              | 28,533 | 62,878                   | 141,777              | 1,160,368 |

The remuneration of key management personnel in the years ended 31 December 2018 and 2017 were 100% fixed, and there is no link between remuneration and the market price of the Company's shares.

### ESP shares

Details of ESP shares in the Company held directly, indirectly or beneficially, by KMP, including their related parties, is as follows:

|                  | Balance at the start of the year | Granted / issued | Released from restrictions | Forfeited / cancelled | Balance at the end of the year | Balance of unvested ESP shares | Balance of vested ESP shares |
|------------------|----------------------------------|------------------|----------------------------|-----------------------|--------------------------------|--------------------------------|------------------------------|
| <b>2018</b>      |                                  |                  |                            |                       |                                |                                |                              |
| <i>Directors</i> |                                  |                  |                            |                       |                                |                                |                              |
| R.M. Barrie      | -                                | -                | -                          | -                     | -                              | -                              | -                            |
| D.N.J. Williams  | -                                | -                | -                          | -                     | -                              | -                              | -                            |
| <i>Other KMP</i> |                                  |                  |                            |                       |                                |                                |                              |
| N.L. Katz        | 885,539                          | -                | -                          | -                     | 885,539                        | 412,355                        | 473,184                      |
|                  | <b>885,539</b>                   | <b>-</b>         | <b>-</b>                   | <b>-</b>              | <b>885,539</b>                 | <b>412,355</b>                 | <b>473,184</b>               |
| <b>2017</b>      |                                  |                  |                            |                       |                                |                                |                              |
| <i>Directors</i> |                                  |                  |                            |                       |                                |                                |                              |
| R.M. Barrie      | 400,000                          | -                | -                          | (400,000)             | -                              | -                              | -                            |
| D.N.J. Williams  | 500,000                          | -                | -                          | (500,000)             | -                              | -                              | -                            |
| <i>Other KMP</i> |                                  |                  |                            |                       |                                |                                |                              |
| N.L. Katz        | 1,000,000                        | 245,000          | (114,461)                  | (245,000)             | 885,539                        | 251,800                        | 633,739                      |
|                  | <b>1,900,000</b>                 | <b>245,000</b>   | <b>(114,461)</b>           | <b>(1,145,000)</b>    | <b>885,539</b>                 | <b>251,800</b>                 | <b>633,739</b>               |

## Freelancer Limited Directors' Report

### Ordinary share capital

Details of ordinary shares in the Company held directly, indirectly or beneficially, by KMP, including their related parties, is as follows:

|                              | Balance at the<br>start of the year | Received as<br>part of<br>remuneration | Purchase of<br>shares | Sale of shares   | Balance at the<br>end of the year |
|------------------------------|-------------------------------------|----------------------------------------|-----------------------|------------------|-----------------------------------|
| <b>2018</b>                  |                                     |                                        |                       |                  |                                   |
| <i>Directors</i>             |                                     |                                        |                       |                  |                                   |
| R.M. Barrie <sup>1</sup>     | 194,075,686                         | -                                      | 620,745               |                  | 194,696,431                       |
| S.A. Clausen                 | 159,717,351                         | -                                      | 282,649               | -                | 160,000,000                       |
| D.N.J. Williams <sup>2</sup> | 10,758,165                          | -                                      | -                     | -                | 10,758,165                        |
| <i>Other KMP</i>             |                                     |                                        |                       |                  |                                   |
| N.L. Katz <sup>3</sup>       | 150,000                             | -                                      | -                     | -                | 150,000                           |
|                              | <b>364,701,202</b>                  |                                        | <b>903,394</b>        | <b>-</b>         | <b>365,604,596</b>                |
| <b>2017</b>                  |                                     |                                        |                       |                  |                                   |
| <i>Directors</i>             |                                     |                                        |                       |                  |                                   |
| R.M. Barrie <sup>1</sup>     | 192,842,959                         | -                                      | 1,232,727             |                  | 194,075,686                       |
| S.A. Clausen                 | 156,666,463                         | -                                      | 3,050,888             | -                | 159,717,351                       |
| D.N.J. Williams <sup>2</sup> | 10,758,165                          | -                                      | -                     | -                | 10,758,165                        |
| <i>Other KMP</i>             |                                     |                                        |                       |                  |                                   |
| N.L. Katz <sup>3</sup>       | 290,000                             | -                                      | 114,461               | (254,461)        | 150,000                           |
|                              | <b>360,557,587</b>                  |                                        | <b>4,398,076</b>      | <b>(254,461)</b> | <b>364,701,202</b>                |

### Loans to directors and key management personnel

The following loan balances are outstanding at the reporting date in relation to remuneration arrangements with Executive Directors and KMP in respect of shares issued under the Employee Share Plan (ESP).

As the ESP is considered in substance a share option, the ESP shares issued and corresponding loan receivable are not recognised by the Group in its financial statements. The ESP shares will not be considered issued to participants until the corresponding loan has been repaid, at which time there will be an increase in the issued capital and increase in cash. Further information relating to the ESP is set out in Note 23 of the financial statements.

|                                         | 2018<br>\$000 | 2017<br>\$000 |
|-----------------------------------------|---------------|---------------|
| <i>Directors:</i>                       |               |               |
| R.M. Barrie                             | -             | -             |
| S.A. Clausen                            | -             | -             |
| D.N.J. Williams                         | -             | -             |
| <i>Other KMP:</i>                       |               |               |
| N.L. Katz                               | 960           | 960           |
| <b>Total loans to Directors and KMP</b> | <b>960</b>    | <b>960</b>    |

<sup>1</sup> 1,279,500 shares as at 31 December 2018 (2017: 1,279,500) are held directly or indirectly by related parties.

<sup>2</sup> 131,000 shares as at 31 December 2018 (2017: 131,000) are held directly or indirectly by related parties.

<sup>3</sup> 40,000 shares as at 31 December 2018 (2017: 40,000) are held directly or indirectly by related parties.

## Freelancer Limited Directors' Report

### Executive service agreements

The employment terms and conditions of Group Executives and KMP are formalised in service agreements.

| Position                | Key terms of service agreements                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|-------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Chief Executive Officer | <ul style="list-style-type: none"><li>• Term: unspecified.</li><li>• Base remuneration: Reviewed annually by the Nomination and Remuneration Committee.</li><li>• Bonus entitlements: Determined annually by the Nomination and Remuneration Committee (capped at 50% of the base remuneration).</li><li>• Termination notice period: 6 months' notice or alternatively in Freelancer's case, payment in lieu of notice.</li><li>• Restraint of trade period: 12 months.</li></ul> |
| Other Executives        | <p>Other Executives are employed under individual executive services agreements. These establish, amongst other things:</p> <ul style="list-style-type: none"><li>• total compensation;</li><li>• eligibility to participate in the ESP;</li><li>• variable notice and termination provisions of up to 3 months, or by the Group without notice in the event of serious misconduct; and</li><li>• restraint and confidentiality provisions.</li></ul>                              |

### Other transactions with KMP or their related parties

There were no other transactions conducted between the Group and KMP or their related parties, other than those disclosed above relating to equity, compensation and loans, that were conducted other than in accordance with normal employee, customer or supplier relationships on terms no more favourable than those reasonably expected under arm's length dealings with unrelated persons, apart from related party transactions disclosed in Note 24 of the financial statements.

This concludes the Remuneration Report.

The Directors' Report, incorporating the Remuneration Report, is signed in accordance with a resolution of the directors made pursuant to s298(2) of the Corporations Act 2001.

On behalf of the Directors



Matt Barrie  
Chairman

18 February 2019



**FREELANCER LIMITED  
ABN 66 141 959 042  
AND CONTROLLED ENTITIES**

**AUDITOR'S INDEPENDENCE DECLARATION  
UNDER SECTION 307C OF THE CORPORATIONS ACT 2001 TO THE DIRECTORS  
OF FREELANCER LIMITED**

**SYDNEY**

Level 40  
2 Park Street  
Sydney NSW 2000  
Australia  
Ph: (612) 9263 2600  
Fax: (612) 9263 2800

I declare that, to the best of my knowledge and belief, during the year ended 31 December 2018 there have been no contraventions of:

- (i) the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit; and
- (ii) any applicable code of professional conduct in relation to the audit.

*Hall Chadwick*

Hall Chadwick  
Level 40, 2 Park Street  
Sydney NSW 2000

*S. Kumar*

**SANDEEP KUMAR**  
**Partner**  
Date: 18 February 2019

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An Association of Independent  
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**Freelancer Limited**  
**Consolidated Statement of Profit or Loss and Other Comprehensive Income**  
For the year ended 31 December 2018

|                                                                    | Note | 2018<br>\$000  | 2017<br>\$000 |
|--------------------------------------------------------------------|------|----------------|---------------|
| <b>Revenue</b>                                                     | 5    | <b>51,851</b>  | 50,270        |
| Cost of sales                                                      |      | (7,651)        | (6,220)       |
| <b>Gross profit</b>                                                |      | <b>44,200</b>  | 44,050        |
| Employee expenses                                                  | 6    | (20,217)       | (22,028)      |
| Administrative expenses                                            |      | (11,678)       | (12,387)      |
| Marketing related expenses                                         |      | (8,922)        | (9,767)       |
| Occupancy expenses                                                 | 6    | (2,702)        | (2,776)       |
| Foreign exchange losses                                            | 6    | (1,353)        | (816)         |
| Depreciation and amortisation expenses                             | 6    | (530)          | (701)         |
| Share based payments expense                                       | 23   | (558)          | (986)         |
| Finance costs                                                      | 6    | (33)           | (15)          |
| <b>Loss before income tax</b>                                      |      | <b>(1,793)</b> | (5,426)       |
| Income tax benefit                                                 | 7    | 309            | 653           |
| <b>Loss after tax</b>                                              |      | <b>(1,484)</b> | (4,773)       |
| <b>Other comprehensive income</b>                                  |      |                |               |
| Items that may be reclassified to profit or loss:                  |      |                |               |
| Exchange differences on translation of foreign operations          | 18   | 1              | 22            |
| <b>Total comprehensive loss for the year</b>                       |      | <b>(1,483)</b> | (4,751)       |
| <b>Loss is attributable to:</b>                                    |      |                |               |
| Owners of Freelancer Limited                                       |      | (1,484)        | (4,773)       |
| Non-controlling interests                                          |      | -              | -             |
|                                                                    |      | <b>(1,484)</b> | (4,773)       |
| <b>Total comprehensive income for the year is attributable to:</b> |      |                |               |
| Owners of Freelancer Limited                                       |      | (1,483)        | (4,751)       |
| Non-controlling interests                                          |      | -              | -             |
|                                                                    |      | <b>(1,483)</b> | (4,751)       |
| <b>Earnings per share</b>                                          |      | <b>Cents</b>   | <b>Cents</b>  |
| Basic earnings per share                                           | 30   | (0.33)         | (1.06)        |
| Diluted earnings per share                                         | 30   | (0.33)         | (1.04)        |

The above statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes.

**Freelancer Limited**  
**Consolidated Statement of Financial Position**  
As at 31 December 2018

|                                      | Note | 2018<br>\$000 | 2017<br>\$000 |
|--------------------------------------|------|---------------|---------------|
| <b>Assets</b>                        |      |               |               |
| <b>Current assets</b>                |      |               |               |
| Cash and cash equivalents            | 8    | 33,211        | 31,908        |
| Trade and other receivables          | 9    | 3,474         | 3,058         |
| Current tax assets                   | 7    | -             | 105           |
| Other assets                         | 10   | 972           | 869           |
| <b>Total current assets</b>          |      | <b>37,657</b> | <b>35,940</b> |
| <b>Non-current assets</b>            |      |               |               |
| Trade and other receivables          | 9    | 1,103         | 871           |
| Plant and equipment                  | 11   | 557           | 913           |
| Intangible assets                    | 12   | 26,429        | 26,442        |
| Other assets                         | 10   | 696           | 521           |
| Deferred tax assets                  | 7    | 4,674         | 4,003         |
| <b>Total non-current assets</b>      |      | <b>33,459</b> | <b>32,750</b> |
| <b>Total assets</b>                  |      | <b>71,116</b> | <b>68,690</b> |
| <b>Liabilities</b>                   |      |               |               |
| <b>Current liabilities</b>           |      |               |               |
| Trade and other payables             | 13   | 35,898        | 32,956        |
| Borrowings                           | 14   | 121           | -             |
| Current tax liabilities              | 7    | 71            | 61            |
| Provisions                           | 15   | 1,918         | 2,020         |
| Contract liabilities                 | 16   | 620           | 911           |
| <b>Total current liabilities</b>     |      | <b>38,628</b> | <b>35,948</b> |
| <b>Non-current liabilities</b>       |      |               |               |
| Deferred tax liabilities             | 7    | 246           | 5             |
| Provisions                           | 15   | 639           | 509           |
| Contract liabilities                 | 16   | 528           | 305           |
| <b>Total non-current liabilities</b> |      | <b>1,413</b>  | <b>819</b>    |
| <b>Total liabilities</b>             |      | <b>40,041</b> | <b>36,767</b> |
| <b>Net assets</b>                    |      | <b>31,075</b> | <b>31,923</b> |
| <b>Equity</b>                        |      |               |               |
| Contributed equity                   | 17   | 38,106        | 38,049        |
| Reserves                             | 18   | 4,000         | 3,441         |
| Accumulated losses                   |      | (11,051)      | (9,567)       |
| Non-controlling interests            |      | 20            | -             |
| <b>Total equity</b>                  |      | <b>31,075</b> | <b>31,923</b> |

The above statement of financial position should be read in conjunction with the accompanying notes.

**Freelancer Limited**  
**Consolidated Statement of Changes in Equity**  
For the year ended 31 December 2018

|                                                              | Note | Attributable to owners of Freelancer Limited |                      |                                      |                      |                           | Total Equity   |
|--------------------------------------------------------------|------|----------------------------------------------|----------------------|--------------------------------------|----------------------|---------------------------|----------------|
|                                                              |      | Contributed Equity                           | Share Based Payments | Foreign currency translation reserve | (Accumulated losses) | Non-controlling interests |                |
|                                                              |      | \$000                                        | \$000                | \$000                                | \$000                | \$000                     | \$000          |
| <b>Balance at 1 January 2017</b>                             |      | <b>37,750</b>                                | <b>2,838</b>         | <b>(405)</b>                         | <b>(4,794)</b>       | <b>-</b>                  | <b>35,389</b>  |
| Loss for the year                                            |      | -                                            | -                    | -                                    | (4,773)              | -                         | (4,773)        |
| Exchange differences on translation of foreign operations    | 18   | -                                            | -                    | 22                                   | -                    | -                         | 22             |
| <b>Total comprehensive loss for the year</b>                 |      | <b>-</b>                                     | <b>-</b>             | <b>22</b>                            | <b>(4,773)</b>       | <b>-</b>                  | <b>(4,751)</b> |
| <b>Transactions with owners in their capacity as owners:</b> |      |                                              |                      |                                      |                      |                           |                |
| Contributions of equity arising from repayment of ESP loans  | 17   | 299                                          | -                    | -                                    | -                    | -                         | 299            |
| Share based payments                                         | 23   | -                                            | 986                  | -                                    | -                    | -                         | 986            |
| <b>Balance at 31 December 2017</b>                           |      | <b>38,049</b>                                | <b>3,824</b>         | <b>(383)</b>                         | <b>(9,567)</b>       | <b>-</b>                  | <b>31,923</b>  |

|                                                              | Note | Attributable to owners of Freelancer Limited |                      |                                      |                      |                           | Total Equity   |
|--------------------------------------------------------------|------|----------------------------------------------|----------------------|--------------------------------------|----------------------|---------------------------|----------------|
|                                                              |      | Contributed Equity                           | Share Based Payments | Foreign currency translation reserve | (Accumulated losses) | Non-controlling interests |                |
|                                                              |      | \$000                                        | \$000                | \$000                                | \$000                | \$000                     | \$000          |
| <b>Balance at 1 January 2018</b>                             |      | <b>38,049</b>                                | <b>3,824</b>         | <b>(383)</b>                         | <b>(9,567)</b>       | <b>-</b>                  | <b>31,923</b>  |
| Loss for the year                                            |      | -                                            | -                    | -                                    | (1,484)              | -                         | (1,484)        |
| Exchange differences on translation of foreign operations    | 18   | -                                            | -                    | 1                                    | -                    | -                         | 1              |
| <b>Total comprehensive loss for the year</b>                 |      | <b>-</b>                                     | <b>-</b>             | <b>1</b>                             | <b>(1,484)</b>       | <b>-</b>                  | <b>(1,483)</b> |
| <b>Transactions with owners in their capacity as owners:</b> |      |                                              |                      |                                      |                      |                           |                |
| Contributions of equity arising from repayment of ESP loans  | 17   | 57                                           | -                    | -                                    | -                    | -                         | 57             |
| Share capital contributed by non-controlling interests       |      |                                              |                      |                                      |                      | 20                        | 20             |
| Share based payments                                         | 23   | -                                            | 558                  | -                                    | -                    | -                         | 558            |
| <b>Balance at 31 December 2018</b>                           |      | <b>38,106</b>                                | <b>4,382</b>         | <b>(382)</b>                         | <b>(11,051)</b>      | <b>20</b>                 | <b>31,075</b>  |

The above statement of changes in equity should be read in conjunction with the accompanying notes.

**Freelancer Limited**  
**Consolidated Statement of Cash Flows**  
For the year ended 31 December 2018

|                                                                       | Note | 2018<br>\$000 | 2017<br>\$000  |
|-----------------------------------------------------------------------|------|---------------|----------------|
| <b>Cash flows from operating activities</b>                           |      |               |                |
| Receipts from customers (inclusive of GST)                            |      | 51,296        | 50,658         |
| Payments to suppliers and employees (inclusive of GST)                |      | (52,317)      | (51,244)       |
| Interest received                                                     |      | 22            | 46             |
| Income taxes refunded / (paid)                                        |      | 20            | (28)           |
| <b>Net cash (outflow) from operating activities</b>                   | 29   | <b>(979)</b>  | <b>(568)</b>   |
| <b>Cash flows from investing activities</b>                           |      |               |                |
| Payments for plant and equipment                                      |      | (83)          | (303)          |
| Payments for intangible assets                                        |      | (52)          | (740)          |
| Proceeds from disposal of plant and equipment                         |      | 23            | -              |
| Proceeds from goodwill adjustment on acquisition of Nubelo            |      | 86            | -              |
| Proceeds from working capital adjustment on acquisition of Escrow.com | 5    | -             | 326            |
| <b>Net cash (outflow) from investing activities</b>                   |      | <b>(26)</b>   | <b>(717)</b>   |
| <b>Cash flows from financing activities</b>                           |      |               |                |
| Contributions of equity arising from repayment of ESP loans           | 17   | 57            | 299            |
| Proceeds from borrowings                                              | 14   | 121           | -              |
| Increase in security to gateway providers                             |      | -             | (673)          |
| <b>Net cash inflow / (outflow) from financing activities</b>          |      | <b>178</b>    | <b>(374)</b>   |
| <b>Net (decrease) in cash and cash equivalents</b>                    |      | <b>(827)</b>  | <b>(1,659)</b> |
| Cash and cash equivalents at beginning of the financial year          |      | 31,908        | 34,779         |
| Effects of exchange rate changes on cash and cash equivalents         |      | 2,130         | (1,212)        |
| Cash and cash equivalents at end of year                              | 8    | 33,211        | 31,908         |

The above statement of cash flows should be read in conjunction with the accompanying notes.

**Freelancer Limited**  
**Notes to the financial statements**  
For the financial year ended 31 December 2018

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**Freelancer Limited**  
**Notes to the financial statements**  
**For the financial year ended 31 December 2018**

**1. Reporting entity**

Freelancer Limited (the Company) is a company domiciled in Australia. The address of the Company's registered office is Level 20, 680 George Street, Sydney, NSW, 2000. The consolidated financial statements of the Company as at and for the year ended 31 December 2018 comprise the Company and its subsidiaries (together referred to as the Group and individually as Group entities). The Group is a for-profit entity and primarily is involved in operating an online marketplace for services and providing escrow payment services. The separate financial statements of the parent entity, Freelancer Limited, have not been presented within this financial report as permitted by the Corporations Act 2001.

The consolidated financial statements were authorised for issue by the Board on 18 February 2019.

**2. Basis of preparation**

These general purpose financial statements have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board and the Corporations Act 2001.

The Directors believe that there are reasonable grounds that the company is able to pay its debts as and when they fall due. The Group has a significant cash balance at year end and has projected a profitable financial year for the period ending 31 December 2019 based on increased revenue and a planned reduction in expenses.

**(a) Compliance with International Financial Reporting Standards**

The consolidated financial statements of the Group comply with International Financial Reporting Standards (IFRS) as issued by the International Accounting Standards Board (IASB).

**(b) Historical cost convention**

The consolidated financial statements have been prepared on the historical cost basis unless otherwise stated in the notes. Except for the cash flow information, the financial statements have been prepared on an accrual basis, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

**(c) Functional and presentation currency**

These consolidated financial statements are presented in Australian dollars, which is the Company's functional currency.

**(d) Critical accounting estimates**

The preparation of financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the Group's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements are disclosed in Note 31(h).

**(e) Significant accounting policies**

The principal accounting policies adopted in the presentation of these consolidated financial statements are set out in the relevant notes. The policies have been consistently applied to all the years presented, unless otherwise stated.

**(f) Rounding of amounts**

The Company has applied the relief available to it under ASIC Corporations Instrument 2016/191. Accordingly, amounts in the financial statements and Directors' Report have been rounded off to the nearest \$1,000.

**(g) New Accounting Standards**

**i. AASB15 Revenue from Contracts with Customers**

The Group has adopted AASB 15 Revenue from Contracts with Customers with an initial application date of 1 January 2018. The Group has applied AASB 15 retrospectively with the cumulative effect of initially applying the standard recognised in opening retained earnings. The cumulative effect of initially applying the standard was nil, so no adjustments were required to net profit or opening retained earnings on transition as the timing of revenue recognition has not changed for the Group's contracts that were in progress at 1 January 2018.

**ii. AASB9 Financial Instruments**

The Group has adopted AASB 9 Financial Instruments with an initial application date of 1 January 2018. The Group has applied AASB 9 retrospectively and the cumulative effect of initially application on the group's financial instruments was nil, so no adjustments were required on transition.

**Freelancer Limited**  
**Notes to the financial statements**  
For the financial year ended 31 December 2018

**(h) Materiality**

These consolidated financial statements have included information that is deemed to be material and relevant to the understanding of the financial statements. Disclosure may be considered material and relevant if the dollar amount is significant due to size or nature, or the information is important to understand the:

- Group's current year results;
- impact of significant changes in the Group's business; or
- aspects of the Group's operations that are important to future performance.

**3. Financial risk management**

**Financial risk management policies**

The Group's activities expose it to a variety of financial risks: market risk (including currency risk), credit risk and liquidity risk. The Group's overall risk management program focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the financial performance of the Group. The Group uses different methods to measure different types of risk to which it is exposed. These methods include sensitivity analysis in the case of interest rate and other price risks and ageing analysis for credit risk.

Risk management is carried out by senior finance executives (Finance) under policies approved by the Board of Directors (Board). These policies include identification and analysis of the risk exposure of the Group and appropriate procedures, controls and risk limits. Finance identifies, evaluates and hedges financial risks within the Group's operating units.

The Group holds the following financial instruments:

|                                    | Note | 2018<br>\$000 | 2017<br>\$000 |
|------------------------------------|------|---------------|---------------|
| <b>Financial Assets</b>            |      |               |               |
| Cash and cash equivalents          | 8    | 33,211        | 31,908        |
| Trade and other receivables        | 9    | 4,577         | 3,929         |
| <b>Total financial assets</b>      |      | <b>37,788</b> | 35,837        |
| <b>Financial Liabilities</b>       |      |               |               |
| Trade and other payables           | 13   | 36,019        | 32,956        |
| <b>Total financial liabilities</b> |      | <b>36,019</b> | 32,956        |

The carrying value of the assets and liabilities disclosed in the table above closely approximates or equals their fair value. The carrying amounts of trade receivables and trade and other payables are assumed to approximate their fair values due to their short term nature.

*Initial recognition and measurement*

Financial assets and financial liabilities are recognised when the entity becomes a party to the contractual provisions of the instrument. For financial assets, this is equivalent to the date that the Group commits itself to either purchase or sell the asset (i.e. trade date accounting is adopted).

Financial instruments are initially measured at fair value plus transaction costs, except where the instrument is classified "at fair value through profit or loss", in which case transaction costs are expensed to profit or loss immediately.

*Classification and subsequent measurement*

Financial instruments are subsequently measured at fair value, amortised cost using the effective interest method, or cost. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

Amortised cost is calculated as the amount at which the financial asset or financial liability is measured at initial recognition less principal repayments and any reduction for impairment, and adjusted for any cumulative amortisation of the difference between that initial amount and the maturity amount calculated using the effective interest method.

The effective interest method is used to allocate interest income or interest expense over the relevant period and is equivalent to the rate that exactly discounts estimated future cash payments or receipts (including fees, transaction costs and other premiums or discounts) through the expected life (or when this cannot be reliably predicted, the contractual term) of the financial instrument to the net carrying amount of the financial asset or financial liability.



# Freelancer Limited

## Notes to the financial statements

### For the financial year ended 31 December 2018

Revisions to expected future net cash flows will necessitate an adjustment to the carrying amount with a consequential recognition of an income or expense item in profit or loss.

Fair value is determined based on current bid prices for all quoted investments. Valuation techniques are applied to determine the fair value for all unlisted securities, including recent arm's length transactions, reference to similar instruments and option pricing models.

The Group does not designate any interests in subsidiaries, associates or joint venture entities as being subject to the requirements of Accounting Standards specifically applicable to financial instruments.

#### *Loans and receivables*

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market and are subsequently measured at amortised cost. Gains or losses are recognised in profit or loss through the amortisation process and when the financial asset is derecognised.

#### *Held-to-maturity investments*

Held-to-maturity investments are non-derivative financial assets that have fixed maturities and fixed or determinable payments, and it is the Company's intention to hold these investments to maturity. They are subsequently measured at amortised cost. Gains or losses are recognised in profit or loss through the amortisation process and when the financial asset is derecognised.

#### *Financial liabilities*

Non-derivative financial liabilities other than financial guarantees are subsequently measured at amortised cost. Gains or losses are recognised in profit or loss through the amortisation process and when the financial liability is derecognised.

#### *Impairment*

At the end of each reporting period, the Group assesses whether there is objective evidence that a financial asset has been impaired. A financial asset (or a group of financial assets) is deemed to be impaired if, and only if, there is objective evidence of impairment as a result of one or more events (a "loss event") having occurred, which has an impact on the estimated future cash flows of the financial asset(s).

When the terms of financial assets that would otherwise have been past due or impaired have been renegotiated, the Company recognises the impairment for such financial assets by taking into account the original terms as if the terms have not been renegotiated so that the loss events that have occurred are duly considered.

### **(a) Market risk**

#### *Foreign currency risk*

The Group operates internationally and is exposed to foreign exchange risk arising from various currencies.

Foreign exchange risk arises when future commercial transactions and recognised assets and liabilities are denominated in a currency that is not the entity's functional currency. The risk is measured using sensitivity analysis and cash flow forecasting.

The Group has not entered into forward foreign exchange contracts to protect against exchange rate movements. The Directors are of the view that the cost of hedging the Group's short term foreign exchange exposure outweighs the risk of adverse currency movements.

The Group's exposure to foreign currency exchange risk at the reporting date, expressed in each currency, was as follows:

#### **2018**

| Currency exposure:     | AUD          | USD          | NZD          | GBP          | HKD          | SGD          | PHP           | EUR          | CAD          | INR           | Other        |
|------------------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|--------------|--------------|---------------|--------------|
| Denominated in:        | AUD<br>000's | USD<br>000's | NZD<br>000's | GBP<br>000's | HKD<br>000's | SGD<br>000's | PHP<br>000's  | EUR<br>000's | CAD<br>000's | INR<br>000's  | AUD<br>000's |
| Cash                   | 2,619        | 16,501       | 116          | 1,073        | 767          | 275          | 21,168        | 1,292        | 750          | 51,287        | 161          |
| Trade receivables      | 1,075        | 1,381        | 23           | 184          | 224          | 72           | 968           | 262          | 139          | 16,436        | 356          |
| Other financial assets | 656          | 164          | -            | 8            | -            | -            | 21,959        | -            | 4            | 93            | -            |
| Payables               | (697)        | (1,681)      | -            | (5)          | -            | (5)          | (1,994)       | -            | -            | (633)         | (28)         |
| User obligations       | (2,097)      | (15,704)     | (160)        | (1,005)      | (896)        | (314)        | (3,078)       | (2,176)      | (779)        | (40,310)      | (540)        |
| <b>Net exposure</b>    | <b>1,556</b> | <b>661</b>   | <b>(21)</b>  | <b>255</b>   | <b>95</b>    | <b>28</b>    | <b>39,023</b> | <b>(622)</b> | <b>114</b>   | <b>26,873</b> | <b>(51)</b>  |

**Freelancer Limited**  
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**2017**

| Currency exposure:     | AUD          | USD            | NZD          | GBP          | HKD          | SGD          | PHP           | EUR          | CAD          | INR           | Other        |
|------------------------|--------------|----------------|--------------|--------------|--------------|--------------|---------------|--------------|--------------|---------------|--------------|
| Denominated in:        | AUD<br>000's | USD<br>000's   | NZD<br>000's | GBP<br>000's | HKD<br>000's | SGD<br>000's | PHP<br>000's  | EUR<br>000's | CAD<br>000's | INR<br>000's  | AUD<br>000's |
| Cash                   | 4,861        | 13,257         | 208          | 1,632        | 1,011        | 332          | 41,118        | 2,139        | 865          | 54,153        | 220          |
| Trade receivables      | 413          | 1,491          | 29           | 171          | 660          | 121          | 17,010        | 273          | 129          | 12,686        | 338          |
| Other financial assets | 529          | 135            | -            | 1            | -            | -            | 6,079         | -            | 5            | 197           | -            |
| Payables               | (910)        | (2,151)        | -            | (20)         | -            | 2            | (10,057)      | -            | (7)          | (250)         | (34)         |
| User obligations       | (2,113)      | (15,350)       | (160)        | (919)        | (832)        | (289)        | (2,878)       | (1,840)      | (711)        | (36,568)      | (638)        |
| <b>Net exposure</b>    | <b>2,780</b> | <b>(2,618)</b> | <b>77</b>    | <b>865</b>   | <b>839</b>   | <b>166</b>   | <b>51,272</b> | <b>572</b>   | <b>281</b>   | <b>30,218</b> | <b>(114)</b> |

The Group had net assets of \$2,084,000 denominated in foreign currencies as at 31 December 2018 (comprising assets of \$35,160,000 less liabilities of \$33,076,000). The Group had net assets of \$453,000 denominated in foreign currencies as at 31 December 2017 (comprising assets of \$30,964,000 less liabilities of \$30,511,000).

The analysis below reflects management's view of possible movements in relevant foreign currencies against the Australian dollar in the short term subsequent to 31 December 2018. The table summarises the range of possible outcomes that would affect the Group's net profit and equity as a result of foreign currency movements on year end foreign denominated assets and liabilities.

The impact of potential movements in exchange rates on the profit or loss is as follows:

|                     |                    | 2018 \$000   |            | 2017 \$000  |           |
|---------------------|--------------------|--------------|------------|-------------|-----------|
|                     |                    | High         | Low        | High        | Low       |
| AUD to USD          | (Range +5% to -5%) | (45)         | 49         | 160         | (177)     |
| AUD to NZD          | (Range +5% to -5%) | 1            | (1)        | (3)         | 4         |
| AUD to GBP          | (Range +5% to -5%) | (22)         | 24         | (71)        | 79        |
| AUD to HKD          | (Range +5% to -5%) | (1)          | 1          | (7)         | 7         |
| AUD to SGD          | (Range +5% to -5%) | (1)          | 2          | (8)         | 8         |
| AUD to PHP          | (Range +5% to -5%) | (50)         | 56         | (63)        | 69        |
| AUD to EUR          | (Range +5% to -5%) | 48           | (53)       | (42)        | 46        |
| AUD to CAD          | (Range +5% to -5%) | (6)          | 6          | (14)        | 15        |
| AUD to INR          | (Range +5% to -5%) | (26)         | 29         | (29)        | 32        |
| <b>Net movement</b> |                    | <b>(102)</b> | <b>113</b> | <b>(77)</b> | <b>83</b> |

*Price risk*

The Group is not exposed to significant equities price risk.

*Interest rate risk*

The Group is not exposed to any significant interest rate risk.

*Cash balances*

As at 31 December 2018 the Group had \$33,211,000 (2017: \$31,908,000) held in bank accounts and online wallets. The Group's cash balances are predominantly held in interest bearing bank accounts. Funds that are excess to short term liquidity requirements are generally invested in short term deposits.

**(b) Credit risk**

Credit risk refers to the risk that a counterparty will default on its contractual obligations resulting in financial loss to the Group. The maximum exposure to credit risk at the reporting date to recognised financial assets is the carrying amount, net of any provisions for impairment of those assets, as disclosed in the statement of financial position and notes to the financial statements. The Group does not hold any collateral.

Credit risk is managed by a risk assessment process for all customers, which takes into account past experience.

**(c) Liquidity risk**

Liquidity risk management requires the Group to maintain sufficient liquid assets (mainly cash and cash equivalents) to be able to pay debts as and when they become due and payable.

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The Group manages liquidity risk by maintaining adequate cash reserves by continuously monitoring actual and forecast cash flows and matching the maturity profiles of financial assets and liabilities.

*Financing arrangements*

The Group does not have any borrowing facilities in place at the reporting date.

*Maturities of financial liabilities*

The following table details the Group's remaining contractual maturity for its financial instrument liabilities. The table has been drawn up based on the undiscounted cash flows of financial liabilities based on the earliest date on which the financial liabilities are required to be paid. The tables include both interest and principal cash flows disclosed as remaining contractual maturities and therefore these totals may differ from their carrying amount in the statement of financial position.

|                             | Note | 1 year<br>or less<br>\$000 | Between 1<br>and 2 years<br>\$000 | Between 2<br>and 5 years<br>\$000 | Over 5<br>years<br>\$000 | Remaining<br>contractual<br>maturities<br>\$000 |
|-----------------------------|------|----------------------------|-----------------------------------|-----------------------------------|--------------------------|-------------------------------------------------|
| <b>2018</b>                 |      |                            |                                   |                                   |                          |                                                 |
| <b>Non-derivatives</b>      |      |                            |                                   |                                   |                          |                                                 |
| <i>Non-interest bearing</i> |      |                            |                                   |                                   |                          |                                                 |
| Trade and other payables    | 13   | 36,019                     | -                                 | -                                 | -                        | -                                               |
|                             |      | <b>36,019</b>              | -                                 | -                                 | -                        | -                                               |
|                             | Note | 1 year<br>or less<br>\$000 | Between 1<br>and 2 years<br>\$000 | Between 2<br>and 5 years<br>\$000 | Over 5<br>years<br>\$000 | Remaining<br>contractual<br>maturities<br>\$000 |
| <b>2017</b>                 |      |                            |                                   |                                   |                          |                                                 |
| <b>Non-derivatives</b>      |      |                            |                                   |                                   |                          |                                                 |
| <i>Non-interest bearing</i> |      |                            |                                   |                                   |                          |                                                 |
| Trade and other payables    | 13   | 32,956                     | -                                 | -                                 | -                        | -                                               |
|                             |      | <b>32,956</b>              | -                                 | -                                 | -                        | -                                               |

Trade and other payables are payable as and when they are due. The cash flows in the maturity analysis above are not expected to occur significantly earlier than disclosed.

#### 4. Operating segments

Operating segments are reported in a manner consistent with the internal reporting provided to the chief operating decision maker. These include items directly attributable to a segment as well as those that can be allocated on a reasonable basis. Unallocated items comprise mainly corporate assets (primarily the Company's headquarters), head office expenses, and income tax assets and liabilities. The Board of Directors are identified as the chief operating decision makers (CODM).

*Identification of reportable operating segments*

The Group is organised into two operating segments: namely an online marketplace and online payment services. These segments are based on the internal reports that are reviewed and used by the CODM in assessing performance and in determining the allocation of resources (AASB 8 para. 5(b)).

The CODM assess the performance of the operating segments based on a measure of revenue and operating EBITDA (earnings before share based payments, interest, tax, depreciation and amortisation). The accounting policies adopted for internal reporting to the CODM are consistent with those adopted in the financial statements.

The Group operates predominantly in Australia, where the majority of online revenues and expenses are incurred. Although the Group has staff and operations in Philippines, United Kingdom, Argentina, the United States and Canada in addition to Australia, these geographic operations are considered, based on internal management reporting and the allocation of resources by the Group's CODM, as one geographic segment.

The information reported to the CODM is at least on a monthly basis.

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| Year end 31 December 2018                      | Online Marketplace | Online Payments | Total           |
|------------------------------------------------|--------------------|-----------------|-----------------|
| <b>Segment revenue</b>                         |                    |                 |                 |
| Segment revenue                                | 44,667             | 7,184           | <b>51,851</b>   |
| <b>Total segment revenue</b>                   | <b>44,667</b>      | <b>7,184</b>    | <b>51,851</b>   |
| <b>Segment result</b>                          |                    |                 |                 |
| Segment loss                                   | (1,248)            | 543             | <b>(705)</b>    |
| Share based payments                           | -                  | -               | <b>(558)</b>    |
| Depreciation and amortisation expenses         | -                  | -               | <b>(530)</b>    |
| <b>Loss before income tax</b>                  |                    |                 | <b>(1,793)</b>  |
| Income tax benefit                             | -                  | -               | <b>309</b>      |
| <b>Loss for year</b>                           |                    |                 | <b>(1,484)</b>  |
| <b>Segment Assets At 31 December 2018</b>      |                    |                 |                 |
| Segment assets                                 | 40,351             | 6,385           | <b>46,736</b>   |
| Intergroup eliminations                        | (5,322)            | -               | <b>(5,322)</b>  |
| Deferred tax assets                            | -                  | -               | <b>4,674</b>    |
| Intangibles                                    | -                  | -               | <b>25,028</b>   |
| <b>Total assets</b>                            | <b>35,029</b>      | <b>6,385</b>    | <b>71,116</b>   |
| <b>Segment liabilities At 31 December 2018</b> |                    |                 |                 |
| Segment liabilities                            | (37,984)           | (7,133)         | <b>(45,117)</b> |
| Intergroup eliminations                        | -                  | 5,322           | <b>5,322</b>    |
| Deferred tax liabilities                       | -                  | -               | <b>(246)</b>    |
| <b>Total liabilities</b>                       | <b>(37,984)</b>    | <b>(1,812)</b>  | <b>(40,041)</b> |
| <b>Year end 31 December 2017</b>               |                    |                 |                 |
| <b>Segment revenue</b>                         |                    |                 |                 |
| Segment revenue                                | 43,850             | 6,420           | <b>50,270</b>   |
| <b>Total segment revenue</b>                   | <b>43,850</b>      | <b>6,420</b>    | <b>50,270</b>   |
| <b>Segment result</b>                          |                    |                 |                 |
| Segment loss                                   | (2,095)            | (1,644)         | <b>(3,739)</b>  |
| Share based payments                           |                    |                 | <b>(986)</b>    |
| Depreciation and amortisation expenses         |                    |                 | <b>(701)</b>    |
| <b>Loss before income tax</b>                  |                    |                 | <b>(5,426)</b>  |
| Income tax benefit                             |                    |                 | <b>653</b>      |
| <b>Loss for year</b>                           |                    |                 | <b>(4,773)</b>  |

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| <b>Segment Assets<br/>At 31 December 2017</b>      | <b>Online<br/>Marketplace</b> | <b>Online<br/>Payments</b> | <b>Total</b>    |
|----------------------------------------------------|-------------------------------|----------------------------|-----------------|
| Segment assets                                     | 38,806                        | 5,393                      | 44,199          |
| Intergroup eliminations                            | (4,554)                       |                            | (4,554)         |
| Deferred tax assets                                |                               |                            | 4,003           |
| Intangibles                                        |                               |                            | 25,042          |
| <b>Total assets</b>                                | <b>34,252</b>                 | <b>5,393</b>               | <b>68,690</b>   |
| <b>Segment liabilities At<br/>31 December 2017</b> |                               |                            |                 |
| Segment liabilities                                | (35,072)                      | (6,244)                    | (41,316)        |
| Intergroup eliminations                            |                               | 4,554                      | 4,554           |
| Deferred tax liabilities                           |                               |                            | (5)             |
| <b>Total liabilities</b>                           | <b>(35,072)</b>               | <b>(1,690)</b>             | <b>(36,767)</b> |

## 5. Revenue

The Company's net revenues result from transaction and other fees generated in its online marketplaces and in providing online escrow services. Revenues are recognised when evidence of an arrangement exists, the fee is fixed and determinable, no significant obligation remains and collection of the receivable is reasonably assured. Amounts disclosed as revenue are net of refunds and amounts collected on behalf of third parties. Where services have not been provided but the Company is obligated to provide the services in the future, revenue recognition is deferred. Provision for doubtful accounts and transaction losses are made at the time of revenue recognition based on the Company's historical experience. The provision for doubtful accounts and transaction losses are recorded as charges to cost of sales.

Revenue is recognised for the major business activities as follows:

### *Marketplace and payment services*

The Group enters into short-term contracts with customers for marketplace and payment services. Such contracts are entered into before the delivery of the service which is paid in advance of receipt of the service. The performance obligation is the delivery of the service which is recognized by the system controls. The system does not draw fees from the customer until the delivery of the service. Therefore, revenue is recognised at a point in time upon delivery of the service when the system recognizes that the service has completed. No rebates or volume discounts are provided to customers.

### *Project Services*

The project services revenue stream focuses on projects negotiated with customers to meet their needs on short to long-term contracts. Revenue is recognised when milestones as determined in the contract are completed. Under AASB 15: Revenue from Contracts with Customers, this happens over time. The Group has an enforceable right to payment for work completed to date and therefore, revenue is recognised over time. The Group considers the cost-to-cost method an appropriate measure of progress for the completion of the performance obligation. The cost-to-cost method is based on the proportion of costs incurred for work performed to date relative to the estimated total contract costs.

A customer is billed for the project services when a certain series of milestones have been achieved. A contract asset is recognised for revenue recognised but not yet billed due to the milestone billing arrangement. Once an invoice is issued, the corresponding contract asset is reclassified to trade receivables. A contract liability is recognised if the milestone payment exceeds the revenue recognised to date under the cost-to-cost method. No significant financing components have been identified in the contracts with customers, as the period between the payment and the recognition of revenue (cost-to-cost method) is always less than 12 months.

### *Interest income*

Interest revenue is recognised using the effective interest rate method, which, for floating rate financial assets, is the rate inherent in the instrument.

### *Government grants*

Government grants are recognised at fair value where there is reasonable assurance that the grant will be received and all grant conditions will be met. Grants relating to expense items are recognised as income over the periods necessary to match the grant to the costs it is compensating.

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All revenue is stated net of the amount of goods and services tax (GST) and Valued Added Tax (VAT).

|                                                                       | 2018<br>\$000 | 2017<br>\$000 |
|-----------------------------------------------------------------------|---------------|---------------|
| <b>Sales revenue</b>                                                  |               |               |
| Marketplace and payment services                                      | 51,085        | 49,775        |
| Enterprise services                                                   | 590           | -             |
| <b>Other revenue</b>                                                  |               |               |
| Interest income                                                       | 26            | 37            |
| Government grants                                                     | 72            | 111           |
| Proceeds from working capital adjustment on acquisition of Escrow.com | -             | 326           |
| Other                                                                 | 78            | 21            |
| <b>Total revenue</b>                                                  | <b>51,851</b> | <b>50,270</b> |

## 6. Expenses

Loss before income tax benefit includes the following specific net losses and expenses:

|                                                     | 2018<br>\$000 | 2017<br>\$000 |
|-----------------------------------------------------|---------------|---------------|
| <i>Employee expenses</i>                            |               |               |
| Wages and salaries (including superannuation)       | 18,587        | 19,820        |
| Other employment costs                              | 1,883         | 2,208         |
| <b>Total employee expenses *</b>                    | <b>20,470</b> | <b>22,028</b> |
| <i>Depreciation and amortization</i>                |               |               |
| Plant and equipment                                 | 416           | 433           |
| Leasehold improvements                              | 114           | 268           |
| <b>Total depreciation and amortisation expenses</b> | <b>530</b>    | <b>701</b>    |
| <i>Rental expense relating to operating leases</i>  |               |               |
| Minimum lease payments                              | 2,702         | 2,776         |
| Net foreign exchange losses                         | 1,353         | 816           |
| <i>Finance costs</i>                                |               |               |
| Interest expense                                    | 33            | 15            |

\* inclusive of employee expenses included in cost of sales

Total employee benefits expenses are inclusive of:

### Short-term obligations

Employee benefits that are expected to be settled within 12 months have been measured at the amounts expected to be paid when the liabilities are settled, plus related on-costs. The liability for annual leave is recognised in the provision for employee benefits. All other short term employee benefit obligations are presented as payables.

### Other long-term employee benefit obligations

Employee benefits payable later than 12 months have been measured at the present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wages increases and the probability that the employee may satisfy any vesting requirements. Those cash flows are discounted using market yields on national government bonds with terms to maturity that match the expected timing of cash flows attributable to employee benefits.

# Freelancer Limited

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#### Short-term incentive plans

The Group recognises a liability and an expense for bonuses payable under short term incentive plans. Short term incentive plans are based on the achievement of targeted performance levels that may be set at the beginning of each financial year. The Group recognises a liability to pay out short term incentives when contractually obliged based on the achievement of the stated performance levels, or where there is a past practice that has created a constructive obligation.

#### 7. Income tax

The income tax expense or revenue for the period is the tax payable on the current period's taxable income based on the applicable tax rate for each jurisdiction adjusted by changes in deferred tax assets and liabilities attributable to temporary differences and to unused tax losses.

The current income tax charge is calculated on the basis of the tax laws enacted or substantively enacted at the end of the reporting period in the countries where the Company's subsidiaries operate and generate taxable income. Management periodically evaluates positions taken in tax returns with respect to situations in which applicable tax regulation is subject to interpretation. It establishes provisions where appropriate on the basis of amounts expected to be paid to the tax authorities.

Deferred tax is recognised in respect of temporary differences between the carrying amounts of assets and liabilities for financial reporting purposes and the amounts used for taxation purposes. Deferred tax is not recognised for:

- temporary differences on the initial recognition of assets or liabilities in a transaction that is not a business combination and that affects neither accounting nor taxable profit or loss
- temporary differences related to investments in subsidiaries, associates and jointly controlled entities to the extent that the Group is able to control the timing of the reversal of the temporary differences and it is probable that they will not reverse in the foreseeable future
- taxable temporary differences arising on the initial recognition of goodwill.

The measurement of deferred tax reflects the tax consequences that would follow the manner in which the Group expects, at the end of the reporting period, to recover or settle the carrying amount of its assets and liabilities.

Deferred tax is measured at the tax rates that are expected to be applied to temporary differences when they reverse, using tax rates enacted or substantively enacted at the reporting date.

Deferred tax assets and liabilities are offset if there is a legally enforceable right to offset current tax liabilities and assets, and they relate to taxes levied by the same tax authority on the same taxable entity, or on different tax entities, but they intend to settle current tax liabilities and assets on a net basis or their tax assets and liabilities will be realised simultaneously.

A deferred tax asset is recognised for unused tax losses, tax credits and deductible temporary differences, to the extent that it is probable that future taxable profits will be available against which they can be utilised. Deferred tax assets are reviewed at each reporting date and are reduced to the extent that it is no longer probable that the related tax benefit will be realised.

In determining the amount of current and deferred tax the Group takes into account the impact of uncertain tax positions and whether additional taxes and interest may be due. This assessment relies on estimates and assumptions and may involve a series of judgements about future events. New information may become available that causes the Group to change its judgement regarding the adequacy of existing tax liabilities; such changes to tax liabilities will impact the tax expense in the period that such a determination is made.

The Company and its wholly-owned Australian resident entities are part of a tax consolidated group. As a consequence, all members of the tax-consolidated group are taxed as a single entity. The head entity within the tax-consolidated group is Freelancer Limited.

|                                                                       | 2018         | 2017         |
|-----------------------------------------------------------------------|--------------|--------------|
|                                                                       | \$000        | \$000        |
| <b>(a) Income tax</b>                                                 |              |              |
| Current tax                                                           | 90           | 70           |
| Deferred tax                                                          | (399)        | (723)        |
| <b>Income tax (benefit)</b>                                           | <b>(309)</b> | <b>(653)</b> |
| Deferred income tax expense included in income tax benefit comprises: |              |              |
| (Increase) in deferred tax assets                                     | (646)        | (725)        |
| Increase in deferred tax liability                                    | 237          | 2            |
| <b>Total deferred income tax</b>                                      | <b>(409)</b> | <b>(723)</b> |

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**(b) Numerical reconciliation of income tax benefit to prima facie income tax payable**

|                                                         |         |         |
|---------------------------------------------------------|---------|---------|
| Loss from ordinary activities before income tax expense | (1,793) | (5,426) |
| Tax at the Australian rate of 30%                       | (538)   | (1,628) |

**Tax effect amounts which are not deductible / (taxable) in calculating taxable income:**

|                                                         |              |              |
|---------------------------------------------------------|--------------|--------------|
| R&D tax incentive                                       | (53)         | (81)         |
| Difference in tax rate                                  | 46           | 92           |
| Share based payments                                    | 168          | 296          |
| Over provision in prior years                           | 16           | -            |
| Future benefit of foreign losses                        | (73)         | (20)         |
| Timing differences not recognized as deferred tax asset | (97)         |              |
| Other non-allowable items                               | 220          | 688          |
| <b>Income tax (benefit)</b>                             | <b>(311)</b> | <b>(653)</b> |

**(c) Amounts recognised directly in equity**

|                                              |    |    |
|----------------------------------------------|----|----|
| Deferred tax associated with capital raising | 28 | 60 |
|----------------------------------------------|----|----|

**(d) Deferred tax assets**

The balance comprises temporary differences attributable to:

**Amounts recognised in profit or loss:**

|                                                   |              |              |
|---------------------------------------------------|--------------|--------------|
| Employee benefits                                 | 311          | 278          |
| Provision for user disputes & refunds             | 77           | 58           |
| Prepayments                                       | (9)          | -            |
| Legal fees                                        | 22           | 24           |
| Foreign exchange losses                           | 603          | 110          |
| Provision for impairment of receivables           | 829          | 699          |
| Audit fees                                        | 82           | 77           |
| Future benefit of tax losses                      | 2,199        | 2,443        |
| Future benefit of foreign tax losses              | 532          | 254          |
| <b>Total amounts recognised in profit or loss</b> | <b>4,646</b> | <b>3,943</b> |

**Amounts recognised directly in equity:**

|                                           |           |           |
|-------------------------------------------|-----------|-----------|
| Capital raising costs                     | 28        | 60        |
| <b>Total amounts recognised in equity</b> | <b>28</b> | <b>60</b> |

|                                |              |              |
|--------------------------------|--------------|--------------|
| <b>Net deferred tax assets</b> | <b>4,674</b> | <b>4,003</b> |
|--------------------------------|--------------|--------------|

**Movements:**

|                                          |              |              |
|------------------------------------------|--------------|--------------|
| Opening balance at beginning of year     | 4,003        | 3,278        |
| Credited to the profit or loss statement | 646          | 725          |
| Exchange differences                     | 25           | -            |
| <b>Closing balance at end of year</b>    | <b>4,674</b> | <b>4,003</b> |

**(e) Deferred tax liabilities**

The balance comprises temporary differences attributable to:

|                                     |            |          |
|-------------------------------------|------------|----------|
| Foreign exchange losses             | 241        | -        |
| Fixed assets                        | 5          | 5        |
| <b>Net deferred tax liabilities</b> | <b>246</b> | <b>5</b> |



**Freelancer Limited**  
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**Movements:**

|                                          |            |          |
|------------------------------------------|------------|----------|
| Opening balance at beginning of year     | 5          | 3        |
| Credited to the profit or loss statement | 237        | 2        |
| Exchange differences                     | 4          | -        |
| <b>Closing balance at end of year</b>    | <b>246</b> | <b>5</b> |

**(f) Current tax assets**

|                    |   |     |
|--------------------|---|-----|
| Current tax assets | - | 105 |
|--------------------|---|-----|

**(g) Current tax liabilities**

|                         |    |    |
|-------------------------|----|----|
| Current tax liabilities | 71 | 61 |
|-------------------------|----|----|

**(h) Franking credits**

|                                                                             |    |    |
|-----------------------------------------------------------------------------|----|----|
| Franking credits available at the reporting date based on a tax rate of 30% | 66 | 66 |
|-----------------------------------------------------------------------------|----|----|

Freelancer Limited and its wholly-owned Australian entities elected to form an income tax consolidated group as of 12 April 2010.

**8. Cash and cash equivalents**

For cash flow statement presentation purposes, cash and cash equivalents includes cash on hand, deposits held at call with banks, other short term highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value, and bank overdrafts.

|                                        | 2018<br>\$000 | 2017<br>\$000 |
|----------------------------------------|---------------|---------------|
| <b>Current</b>                         |               |               |
| Cash at bank and on hand               | 32,407        | 31,111        |
| Term deposits                          | 804           | 797           |
| <b>Total cash and cash equivalents</b> | <b>33,211</b> | <b>31,908</b> |

**9. Trade and other receivables**

Trade receivables are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method, less provision for impairment. This provision includes amounts that are not considered to be recoverable from debtors and amounts that are expected to be credited to debtors. Trade receivables are generally due for settlement no more than 30 days from the date of recognition. They are presented as current assets unless collection is not expected for more than 12 months after the reporting date.

Collectability of trade receivables is reviewed on an ongoing basis. A provision for impairment of trade receivables is established when there is objective evidence that the Group will not be able to collect all amounts due according to the original terms of the receivables. Significant financial difficulties of the debtor, probability that the debtor will enter bankruptcy or financial reorganisation, and default or delinquency in payments are considered indicators that the trade receivable is impaired. In addition, the trade receivables balances are considered for credit notes that are expected to be raised against individual and collective balances.

|                                                                   | 2018<br>\$000 | 2017<br>\$000 |
|-------------------------------------------------------------------|---------------|---------------|
| <b>Current</b>                                                    |               |               |
| Trade receivables                                                 | 3,743         | 2,521         |
| Payment gateway receivables                                       | 2,545         | 2,803         |
| Less: provisions for impairment of receivables                    | (2,814)       | (2,331)       |
| <b>Current trade receivables net of provisions for impairment</b> | <b>3,474</b>  | <b>2,993</b>  |
| Other receivables                                                 | -             | 65            |
| <b>Total current trade and other receivables</b>                  | <b>3,474</b>  | <b>3,058</b>  |

**Freelancer Limited**  
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**Non-Current**

|                                          |              |              |
|------------------------------------------|--------------|--------------|
| Payment gateway receivables              | 1,103        | 871          |
| <b>Total trade and other receivables</b> | <b>4,577</b> | <b>3,929</b> |

**(a) Provision for impaired trade receivables**

|                                                                    |       |       |
|--------------------------------------------------------------------|-------|-------|
| Opening balance                                                    | 2,331 | 2,679 |
| Increase / (Decrease) in provisions for impairment during the year | 209   | (115) |
| Exchange differences                                               | 274   | (233) |
| Closing balance                                                    | 2,814 | 2,331 |

**(b) Ageing of current trade receivables**

|                                                                |              |              |
|----------------------------------------------------------------|--------------|--------------|
| 1 – 30 days                                                    | 3,187        | 3,185        |
| 31 – 60 days                                                   | 394          | 215          |
| 61 – 90 days                                                   | 256          | 171          |
| 90+ days                                                       | 2,451        | 1,753        |
| Provision for impairment                                       | (2,814)      | (2,331)      |
| <b>Total trade receivables net of provision for impairment</b> | <b>3,474</b> | <b>2,993</b> |

**10. Other assets**

|                                       | 2018         | 2017         |
|---------------------------------------|--------------|--------------|
|                                       | \$000        | \$000        |
| <b>Current</b>                        |              |              |
| Prepayments                           | 969          | 868          |
| Other                                 | 3            | 1            |
| <b>Total current other assets</b>     | <b>972</b>   | <b>869</b>   |
| <b>Non-current</b>                    |              |              |
| Security deposits                     | 696          | 521          |
| <b>Total non-current other assets</b> | <b>696</b>   | <b>521</b>   |
| <b>Total other assets</b>             | <b>1,668</b> | <b>1,390</b> |

**11. Plant and equipment**

Plant and equipment is stated at historical cost less depreciation, amortisation and impairment losses. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

The carrying amount of plant and equipment is reviewed annually by directors to ensure it is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the asset's employment and subsequent disposal. The expected net cash flows have not been discounted in determining recoverable amounts.

Depreciation of all fixed assets is calculated using the straight-line method to allocate their cost, net of their residual values, over their estimated useful lives, as follows:

- Fixtures and fittings 4 - 5 years
- Motor vehicles 4 years
- Office and computer equipment 4 - 5 years
- Software 3 years
- Leasehold improvements shorter of either the unexpired period of the lease or the estimated useful lives of the improvements

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period.

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An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are recognised in the profit and loss in the period in which they arise. When revalued assets are sold, amounts included in the revaluation surplus relating to that asset are transferred to retained earnings.

|                                                        | 2018<br>\$000 | 2017<br>\$000 |
|--------------------------------------------------------|---------------|---------------|
| <b>Non-current</b>                                     |               |               |
| Office and computer equipment – at cost                | 2,406         | 2,315         |
| Accumulated depreciation                               | (1,925)       | (1,556)       |
| <b>Carrying value of office and computer equipment</b> | <b>481</b>    | <b>759</b>    |
| Fixtures and fittings – at cost                        | 507           | 494           |
| Accumulated depreciation                               | (456)         | (394)         |
| <b>Carrying value of fixtures and fittings</b>         | <b>51</b>     | <b>100</b>    |
| Motor vehicles – at cost                               | -             | 42            |
| Accumulated depreciation                               | -             | (42)          |
| <b>Carrying value of motor vehicles</b>                | <b>-</b>      | <b>-</b>      |
| Software – at cost                                     | 19            | 19            |
| Accumulated depreciation                               | (18)          | (16)          |
| <b>Carrying value of software</b>                      | <b>1</b>      | <b>3</b>      |
| Leasehold improvements – at cost                       | 753           | 730           |
| Accumulated amortization                               | (729)         | (679)         |
| <b>Carrying value of leasehold improvements</b>        | <b>24</b>     | <b>51</b>     |
| <b>Total carrying value of plant and equipment</b>     | <b>557</b>    | <b>913</b>    |

*Reconciliations*

Reconciliations of the carrying amount of plant and equipment and leasehold improvements at the beginning and end of the current financial year are set out below:

|                                    | Office and<br>computer<br>equipment<br>\$000 | Fixtures and<br>fittings<br>\$000 | Motor<br>Vehicles<br>\$000 | Software<br>\$000 | Leasehold<br>improvements<br>\$000 | Total<br>\$000 |
|------------------------------------|----------------------------------------------|-----------------------------------|----------------------------|-------------------|------------------------------------|----------------|
| <b>Balance at 1 January 2017</b>   | 842                                          | 152                               | -                          | 7                 | 310                                | 1,311          |
| Additions                          | 365                                          | 29                                | -                          | -                 | 11                                 | 405            |
| Disposals                          |                                              |                                   |                            |                   | (102)                              | (102)          |
| Depreciation and amortization      | (448)                                        | (81)                              | -                          | (4)               | (168)                              | (701)          |
| <b>Balance at 31 December 2017</b> | <b>759</b>                                   | <b>100</b>                        |                            | <b>3</b>          | <b>51</b>                          | <b>913</b>     |
| Additions                          | 81                                           | 3                                 | -                          | -                 | 90                                 | 174            |
| Disposals                          |                                              |                                   |                            |                   |                                    |                |
| Depreciation and amortization      | (359)                                        | (52)                              | -                          | (2)               | (117)                              | (530)          |
| <b>Balance at 31 December 2018</b> | <b>481</b>                                   | <b>51</b>                         | <b>-</b>                   | <b>1</b>          | <b>24</b>                          | <b>557</b>     |

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**12. Intangible assets**

*Goodwill*

Goodwill is initially recorded at the amount by which the purchase price for a business combination exceeds the fair value attributed to the interest in the net fair value of identifiable assets, liabilities and contingent liabilities acquired at date of acquisition. Goodwill is not amortised. Instead goodwill is tested for impairment annually or more frequently if events or changes in circumstances indicate that it might be impaired, and is carried at cost less accumulated impairment losses.

*Domain Names*

Domain names are valued at cost of acquisition. Domain names are tested for impairment annually or more frequently if events or changes in circumstances indicate that it might be impaired, either individually or at the cash generating unit level. Useful lives are also examined on an annual basis and adjustments, where applicable, are made on a prospective basis.

*Intellectual Property*

Intellectual property is valued at cost of acquisition. Intellectual property is tested for impairment annually or more frequently if events or changes in circumstances indicate that it might be impaired, either individually or at the cash generating unit level. Useful lives are also examined on an annual basis and adjustments, where applicable, are made on a prospective basis.

*Trademarks*

Trademarks are valued at cost of acquisition and are amortised on a straight-line basis over the period in which the benefits are expected to be realised. Trademarks are tested for impairment where an indicator of impairment exists, either individually or at the cash generating unit level. Useful lives are also examined on an annual basis and adjustments, where applicable, are made on a prospective basis.

|                                                  | 2018<br>\$000 | 2017<br>\$000 |
|--------------------------------------------------|---------------|---------------|
| <b>Non Current</b>                               |               |               |
| Domain names – at cost                           | 4,910         | 4,877         |
| Accumulated impairment                           | (28)          | (28)          |
| <b>Carrying value of domain names</b>            | <b>4,882</b>  | <b>4,849</b>  |
| Intellectual property – at cost                  | 2,198         | 2,198         |
| Accumulated impairment                           | -             | -             |
| <b>Carrying value of domain names</b>            | <b>2,198</b>  | <b>2,198</b>  |
| Goodwill                                         | 19,349        | 19,395        |
| Accumulated impairment                           | -             | -             |
| <b>Carrying value of goodwill</b>                | <b>19,349</b> | <b>19,395</b> |
| <b>Total carrying value of intangible assets</b> | <b>26,429</b> | <b>26,442</b> |

*Reconciliations*

Reconciliations of the carrying amount of intangible assets at the beginning and end of the current and previous financial year are set out below:

|                                    | Domain<br>names<br>\$000 | Intellectual<br>property<br>\$000 | Goodwill<br>\$000 | Total<br>\$000 |
|------------------------------------|--------------------------|-----------------------------------|-------------------|----------------|
| <b>Balance at 1 January 2017</b>   | 4,108                    | 2,198                             | 19,395            | 25,701         |
| Additions                          | 741                      | -                                 | -                 | 741            |
| Impairment                         | -                        | -                                 | -                 | -              |
| Amortisation                       | -                        | -                                 | -                 | -              |
| <b>Balance at 31 December 2017</b> | <b>4,849</b>             | <b>2,198</b>                      | <b>19,395</b>     | <b>26,442</b>  |

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|                                         | Domain<br>names<br>\$000 | Intellectual<br>property<br>\$000 | Goodwill<br>\$000 | Total<br>\$000 |
|-----------------------------------------|--------------------------|-----------------------------------|-------------------|----------------|
| Additions                               | 33                       | -                                 | 40                | 73             |
| Adjustment to goodwill from acquisition |                          |                                   | (86)              | (86)           |
| Impairment                              | -                        | -                                 | -                 | -              |
| Amortisation                            | -                        | -                                 | -                 | -              |
| <b>Balance at 31 December 2018</b>      | <b>4,882</b>             | <b>2,198</b>                      | <b>19,349</b>     | <b>26,429</b>  |

The Directors have determined the useful life of domain names is indefinite and subject to an annual test for impairment of the fair value of the domain names. The Directors have assessed the recoverability of domain names, intellectual property and goodwill based on value in use calculations.

The recoverable amount of the Group's intangible assets has been determined by a value-in-use calculation using a discounted cash flow model, based on a 12 month projection period for the Group approved by management and extrapolated for a further 5 years with a discounted terminal value.

Goodwill is allocated to cash-generating units which are based on the Group's reporting segments:

|                    | 2018<br>\$000 | 2017<br>\$000 |
|--------------------|---------------|---------------|
| Online marketplace | 14,780        | 14,793        |
| Online payments    | 11,649        | 11,649        |
| <b>Total</b>       | <b>26,429</b> | <b>26,442</b> |

The recoverable amount of each cash-generating unit above is determined based on value-in-use calculations. Value-in-use is calculated based on the present value of cash flow projections over a 5 year period with the period extending beyond 5 years extrapolated using a 2% terminal growth rate. The cash flows are discounted based on management's estimate of the time value of money and the Group's weighted average cost of capital adjusted for the risk free rate and the volatility of the share price relative to market movements.

The following key assumptions were used in the value-in-use calculations:

|                    | CAGR<br>Rate | Discount<br>Rate |
|--------------------|--------------|------------------|
| Online marketplace | 11%          | 15%              |
| Online payments    | 15%          | 15%              |

Management has based the value-in-use calculations on budgets for each reporting segment. These budgets use historical weighted average growth rates to project revenue. Costs are calculated taking into account historical gross margins as well as estimated weighted average inflation rates over the period, which are consistent with inflation rates applicable to the locations in which the segments operate. Discount rates are pre-tax and are adjusted to incorporate risks associated with a particular segment.

Based on the above, management is satisfied that there are no indicators of impairment to the current carrying value of intangible assets.

**Freelancer Limited**  
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**13. Trade and other payables**

These amounts represent liabilities for goods and services provided to the Group and amounts outstanding to users of the Company's websites at the end of financial year which are unpaid. The amounts are unsecured and are payable as and when they are due. Trade and other payables are presented as current liabilities unless payment is not due within 12 months from the reporting date.

|                                       | 2018<br>\$000 | 2017<br>\$000 |
|---------------------------------------|---------------|---------------|
| <b>Current</b>                        |               |               |
| Trade payables                        | 2,491         | 3,184         |
| Sundry payables and accrued expenses  | 730           | 840           |
| User obligations                      | 32,677        | 28,932        |
| <b>Total trade and other payables</b> | <b>35,898</b> | <b>32,956</b> |

**14. Borrowings**

|                         | 2018<br>\$000 | 2017<br>\$000 |
|-------------------------|---------------|---------------|
| <b>Current</b>          |               |               |
| Working capital loan    | 121           | -             |
| <b>Total borrowings</b> | <b>121</b>    | <b>-</b>      |

This loan has been provided from non-controlling shareholders of Freightlancer Holdings Pty Limited to provide working capital funding. The loan is unsecured, interest free and has no fixed date of repayment.

**15. Provisions**

Provisions are recognised when the Company has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions recognised represent the best estimate of the amounts required to settle the obligation at reporting date.

A provision for onerous contracts is recognised when the expected benefits to be derived by the Group from a contract are lower than the unavoidable cost of meeting the obligations under the contract. The provision is stated at the present value of the future net cash outflows expected to be incurred in respect of the contract.

|                                         | 2018<br>\$000 | 2017<br>\$000 |
|-----------------------------------------|---------------|---------------|
| <b>Current</b>                          |               |               |
| Provision for user disputes and refunds | 256           | 192           |
| Employee benefits                       | 1,012         | 931           |
| Provision for indirect taxes            | 252           | -             |
| Provision for penalties*                | 398           | 897           |
| <b>Total current provisions</b>         | <b>1,918</b>  | <b>2,020</b>  |
| <b>Non-current</b>                      |               |               |
| Make-good provisions                    | 300           | 266           |
| Employee benefits                       | 339           | 243           |
| <b>Total non-current provisions</b>     | <b>639</b>    | <b>509</b>    |
| <b>Total provisions</b>                 | <b>2,557</b>  | <b>2,529</b>  |

\*At the time of the acquisition of the Escrow.com business in November 2015, it held eight money transmission and/or escrow licences in the US. After the acquisition, the Company has pursued an aggressive program of applying for money transmission and/or escrow licenses in the remaining states in the US. At 31 December 2018, thirty eight licences were in place. As part of this process, in FY18 the division incurred one-off regulatory penalties of \$0.8 million (FY17: \$0.2 million) for unlicensed activity (substantially pre- acquisition). In addition the Company has further made provision of \$0.4 million as an estimate of probable penalties.

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**a) Movements**

|                                    | Provision<br>for User<br>Disputes/<br>Refunds | Provision<br>for Indirect<br>Taxes | Employee<br>Benefits | Provision<br>for<br>Penalties | Provision<br>for Make-<br>good | Total<br>Provisions |
|------------------------------------|-----------------------------------------------|------------------------------------|----------------------|-------------------------------|--------------------------------|---------------------|
|                                    | \$000                                         | \$000                              | \$000                | \$000                         | \$000                          | \$000               |
| <b>Balance at 1 January 2017</b>   | <b>346</b>                                    | <b>-</b>                           | <b>1,116</b>         | <b>-</b>                      | <b>237</b>                     | <b>1,699</b>        |
| Additional provisions              | 140                                           | -                                  | 685                  | 897                           | 62                             | 1,784               |
| Amounts used                       | (115)                                         | -                                  | (652)                | -                             | -                              | (767)               |
| Unused amounts reversed            | (154)                                         | -                                  | -                    | -                             | (22)                           | (176)               |
| Foreign exchange differences       | (25)                                          | -                                  | 25                   | -                             | (11)                           | (11)                |
| <b>Balance at 31 December 2017</b> | <b>192</b>                                    | <b>-</b>                           | <b>1,174</b>         | <b>897</b>                    | <b>266</b>                     | <b>2,529</b>        |
| <b>Balance at 1 January 2018</b>   | <b>192</b>                                    | <b>-</b>                           | <b>1,174</b>         | <b>897</b>                    | <b>266</b>                     | <b>2,529</b>        |
| Additional provisions              | 81                                            | 248                                | 591                  | 313                           | 41                             | 1,274               |
| Amounts used                       | -                                             | -                                  | (227)                | (829)                         | -                              | (1,056)             |
| Unused amounts reversed            | (41)                                          | -                                  | (208)                | (80)                          | (17)                           | (346)               |
| Foreign exchange differences       | 24                                            | 4                                  | 21                   | 97                            | 10                             | 156                 |
| <b>Balance at 31 December 2018</b> | <b>256</b>                                    | <b>252</b>                         | <b>1,351</b>         | <b>398</b>                    | <b>300</b>                     | <b>2,557</b>        |

**16. Contract liabilities**

Refer to Note 5 for the accounting policy on marketplace and payment services revenue recognition policy. Revenue is recognised when these conditions are met.

|                                                      | 2018<br>\$000 | 2017<br>\$000 |
|------------------------------------------------------|---------------|---------------|
| Amounts received in advance of delivery for services | 1,148         | 1,216         |
| <b>Total contract liabilities</b>                    | <b>1,148</b>  | <b>1,216</b>  |
| Current                                              | 620           | 911           |
| Non-current                                          | 528           | 305           |
|                                                      | <b>1,148</b>  | <b>1,216</b>  |

*Significant changes in contract assets and liabilities*

There were no significant changes in the contract liability balances during the 2018 year.

**Freelancer Limited**  
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**17. Contributed equity**

**(a) Share capital**

|                            | Note  | 2018<br>Number | 2017<br>Number | 2018<br>\$000 | 2017<br>\$000 |
|----------------------------|-------|----------------|----------------|---------------|---------------|
| <b>Ordinary shares</b>     |       |                |                |               |               |
| Fully paid                 | 15(b) | 455,197,935    | 456,835,488    | 38,106        | 38,049        |
| <b>Total share capital</b> |       |                |                | <b>38,106</b> | <b>38,049</b> |

**(b) Movements in ordinary share capital**

| Reconciliation to 31 December 2017                     | Number<br>of shares | Average<br>price | \$000         |
|--------------------------------------------------------|---------------------|------------------|---------------|
| Balance at 1 January 2017                              | 458,728,081         |                  | 37,750        |
| <b>Issue / (cancellation) of ordinary shares:</b>      |                     |                  |               |
| Issue of ESP shares <sup>1</sup>                       | 1,885,928           | \$0.52           | -             |
| Buy-back and cancellation of ESP shares                | (3,778,521)         | \$0.84           | -             |
| Contributed equity arising from repayment of ESP loans | -                   | -                | 299           |
| <b>Balance at 31 December 2017</b>                     | <b>456,835,488</b>  |                  | <b>38,049</b> |

| Reconciliation to 31 December 2018                     | Number<br>of shares | Average<br>price | \$000         |
|--------------------------------------------------------|---------------------|------------------|---------------|
| Balance at 1 January 2018                              | 456,835,488         |                  | 38,049        |
| <b>Issue / (cancellation) of ordinary shares:</b>      |                     |                  |               |
| Issue of ESP shares <sup>1</sup>                       | 1,115,150           | \$0.54           | -             |
| Buy-back and cancellation of ESP shares                | (2,752,703)         | \$1.06           | -             |
| Contributed equity arising from repayment of ESP loans | -                   | -                | 57            |
| <b>Balance at 31 December 2018</b>                     | <b>455,197,935</b>  |                  | <b>38,106</b> |

**(c) Ordinary shares**

Ordinary shares have the right to receive dividends as declared, and, in the event of winding up the Company, to participate in the proceeds from the sale of all surplus assets in proportion to the number of and amounts paid up on shares held. Ordinary shares entitle their holder to one vote, either in person or by proxy, at a meeting of the Company.

**(d) Employee Share Plan (ESP)**

Information relating to the ESP, including details of shares issued under the plan, is set out in Note 23.

**(e) Capital risk management**

The Group's objectives when managing capital are to safeguard its ability to continue as a going concern, so that it can provide returns to shareholders and benefits for other stakeholders and to maintain an optimum capital structure to reduce the cost of capital.

In order to maintain or adjust the capital structure, the Group may adjust the amount of dividends paid to shareholders, return capital to shareholders, issue new shares or sell assets to reduce debt. The Group would look to raise capital when an opportunity to invest in a business or company was seen as value adding relative to the current parent entity's share price at the time of the investment. The Group actively pursues additional investments as part of its growth strategy.

The capital risk management policy remains unchanged from the 2017 Annual Report.

<sup>1</sup> As the ESP is considered in substance a share option, the ESP shares issued and corresponding loan receivables are not recognised by the Group in its financial statements. The loan receivable does not satisfy the "probable future benefits following to the entity" criteria on the basis that the loan is non-recourse. The ESP shares will not be considered issued to participants until the corresponding loan has been repaid, at which time there will be an increase in the issued capital and increase in cash.



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**18. Equity – reserves**

| a) Movements                                               | 2018         | 2017         |
|------------------------------------------------------------|--------------|--------------|
|                                                            | \$000        | \$000        |
| <b>Share based payment reserve movements</b>               |              |              |
| Balance at the beginning of the period                     | 3,824        | 2,838        |
| Share based payment expense                                | 558          | 986          |
| <b>Balance at the end of the period</b>                    | <b>4,382</b> | <b>3,824</b> |
| <b>Foreign currency translation reserve movements</b>      |              |              |
| Balance at the beginning of the period                     | (383)        | (405)        |
| Currency translation differences arising during the period | 1            | 22           |
| <b>Balance at the end of the period</b>                    | <b>(382)</b> | <b>(383)</b> |
| <b>Total reserves</b>                                      | <b>4,000</b> | <b>3,441</b> |

**(b) Nature and purpose of reserves**

**Share-based payments reserve**

This amount represents the value of the ESP share grants to employees under the Freelancer Employee Share Plan and other compensation granted in the form of equity.

**Foreign currency translation reserve**

The foreign currency translation reserve is used to record exchange differences arising from the translation of the financial statements of its overseas subsidiaries.

**19. Key management personnel disclosures**

**(a) Directors**

The following persons were Directors of Freelancer Limited during the financial year:

Mr Robert Matthew Barrie – Executive Chairman  
Mr Darren Nicholas John Williams – Non-Executive Director  
Mr Simon Alvin Clausen – Non-Executive Director

**(b) Other key management personnel**

The following persons also had the authority and responsibility for planning, directing and controlling the major activities of the Group, directly or indirectly, during the financial year:

Mr Neil Leonard Katz – Chief Financial Officer and Company Secretary

**(c) Key management personnel compensation**

|                               | 2018         | 2017         |
|-------------------------------|--------------|--------------|
|                               | \$000        | \$000        |
| Short-term employee benefits  | 943          | 956          |
| Share based employee benefits | 111          | 142          |
| Other long term benefits      | 62           | 62           |
| <b>Total benefits</b>         | <b>1,116</b> | <b>1,160</b> |

*Short-term employee benefits*

These amounts include fees and benefits paid to the Non-Executive Directors as well as all salary, paid leave benefits, fringe benefits and cash bonuses awarded to Executive Directors and other KMP.

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## Notes to the financial statements

### For the financial year ended 31 December 2018

#### *Other long-term benefits*

These amounts represent long service leave benefits accruing during the year, long-term disability benefits and deferred bonus payments.

#### *Share based payments*

These amounts represent the expense related to the participation of KMP in equity-settled schemes as measured by the fair value of the options rights and shares granted on grant date.

Further information in relation to KMP remuneration can be found in the Remuneration Report, which is included in the Director's Report.

## 20. Remuneration of auditors

During the year the following fees were paid for services provided by the auditor of the parent entity, its related practices and non-related audit firms:

|                                                                            | 2018<br>\$000 | 2017<br>\$000 |
|----------------------------------------------------------------------------|---------------|---------------|
| <b>(a) Hall Chadwick</b>                                                   |               |               |
| Audit and other assurance services                                         | 113           | 109           |
| Audit and review of financial reports                                      | 2             | -             |
| <i>Taxation services</i>                                                   |               |               |
| Tax compliance services, including review of Company income tax returns    | 37            | 21            |
| <b>Total remuneration of Hall Chadwick</b>                                 | <b>152</b>    | <b>130</b>    |
| <b>(b) Audit firms other than Hall Chadwick</b>                            |               |               |
| <i>Audit and other assurance services</i>                                  |               |               |
| Audit and review of financial reports                                      | 32            | 60            |
| <i>Taxation services</i>                                                   |               |               |
| Tax compliance services, including review of subsidiary income tax returns | 8             | 13            |
| <b>Total remuneration of audit firms other than Hall Chadwick</b>          | <b>40</b>     | <b>73</b>     |
| <b>Total auditors' remuneration</b>                                        | <b>192</b>    | <b>203</b>    |

## 21. Contingent liabilities

Except for the items listed below, there are no other contingent liabilities as at 31 December 2018:

- a collateral amount of USD450,000 (2017: USD100,000) is in place in one of the Group's PayPal accounts in favour of PayPal Australia Pty Ltd;
- term deposits of \$76,822 (2017: \$71,257) are secured for corporate credit card facilities in place;
- deposits of \$1,200,000 (2017: \$1,200,000) are held by various credit card processing providers, as security for any contractual compensation arising under these agreements;
- included in cash is an amount of \$724,000 (2017: \$724,000) on term deposit, which is secured against a bank guarantee that has been provided to the lessor in respect of premises occupied by the Company at Level 20, 680 George Street Sydney.
- included in cash is an amount of USD455,000 (2017: USD455,000), which is secured in connection with surety bonds in place with certain regulators in the US.
- Included in cash is an amount of USD104,000 (2017: USD82,000), which is held as a reserve to satisfy escrow regulatory requirements in respect of credit card transactions.

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**22. Commitments for expenditure**

Leases in which a significant portion of the risks and rewards of ownership are not transferred to the Group as lessee are classified as operating leases. Leases are made up of operating leases of property. Payments made under operating leases (net of any incentives received from the lessor) are charged to the consolidated profit or loss statement on a straight-line basis over the period of the lease. Benefits that are provided to the Group as an incentive to enter into a lease arrangement are recognised as a liability and amortised on a straight-line basis over the life of the lease.

Where the Group acts as lessor in an operating lease arrangement, rental income from operating leases is accounted for on a straight-line basis over the period of the lease. Lease incentives provided are recognised over the lease term on a straight-line basis.

**(a) Non-cancellable operating leases**

The Group has entered into commercial leases for office property. As at 31 December 2018 these leases had remaining lives ranging from 1 month up to 35 months. Rentals paid under operating leases are charged to the income statement on a straight line basis over the period of the lease. Future minimum rentals payable under non-cancellable operating leases as at 31 December are as follows:

|                                          | 2018<br>\$000 | 2017<br>\$000 |
|------------------------------------------|---------------|---------------|
| Less than one year                       | 2,626         | 4,284         |
| Between one and five years               | 1,185         | 2,138         |
| More than five years                     | -             | -             |
| <b>Total operating lease commitments</b> | <b>3,811</b>  | <b>6,422</b>  |

**(b) Non-cancellable operating services**

The Group has entered into a commercial agreement for web hosting services with an annual fee commitment for 2 years commencing on 1 January 2018. Fees paid under this agreement are charged to the income statement on a usage basis over the period of the agreement. This commitment is fixed in USD. The future minimum fee commitment under this agreement has been calculated using the spot exchange rate at 31 December 2018 and may be subject to variation due to changes in exchange rates. The amounts are as follows:

|                                          | 2018<br>\$000 | 2017<br>\$000 |
|------------------------------------------|---------------|---------------|
| Less than one year                       | 5,657         | 4,639         |
| Between one and five years               | -             | 5,103         |
| More than five years                     | -             | -             |
| <b>Total operating lease commitments</b> | <b>5,657</b>  | <b>9,742</b>  |

**(c) Other capital commitments**

There were no other capital commitments as at 31 December 2018

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**23. Share based payments**

The Group operates an employee share plan. The fair value of the effective option over the shares granted under the Company's Employee Share Plan (ESP) is recognised as an employee benefit expense with a corresponding increase in equity. The fair value is measured at grant date and recognised over the period during which the employees become unconditionally entitled to the ESP shares.

The fair value at grant date is independently determined using a Black-Scholes option pricing model that takes into account the exercise price, the term of the ESP shares, the vesting and performance criteria, the impact of dilution, the non-tradeable nature of the ESP share, the share price at grant date and expected price volatility of the underlying share, the expected dividend yield and the risk-free interest rate for the term of the ESP share.

The fair value of share grants issued outside of the ESP is independently determined based on the value of the shares at grant date less the present value of dividends expected to be distributed between the grant date and the vesting dates.

During the year ended 31 December 2013, the Company established a share based payment plan, the Employee Share Plan (ESP) to assist the Company in retaining and attracting current and future employees by providing them with the opportunity to own shares in the Company. Resolutions to amend and approve the ESP were passed at the AGM held on 17 May 2016.

The key terms of the ESP are as follows:

- the Board may invite a person who is employed or engaged by or holds an office with the Group (whether on a full or part-time basis) and who is declared by the Board to be eligible to participate in the ESP from time to time (Eligible Employee) to apply for fully paid ordinary shares under the plan from time to time (ESP shares);
- invitations to apply for ESP shares offered to Eligible Employees subsequent to the Company's initial public offering are to be made on the basis of the market price per share defined as the volume weighted average price at which the Company's shares have traded during the 30 days immediately preceding the date of the invitation;
- invitations to apply for ESP shares under the ESP will be made on a basis determined by the Board (including as to the conditionality on the achievement of any key performance indicators) and notified to Eligible Employees in the invitation, or if no such determination is made by the Board, on the basis that ESP shares will be subject to a 4 year vesting period, with:
  - 10% of ESP shares applied for vesting on the date that is the first anniversary of the issue date of the ESP shares;
  - 20% of ESP shares applied for vesting on the date that is the second anniversary of the issue date of the ESP shares;
  - 30% of ESP shares applied for vesting on the date that is the third anniversary of the issue date of the ESP shares; and
  - 40% of ESP shares applied for vesting on the date that is the fourth anniversary of the issue date of the ESP shares.
- Eligible Employees who accept an invitation (ESP Participants) may be offered an interest free loan from the Company to finance the whole of the purchase of the ESP shares they are invited to apply for (ESP Loan). ESP Loans will have a term of 4 years and become repayable in full on the earlier of:
  - the fourth anniversary of the issue date of the Employee Offer Shares; and
  - if the ESP Participant ceases to be an Eligible Employee, either:
    - the date 30 days after the date of cessation, if the Eligible Employee is a good leaver (as defined in the ESP); or
    - that date of cessation, if the Eligible Employee is a bad leaver (as defined in the ESP).
- if the ESP Participant does not repay the outstanding ESP Loan, or it notifies the Company that it cannot, then such number of ESP shares that equal by value (using the price at which the ESP shares were issued) the outstanding amount of the ESP Loan will become the subject of a buy-back notice from the Company which the ESP Participant must accept. The buy-back of such number of ESP shares will be considered full and final satisfaction of the ESP Loan and the Company will not have any further recourse against the ESP Participant;
- any dividends received by the ESP Participant whilst the whole or part of the ESP Loan remains outstanding must be applied to the repayment of the ESP Loan. In addition, an ESP Participant may make pre-payments at any time;

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- the maximum number of ESP shares for which invitations may be issued under the ESP together with the number of ESP shares still to be issued in respect of already accepted invitations and that have already been issued in response to invitations in the previous 5 years (but disregarding ESP shares that are or were issued following invitations to non-residents, that did not require a disclosure document under the Corporations Act, or that were issued under a disclosure document under the Corporations Act) must not exceed 5% of the total number of ordinary shares on issue in the Company at the time the invitations are made;
- in the event of a corporate reconstruction, the Board will adjust, subject to the Listing Rules (if applicable), any one or more of the maximum number of Shares that may be issued under the ESP (if applicable), the subscription price, the buy-back price and the number of ESP shares to be vested at any future vesting date (if applicable), as it deems appropriate so that the benefits conferred on ESP Participants after a corporate reconstruction are the same as the benefits enjoyed by the ESP Participants before the corporate reconstruction. On conferring the benefit of any corporate reconstruction, any fractional entitlements to shares will be rounded down to the nearest whole share;
- ESP Participants will continue to have the right to participate in dividends paid by the Company despite some or all of their ESP shares not having vested yet or being subject to an ESP Loan. If an ESP Loan has been made to the ESP Participant, then any dividend due must first be applied to reducing any outstanding ESP Loan amount applicable to the ESP shares on which the dividend is paid;
- ESP shares which have not vested and/or are subject to repayment of the ESP Loan will be restricted (escrowed) from trading;
- the Company may buy-back at the issue price any ESP shares which:
  - have not vested, or are incapable of vesting at any time (including as a result of the ESP Participant failing to meet any key performance indicators on which vesting of ESP shares is conditional); or
  - remain in escrow and/or are the subject of an ESP Loan, on the occurrence of:
    - the ESP Participant ceasing to be an Eligible Employee (unless the Board, in its sole and absolute discretion determines otherwise, subject to any conditions that it may apply, including the repayment of any outstanding ESP Loan); or
    - the expiration of the term of the ESP Loan.
- any bonus securities issued in relation to ESP shares which remain unvested or are subject to an ESP Loan which becomes repayable in full will be the subject of a buy-back by the Company at the issue price for no consideration;
- on the death or permanent disability of an ESP Participant, all ESP shares held by the ESP Participant or their estate will immediately vest subject to the repayment of any outstanding ESP Loan by the curator, executor or nominated beneficiary(ies) (as the case may be) within 30 days of their appointment (or such longer period as the Company in its discretion may allow). Failing such repayment, the Company will buy-back all ESP shares in respect of which there is an outstanding ESP Loan;
- the rules of the ESP and any amendment to the rules of the ESP must be in accordance with the Listing Rules and the Corporations Act;
- if, while the Company's shares are traded on the ASX or any other stock exchange, there is any inconsistency between the terms of the ESP and the Listing Rules, the Listing Rules will prevail; and
- the ESP is governed by the laws of the State of New South Wales, Australia.

The full terms of the ESP are available on the Company's website, [www.freelancer.com](http://www.freelancer.com).

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**(a) ESP share grants**

Set out below are summaries of ESP shares granted and issued under the plan:

| Grant date       | Issue price | Balance at the start of the year | Granted / issued | Released from restrictions | Forfeited / cancelled | Balance at the end of the year | Balance of unvested ESP shares | Balance of vested ESP shares |
|------------------|-------------|----------------------------------|------------------|----------------------------|-----------------------|--------------------------------|--------------------------------|------------------------------|
| <b>2018</b>      |             |                                  |                  |                            |                       |                                |                                |                              |
| 14 October 2013  | \$0.50      | -                                | -                | -                          | -                     | -                              | -                              | -                            |
| 13 November 2013 | \$0.50      | -                                | -                | -                          | -                     | -                              | -                              | -                            |
| 28 February 2014 | \$1.54      | -                                | -                | -                          | -                     | -                              | -                              | -                            |
| 22 May 2014      | \$1.14      | -                                | -                | -                          | -                     | -                              | -                              | -                            |
| 3 November 2014  | \$0.70      | -                                | -                | -                          | -                     | -                              | -                              | -                            |
| 20 February 2015 | \$0.66      | 1,000,000                        | -                | (10,000)                   | (50,000)              | 940,000                        | 39,587                         | 900,413                      |
| 10 March 2015    | \$0.77      | 1,250,000                        | -                | -                          | (1,250,000)           | -                              | -                              | -                            |
| 10 April 2015    | \$1.01      | 250,000                          | -                | -                          | (50,000)              | 200,000                        | 16,668                         | 133,332                      |
| 3 June 2015      | \$1.08      | 150,000                          | -                | -                          | -                     | 150,000                        | 60,000                         | 90,000                       |
| 12 August 2015   | \$1.40      | 735,000                          | -                | -                          | (175,000)             | 560,000                        | 224,000                        | 336,000                      |
| 15 October 2015  | \$1.45      | 375,000                          | -                | -                          | (175,000)             | 200,000                        | 80,000                         | 120,000                      |
| 24 November 2015 | \$1.76      | 75,000                           | -                | -                          | -                     | 75,000                         | 30,000                         | 45,000                       |
| 21 December 2015 | \$1.76      | 100,000                          | -                | -                          | -                     | 100,000                        | 40,000                         | 60,000                       |
| 7 March 2016     | \$1.53      | 30,000                           | -                | -                          | -                     | 30,000                         | 15,000                         | 15,000                       |
| 24 March 2016    | \$1.32      | -                                | -                | -                          | -                     | -                              | -                              | -                            |
| 26 April 2016    | \$1.38      | 70,000                           | -                | -                          | (20,000)              | 50,000                         | 25,000                         | 25,000                       |
| 22 June 2016     | \$1.55      | 300,000                          | -                | -                          | (300,000)             | -                              | -                              | -                            |
| 27 July 2016     | \$1.59      | 765,539                          | -                | -                          | (325,000)             | 440,539                        | 220,270                        | 220,269                      |
| 4 November 2016  | \$1.34      | 530,000                          | -                | -                          | (200,000)             | 330,000                        | 195,000                        | 135,000                      |
| 30 October 2017  | \$0.48      | 50,000                           | -                | -                          | (50,000)              | -                              | -                              | -                            |
| 8 December 2017  | \$0.52      | 835,928                          | -                | (22,218)                   | (57,703)              | 756,007                        | 588,117                        | 167,890                      |
| 19 December 2017 | \$0.52      | 1,000,000                        | -                | (75,000)                   | (100,000)             | 825,000                        | 810,000                        | 15,000                       |
| 2 March 2018     | \$0.40      | -                                | 15,150           | -                          | -                     | 15,150                         | -                              | 15,150                       |
| 18 October 2018  | \$0.53      | -                                | 1,000,000        | -                          | -                     | 1,000,000                      | 1,000,000                      | -                            |
| 12 November 2018 | \$0.65      | -                                | 100,000          | -                          | -                     | 100,000                        | 100,000                        | -                            |
| <b>Total</b>     |             | <b>7,516,467</b>                 | <b>1,115,150</b> | <b>(107,218)</b>           | <b>(2,752,703)</b>    | <b>5,771,686</b>               | <b>3,443,642</b>               | <b>2,328,054</b>             |
| <b>2017</b>      |             |                                  |                  |                            |                       |                                |                                |                              |
| 14 October 2013  | \$0.50      | 900,000                          | -                | -                          | (900,000)             | -                              | -                              | -                            |
| 13 November 2013 | \$0.50      | 1,501,287                        | -                | (212,766)                  | (1,288,521)           | -                              | -                              | -                            |
| 28 February 2014 | \$1.54      | -                                | -                | -                          | -                     | -                              | -                              | -                            |
| 22 May 2014      | \$1.14      | -                                | -                | -                          | -                     | -                              | -                              | -                            |
| 3 November 2014  | \$0.70      | -                                | -                | -                          | -                     | -                              | -                              | -                            |
| 20 February 2015 | \$0.66      | 1,000,000                        | -                | -                          | -                     | 1,000,000                      | 291,671                        | 708,329                      |
| 10 March 2015    | \$0.77      | 1,500,000                        | -                | (250,000)                  | -                     | 1,250,000                      | 468,750                        | 781,250                      |
| 10 April 2015    | \$1.01      | 600,000                          | -                | -                          | (350,000)             | 250,000                        | 83,335                         | 166,665                      |
| 3 June 2015      | \$1.08      | 300,000                          | -                | -                          | (150,000)             | 150,000                        | 105,000                        | 45,000                       |
| 12 August 2015   | \$1.40      | 825,000                          | -                | -                          | (90,000)              | 735,000                        | 514,500                        | 220,500                      |
| 15 October 2015  | \$1.45      | 375,000                          | -                | -                          | -                     | 375,000                        | 262,500                        | 112,500                      |
| 24 November 2015 | \$1.76      | 125,000                          | -                | -                          | (50,000)              | 75,000                         | 52,500                         | 22,500                       |
| 21 December 2015 | \$1.76      | 100,000                          | -                | -                          | -                     | 100,000                        | 70,000                         | 30,000                       |
| 7 March 2016     | \$1.53      | 30,000                           | -                | -                          | -                     | 30,000                         | 22,500                         | 7,500                        |
| 24 March 2016    | \$1.32      | 400,000                          | -                | -                          | (400,000)             | -                              | -                              | -                            |
| 26 April 2016    | \$1.38      | 320,000                          | -                | -                          | (250,000)             | 70,000                         | 52,500                         | 17,500                       |
| 22 June 2016     | \$1.55      | 300,000                          | -                | -                          | -                     | 300,000                        | 247,500                        | 52,500                       |
| 27 July 2016     | \$1.59      | 1,065,539                        | -                | -                          | (300,000)             | 765,539                        | 622,905                        | 142,634                      |
| 4 November 2016  | \$1.34      | 530,000                          | -                | -                          | -                     | 530,000                        | 450,000                        | 80,000                       |
| 30 October 2017  | \$0.48      | -                                | 50,000           | -                          | -                     | 50,000                         | 50,000                         | -                            |
| 8 December 2017  | \$0.52      | -                                | 835,928          | -                          | -                     | 835,928                        | 835,928                        | -                            |
| 19 December 2017 | \$0.52      | -                                | 1,000,000        | -                          | -                     | 1,000,000                      | 1,000,000                      | -                            |
| <b>Total</b>     |             | <b>9,871,826</b>                 | <b>1,885,928</b> | <b>(462,766)</b>           | <b>(3,778,521)</b>    | <b>7,516,467</b>               | <b>5,129,589</b>               | <b>2,386,878</b>             |

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All Eligible Employees who accepted an offer of ESP shares were given an interest free loan from the Company to finance the whole of the purchase of the ESP shares they were invited to apply for (ESP Loan).

The ESP Loans are provided to participants on a non-recourse basis and upon vesting must be repaid in order to remove trading restrictions on vested ESP shares. The term of the ESP Loan is four years; however, participants may forfeit their ESP shares if they do not repay the ESP Loan or leave the Company. As the ESP removes the risk to participants from decreases in the share price by limiting the maximum loan amount repayable to the value of the ESP shares disposed and waiving the ESP Loan should the participant forfeit their ESP shares, whilst still allowing participants the rewards of any increase in share price, the Company has effectively granted the participants an option to the ESP shares due to the ESP Loans being non-recourse. As such, this arrangement is accounted for under AASB 2.

The assessed weighted average fair value at grant date of the effective share options granted during the financial year is \$0.27 per option (2017: \$0.22). Options were priced using a Black-Scholes option pricing model that takes into account the exercise price, the term of the option, the impact of dilution, the share price at grant date and expected price volatility of the underlying share, the expected dividend yield and the risk free interest rate for the term of the option. The expected price volatility of the Company's shares is based on the historical volatility of ASX listed companies considered to be comparable to Freelancer Limited.

#### **(b) Share grants**

On 29 October 2014, the Company agreed to issue a maximum of 1,733,333 fully paid ordinary shares to certain employees. The agreement to issue shares was made outside of the ESP. The issue of the incentive shares was to occur in several tranches, with each tranche conditional only upon the respective personnel being in on-going employment on the respective issue dates. At 31 December 2016, the Company has issued 658,333 of these shares. The remaining 1,075,000 shares will not be issued as the respective personnel are no longer employed with the Company.

The 658,333 incentive shares issued ranked equally with existing ordinary shares in the Company and the issue price of each tranche was the 5 day volume weighted average price of the Company's shares on the date of issue of the incentive shares.

The assessed weighted average fair value at grant date of the share grants issued is nil (2017: nil). The fair value of the share grants is determined based on the value of the shares at grant date less the present value of dividends expected to be distributed between the grant date and the issue dates.

## **24. Related party transactions**

#### **(a) Parent entity**

Freelancer Limited is the parent entity and ultimate controlling entity.

#### **(b) Interests in controlled entities**

Interests in subsidiaries are set out in Note 27.

#### **(c) Transactions with key management personnel**

Disclosures relating to key management personnel are set out in Note 19 and the Remuneration Report.

#### **(d) Transactions with related parties**

##### *Receivable from and payable to related parties*

There were no receivables from or payable to related parties at reporting date in relation to transactions with related parties detailed above.

##### *Loans to / from related parties*

There were no loans to or from related parties at the reporting date.

##### *Terms and conditions*

All transactions were made on normal commercial terms and conditions and at market rates.

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**25. Parent entity information**

The financial information for the parent entity, Freelancer Limited has been prepared on the same basis as the consolidated financial statements, except as set out below.

*Investments in subsidiaries*

Investments in subsidiaries are accounted for at cost in the financial statements of Freelancer Limited. Investments in subsidiaries are tested for impairment whenever changes in events or circumstances indicate that the carrying amount may not be recoverable.

*Income tax consolidation legislation*

Freelancer Limited and its wholly-owned Australian entities have elected to form an income tax consolidated group.

Freelancer Limited (as the head entity) and its wholly-owned Australian entities (as members of the Freelancer income tax consolidated group) account for their own current and deferred tax amounts. These tax amounts are measured as if each entity in the income tax consolidated group continues to be a standalone taxpayer in its own right.

In addition to its own current and deferred tax amounts, Freelancer Limited also recognises the current tax liabilities (or assets) assumed from its wholly-owned entities in the income tax consolidated group.

Set out below is the supplementary information about the parent entity.

|                                          | <b>2018</b>    | <b>2017</b>  |
|------------------------------------------|----------------|--------------|
|                                          | <b>\$000</b>   | <b>\$000</b> |
| <i>Statement of comprehensive income</i> |                |              |
| Loss after tax                           | <b>(564)</b>   | (1,460)      |
| Total comprehensive loss                 | <b>(564)</b>   | (1,460)      |
| <i>Statement of financial position</i>   |                |              |
| Current assets                           | <b>3,575</b>   | 3,875        |
| Non-current assets                       | <b>33,144</b>  | 32,761       |
| <b>Total assets</b>                      | <b>36,719</b>  | 36,636       |
| Current liabilities                      | <b>2</b>       | 24           |
| <b>Total liabilities</b>                 | <b>2</b>       | 24           |
| <b>Net assets</b>                        | <b>36,717</b>  | 36,612       |
| Contributed equity                       | <b>38,106</b>  | 38,049       |
| Reserves                                 | <b>4,382</b>   | 3,824        |
| Accumulated losses                       | <b>(5,771)</b> | (5,261)      |
| <b>Total equity</b>                      | <b>36,717</b>  | 36,612       |

*Contingent liabilities*

The parent entity had no contingent liabilities at 31 December 2018 and 31 December 2017.

*Capital commitments*

The parent entity had no capital commitments as at 31 December 2018 and 31 December 2017.

*Significant accounting policies*

The accounting policies of the parent entity are consistent with those of the Group, except for investments in subsidiaries which are accounted for at cost, less any impairment.



**Freelancer Limited**  
**Notes to the financial statements**  
For the financial year ended 31 December 2018

**26. Business Combinations**

Business combinations occur where an acquirer obtains control over one or more businesses.

A business combination is accounted for by applying the acquisition method, unless it is a combination involving entities or businesses under common control. The business combination will be accounted for from the date that control is attained, whereby the fair value of the identifiable assets acquired and liabilities (including contingent liabilities) assumed is recognised (subject to certain limited exceptions).

When measuring the consideration transferred in the business combination, any asset or liability resulting from a contingent consideration arrangement is also included. Subsequent to initial recognition, contingent consideration classified as equity is not remeasured and its subsequent settlement is accounted for within equity. Contingent consideration classified as an asset or liability is remeasured each reporting period to fair value, recognising any change to fair value in profit or loss, unless the change in value can be identified as existing at acquisition date.

All transaction costs incurred in relation to the business combination are expensed to the statement of profit or loss and comprehensive income. The acquisition of a business may result in the recognition of goodwill or a gain from a bargain purchase.

**(a) Acquisition of Channel 40 business**

On 4 October 2018, Freightlancer Holdings Pty Limited, a Group subsidiary entered into a business and asset sale and purchase agreement to acquire the business and assets of Channel 40 Pty Ltd, which is an online marketplace for buyers and sellers of freight. The transaction was completed on 20 November 2018, at which date the Group assumed control of the business. The business was immediately rebranded as freightlancer.com. Freightlancer.com contributed revenues of \$58,000 for the period 20 November 2018 to 31 December 2018.

The total purchase price was \$40,000, which was paid to the seller as a combination of cash and shares in Freightlancer Holdings Pty Limited. After the issue of shares the Group retains a 50% shareholding in Freightlancer Holdings Pty Ltd.

|                                                        | A\$000    |
|--------------------------------------------------------|-----------|
| <b>Purchase consideration:</b>                         |           |
| Cash                                                   | 20        |
| Shares issued in Freightlancer Holdings Pty Ltd        | 20        |
| <b>Total purchase price</b>                            | <b>40</b> |
| <b>Fair value of net identifiable assets acquired:</b> |           |
| Goodwill on acquisition                                | 40        |
| <b>Total purchase consideration</b>                    | <b>40</b> |

**Freelancer Limited**  
**Notes to the financial statements**  
For the financial year ended 31 December 2018

**27. Interests in controlled entities**

The consolidated financial statements incorporate the assets, liabilities and results of the following subsidiaries in accordance with the accounting policy described in Note 31:

|                                                        |                          | Percentage Owned (%) |      |
|--------------------------------------------------------|--------------------------|----------------------|------|
| Name of entity                                         | Country of Incorporation | 2018                 | 2017 |
| <u>Subsidiaries of Freelancer Limited:</u>             |                          |                      |      |
| Freelancer International Pty Ltd                       | Australia                | 100                  | 100  |
| Freelancer Technology Pty Ltd                          | Australia                | 100                  | 100  |
| Freelancer India Pty Ltd                               | Australia                | 100                  | 100  |
| Warrior Forum Pty Ltd                                  | Australia                | 100                  | 100  |
| Warrior Technology Pty Ltd                             | Australia                | 100                  | 100  |
| Payments Pty Ltd                                       | Australia                | 100                  | 100  |
| Payments International Pty Ltd                         | Australia                | 100                  | 100  |
| Payments Australia Pty Ltd                             | Australia                | 100                  | 100  |
| Payments IP Pty Ltd                                    | Australia                | 100                  | 100  |
| StartCon Pty Ltd                                       | Australia                | 100                  | 100  |
| Freightlancer Holdings Pty Ltd **                      | Australia                | 50                   | -    |
| Freightlancer Technology Pty Ltd **                    | Australia                | 50                   | -    |
| Freightlancer Pty Ltd **                               | Australia                | 50                   | -    |
| Freelancer Networks (Canada), Inc.                     | Canada                   | 100                  | 100  |
| Freelancer Outsourcing, Inc.                           | Canada                   | 100                  | 100  |
| Canadian Payments, Inc                                 | Canada                   | 100                  | -    |
| Freelancer.com Pte Limited                             | Singapore                | 100                  | 100  |
| Freelancer International GmbH                          | Switzerland              | 100                  | 100  |
| Freemarket (Switzerland) GmbH                          | Switzerland              | 100                  | 100  |
| Freelancer Online India Private Limited                | India                    | 100                  | 100  |
| Freelancer.com Philippines, Inc.                       | Philippines              | 100                  | 100  |
| Freelancer Outsourcing UK Limited                      | United Kingdom           | 100                  | 100  |
| Payments Europe Limited                                | United Kingdom           | 100                  | 100  |
| Freelancer (Shanghai) Information Technology Co., Ltd. | China                    | 100                  | 100  |
| Westmor Management, Inc. *                             | United States            | 100                  | 100  |
| Escrow.com, Inc. *                                     | United States            | 100                  | 100  |
| EC Services Corporation*                               | United States            | 100                  | 100  |
| IES International, Inc. *                              | United States            | 100                  | 100  |
| Internet Escrow Services, Inc. *                       | United States            | 100                  | 100  |
| Freightlancer, Inc. **                                 | United States            | 50                   | -    |

\* Escrow.com group

\*\* Freightlancer group

**28. Events occurring after the reporting date**

There are no other matters or circumstances that have arisen since 31 December 2018 that have significantly affected, or may significantly affect:

- the aggregated entity's operations in the future financial years, or
- the results of those operations in future financial years, or
- the aggregated entity's state of affairs in the future financial affairs.

**Freelancer Limited**  
**Notes to the financial statements**  
For the financial year ended 31 December 2018

**29. Reconciliation of loss after tax to net cash flow from operating activities**

|                                                                            | 2018<br>\$000 | 2017<br>\$000 |
|----------------------------------------------------------------------------|---------------|---------------|
| Loss for the year                                                          | (1,247)       | (4,773)       |
| <b>Cash flows excluded from loss attributable to operating activities:</b> |               |               |
| Proceeds from working capital adjustment on acquisition of Escrow.com      | -             | (326)         |
| <b>Non-cash items in operating loss:</b>                                   |               |               |
| Depreciation and amortisation                                              | 530           | 701           |
| Profit on disposal of fixed assets                                         | (23)          | -             |
| Share based payments expense                                               | 558           | 986           |
| Net exchange differences                                                   | (137)         | 319           |
| <b>Changes in operating assets and liabilities:</b>                        |               |               |
| (Increase) / Decrease in trade and other receivables                       | (283)         | 658           |
| (Increase) in deferred tax assets                                          | (649)         | (725)         |
| (Increase) / Decrease in other assets                                      | (278)         | 78            |
| Increase in trade and other creditors                                      | 407           | 1,652         |
| Increase in provision for income tax                                       | 115           | 30            |
| Increase in deferred tax liabilities                                       | -             | 2             |
| Increase in provisions for employee benefits                               | 177           | 58            |
| (Decrease) / Increase in other provisions                                  | (149)         | 772           |
| <b>Net cash (outflow) from operating activities</b>                        | <b>(979)</b>  | <b>(568)</b>  |

**a) Non-cash Financing**

**i. Share issue:**

100 ordinary shares were issued in Freightlancer Holdings Pty Limited at \$200 per share as part of the consideration for the purchase of the business and assets of Channel 40 Pty Ltd. The share issue was on an arm's length basis.

**30. Earnings per share (EPS)**

*Basic earnings per share*

Basic earnings per share is calculated by dividing:

- the profit attributable to owners of the Company, excluding any costs of servicing equity other than ordinary shares
- by the weighted average number of ordinary shares outstanding during the financial year, adjusted for bonus elements in ordinary shares issued during the year and excluding treasury shares.

*Diluted earnings per share*

Diluted earnings per share adjusts the figures used in the determination of basic earnings per share to take into account:

- the after income tax effect of interest and other financing costs associated with dilutive potential ordinary shares, and
- the weighted average number of shares assumed to have been issued for no consideration in relation to dilutive potential ordinary shares.

|                                                                                           | 2018<br>Cents | 2017<br>Cents |
|-------------------------------------------------------------------------------------------|---------------|---------------|
| <b>(a) Basic earnings per share</b>                                                       |               |               |
| From operations attributable to the ordinary equity of the Company                        | (0.33)        | (1.06)        |
| Total basic earnings per share attributable to the ordinary equity holders of the Company | (0.33)        | (1.06)        |
| <b>(b) Diluted earnings per share</b>                                                     |               |               |
| From operations attributable to the ordinary equity of the Company                        | (0.33)        | (1.04)        |
| Total basic earnings per share attributable to the ordinary equity holders of the Company | (0.33)        | (1.04)        |

**Freelancer Limited**  
**Notes to the financial statements**  
For the financial year ended 31 December 2018

|                                                                                                       |                    |                    |
|-------------------------------------------------------------------------------------------------------|--------------------|--------------------|
| <b>(c) Reconciliation of earnings used in calculating earnings per share</b>                          | \$000              | \$000              |
| <b>Basic earnings per share:</b>                                                                      |                    |                    |
| Loss from continuing operations                                                                       | (1,484)            | (4,773)            |
| <b>Diluted earnings per share:</b>                                                                    |                    |                    |
| Loss attributable to the ordinary equity holders of the Company                                       | (1,484)            | (4,473)            |
|                                                                                                       | <b>2018</b>        | <b>2017</b>        |
|                                                                                                       | <b>Shares</b>      | <b>Shares</b>      |
| <b>(d) Weighted average number of shares used as the denominator</b>                                  |                    |                    |
| Weighted average number of ordinary shares used in calculating basic earnings per share               | 449,326,669        | 449,055,421        |
| <b>Adjustments for calculation of ordinary shares used in calculating diluted earnings per share:</b> |                    |                    |
| ESP shares                                                                                            | 5,591,286          | 9,668,625          |
| Share grants                                                                                          | -                  | -                  |
| <b>Weighted average number of ordinary shares used in calculating diluted earnings per share</b>      | <b>454,917,955</b> | <b>458,724,046</b> |

**(e) Information on the classification of securities**

**ESP shares and share grants**

ESP shares granted to employees under the ESP and shares granted to employees outside of the ESP are considered to be potential ordinary shares and have been included in the determination of diluted earnings per share to the extent to which they are dilutive. The ESP shares and share grants have not been included in the determination of basic earnings per share. Details relating to the ESP shares are set out in Note 23.

**31. Other significant accounting policies**

**(a) Principles of consolidation**

The consolidated financial statements incorporate all of the assets, liabilities and results of Freelancer Limited and all subsidiaries. Subsidiaries are all entities over which the Group has control. The Group controls an entity when it is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power to direct the activities of the entity. A list of the subsidiaries is provided in Note 27.

The assets, liabilities and results of all subsidiaries are fully consolidated into the financial statements of the Group from the date on which control is obtained by the Group. The consolidation of a subsidiary is discontinued from the date that control ceases. Intercompany transactions, balances and unrealised gains or losses on transactions between group entities are fully eliminated on consolidation. Accounting policies of subsidiaries have been changed and adjustments made where necessary to ensure uniformity of the accounting policies adopted by the Group.

Equity interests in a subsidiary not attributable, directly or indirectly, to the Group are presented as “non-controlling interests”. The Group initially recognises non-controlling interests that are present ownership interests in subsidiaries and are entitled to a proportionate share of the subsidiary’s net assets on liquidation at either fair value or at the non-controlling interests’ proportionate share of the subsidiary’s net assets. Subsequent to initial recognition, non-controlling interests are attributed their share of profit or loss and each component of other comprehensive income. Non-controlling interests are shown separately within the equity section of the statement of financial position and statement of comprehensive income.

**(b) Goods and Services Tax (GST) and Valued Added Tax (VAT)**

Revenues, expenses and assets are recognised net of the amount of associated GST and VAT, except where the amount of GST and VAT incurred is not recoverable from the relevant taxation authority. In these circumstances, the GST and VAT is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables are stated inclusive of the amount of GST and VAT receivable or payable. The net amount of GST and VAT recoverable from, or payable to, the relevant taxation authority is included with other receivables or payables in the statement of financial position.

Cash flows are presented in the cash flow statement on a gross basis. The GST and VAT components of cash flows arising from investing or financing activities which are recoverable from, or payable to, the taxation authority are

## Freelancer Limited

### Notes to the financial statements

For the financial year ended 31 December 2018

presented as operating cash flows included in receipts from customers or payments to suppliers.

Commitments and contingencies are disclosed net of the amount of GST and VAT recoverable from, or payable to, the relevant taxation authority.

#### (c) Research & development

Costs relating to research and development of new software products are expensed as incurred until technological feasibility in the form of a working model has been established. At such time costs may be capitalised, subject to recoverability. Software development costs incurred subsequent to the establishment of technological feasibility have not been significant, and the Group has not capitalised any software development costs to date.

#### (d) Foreign currency transactions and balances

##### *Functional and presentation currency*

The functional currency of each of the Group entities is measured using the currency of the primary economic environment in which that entity operates. The consolidated financial statements are presented in Australian dollars, which is the parent entity's functional and presentation currency.

##### *Transactions and balances*

Foreign currency transactions are translated into functional currency using the exchange rates prevailing at the date of the transaction. Foreign currency monetary items are translated at the period-end exchange rate. Non-monetary items measured at historical cost continue to be carried at the exchange rate at the date of the transaction. Non-monetary items measured at fair value are reported at the exchange rate at the date when fair values were determined.

Exchange differences arising on the translation of monetary items are recognised in the profit or loss, except where deferred in equity as a qualifying cash flow or net investment hedge.

Exchange differences arising on the translation of non-monetary items are recognised directly in other comprehensive income to the extent that the underlying gain or loss is recognised in other comprehensive income; otherwise the exchange difference is recognised in profit or loss.

##### *Group companies*

The financial results and position of foreign operations whose functional currency is different from the Group's presentation currency is translated as follows:

- Assets and liabilities are translated at period end exchange rates prevailing at that reporting date.
- Income and expenses are translated at average exchange rates for the period.
- Retained earnings are translated at the exchange rates prevailing at the date of the transaction.

Exchange differences arising on translation of foreign operations with functional currencies other than Australian dollars are recognised in other comprehensive income and included in the foreign currency translation reserve in the statement of financial position. The cumulative amount of these differences is reclassified into profit or loss in the period in which the operation is disposed of.

#### (e) Impairment of assets

At the end of each reporting date, the Group reviews the carrying values of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is recognised immediately in the profit or loss.

Impairment testing is performed annually for goodwill and intangible assets with indefinite lives.

Where it is not possible to estimate the recoverable amount of an individual asset, the Group estimates the recoverable amount of the cash generating unit to which the asset belongs.

**Freelancer Limited**  
**Notes to the financial statements**  
**For the financial year ended 31 December 2018**

**(f) Comparative figures**

When required by Accounting Standards, comparative figures have been adjusted to conform to changes in presentation for the current financial year.

Where the Group has retrospectively applied an accounting policy, made a retrospective restatement or reclassified items in its financial statements, an additional statement of financial position as at the beginning of the earliest comparative period will be disclosed.

**(g) Critical accounting estimates and judgments**

The directors evaluate estimates and judgements incorporated into the financial report based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the Group. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and judgements that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

*Business Combinations*

Following the guidance in AASB 3: Business Combinations, the Group has made assumptions and estimates to determine the purchase price of businesses acquired as well as its allocation to acquired assets and liabilities. To do so, the Group is required to determine at the acquisition date fair value of the identifiable net assets acquired, including intangible assets such as brand, customer relationships and liabilities assumed. Goodwill is measured as the excess of the fair value of the consideration transferred including the recognised amount of any non-controlling interest over the net recognised amount of the identifiable assets and liabilities.

The assumptions and estimates made by the Group have an impact on the asset and liability amounts recorded in the financial statements. In addition, the estimated useful lives of the acquired amortisable assets, the identification of intangible assets and the determination of the indefinite or finite useful lives of intangible assets acquired will have an impact on the Group's future profit or loss.

*Impairment of intangible assets*

The Group assesses impairment at each reporting date by evaluating conditions specific to the group that may lead to impairment of assets. Where an impairment trigger exists, the recoverable amount of the asset is determined. Value-in-use calculations performed in assessing recoverable amounts incorporate a number of key estimates. During the year ended 31 December 2018, no impairment has been recognised in respect of intangible assets. The Group assessed recoverability of goodwill based on the present value of cash flow projections over a 6 year period. Should any of the intangible assets fail to perform, an impairment loss would be recognised up to the maximum carrying value of intangible assets at 31 December 2018 of \$26,429,000 (2017: \$26,442,000).

*Provisions for doubtful accounts and transaction losses*

Provision is made in respect of the Group's best estimate of doubtful accounts and transaction losses based on historical experience.

*Share based payments*

The Group measures the cost of equity settled transactions with employees by reference to the fair value of the equity instruments at the date at which they are granted. The fair value is determined with the assistance of an external valuation with the assumptions detailed in Note 23. The accounting estimates and assumptions relating to equity settled share based payments would have no impact on the carrying amounts of assets and liabilities within the next annual reporting period but may impact expenses and equity.

# Freelancer Limited

## Notes to the financial statements

### For the financial year ended 31 December 2018

#### *Income taxes*

The Group is subject to income taxes in Australia and jurisdictions where it has foreign operations. Judgment is required in determining the worldwide provision for income taxes. There are transactions and calculations undertaken during the ordinary course of business for which the ultimate tax determination is uncertain. The Group estimates its tax liabilities based on the Group's understanding of the tax law. Where the final tax outcome of these matters is different from the amounts that were initially recorded, such differences will impact the current and deferred tax provisions in the period in which such determination is made.

#### *Deferred tax assets*

Deferred tax assets are recognised for deductible temporary differences and unused tax losses as management considers that it is probable that future taxable profits will be available to utilise those temporary differences and unused tax losses. Significant management judgement is required to determine the amount of deferred tax assets that can be recognised, based upon the likely timing and the level of future taxable profits.

#### *Trust assets and liabilities*

The Group's Online Payments segment, namely the business of Escrow.com, is a regulated entity that holds funds on behalf of its users in trust bank accounts. At 31 December 2018 the cash balance in trust amounted to A\$32,157,000 (2017: A\$32,355,000), which has a corresponding liability of the same amount owing to its users.

The Group has determined that trust cash is not a resource controlled by the Group, nor does the Group derive any economic benefit from these user funds, and therefore the Group does not have the risks and rewards of ownership of the funds. Consequently, trust assets are not recognised as an asset in the Group's financial statements, and neither is the corresponding trust liability recognised as a liability in the Group's financial statements.

#### **(h) Changes in accounting policies**

The accounting policies applied by the Group in this consolidated financial report are the same as those applied by the Group in its consolidated financial report for the year ended 31 December 2018.

#### **(i) New Accounting Standards for application in future periods**

Accounting Standards and Interpretations issued by the AASB that are not yet mandatorily applicable to the Group, together with an assessment of the potential impact of such pronouncements on the Group when adopted in future periods, are discussed below:

- AASB 16: *Leases* (applicable to annual reporting periods beginning on or after 1 January 2019).

When effective, this Standard will replace the current accounting requirements applicable to leases in AASB 117: *Leases* and related Interpretations. AASB 16 introduces a single lessee accounting model that eliminates the requirement for leases to be classified as operating or finance leases.

The main changes introduced by the new Standard are as follows:

- recognition of a right-to-use asset and liability for all leases (excluding short term leases with less than 12 months of tenure and leases relating to low-value assets);
- depreciation of right-to-use assets in line with AASB 116: *Property, Plant and Equipment* in profit or loss and unwinding of the liability in principal and interest components;
- inclusion of variable lease payments that depend on an index or a rate in the initial measurement of the lease liability using the index or rate at the commencement date;
- application of a practical expedient to permit a lessee to elect not to separate non-lease components and instead account for all components as a lease; and
- additional disclosure requirements.

The transitional provisions of AASB 16 allow a lessee to either retrospectively apply the Standard to comparatives in line with AASB 108 or recognise the cumulative effect of retrospective application as an adjustment to opening equity on the date of initial application.

#### *Impact on Freelancer Limited*

The Company have assessed that its leases for which it has commitments amounting to \$3,811,000 will go on the balance sheet, impacting asset and liability balances for future lease commitments based on the current leases where the Company is a lessee.

### Directors' Declaration

In the Directors' opinion:

- (a) the Financial Statements and notes of the consolidated entity set out on pages 18 to 55 are in accordance with the Corporations Act 2001, including:
  - (i) giving a true and fair view of the consolidated entity's financial position as at 31 December 2018 and of its performance for the financial year ended on that date; and
  - (ii) complying with Australian Accounting Standards, the Corporations Regulations 2001 and other mandatory professional reporting requirements;
- (b) Note 2(a) confirms that the Financial Statements also comply with International Financial Reporting Standards as issued by the International Accounting Standards Board;
- (c) there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable; and
- (d) the Directors have been given the declarations by the Chief Executive Officer and Chief Financial Officer required by section 295A of the Corporations Act 2001 for the financial year ending 31 December 2018.

This declaration is made in accordance with a resolution of the Directors.

On behalf of the directors



**Matt Barrie**  
Chairman

18 February 2019



**FREELANCER LIMITED  
ABN 66 141 959 042  
AND CONTROLLED ENTITIES**

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF  
FREELANCER LIMITED AND CONTROLLED ENTITIES**

**SYDNEY**  
Level 40  
2 Park Street  
Sydney NSW 2000  
Australia  
Ph: (612) 9263 2600  
Fx: (612) 9263 2800

**Opinion**

We have audited the accompanying financial report of Freelancer Limited (the Group), which comprises the consolidated statement of financial position as at 31 December 2018, the consolidated statement of profit or loss and other comprehensive income, the consolidated statement of changes in equity, the consolidated statement of cash flows for the year ended and notes comprising a summary of significant accounting policies and other explanatory information, and the directors' declaration.

In our opinion:

- (a) the accompanying financial report of the Consolidated Entity is in accordance with the *Corporations Act 2001*, including:
  - i. giving a true and fair view of the Consolidated Entity's financial position as at 31 December 2018 and of its performance for the year ended on that date; and
  - ii. complying with Australian Accounting Standards and the *Corporations Regulations 2001*
- (b) the financial report also complies with International Financial Reporting Standards as disclosed in Note 2(a).

**Basis of Opinion**

We conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial report is free from material misstatement. Our responsibilities under those standards are further described in the *Auditor's responsibility* section of our report. We are independent of the Consolidated Entity in accordance with the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's *APES 110 Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the *Corporations Act 2001* has been given to the directors of the group.

**Key Audit Matters**

Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the financial report of the current period. These matters were addressed in the context of our audit of the financial report as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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**FREELANCER LIMITED**  
**ABN 66 141 959 042**  
**AND CONTROLLED ENTITIES**

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF  
FREELANCER LIMITED AND CONTROLLED ENTITIES**

| Key Audit Matter                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Procedures                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>Reliance on automated process and controls</b></p> <p>Freelancer's revenue is primarily generated from new and existing users posting and fulfilling projects and contests on the Freelancer.com website and therefore a significant part of the Group's financial reporting processes are heavily reliant on IT systems with automated processes and controls over the capturing, valuing and recording of transactions. Similarly other IT platforms of the business that includes Escrow.Com and Warrior Forum are also heavily reliant on IT systems. This is a key audit matter because of the:</p> <ul style="list-style-type: none"> <li>• Complex IT environment supporting the Group's business processes</li> <li>• Mix of manual and automated controls</li> <li>• Multiple internal and outsource support arrangements</li> <li>• Large volume of low value transactions</li> </ul> | <p>Our procedures included, amongst others:</p> <p>We understood and tested management's controls over its systems relevant to financial reporting.</p> <p>We involved our IT specialist to conduct general IT controls tests that related to applications that support the effective functioning of application controls. This included a review of the policies and procedures, change management and access security.</p> <p>Our IT specialist performed application controls testing over the three main applications. The testing included procedures used to initiate, record, process and report transactions and other financial data, with particular focus on recognition and measurement of fee income, transactions including payment gateways and exception report testing.</p> <p>When testing controls was not considered an appropriate or efficient testing approach, alternative audit procedures were performed on the financial information.</p>                                                                                                                                                   |
| <p><b>Impairment of Goodwill and Intangible Assets</b></p> <p>Refer to Note 12 – Intangible Assets and Note 31 (h) - Critical Accounting Estimates and Judgements</p> <p>The Group has recognised intangible assets of \$26.4 million at 31 December 2018 resulting from business combinations and asset acquisitions.</p> <p>The assessment of impairment of the Group's intangible asset balances incorporated significant judgement in respect of factors such as discount rates, revenue growth and cost assumptions.</p> <p>We have focussed on this area as a key audit matter due to amounts involved being material; the inherent subjectivity associated with critical judgements being made in relation to forecast future revenue and costs; discount rates; and terminal growth rates.</p>                                                                                                | <p>Our procedures included, amongst others:</p> <p>We evaluated management's goodwill and intangible assets impairment assessment. We obtained the Group's value in use model and agreed amounts to a combination of budgets and future plans.</p> <p>Key inputs in the value in use model included forecast revenue, costs, discount rates and terminal growth rates. We corroborated those assumptions by comparing forecasts to historical actuals.</p> <p>We involved our valuation specialists to recalculate management's discount rates based on external data where available. The valuation specialist was also involved in assessing the value in use model used for valuation methodology including treatment of the net present value calculations.</p> <p>We performed sensitivity analysis on the fee income; terminal growth rate; and discount rate inputs.</p> <p>We assessed the Group's disclosures of the quantitative and qualitative considerations in relation to the carrying value of goodwill and intangible assets, by comparing these disclosures to our understanding of this matter.</p> |



**FREELANCER LIMITED  
ABN 66 141 959 042  
AND CONTROLLED ENTITIES**

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF  
FREELANCER LIMITED AND CONTROLLED ENTITIES**

**Other Information**

The directors are responsible for the other information. The other information comprises the information in the Group's annual report for the year ended 31 December 2018, but does not include the financial report and the auditor's report thereon.

Our opinion on the financial report does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of the other information, we are required to report that fact. We have nothing to report in this regard.

**Responsibilities of the Directors for the Financial Report**

The directors of the Group are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australia Accounting Standards and the *Corporations Act 2001* and for such internal control as directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the Consolidated Entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Consolidated Entity or to cease operations, or have no realistic alternative but to do so.

**Auditor's Responsibilities for the Audit of the Financial Report**

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.

**FREELANCER LIMITED  
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**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF  
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- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the Group audit. We remain solely responsible for our audit opinion.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with the directors, we determine those matters that were of most significance in the audit of the financial report of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

**FREELANCER LIMITED  
ABN 66 141 959 042  
AND CONTROLLED ENTITIES**

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF  
FREELANCER LIMITED AND CONTROLLED ENTITIES**

**Report on the Remuneration Report**

We have audited the remuneration report included in pages 13 to 16 of the directors' report for the year ended 31 December 2018.

The directors of the Group are responsible for the preparation and presentation of the remuneration report in accordance with s 300A of the *Corporations Act 2001*. Our responsibility is to express an opinion on the remuneration report, based on our audit conducted in accordance with Australian Auditing Standards.

**Opinion**

In our opinion the remuneration report of Freelancer Limited for the year ended 31 December 2018 complies with s 300A of the *Corporations Act 2001*.

*Hall Chadwick*

Hall Chadwick  
Level 40, 2 Park Street  
Sydney NSW 2000

*S. Kumar*

**SANDEEP KUMAR**

Partner

Dated: 18 February 2019

# Freelancer Limited

## Corporate Directory

### Company Directors

Mr Robert Matthew Barrie  
Mr Darren Nicholas John Williams  
Mr Simon Alvin Clausen

Chairman and Chief Executive Officer  
Non-Executive Director  
Non-Executive Director

### Company Secretary

Mr Neil Leonard Katz

### Registered Office

Level 20  
680 George Street  
Sydney NSW 2000  
Telephone: +61 (02) 8599 2700

### Share Registry

Boardroom Limited  
Level 12  
225 George St  
Sydney NSW 2000

### External Auditors

Hall Chadwick  
Level 40  
2 Park Street  
Sydney NSW 2000

### Securities exchange listing

Freelancer Limited shares are listed on the Australian Securities Exchange (Listing code: FLN)

