



# 2023

## ANNUAL REPORT

FREELANCER LIMITED ACN 141 959 042



**loadshift**

807630912

KILOMETRES OF LOADS POSTED





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# Chairman's Letter



## Dear Shareholders

2023 was a transformative year for Freelancer Limited, marked by significant progress towards profitability, a strong focus on operational efficiency, and exciting product developments. We have successfully navigated the challenges of the past year and positioned ourselves for sustainable growth in the years to come.

In 2023, Freelancer Limited delivered a Gross Marketplace Volume (GMV) of \$1,020.7 million, a slight decrease of 4.8% compared to the previous corresponding period (pcp). Freelancer, our flagship marketplace, saw a GMV of \$132.1 million, up 2.9% on pcp, whilst Escrow, our secure payment platform, recorded a GMV of \$888.6 million, down 5.8% on pcp.

Group revenue for the full year was \$53.3 million, down 4.1% on pcp. Freelancer revenue stood at \$44.2

million, down 2.8% on pcp, whilst Escrow revenue was \$9.1 million, down 9.9% on pcp. Despite these challenges, we achieved a momentous turnaround in profitability, with a positive Net Profit Before Tax (NPBT) of \$0.2 million, compared to a negative NPBT of \$7.0 million in FY22.

This remarkable improvement in profitability is a testament to our unwavering commitment to cost optimisation and operational efficiency. We have made significant progress in extracting cost efficiencies across all functions of the business, without compromising our ability to drive revenue growth. As a result, overall costs were 18% lower than FY22, and the group achieved a positive EBITDA for FY23. With a structurally lower cost base, we are well-positioned to achieve sustainable profitability in FY24 and beyond.

On the product front, we have made significant strides in enhancing our platforms and offerings. We have introduced AI-powered personalisation to drive core marketplace conversion, collaborative features to improve retention and engagement, and have taken our UX and design to the next level. These advancements, along with our focus on improving acquisition through organic channels, have set the stage for a promising future.

Our work with NASA and the NIH on the US\$6 million TARGETED Genome Editor Delivery Challenge showcases the versatility and capability of our platform, demonstrating that you can truly get anything done on Freelancer. We are proud to be at the forefront of innovation, pushing the boundaries of what is possible in the realm of crowdsourcing and freelancing.

Looking ahead to 2024, we are excited about the numerous opportunities on the horizon. With several irons in the fire, we anticipate that some of these initiatives will come to fruition this year. It is time for us to execute on our plans and deliver the results that our shareholders expect.

I would think that probably every Chairman's letter for FY23 will mention AI, but with over 72 million freelancers on our platform, Freelancer is possibly one of the world's largest users of generative AI tooling. We are becoming recognised as this - with quite a number of keynotes, interviews, and podcasts on the topic in the last 12 months. In the second half of FY23, I was flown to New York to present on the topic of Artificial Intelligence at the J.P. Morgan Global Chief Investment Officer Summit, following Jensen Huang and Jamie Dimon on the topic.

I'm old enough to remember the dotcom boom: 1994 was the year that only the geeks had email addresses, but 1995 was the year your grandmother had an email address as the browser took off. Every business in the world wanted to become an internet business, and to do that, they needed a website. This spawned an entire freelance economy for website development, and where did businesses go to get websites developed? Freelancer.

We believe that our core customers, namely small businesses and startups, will have a similar moment as their respective industries are transformed by the impact of AI. As their peers embrace AI, replacing support functions, sales teams, lead generation, and more, there will be increasing competitive pressure on these businesses to enhance their offerings and processes with generative AI products. We are uniquely positioned to provide and integrate these AI-powered business transformation services, which we anticipate will become an even larger category than web development. Every single business in the world will want to transform with AI. Where will they go to get these services done? Freelancer.

We remain focused on our core businesses – Freelancer, the world's largest cloud workforce; Escrow.com, the world's largest online escrow company; and Loadshift, Australia's largest online freight marketplace. These market-leading, broad, and horizontal service offerings cater to the needs of consumers and enterprises alike, and we are confident in their ability to drive long-term growth and value creation for our shareholders.

A detailed analysis of the group's activities and performance can be found in the Review of Operations section of the Directors' Report.

On behalf of the Board, I would like to thank our talented team for their hard work and dedication, and our shareholders for their continued support. We look forward to building on our achievements and delivering sustainable growth in the years to come.

Yours Sincerely,

Matt Barrie

Matt Barrie  
Chairman

26 March 2024



# Marketplace Statistics

Freelancer is a game-changer for entrepreneurs, small businesses and large organisations. We provide easy access to talented freelancers from around the world, who offer a wide range of services at competitive prices.

\$9.7b+

TOTAL JOBS  
AWARDED IN USD

23m+

TOTAL JOBS  
POSTED

42

AVERAGE BIDS  
PER PROJECT

\$259

AVERAGE  
COMPLETED  
PROJECT IN USD

341

AVERAGE  
ENTRIES  
PER CONTEST

71%

OF JOBS RECEIVE  
A BID WITHIN  
60 SECONDS



# Freelancer is the world's largest freelancing marketplace

The world's largest & lowest cost elastic cloud workforce, with an on-demand workforce of over 72 million users, no crowdsourcing platform globally has the liquidity of Freelancer.

For clients it's free to post your job, review obligation-free quotes, chat with freelancers and review samples of work & portfolios. For freelancers it's free to view projects posted, bid on projects, chat to clients, fill in your profile, upload your portfolio & provide samples of work.





# Change Lives.

Freelancer is changing lives around the world, whether it be for entrepreneurs, small businesses or large organizations. We provide easy access to talented freelancers from all around the world, who offer a wide range of services at competitive prices.

Today, Matt Starky (@Brightdock) exemplifies freelance success as a million-dollar freelancer, sharing his secrets with others on the platform.





# make it real.

Freelancer helps small businesses, startups, entrepreneurs and large organizations turn that spark of an idea into reality. We provide easy access to talented freelancers from all around the world, who offer a wide range of services at competitive prices.



**Ahmed C. @ahmadcheni31** 

★★★★★ 5.0

3D Artist and Animator

# Made real.

Hire a Freelancer



Aristomenis T. @menithings 

★★★★★ 5.0

Concept Designer





## Tamworth Country Music Festival '24 Mobile App

Adam Simon, an Aussie music entrepreneur from Sydney, envisioned a mobile app to enhance the Tamworth Country Music Festival. Turning to Freelancer, he sought a skilled developer. The project aimed to create an iOS and Android app for artist-fan connections. Tamworth '24 app launched successfully, amassing 3000 downloads and rave reviews.

“Throughout the project, my freelancer was professional, dedicated and patient working on this project with me and my team. Highly recommended and looking forward to working with them again in 2024 on our next project.



**Adam Simon** @adamsimon

★★★★★ 5.0

Music entrepreneur



**Raewyn Sleeman** @raewyns

★★★★★

Founder Stratagease

## Redefining Small Business Marketing

Dr. Sleeman noticed a big problem among small business owners. "I saw how many small business owners were confused about how to grow their business," she recalls. Raewyn came up with the idea for the Marketing Strategy app, which gives personalized marketing plans for small businesses. With the basic screens for the app already made, Raewyn got help from Freelancer to make her idea real.

The impact of Raewyn's teamwork with Freelancer has been huge. Since the app launched, it's been downloaded over 50,000 times and used by entrepreneurs in 176 countries across 150 different industries.

“It's amazing to see the difference my app is making. It's providing easy access to marketing expertise for those who need it most.

# Projects

Posting projects makes up the core of the Freelancer experiences, taking our clients hopes and dreams and *making them real*.

Our clients simply describe what they need to get done, what skills they require and their budget, before posting it to millions of freelancers for free.

Bids from our world-wide network of freelancers come in almost immediately, with 71% of projects in 2023 receiving a bid within 60 seconds. Once the client selects a freelancer, they set up payments using our secure Milestone Payment System, and watch as their dreams are transformed into reality.

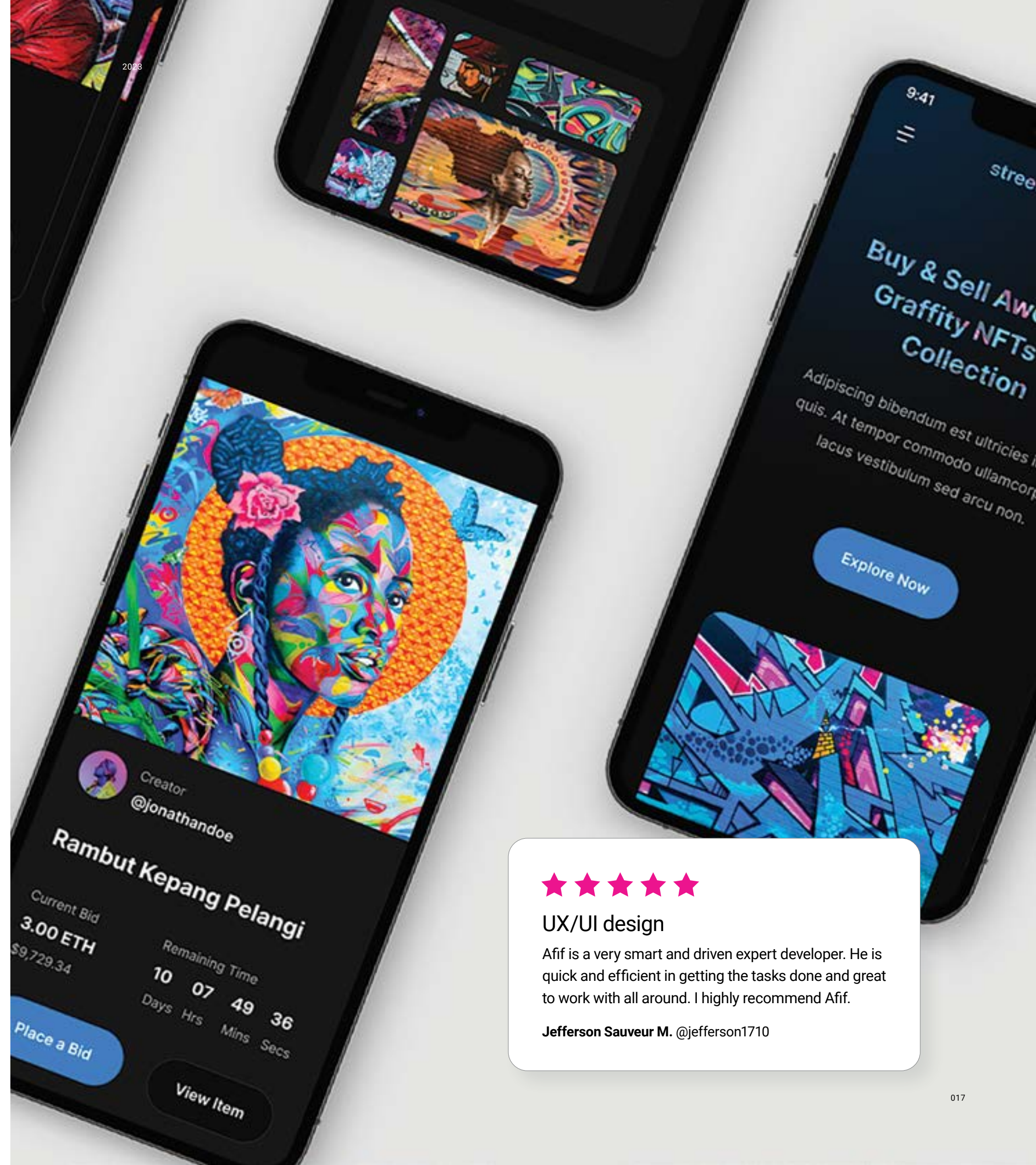
Freelancer offers over 3,000+ different categories of work on the platform, ranging from building simple websites or creating social content, through to complex and highly skilled areas such as fluid dynamics or quantum physics. No project is too large or small - they range from \$10 through to \$100,000+.

## \$259

AVERAGE PROJECT SIZE  
▲ 7% UP ON PCP

## 42

AVERAGE BIDS  
PER PROJECT



### UX/UI design

Afif is a very smart and driven expert developer. He is quick and efficient in getting the tasks done and great to work with all around. I highly recommend Afif.

**Jefferson Sauveur M.** @jefferson1710



# Contests

Competition lies at the heart of innovation and ideation. Freelancer brings this concept into the digital age with its contest platform.

Powered by millions of freelancers, contests deliver the perfect solution for any project through the magic of crowdsourcing. From visual design work through to idea generation, our skilled freelancers digest the brief and submit a variety of fully fleshed out solutions ready for production.

Contests can be simple or complex, and NASA, alongside various other US government departments, use contests to help them source novel solutions to unique and complex problems, ranging from maternal health to gene editing.

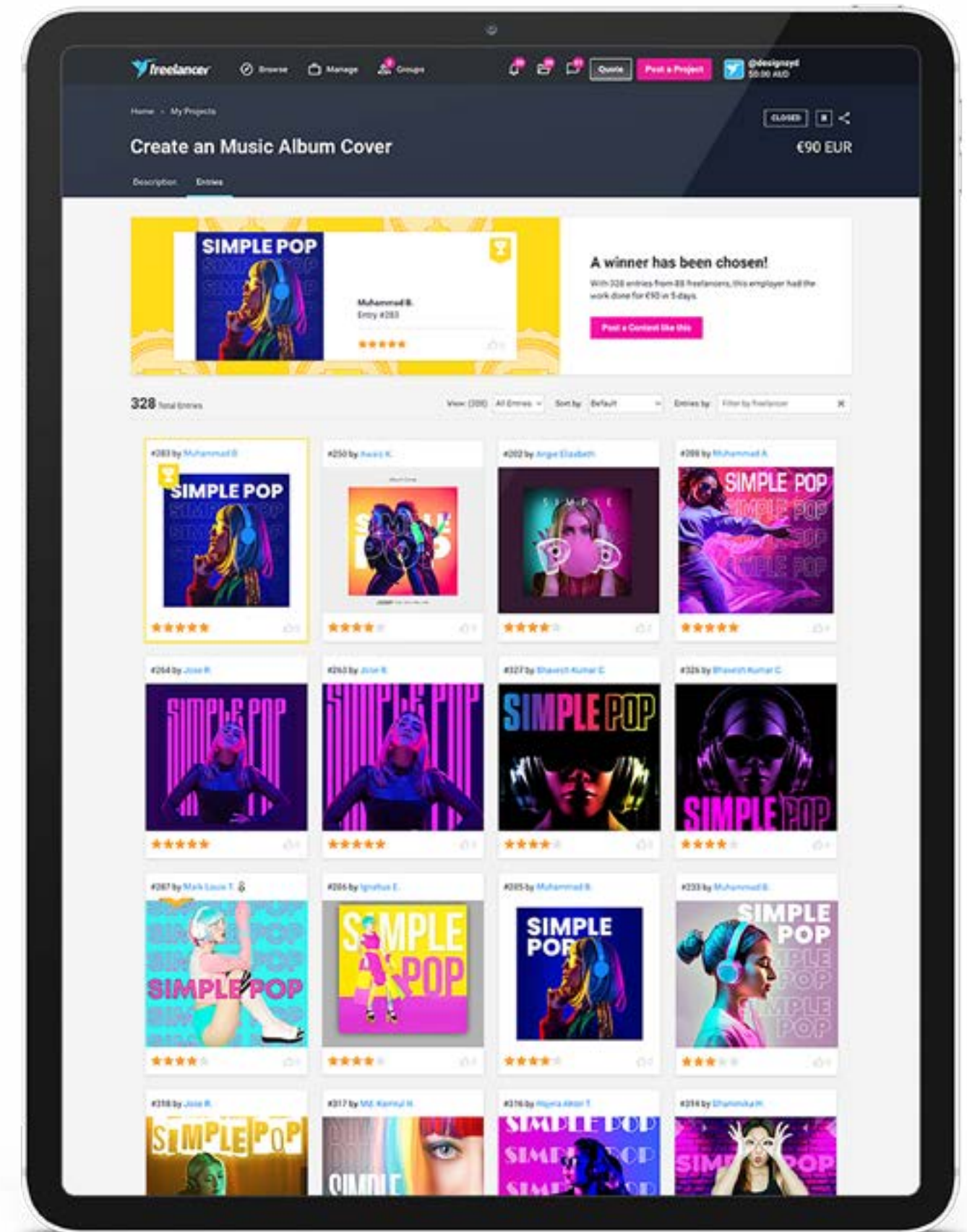
In 2023 alone, the platform generated over 13 million ideas to help contest holders find solutions quickly and collaboratively.

# 341

AVERAGE NUMBER OF  
ENTRIES PER CONTEST

# 13.9m

ENTRIES CREATED IN 2023





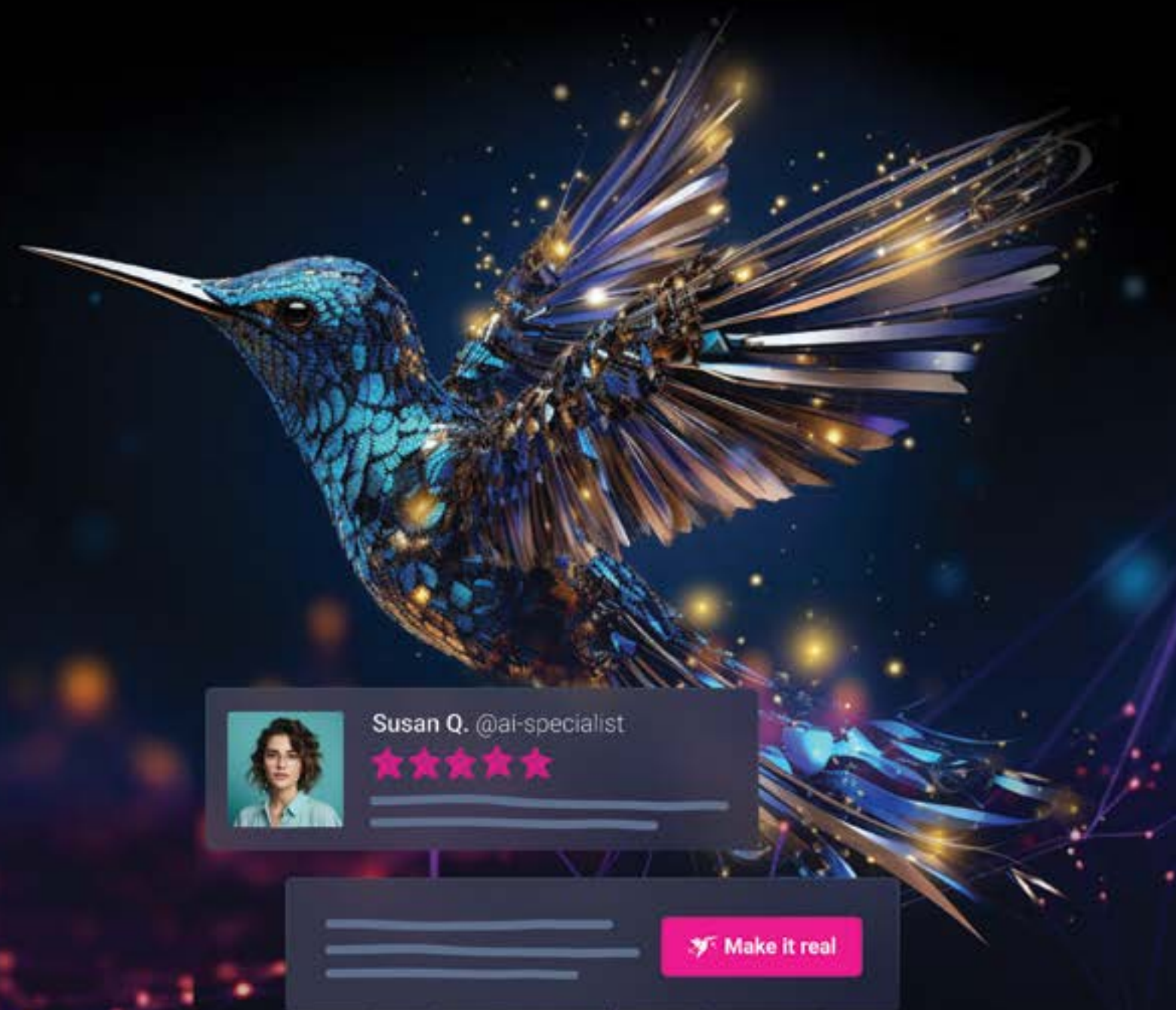
# Unlock AI potential

In 2023, we supercharged the marketplace with powerful AI innovations that increased personalisation throughout the funnel.

From overhauling the job posting flow leading to an increase in client conversions, to integrating multiple AI tools that empower freelancers to perform their best work and have been used millions of times. We've already observed dramatic increases in not only quality of work, but overall productivity and speed of delivery.

Entering 2024, we're focused on leading the AI revolution in the world of work. Our commitment to providing our freelancers with the best AI tooling will ensure they remain at the cutting edge, delivering unparalleled productivity and quality.

Freelancer isn't just a marketplace, it's the launchpad for businesses and entrepreneurs to leverage AI and catapult into the future.





# The world's largest crowdsourcing marketplace



Freelancer Enterprise provides enterprise-level clients with access to highly skilled, curated, vetted on-demand talent in the world's largest cloud workforce, instantly.

In 2023, key highlights included finalising negotiations with a major player in the North American oil and gas industry, onboarding an international leading beauty company in EMEA, and successfully activating a pilot campaign for a major Chinese retailer.

The Deloitte MyGigs program, a tailored version of the Freelancer InSource platform integrated with SAP Fieldglass, witnessed significant adoption within Deloitte. With over 50,000 Deloitte staff already onboarded, MyGigs facilitates project postings both internally and externally, leveraging the broader Freelancer marketplace.

Our global fleet and field services division has seen remarkable progress, marked by a thriving partnership with a major computer company resulting in a three-year contract renewal and geographical expansion, totalling 46 cities across 5 countries. This year witnessed rapid scaling across major Indian cities, driving technology adoption and increasing total volumes by over 150%.

**Bahrain Freelancer Accelerator**

Empowering Digital Skills Education in 2024



**Deloitte.**

**IBM**



**AIRBUS**

**Adobe**



# NASA and the US Government

NASA and Freelancer have been working together since 2015 to crowdsource solutions to some of the most complex challenges imaginable, pushing the boundaries of innovation.

In 2023, NASA and the National Institute of Health (NIH) launched our biggest challenge yet - the TARGETED Genome Editor Delivery Challenge with a US\$6m prize pool. Entries into this marquee contest showcase the sophistication and depth of our freelance labour pool.

Winners of the first phase (\$1.375m) included teams from some of the top universities in the United States, including MIT, Harvard, University of Pennsylvania, Yale, Cornell and many more.

With NASA recently announcing its new round of open innovation contests and our Enterprise team expanding our Contest product beyond just NASA and the US government to other organisations globally, the future of enterprise-grade crowdsourcing at Freelancer is bright.





This architectural 3D render was for a beachside family holiday house.

\$290

USD

16

DAYS

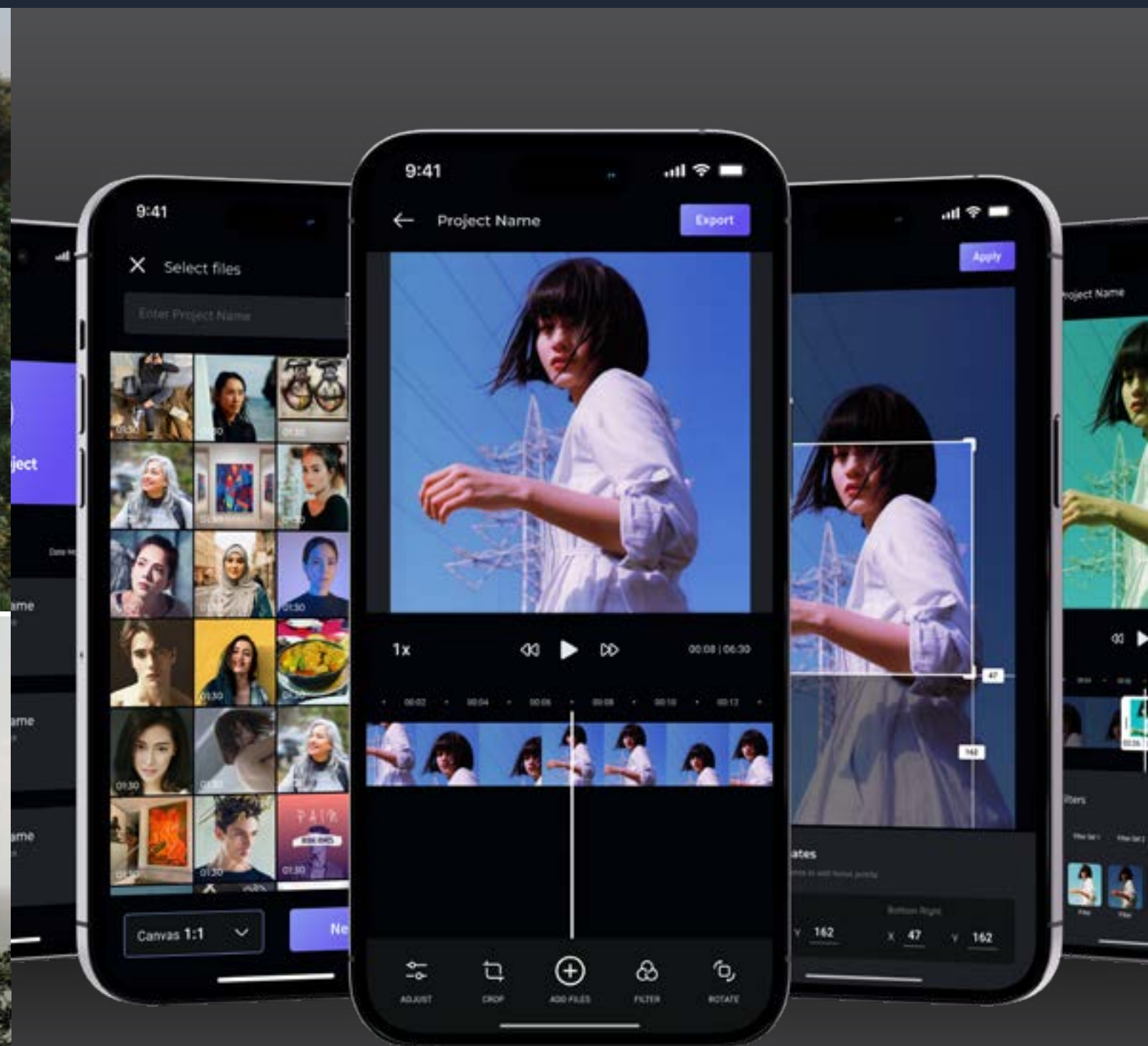
This visually striking UX/UI design was for a video editing mobile app for visual storytellers.

\$500

USD

10

DAYS



# Our Online Economy



This map illustrates the Freelancer online economy. The pink lines indicate where projects are being posted by clients and the blue lines indicate where the projects are being performed by freelancers. Thicker lines indicate a higher dollar volume of work. White dots indicate the location of Freelancer's users.

# 2022/23 Awards

## 2022 Stevie International Business Awards (IBA):

**Gold Stevie Award** for Business or Professional Services

**Gold Stevie Award** for Company of the Year - Transportation - Medium size

## 27th Annual Webby Awards 2023:

**Official Webby Honoree**  
Websites and Mobile Sites Employment



## Stevie Awards

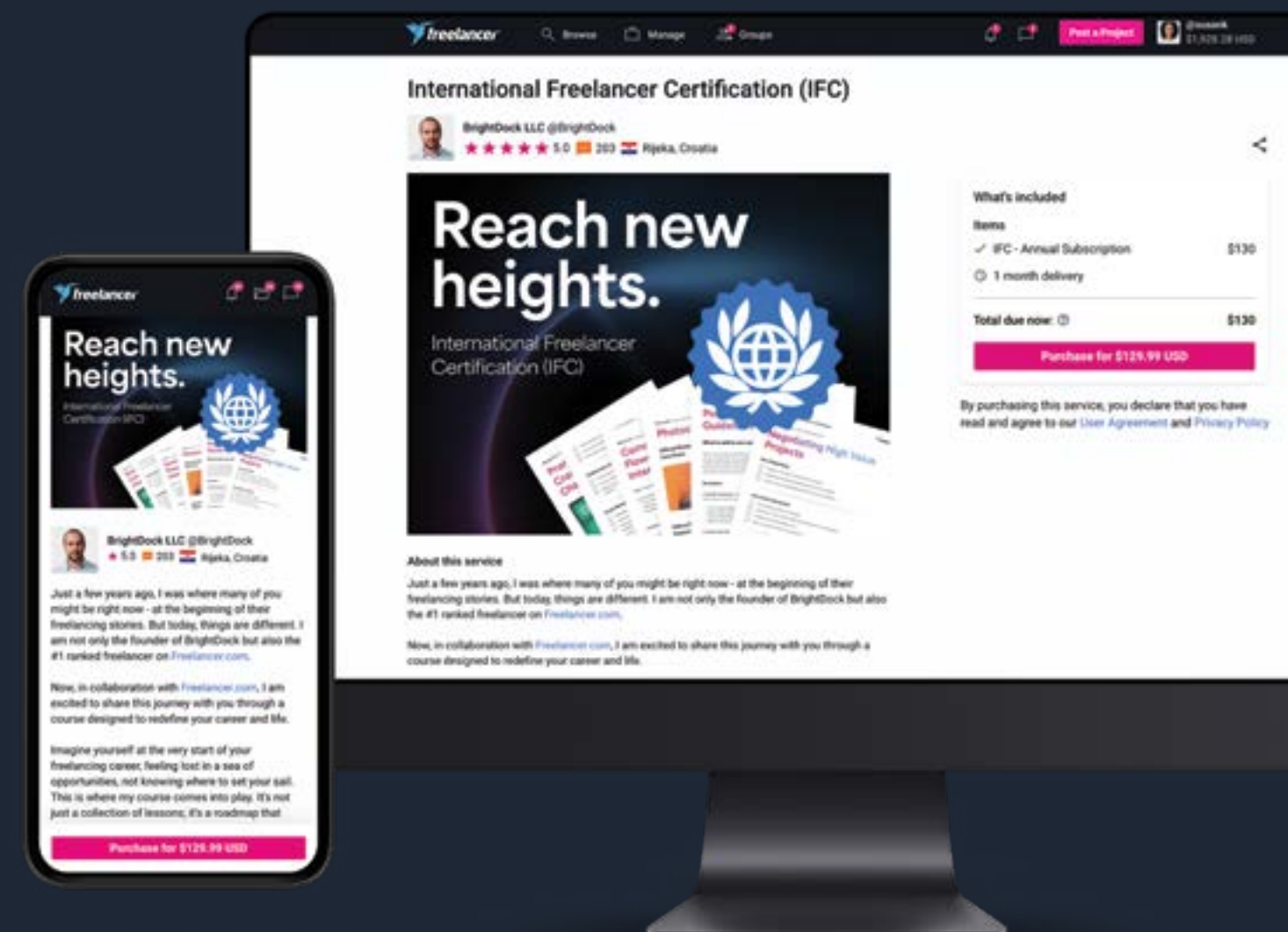
The Stevie Awards are the world's premier business awards, which were created in 2022 to honor and generate public recognition of the achievements and positive contributions of organizations and working professionals worldwide. There are seven Stevie Awards programs, each with its own focus, list of categories, and schedule. The Stevie International Business Awards are open to all organizations worldwide, and include categories to honor accomplishments in all aspects of work life.



# Reach new heights

We are thrilled to announce the launch of the International Freelancer Certification, a world class learning program for freelance talent, in partnership with Matt Starky (@brightdock), one of our top freelancers.

In this annual subscription-based program, Matt Starky draws upon his years of experience to deliver critical insights and learnings, alongside personal guidance and mentoring, to budding freelancers eager to advance their freelance careers.





# The world's safest payment platform for high value transactions



Escrow.com is the world's largest and only multi-jurisdictional licensed online escrow company. It is the most secure payment method for high value transactions, safeguarding both the buyer and seller with all funds kept in trust that are transacted in escrow.

The primary focus for the Escrow team in 2023 has been the integration of a checkout solution into a prominent SaaS shopping cart platform.

As the leading online solution for high-value payments, Escrow is uniquely positioned to allow eCommerce companies to expand their total addressable markets into high-value goods and services, which were previously unable to be effectively and safely serviced by existing payment methods, such as credit cards.

Escrow's secure payment process can be applied to a large number of verticals, including real estate, import/export, asset sales and many more, disrupting existing transaction methods which are often archaic and risky by replacing them with a smooth, secure, online checkout experience.



**Median prices for certain domain categories, such as '.ai' domain names, reached record highs in 4Q23.**



**Escrow.com, partnered with new M&A marketplaces and brokers, expanding its presence in the automotive sector.**



# Escrow.com is the only online payment method for eBay Motors listings in the United States

2000

EBAY PARTNERS WITH ESCROW.COM TO PROVIDE ESCROW SERVICES AS PART OF EBAY'S ASSURANCE PROGRAM.

2019

EBAY MOTORS INTEGRATES ESCROW.COM AS THE EXCLUSIVE ONLINE PAYMENT OPTION FOR THE WEBSITE AND MOBILE APPS.

2023

THE RELATIONSHIP BETWEEN EBAY MOTORS AND ESCROW.COM EXPANDS.



Escrow.com and eBay Motors enabled the secure sale of a 1930 Ford Model A from Poway, California to Farmington, New York - a distance that would normally be complicated to transact over.



# Escrow.com ensures the safety of startup acquisitions

As soon as a letter of intent or an asset purchase agreement is signed, Escrow.com ensures the acquisition deal proceeds safely and smoothly for both parties.



# Australia's largest freight marketplace

Building upon our legacy since 2007, Loadshift remains at the forefront of Australia's digital freight industry, reshaping the landscape of transportation solutions for individuals and businesses alike. In 2023, our platform continued to thrive, showcasing remarkable growth and adaptation to evolving market needs.

▲ 238%

GROSS MARKETPLACE  
VOLUME ON PCP

▲ 273%

AWARDED JOBS ON PCP



# Directors' Report

Your Directors submit the financial report of Freelancer Limited (the Company) for the year ended 31 December 2023. In order to comply with the provisions of the Corporations Act 2001, the Directors report as follows.

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

Executive Chairman  
(appointed 10 April 2010)

BE (Hons I)  
BSc (Hons I) Syd

GDipAppFin MAppFin HonDlitt Macq  
MSEE (Stanford) GAICD FIEAust

## Matt Barrie

### Founder and Executive Chairman of the Company.

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.

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.

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.

Relevant interest in 196,584,607 fully paid ordinary shares, including a relevant interest in 809,528 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.

Beneficial interest in 195,775,079 fully paid ordinary shares (representing 43.34% of issued capital).

Member of the Nomination and Remuneration Committee and Audit Committee.





Non-Executive Director  
from 1 November 2015

Executive Director  
until 31 October 2015  
(appointed 10 April 2010)

BSc (Hons I)  
PhD (Computer Science)

# Darren Williams

**Non-Executive Director of Company. Was the Chief Technology Officer and Executive Director of the Company until 31 October 2015.**

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.

Previously lectured Computer Science at the University of Sydney. Author of numerous articles, patents and papers relating to security technology, software and networking.

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.

Beneficial and relevant interest in 10,627,165 fully paid ordinary shares (representing 2.35% of issued capital).

Member of the Nomination and Remuneration Committee and Audit Committee.



Non-Executive Director  
(appointed 10 April 2010)

# Simon Clausen

**Founding investor and Non-Executive Director of the Company.**

Extensive experience in operating and investing in high growth technology businesses in both Australia and the United States. Previously founded and was CEO of PC Tools which was acquired by Symantec Corporation in October 2008.

Currently the sole director of Startive Ventures, a specialised technology venture fund that actively maintains investments in a number of companies globally.

Relevant interest in 161,309,528 fully paid ordinary shares, including a relevant interest in 809,528 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.

Beneficial interest in 160,500,000 fully paid ordinary shares (representing 35.53% of issued capital).

Member of the Nomination and Remuneration Committee and Audit Committee.



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 Results and Operations

The Group's profit / (loss) attributable to equity holders of the Company, after providing for income tax, was \$189,000 (2022 loss: \$5,413,000).

Key Performance Highlights

| Year ended 31 December                            | FY23<br>\$m | FY22<br>\$m | % Change |
|---------------------------------------------------|-------------|-------------|----------|
| Financial metrics:                                |             |             |          |
| Gross Marketplace Volume <sup>1</sup>             | 1,021       | 1,072       | -4.8%    |
| Net Revenue <sup>2</sup>                          | 53.3        | 55.7        | -4.2%    |
| Gross Profit                                      | 44.2        | 46.9        | -5.7%    |
| Gross margin (%)                                  | 83.0%       | 84.3%       | -1.6%    |
| Operating EBITDA <sup>3,4</sup>                   | 0.6         | (6.6)       | +109%    |
| Operating EBIT <sup>3</sup>                       | 0.3         | (6.9)       | +105%    |
| Operating NPAT <sup>3</sup>                       | 0.3         | (5.3)       | +106%    |
| Operating Cash Flow                               | 1.9         | (4.2)       | +145%    |
| Operational metrics:                              |             |             |          |
| New Jobs <sup>5</sup> (millions)                  | 1.1         | 1.2         | -10%     |
| Total Jobs Posted (millions)                      | 23.3        | 22.2        | +5%      |
| New Registered Users (excluding Escrow, millions) | 6.9         | 6.7         | +3%      |
| Total Registered Users <sup>6</sup> (millions)    | 72.1        | 65.1        | +11%     |

Notes:

<sup>1</sup> Gross Marketplace Volume (GMV) represents the underlying transaction value between third parties which is the basis for Freelancer's revenue, i.e. the value of services performed (Freelancer); goods shipped (Loadshift) or goods / services exchanged (Escrow). GMV is an unaudited metric. Marketplace segment FY23 GMV A\$132.1 million (up 2.9% on prior corresponding period), Payments segment GMV A\$888.6 million (down 5.8% on prior corresponding period).

<sup>2</sup> Net Revenue excluding Escrow.com for FY23 was \$44.2m (down 2.8% on prior corresponding period).

<sup>3</sup> Excludes non-cash share based payments expense of \$115k in FY23 and \$159k in FY22.

<sup>4</sup> From FY19 lease expenses in respect of office leases have been accounted for in accordance with AASB 16 Leases. The impact is that lease expenses are no longer reflected in the P&L but are brought into account as depreciation on the right of use asset and interest paid on the corresponding lease liability. Depreciation of \$4.5m (FY22:\$4.2m) and finance costs of \$1.7m (FY22:\$1.7m) relating to office leases (accounted for in accordance with AASB 16 Leases) are included in the EBITDA calculation.

<sup>5</sup> 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.

<sup>6</sup> User and project/contest data includes all users and projects/contests from acquired marketplaces. Includes Escrow.com unique users.

Freelancer.com



Freelancer revenue was \$44.2m (down 2.8% on pcp). Freelancer GMV was \$132.1m (up 2.9% on pcp). The segment was Operating EBITDA positive in the year.

Marketplace

In 4Q23 we added 1.4m new users and 201k new projects to the marketplace. The average project size was US\$259, down 2.6% on pcp in the quarter. This average project size includes all enterprise customers and the Loadshift division. Large number of small value projects from our Freelancer Global Fleet are counterbalanced by the large values of Loadshift loads.

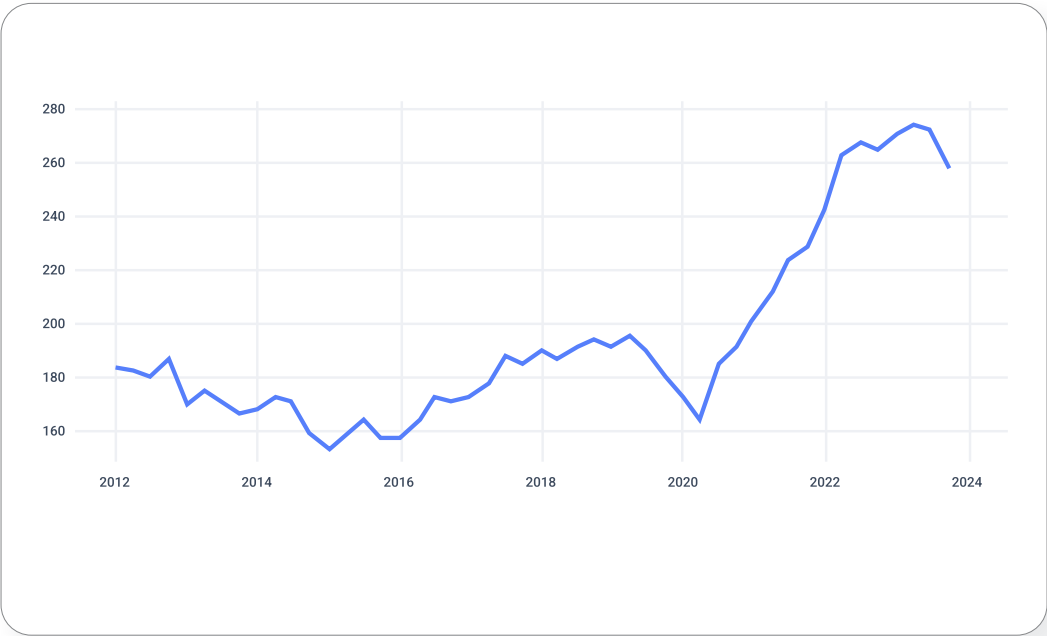


FIG.1 AVERAGE PROJECT SIZE (US\$) INCL. ENTERPRISE & LOADSHIFT

Marketplace liquidity remains strong, with the average bids per project remaining at 42 (~ flat on pcp), and average entries per contest now an astounding 341 (up 11.1% on pcp).

Product & Engineering

Our focus for FY23 was on user-facing product, including:

1. Personalisation to drive core marketplace conversion via AI,
2. Collaborative features to drive retention, engagement and growth
3. Improve acquisition through organic channels
4. Taking UX & design to the next level: from consistent to delight

Personalisation to drive core marketplace conversion

Throughout FY23, the product team had a major focus on personalising the product via the introduction and optimisation of AI throughout the funnel. This included an overhaul of the job posting process to take advantage of enhanced personalisation via AI, integration of AI tooling for use by freelancers, and much more.

In 4Q23 we released a completely new design for our job posting flow, alongside updates to the underlying AI model, resulting in new client conversion uplifts exceeding 5%.

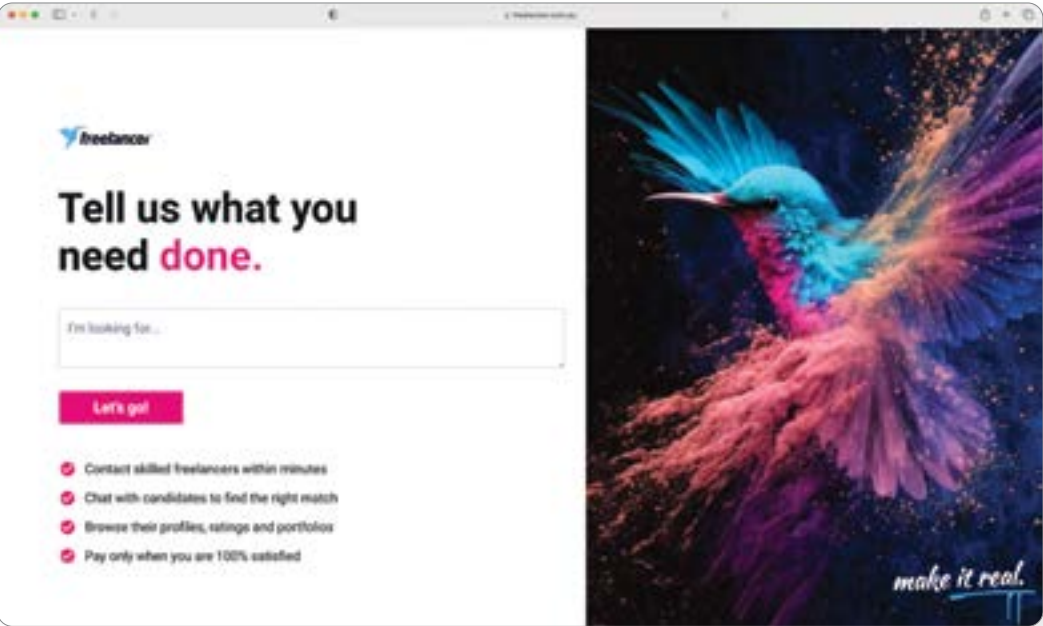


FIG.2 NEW POST PROJECTS EXPERIENCE

We also launched a new series of AI-related landing pages, helping companies and individuals understand the potential of AI, and introducing a new AI powered consultant.

Finally, we continued to improve the ability of freelancers to personalise their profile pages, allowing them to create specific profiles for each skill. Since release, nearly half a million bids have been created from thousands of new profiles.

Collaborative features to drive retention, engagement and growth

Collaboration featured heavily in our FY23 product strategy, with the bulk of our efforts focused on improving our Groups product. With thousands of users making tens of thousands comments every month, this has now become the centrepiece of our collaboration strategy. FY24 will be focused primarily on integrating this product into the project workflow.

We continue to focus heavily on collaboration, with a new "Project Updates" feature focused around lifting client-freelancer communication & engagement released into beta testing in the last week.

Additionally, in 4Q23 we launched the ability for freelancers to create commoditised services, powered by our quotations & subscriptions products, in preparation for a major launch in FY24. Since then thousands of services have been created, and we look forward to discussing this further in future reports.

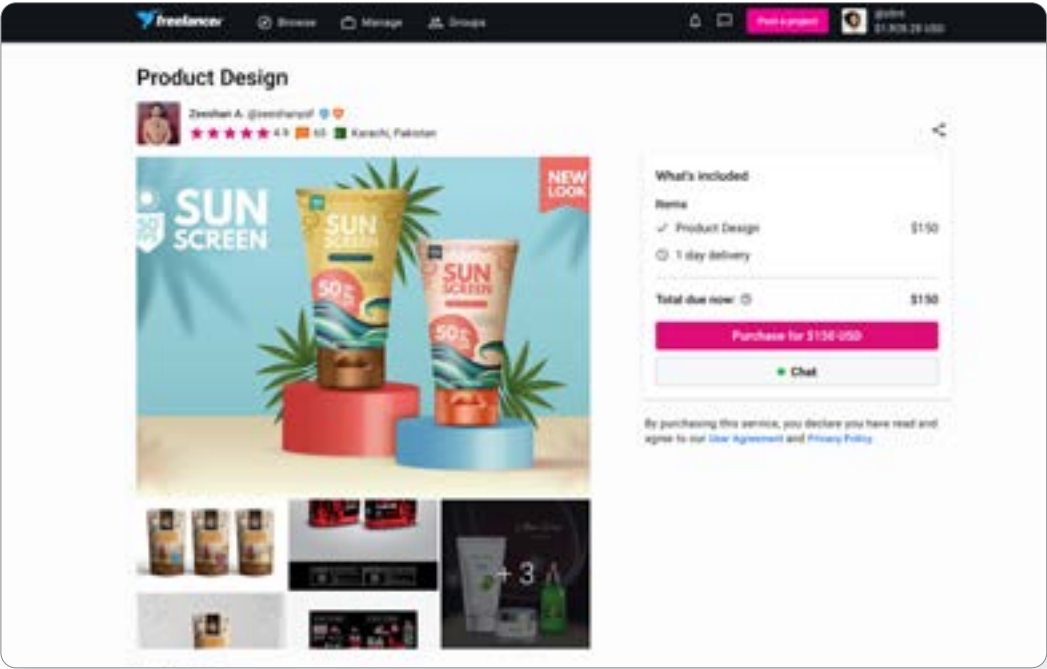


FIG.3 SERVICES LANDING PAGE

Improve acquisition through organic channels

Acquisition remained an important pillar of our FY23 product strategy, with the primary focus being on developing new organic (free) marketing channels, whilst continuing to lift the ROAS (Return On Ad Spend) of our existing paid channels.

We've continued our investment in viral acquisition, with distinct active referring users up 70% in 4Q23 as compared to 4Q22. We also began to roll out a rebuild of the logged-out project listings page, with a focus on performance and quality.

Whilst the primary focus was on development of new organic channels, we also continued to work hard on improving our paid channels. Throughout the year our ROAS lifted by around 25% for our primary SEM channel, driven by incremental improvements to conversion.

NDE REVENUE (30 DAYS EXCL. ENTERPRISE) AMOUNT/COST (USD)

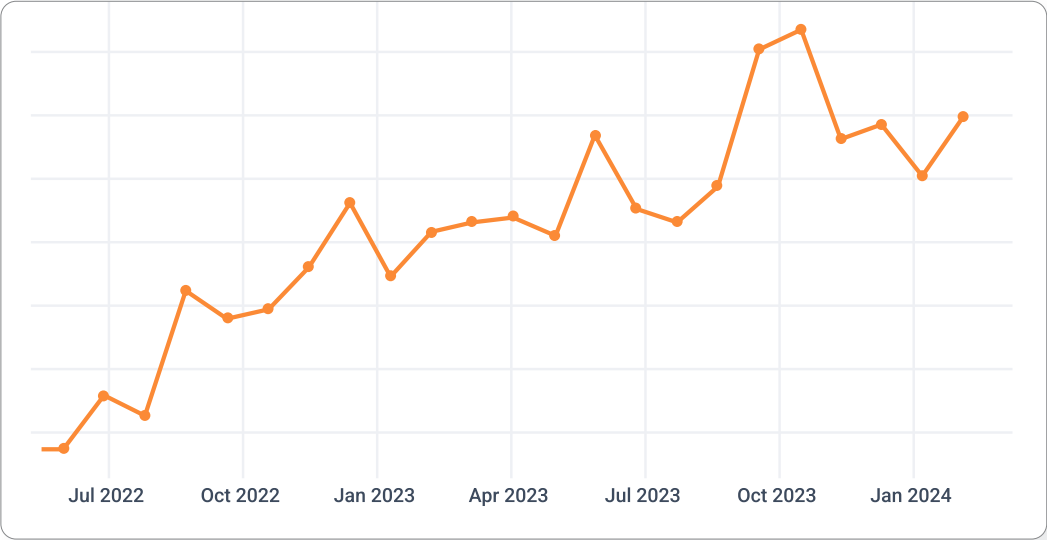


FIG.4 ACQUISITION 30 DAY REVENUE

Taking UX & design to the next level: from consistent to delight

In FY23 our UX improved leaps and bounds, with the focus gradually shifting from consistency & basic useability to delight. We believe that despite UX improvements being difficult to measure, they underpin the success of all of our product development efforts, and subsequently are critical to our long term success.

In 4Q23, we released a series of significant updates. We introduced dark mode navigation and a new homepage design for a clearer, more user-friendly experience. We made substantial improvements to the mobile interface, especially on management and start pages, to streamline project postings and quotes creation. Innovations like micro animations, a smarter navigation bar, and a revamped system status messaging system enhanced interactivity, screen usability, and overall clarity. We also fixed numerous UI bugs, making the platform smoother and more reliable for everyone.



FIG.5 OVERHAULED EXPERIENCE

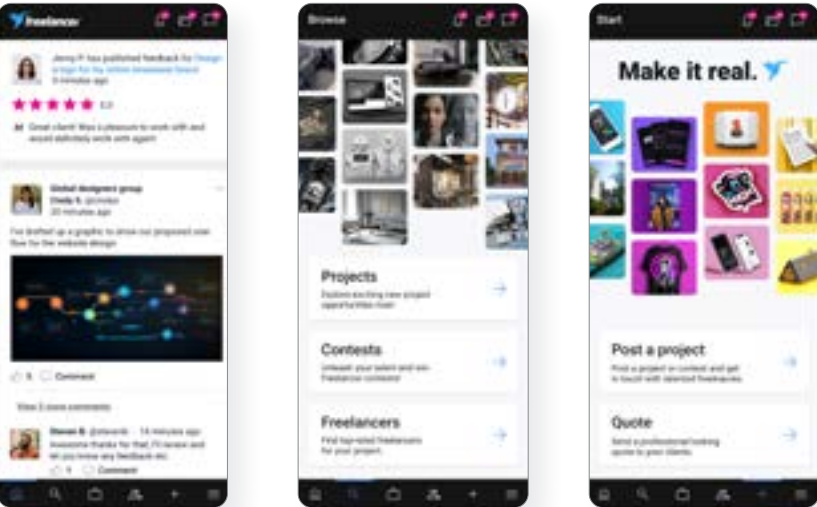


FIG.6 MOBILE EXPERIENCE

Our Product Focus for 2024

- As we move into 2024, our product focus will shift slightly. Many of the same themes will remain in some form.
- Turn Freelancer from a painkiller into a narcotic**  
*Ensuring our clients come back time and time again, making regular repeat purchases from our huge base of freelance talent.*
  - Reinvent the world of work in the AI revolution**  
*The economic landscape made a major paradigm shift in 2023, with generative AI products increasingly going mainstream. In 2024, we will focus on ensuring our freelancers stay at the forefront of this revolution, substantially enhancing their productivity and quality of output.*
  - Rethink client acquisition in a world without google**  
*With the introduction of generative AI, existing organic acquisition channels will change substantially in nature, and new channels will rise. Our focus in 2024 will be on ensuring we take full advantage of this changing landscape.*
  - World leading UX and design that wins awards**  
*Our UI/UX improved significantly in FY23, and our focus moving into FY24 is to move towards a position of leadership in this space.*
- We look forward to reporting on each of these goals as FY24 progresses.

Trust & Safety

Marketplace spam activity continues to drop, with the number of activated spam projects in the past 30 days now below 5%. We will continue to fight spam & scams wherever we find them as we continue our efforts to ensure Freelancer.com remains a trusted place for global commerce.

# Enterprise



The Freelancer Enterprise division deepened a number of strategic engagements with our Enterprise partners in 2023. During 4Q23 we delivered 55% revenue growth on pcp, resulting in overall growth for the year of 12% on pcp.

Key Highlights of 4Q23:

**Oil and Gas:** We finalised negotiations with one of the world's largest publicly traded oil and gas companies, in direct partnership with their preferred managed service provider in the United States. The scope of work was defined and is set to be rolled out in the first half of 2024. We are currently exploring deeper integration into the platform.

**FMCG:** In November, we finalised commercials with and on boarded one of the leading beauty companies in the world, composed of several iconic brands. They selected Freelancer as they are looking for an alternative talent sourcing strategy and more flexibility in their hiring initiatives. During the quarter, we signed the agreement, completed the vendor onboarding process and prepared to activate the pilot campaign in Q1 of 2024.

**In-Flight Proposals:** Ended the quarter with proposals in progress for engineering services and ongoing project management including a strategic platform-based transformation opportunity with a global BPO leader.

**New Partners:** With a positive outlook for H12024, we're taking the opportunity to make further inroads into the future of global talent management via new agreements with outsourcing solution specialists in the US, EMEA and APAC. These partnerships will unlock our potential by increasing our scope to enter new markets such as countries in the LATAM region.

**Activation Program:** Freelancer's new client Activation Program went through a redesign to ensure partners at all stages of growth are appropriately serviced. This three-fold approach starts with educating partners on how they can leverage Freelancer in their day-to-day operations and progresses through the full customer lifecycle journey. The overarching goal of this initiative is to make Freelancer a habit-forming product for major corporations internationally.

**Government Engagements:** We are seeing a continuation of strong demand from Governments. During the quarter, we progressed commercials with several Labor/Economic/Human Resource Ministries who are looking to grow freelancing in the region as a key economic driver over the next 5 to 10 years. As we enter 2024, two of these State Sponsored opportunities have reached the final stages of negotiation.

**Deloitte MyGigs:** Deloitte member firms across EMEA and APAC have expressed renewed interest in deploying their own instances of MyGigs based on new initiatives driven by the Innovation and Learning and Development teams. They are in the process of assessing the feasibility of respective pilots ahead of their budget planning for the next fiscal year.

## Global Fleet/ Field Services

This year we continued to scale rapidly across the major cities in India with the global computer and printer company, expanding our scope and driving adoption of our technology to increase total volumes by over 150%.

Our technical integration continues to improve and provide better operational efficiency. This consistent commitment to advancements in the technology was pivotal in enabling our growth and expansion, not only this quarter but right across the entire year. We had a 25% increase in volumes in 4Q23 compared to 3Q23 and a 156% increase for FY23 to FY22.

As of the time of writing this report, we are now live and operational in 46 cities across 5 countries globally, servicing multiple product types varying from repairing laptops to installing printers. To date, we've completed over 44,000 jobs globally, showing our commitment to leading the market in innovative global fleet and field services.



FIG.7 FREELANCER GLOBAL FLEET ENGINEERS AND CUSTOMERS IN INDIA

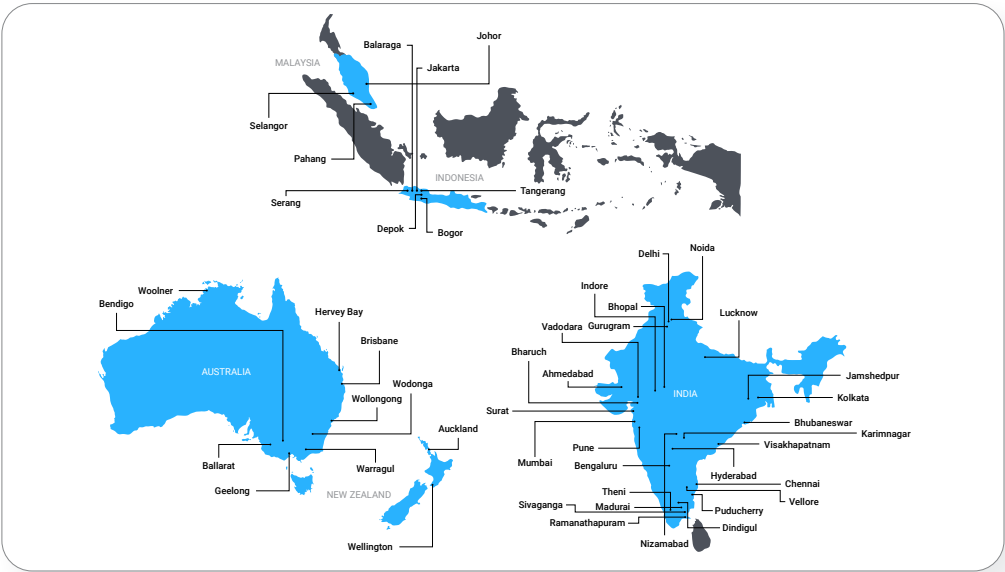


FIG.8 OUR GLOBAL FOOTPRINT ACROSS FIVE COUNTRIES COVERING 46 CITIES

NASA &  
U.S. Government

2023 was another excellent year for the NASA and US Government operations team. Once again through this engagement Freelancer continues to deliver high end, complex projects to major agencies.

In Q4 we deepened our strategic relationship with NASA through a site visit to the NASA Johnson Space Center in Houston, TX, USA, facilitating face-to-face meetings with key stakeholders including the Manager and Deputy Manager of The Center of Excellence for Collaborative Innovation (CoECI). This visit provided valuable insights into the current NOIS2 contract and the future NOIS3 engagement for 2025 and beyond. The US government contract owners provided important feedback on our existing processes and offered recommendations for enhancement.

In 2023, this engagement generated over \$1,050M USD in revenue, with a tick over \$340k USD generated in Q4 alone. Throughout the year, the team secured projects totaling \$805,000 USD and we maintained our commitment to service delivery for 9 projects.

Looking forward, we are proactively planning to diversify our client base beyond NASA by developing collateral, strategies and processes to pursue new government and enterprise opportunities in APAC and North America.

Deloitte MyGigs

MyGigs is a Deloitte-branded version of the Freelancer InSource platform tailored to meet the needs of Deloitte practitioners and tightly integrated with SAP Fieldglass. Projects are posted both "internally" (to Deloitte practitioners) and "externally" to the greater Freelancer.com marketplace. Over 50,000 Deloitte staff have been onboarded to the platform already. A dedicated team of product managers and engineers have been working closely with Deloitte to further tailor and enhance product and integration capabilities. Freelancer will also continue to collaborate with Deloitte's internal marketing and adoption teams to drive activation throughout the coming year.

Freelancer has commenced negotiations to expand the MyGigs program to additional Deloitte business units in APAC and Europe in FY24.



FIG.9 EESCROW GROSS PAYMENT VOLUME (USD) BY QUARTER SINCE INCEPTION.



Escrow.com



Escrow.com is the world’s largest and only multi-jurisdictional licensed online escrow company. Escrow.com Gross Payment Volume (GPV) in 4Q23 was AU\$217.9 million, up by 15.1% on pcp (US\$142.1 million, up by 14.2% on pcp).

For FY23, Escrow GPV was AU\$897.7m, down 5.9% on pcp (US\$596.8m, down 10.7% on pcp). Despite this dip from the peaks of late 2021, Escrow's growth trajectory remains consistent with pre-pandemic trends and 4Q23 was in the top 10 all-time for Gross Payment Volume.

Venture capital investment has significantly impacted the aftermarket domain market, with a dynamic shift from a peak in funding activity in 2021 to a slowdown by late 2022 and continuing into 2023. Looking ahead, venture funding levels are expected to stabilise in 2024, with a particular rebound in AI. Escrow.com is aiming to widen its customer base by incorporating its checkout solution into a leading SaaS shopping cart platform, scheduled for launch in the second quarter of 2024. This development represents a strategic move towards broader diversification and enhanced service offerings.

In the quarter, Escrow.com also bid on a major government tender in the automotive space.

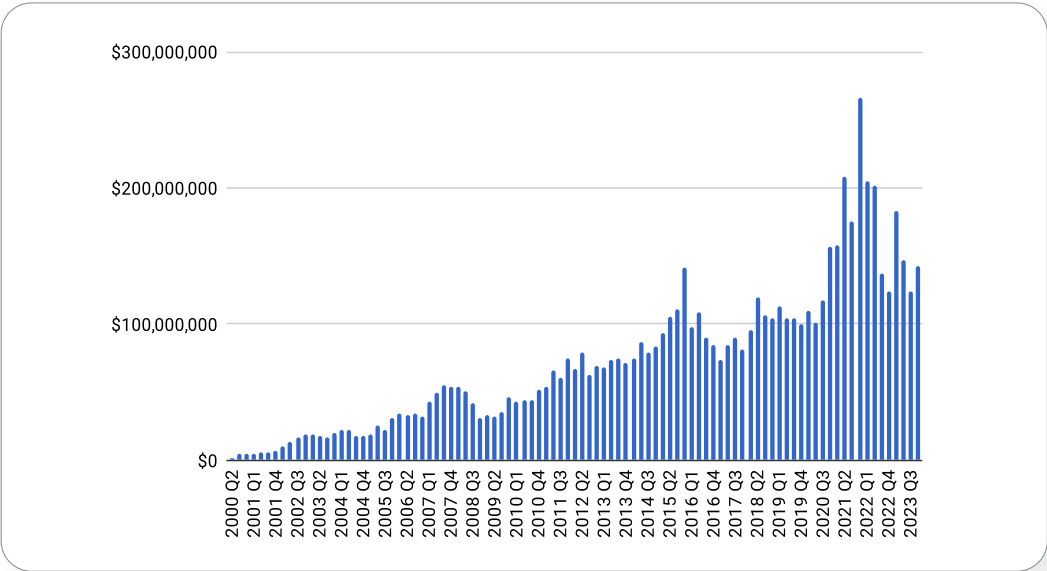


FIG.10 EESCROW GROSS PAYMENT VOLUME (USD) BY QUARTER SINCE INCEPTION

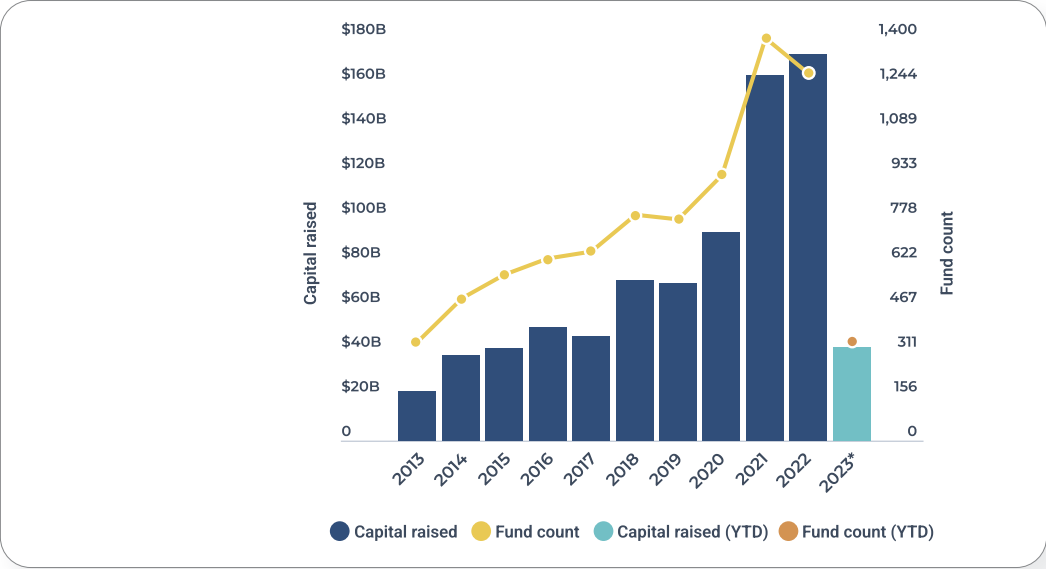


FIG.11 VENTURE CAPITAL FUNDING

Product

In 4Q23, building upon the initiatives outlined in 3Q23, Escrow.com maintained its focus on enhancing automation and streamlining operational processes to further strengthen scalability.

Key advancements included:

- Refining ACH payment processes,
- Integrating additional automation into due diligence reviews, and
- Enhancing payment processing mechanisms.

Partner Activity

In 4Q23, Escrow.com actively pursued the e-commerce vertical, while continuing to support a variety of marketplaces and brokers, extending across both existing and new partners. Within the e-commerce space, during 4Q23 Escrow.com signed partner agreements with a Fortune 500 company e-commerce platform, and one with NASDAQ listed e-commerce platform. Both these companies provide software as a service to online retailers. The pursuit of additional partnerships in this sector is planned for 1Q24 and 2Q24.

In addition to this, Escrow.com partnered with three new M&A marketplaces and brokers throughout 4Q23, growing our M&A client portfolio and increasing our presence within this vertical.

In automotive, Escrow.com focused on solidifying its relationship with eBay Motors and discussed potential expansion of our current integration that will be explored further within 1Q24 & 2Q24. Escrow also signed one new global automotive marketplace, specialising in worldwide overland vehicles. Capitalising on this, Escrow.com attended the NADA Show convention event in 1Q24, allowing the team to meet with both new and existing clients and continue to position Escrow.com as the secure high-value payment method for online automotive marketplaces.

Domain Names

In the second half of the year, the total domain name volume on Escrow.com eased slightly from \$85M in 3Q23 down to \$79M in 4Q23. For most domain categories, prices were steady quarter on quarter.

Escrow.com's domain name partner portfolio grew during 4Q23 with the addition of two new partners and notably, the value of '.ai' domain names hit another record high in 4Q23. The median price of a four character .com domain increased by 30% in 4Q23 compared to 3Q23, also hitting a record high.

To solidify our international standing, Escrow will again have a presence at NamesCon, the #1 domaining event in the world, bringing together the people who build the domain name industry. Held in Texas in June, preparations and planning are underway at the time of writing this report.

# Loadshift



In 4Q23, Loadshift continued to shape the landscape of Australia's heavy haulage transport market. Loadshift has exhibited remarkable growth in several key areas, notably in the volume of quotes and awarded jobs, which underscores the company's expanding market presence and operational efficiency. In CY23, GMV saw a significant increase of 238.4% pcp, indicating healthy business growth and an effective revenue model after transitioning to the marketplace model.

Q4 Performance Highlights

- Loads Posted:** There was a decrease in the number of loads posted, moving from 15,295 in Q4 2022 to 13,015 in Q4 2023, marking a 14.9% decline. This drop is a result of reduced reposts as more loads become awarded and the load expiry time was increased, removing duplicate postings. Additionally some low award rate abusers of the platform were removed.
- Quotes:** The company saw a substantial increase in quotes, from 22,815 in Q4 2022 to 73,017 in Q4 2023, translating to a 220.0% growth. This significant rise in quotes per job, from 1.5 to 5.6 (273.3%), suggests an increase in carrier engagement and competitive bidding within the Loadshift platform.
- Awarded Jobs:** There was an impressive 272.7% increase in awarded jobs, from 796 in Q4 2022 to 2,967 in Q4 2023. The award rate also improved dramatically, from 5.2% to 22.8% (338.0%), indicating a higher conversion rate of quotes to awarded jobs. This award rate is anticipated to continue to rise in CY24.

Total kilometres posted were 17,510,304, representing ~\$70m Notional Gross Load Value (NGLV) and an annual NGLV of approximately \$280m.

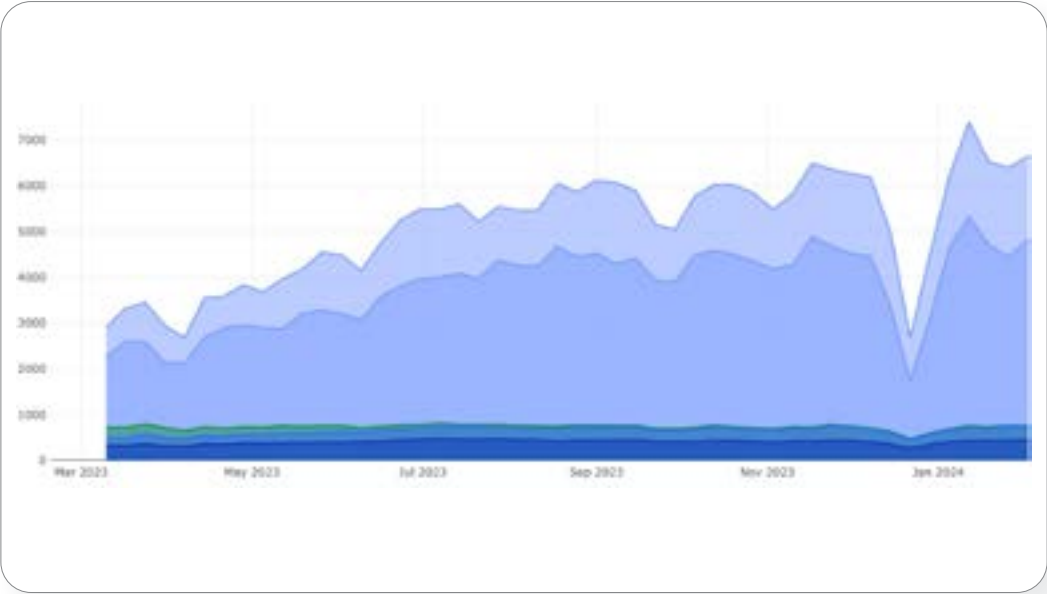


FIG.12 NUMBER OF QUOTES PLACED PER WEEK IN THE LAST 12 MONTHS



FIG.13 DEMOBILISATION FROM KALGOORLIE WA TO EAGLE FARM QLD VIA LOADSHIFT

## Review of Financial Performance

The Company achieved Net Revenue of \$53.3 million in FY23 (down 4.1% on the previous corresponding period), and Gross Marketplace Volume of \$1,020.7 million (down 4.8% on the previous corresponding period). Revenue excluding Escrow.com was \$44.2 million (down 2.8% on the previous corresponding period). Escrow.com revenue was \$9.1 million (down 9.9% on the previous corresponding period).

The Company achieved a gross margin of 83.0% in FY23 compared to the previous corresponding period of 84.3%. The lower margin was primarily driven by increased costs associated with fraud prevention tooling, however the gross margin remains within a consistent range since 2011. The Company's cost of sales predominantly consists of transaction costs incurred from the various gateways relied upon to process user payments, various provisions taken for credit card chargebacks and fraud risks. Cost of sales also includes direct labour costs incurred in servicing enterprise customers.

The Company reported a NPBT of \$0.2 million in FY23 (FY22: \$(7.0) million). This represents a major turnaround in profitability compared to the previous corresponding period. The Company has made significant progress on extracting cost efficiencies across all functions of the business and continues its focus to optimise costs wherever possible, without compromising revenue growth. Overall costs were 18% lower than FY22 and as a result the group was EBITDA positive for FY23. The group now has a structurally lower cost base, which has it well placed to achieve sustainable profitability in FY24 and beyond. As of 31 January 2024, the company had 318 FTE staff.

The Company posted a positive operating cash flow of \$1.9 million in FY23 (FY22: \$(4.2) million). Operating cash flow excludes \$4.2 million (FY22: \$3.8 million) of lease payments associated with office premises, which have been reflected as finance costs in accordance with AASB 16 Leases.

### Balance Sheet

As at 31 December 2023, the Company held cash and equivalents of \$21.2 million and no net debt, down 9.4% on FY22.

Trade and other receivables include receivables from various payment gateways and enterprise customers. These decreased by 17% from FY22

Trade and other payables includes user obligations (user balances and milestone payments held on balance sheet). These decreased by 8% from FY22

Continued operating cost efficiencies are expected to maintain profitability, which will strengthen the balance sheet in FY24.

### Dividends paid or recommended

There have been no dividends paid or provided for the financial year ended 31 December 2023 (2022: 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 2023 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 six 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     | 6                  | 6        | 2                        | 2        | -                                    | -        |
| S.A. Clausen    | 6                  | 6        | 2                        | 2        | -                                    | -        |
| D.N.J. Williams | 6                  | 6        | 2                        | 2        | -                                    | -        |

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 \$26,000 (2022: \$20,000).

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 21 to the financial statements do not compromise the external auditor's independence, based on advice received from the Audit Committee, for the following reasons:

- 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 65 and forms part of the Directors' Report for the year ended 31 December 2023.

Shares issued under Employee Share Plan (ESP) or Long Term Incentive Plan (LTIP)

No ESP shares or LTIP share options have been granted to Directors during the financial year. No ESP shares or LTIP share options 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 2023, 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. 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 (2022:\$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, invitations to participate in the Company’s Employee Share Plan (ESP) or invitations to participate in the Company’s Long Term Incentive Plan (LTIP).

## 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.

|                         | Short-term benefits |                      | Post employment benefits | Share based payments | Total  |           |
|-------------------------|---------------------|----------------------|--------------------------|----------------------|--------|-----------|
|                         | Directors’ fees     | Cash salary and fees | Other                    | Superannuation       | Shares |           |
| Non-Executive Directors | \$                  | \$                   | \$                       | \$                   | \$     | \$        |
| Executive Directors     |                     |                      |                          |                      |        |           |
| S.A. Clausen            |                     |                      |                          |                      |        |           |
| 2023                    | 25,000              | -                    | -                        | -                    | -      | 25,000    |
| 2022                    | 25,000              | -                    | -                        | -                    | -      | 25,000    |
| D.N.J. Williams         |                     |                      |                          |                      |        |           |
| 2023                    | 22,884              | -                    | -                        | 2,460                | -      | 25,344    |
| 2022                    | 22,884              | -                    | -                        | 2,288                | -      | 25,172    |
| Executive Directors     |                     |                      |                          |                      |        |           |
| R.M. Barrie             |                     |                      |                          |                      |        |           |
| 2023                    | -                   | 581,492              | 26,312                   | 25,904               | -      | 633,708   |
| 2022                    | -                   | 569,096              | 23,078                   | 25,904               | -      | 618,078   |
| Other KMP               |                     |                      |                          |                      |        |           |
| N.L. Katz               |                     |                      |                          |                      |        |           |
| 2023                    | -                   | 372,400              | 24,787                   | 27,600               | 94,497 | 519,284   |
| 2022                    | -                   | 378,319              | 21,512                   | 27,600               | 94,500 | 521,931   |
| Total                   |                     |                      |                          |                      |        |           |
| 2023                    | 47,884              | 953,892              | 51,099                   | 55,964               | 94,497 | 1,203,336 |
| 2022                    | 47,884              | 947,415              | 44,590                   | 55,792               | 94,500 | 1,190,181 |

The remuneration of key management personnel in the years ended 31 December 2023 and 2022 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:

| 2023      | 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 |
|-----------|----------------------------------|-----------------|----------------------------|----------------------|--------------------------------|--------------------------------|------------------------------|
| Other KMP |                                  |                 |                            |                      |                                |                                |                              |
| N.L. Katz | 440,539                          | -               | -                          | -                    | 440,539                        | 176,216                        | 264,323                      |
| Total     | 440,539                          | -               | -                          | -                    | 440,539                        | 176,216                        | 264,323                      |
| 2022      |                                  |                 |                            |                      |                                |                                |                              |
| Other KMP |                                  |                 |                            |                      |                                |                                |                              |
| N.L. Katz | 440,539                          | -               | -                          | -                    | 440,539                        | 308,378                        | 132,161                      |
| Total     | 440,539                          | -               | -                          | -                    | 440,539                        | 308,378                        | 132,161                      |

Ordinary share options in subsidiary (Payments Pty Ltd)

Details of ordinary shares options in Payments Pty Ltd held directly, indirectly or beneficially, by KMP, including their related parties, is as follows:

| 2023      | 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 |
|-----------|----------------------------------|-----------------|----------------------------|----------------------|--------------------------------|--------------------------------|------------------------------|
| Other KMP |                                  |                 |                            |                      |                                |                                |                              |
| N.L. Katz | 10,000,000                       | -               | -                          | -                    | 10,000,000                     | 7,000,000                      | 3,000,000                    |
| Total     | 10,000,000                       | -               | -                          | -                    | 10,000,000                     | 7,000,000                      | 3,000,000                    |
| 2022      |                                  |                 |                            |                      |                                |                                |                              |
| Other KMP |                                  |                 |                            |                      |                                |                                |                              |
| N.L. Katz | 10,000,000                       | -               | -                          | -                    | 10,000,000                     | 9,000,000                      | 1,000,000                    |
| Total     | 10,000,000                       | -               | -                          | -                    | 10,000,000                     | 9,000,000                      | 1,000,000                    |



Ordinary share capital

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

| 2022                         | Balance at the start of the year | Received as part of remuneration | Purchase of shares | Sale of shares | Balance at the end of the year |
|------------------------------|----------------------------------|----------------------------------|--------------------|----------------|--------------------------------|
| Directors                    |                                  |                                  |                    |                |                                |
| R.M. Barrie <sup>1</sup>     | 195,914,801                      | -                                | 1,139,778          | -              | 197,054,579                    |
| S.A. Clausen                 | 160,500,000                      | -                                | -                  | -              | 160,500,000                    |
| D.N.J. Williams <sup>2</sup> | 10,758,165                       | -                                | -                  | -              | 10,758,165                     |
| Other KMP                    |                                  |                                  |                    |                |                                |
| N.L. Katz <sup>3</sup>       | 595,000                          | -                                | -                  | -              | 595,000                        |
| Total                        | 367,767,966                      | -                                | 1,139,778          | -              | 368,907,744                    |
| 2021                         |                                  |                                  |                    |                |                                |
| Directors                    |                                  |                                  |                    |                |                                |
| R.M. Barrie <sup>1</sup>     | 195,281,931                      | -                                | 632,870            | -              | 195,914,801                    |
| S.A. Clausen                 | 160,500,000                      | -                                | -                  | -              | 160,500,000                    |
| D.N.J. Williams <sup>2</sup> | 10,758,165                       | -                                | -                  | -              | 10,758,165                     |
| Other KMP                    |                                  |                                  |                    |                |                                |
| N.L. Katz <sup>3</sup>       | 595,000                          | -                                | -                  | -              | 595,000                        |
| Total                        | 367,135,096                      | -                                | 632,870            | -              | 367,767,966                    |

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 fully paid shares and 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 willnot 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 24 of the financial statements. Loans provided in respect of fully paid shares are recognized in the financial statements.

|                                  | 2022 \$000 | 2022 \$000 |
|----------------------------------|------------|------------|
| Other KMP:                       |            |            |
| N.L. Katz*                       | 324        | 334        |
| Total loans to Directors and KMP | 324        | 334        |

<sup>\*</sup>The loans comprise a non-recourse component of \$207,053, which is secured by the corresponding ESP shares in issue to the employee and a full recourse loan of \$117,000. The full recourse loan is unsecured, interest free, repayable within 14 days of termination of employment or 10 years, whichever is earlier, repayable in part or full by employee at any time, and an undertaking from the employee that should they dispose of any Freelancer Limited shares, they will in the first instance use the proceeds from such a sale to repay some or all of the loan obligation.

<sup>1</sup> 1,279,500 shares as at 31 December 2023 (2022: 1,279,500) are held directly or indirectly by related parties.

<sup>2</sup> 131,000 shares as at 31 December 2023 (2022: 131,000) are held directly or indirectly by related parties..

<sup>3</sup> 40,000 shares as at 31 December 2023 (2022: 40,000) are held directly or indirectly by related parties..

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 6 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 25 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

Matt Barrie  
Chairman  
27 February 2024

HALL CHADWICK (NSW)

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 2800

Fx: (612) 9263 2800

In accordance with S307C of the Corporations Act 2001, I am pleased to provide the following declaration of independence to the directors of Freelancer Limited. As the lead audit partner for the review of the financial report of Freelancer Limited for the year ended 31 December 2023, I declare that, to the best of my knowledge and belief, there have been no contraventions of:

(a)

the auditor independence requirements as set out in the Corporations Act 2001 in relation to the review, and

(b)

any applicable code of professional conduct in relation to the review

Hall Chadwick (NSW)

Hall Chadwick (NSW)

Level 40, 2 Park Street

Sydney, NSW 2000

Stewart Thompson

Partner

Dated: 27 February 2024

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## Consolidated Statement of Profit or Loss and Other Comprehensive Income

For the year ended  
31 December 2023

|                                                                    | Note | 2023<br>\$000 | 2022<br>\$000 |
|--------------------------------------------------------------------|------|---------------|---------------|
| <b>Revenue</b>                                                     | 5    | <b>53,334</b> | 55,660        |
| Cost of sales                                                      |      | (9,093)       | (8,740)       |
| <b>Gross profit</b>                                                |      | <b>44,241</b> | 46,920        |
| Other income                                                       | 5    | 2,103         | 1,993         |
| Employee expenses                                                  | 6    | (21,431)      | (27,315)      |
| Administrative expenses                                            | 6    | (11,756)      | (11,602)      |
| Marketing related expenses                                         | 6    | (5,503)       | (8,573)       |
| Occupancy expenses                                                 |      | (642)         | (878)         |
| Foreign exchange losses                                            | 6    | (228)         | (1,291)       |
| Depreciation and amortisation expenses                             | 6    | (4,733)       | (4,470)       |
| Share based payments expense                                       | 19   | (115)         | (159)         |
| Finance costs                                                      | 6    | (1,717)       | (1,655)       |
| <b>Profit / (Loss) before income tax</b>                           |      | <b>219</b>    | (7,030)       |
| Income tax (expense) / benefit                                     | 7    | (30)          | 1,617         |
| <b>Profit / (Loss) after tax</b>                                   |      | <b>189</b>    | (5,413)       |
| Exchange differences on translation of foreign operations          | 19   | 56            | 250           |
| <b>Total comprehensive income / (loss) for the year</b>            |      | <b>245</b>    | (5,163)       |
| <b>Profit (Loss) is attributable to:</b>                           |      |               |               |
| Owners of Freelancer Limited                                       |      | 189           | (5,413)       |
| Non-controlling interests                                          |      | -             | -             |
|                                                                    |      | <b>189</b>    | (5,413)       |
| <b>Total comprehensive income for the year is attributable to:</b> |      |               |               |
| Owners of Freelancer Limited                                       |      | 245           | (5,163)       |
| Non-controlling interests                                          |      | -             | -             |
|                                                                    |      | <b>245</b>    | (5,163)       |
| <b>Earnings per share</b>                                          |      |               |               |
|                                                                    |      | <b>Cents</b>  | Cents         |
| Basic earnings per share                                           | 32   | 0.04          | (1.20)        |
| Diluted earnings per share                                         | 32   | 0.04          | (1.20)        |

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



## Consolidated Statement of Financial Position

As at  
31 December 2023

| Assets                               | Note | 2023<br>\$000 | 2022<br>\$000 |
|--------------------------------------|------|---------------|---------------|
| <b>Current assets</b>                |      |               |               |
| Cash and cash equivalents            | 8    | 21,153        | 23,358        |
| Trade and other receivables          | 9    | 3,927         | 4,825         |
| Other assets                         | 10   | 3,102         | 2,614         |
| <b>Total current assets</b>          |      | <b>28,182</b> | 30,797        |
| <b>Non Current assets</b>            |      |               |               |
| Trade and other receivables          | 9    | 742           | 794           |
| Plant and equipment                  | 11   | 280           | 491           |
| Intangible assets                    | 12   | 34,120        | 34,120        |
| Right of use assets                  | 13   | 13,471        | 17,832        |
| Other assets                         | 10   | 439           | 491           |
| Deferred tax assets                  | 7    | 11,450        | 12,520        |
| <b>Total non-current assets</b>      |      | <b>60,502</b> | 66,248        |
| <b>Total assets</b>                  |      | <b>88,684</b> | 97,045        |
| <b>Liabilities</b>                   |      |               |               |
| <b>Current liabilities</b>           |      |               |               |
| Trade and other payables             | 14   | 36,529        | 39,647        |
| Lease liabilities                    | 13   | 4,842         | 5,562         |
| Borrowings                           | 15   | 121           | 121           |
| Current tax liabilities              | 7    | 4             | 18            |
| Provisions                           | 16   | 2,887         | 2,798         |
| Contract liabilities                 | 17   | 626           | 685           |
| <b>Total current liabilities</b>     |      | <b>45,009</b> | 48,831        |
| <b>Non-current liabilities</b>       |      |               |               |
| Deferred tax liabilities             | 7    | 3,377         | 4,622         |
| Provisions                           | 16   | 614           | 960           |
| Lease liabilities                    | 13   | 12,187        | 15,519        |
| Contract liabilities                 | 17   | 672           | 648           |
| <b>Total non-current liabilities</b> |      | <b>16,850</b> | 21,749        |
| <b>Total liabilities</b>             |      | <b>61,859</b> | 70,580        |
| <b>Net assets</b>                    |      | <b>26,825</b> | 26,465        |
| <b>Equity</b>                        |      |               |               |
| Contributed equity                   | 18   | 38,918        | 38,918        |
| Reserves                             | 19   | 1,295         | 1,288         |
| Accumulated losses                   |      | (17,062)      | (17,415)      |
| Non-controlling interests            |      | 3,674         | 3,674         |
| <b>Total equity</b>                  |      | <b>26,825</b> | 26,465        |

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

## Consolidated Statement of Changes in Equity

For the year ended  
31 December 2023

| Attributable to owners of Freelancer Limited                 |                          |                            |                                            |                            |                                 |                    |
|--------------------------------------------------------------|--------------------------|----------------------------|--------------------------------------------|----------------------------|---------------------------------|--------------------|
| Note                                                         | Contributed Equity \$000 | Share Based Payments \$000 | Foreign currency translation reserve \$000 | (Accumulated losses) \$000 | Non-controlling interests \$000 | Total Equity \$000 |
| <b>Balance at 1 January 2022</b>                             | <b>38,779</b>            | <b>5,059</b>               | <b>(295)</b>                               | <b>(15,887)</b>            | <b>3,674</b>                    | <b>31,330</b>      |
| Loss for the year                                            | -                        | -                          | -                                          | (5,413)                    | -                               | (5,413)            |
| Exchange differences on translation of foreign operations    | 19                       | -                          | 250                                        | -                          | -                               | 250                |
| <b>Total comprehensive loss for the year</b>                 | <b>-</b>                 | <b>-</b>                   | <b>250</b>                                 | <b>(5,413)</b>             | <b>-</b>                        | <b>(5,163)</b>     |
| <b>Transactions with owners in their capacity as owners:</b> |                          |                            |                                            |                            |                                 |                    |
| Shares issued during the year                                | 139                      | -                          | -                                          | -                          | -                               | 139                |
| Share based payments reserve no longer required              | -                        | (3,885)                    | -                                          | 3,885                      | -                               | -                  |
| Share based payments                                         | -                        | 159                        | -                                          | -                          | -                               | 159                |
| <b>Balance at 31 December 2022</b>                           | <b>38,918</b>            | <b>1,333</b>               | <b>(45)</b>                                | <b>(17,415)</b>            | <b>3,674</b>                    | <b>26,465</b>      |

| Attributable to owners of Freelancer Limited                 |                          |                            |                                            |                            |                                 |                    |
|--------------------------------------------------------------|--------------------------|----------------------------|--------------------------------------------|----------------------------|---------------------------------|--------------------|
| Note                                                         | Contributed Equity \$000 | Share Based Payments \$000 | Foreign currency translation reserve \$000 | (Accumulated losses) \$000 | Non-controlling interests \$000 | Total Equity \$000 |
| <b>Balance at 1 January 2023</b>                             | <b>38,918</b>            | <b>1,333</b>               | <b>(45)</b>                                | <b>(17,415)</b>            | <b>3,674</b>                    | <b>26,465</b>      |
| Profit / (Loss) for the year                                 | -                        | -                          | -                                          | 189                        | -                               | 189                |
| Exchange differences on translation of foreign operations    | 19                       | -                          | 56                                         | -                          | -                               | 56                 |
| <b>Total comprehensive profit / (loss) for the year</b>      | <b>-</b>                 | <b>-</b>                   | <b>56</b>                                  | <b>189</b>                 | <b>-</b>                        | <b>245</b>         |
| <b>Transactions with owners in their capacity as owners:</b> |                          |                            |                                            |                            |                                 |                    |
| Share based payments reserve no longer required              | -                        | (164)                      | -                                          | 164                        | -                               | -                  |
| Share based payments                                         | -                        | 115                        | -                                          | -                          | -                               | 115                |
| <b>Balance at 31 December 2023</b>                           | <b>38,918</b>            | <b>1,284</b>               | <b>11</b>                                  | <b>(17,062)</b>            | <b>3,674</b>                    | <b>26,825</b>      |

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



## Consolidated Statement of Cash Flows

For the year ended  
31 December 2023

| Note                                                          | 2023 \$000      | 2022 \$000     |
|---------------------------------------------------------------|-----------------|----------------|
| <b>Cash flows from operating activities</b>                   |                 |                |
| Receipts from customers                                       | <b>55,681</b>   | 58,128         |
| Payments to suppliers and employees                           | <b>(52,052)</b> | (60,458)       |
| Interest received                                             | <b>148</b>      | 99             |
| Interest paid                                                 | <b>(1,717)</b>  | (1,653)        |
| Income taxes paid                                             | <b>(189)</b>    | (295)          |
| <b>Net cash inflow / (outflow) /from operating activities</b> | <b>31</b>       | <b>(4,179)</b> |
| <b>Cash flows from investing activities</b>                   |                 |                |
| Payments for plant and equipment                              | <b>(53)</b>     | (148)          |
| Payments for intangible assets                                | <b>-</b>        | (1)            |
| <b>Net cash (outflow) from investing activities</b>           | <b>(53)</b>     | <b>(149)</b>   |
| <b>Cash flows from financing activities</b>                   |                 |                |
| Repayment of lease liabilities                                | <b>(4,201)</b>  | (3,845)        |
| <b>Net cash (outflow) / inflow from financing activities</b>  | <b>(4,201)</b>  | <b>(3,845)</b> |
| <b>Net (decrease) in cash and cash equivalents</b>            | <b>(2,383)</b>  | <b>(8,173)</b> |
| Cash and cash equivalents at beginning of the financial year  | <b>23,358</b>   | 30,316         |
| Effects of exchange rate changes on cash and cash equivalents | <b>178</b>      | 1,215          |
| <b>Cash and cash equivalents at end of year</b>               | <b>8</b>        | <b>21,153</b>  |

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

# Notes to the Financial Statements

For the year ended 31 December 2023

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## 01. Reporting entity

Freelancer Limited (the Company) is a company domiciled in Australia. The address of the Company's registered office is Level 37, Grosvenor Place, 225 George Street, Sydney, NSW, 2000. The consolidated financial statements of the Company as at and for the year ended 31 December 2023 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 27 February 2024.

## 02. 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 2024 based on increased revenue and reduced 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 33(g).

**(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**

The Group has not adopted any new or amended Accounting Standards and Interpretations this year that have had a material impact on the Group or the Company..

**(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.

03. 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 | 2023<br>\$000 | 2021<br>\$000 |
|------------------------------------|------|---------------|---------------|
| <b>Financial Assets</b>            |      |               |               |
| Cash and cash equivalents          | 8    | 21,153        | 23,358        |
| Trade and other receivables        | 9    | 4,669         | 5,619         |
| <b>Total financial assets</b>      |      | <b>25,822</b> | 28,977        |
| <b>Financial Liabilities</b>       |      |               |               |
| Trade and other payables           | 14   | 36,529        | 39,647        |
| Lease liabilities                  | 13   | 17,029        | 21,081        |
| <b>Total financial liabilities</b> |      | <b>53,558</b> | 60,728        |

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.

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.

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:

| 2023<br>Currency exposure: | AUD          | USD            | NZD         | GBP          | HKD        | SGD        | PHP          | EUR          | CAD          | INR           | Other      |
|----------------------------|--------------|----------------|-------------|--------------|------------|------------|--------------|--------------|--------------|---------------|------------|
| Denominated in:            | AUD 000's    | USD 000's      | NZD 000's   | GBP 000's    | HKD 000's  | SGD 000's  | PHP 000's    | EUR 000's    | CAD 000's    | INR 000's     | AUD 000's  |
| Cash                       | 4,042        | 7,611          | 130         | 579          | 1,172      | 488        | 8,022        | 1,204        | 453          | 61,073        | 227        |
| Trade receivables          | 1,285        | 722            | 32          | 163          | 296        | 5          | 544          | 409          | 252          | 27,577        | 470        |
| Other financial assets     | 139          | 2,037          | -           | 42           | -          | 10         | 11,000       | -            | 24           | -             | -          |
| Payables                   | (353)        | (1,768)        | (10)        | (90)         | (3)        | (5)        | (7,569)      | (12)         | (20)         | (1,941)       | (55)       |
| User obligations           | (3,275)      | (14,575)       | (168)       | (868)        | (615)      | (227)      | (2,169)      | (2,359)      | (891)        | (61,276)      | (283)      |
| <b>Net exposure</b>        | <b>1,838</b> | <b>(5,973)</b> | <b>(16)</b> | <b>(174)</b> | <b>850</b> | <b>271</b> | <b>9,828</b> | <b>(758)</b> | <b>(182)</b> | <b>25,433</b> | <b>359</b> |



| 2022<br>Currency<br>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                          | 4,282        | 9,487        | 109          | 648          | 1,093        | 302          | 8,133        | 1,015        | 347          | 54,099       | 193          |
| Trade receivables             | 1,368        | 1,142        | 43           | 175          | 309          | 14           | 523          | 437          | 263          | 44,060       | 377          |
| Other<br>financial assets     | 2,174        | 207          | -            | 26           | -            | -            | 14,352       | -            | 10           | 221          | -            |
| Payables                      | (2,067)      | (1,566)      | (1)          | (155)        | (3)          | (12)         | (8,482)      | (15)         | (238)        | 5,022        | 29           |
| User obligations              | (2,636)      | (15,586)     | (168)        | (968)        | (829)        | (253)        | (2,590)      | (2,587)      | (1,011)      | (64,345)     | (305)        |
| Net exposure                  | 3,121        | (6,316)      | (17)         | (274)        | 570          | 51           | 11,936       | (1,150)      | (629)        | 39,057       | 294          |

The Group had net liabilities of \$9,009,000 denominated in foreign currencies as at 31 December 2023 (comprising assets of \$23,876,000 less liabilities of \$32,885,000). The Group had net liabilities of \$10,809,000 denominated in foreign currencies as at 31 December 2022 (comprising assets of \$24,070,000 less liabilities of \$34,880,000).

The analysis below reflects management's view of possible movements in relevant foreign currencies

|              |                    | 2023<br>\$000 |       | 2022<br>\$000 |       |
|--------------|--------------------|---------------|-------|---------------|-------|
|              |                    | High          | Low   | High          | Low   |
| AUD to USD   | (Range +5% to -5%) | 418           | (461) | 442           | (489) |
| AUD to NZD   | (Range +5% to -5%) | 1             | (1)   | 1             | (1)   |
| AUD to GBP   | (Range +5% to -5%) | 15            | (17)  | 23            | (26)  |
| AUD to HKD   | (Range +5% to -5%) | (8)           | 8     | (5)           | 6     |
| AUD to SGD   | (Range +5% to -5%) | (14)          | 16    | (3)           | 3     |
| AUD to PHP   | (Range +5% to -5%) | (12)          | 14    | (15)          | 17    |
| AUD to EUR   | (Range +5% to -5%) | 58            | (65)  | 86            | (95)  |
| AUD to CAD   | (Range +5% to -5%) | 10            | (11)  | 32            | (36)  |
| AUD to INR   | (Range +5% to -5%) | (21)          | 24    | (33)          | 37    |
| Net movement |                    | 447           | (493) | 528           | (584) |

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.

against the Australian dollar in the short term subsequent to 31 December 2023. 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:

Cash balances

As at 31 December 2023 the Group had \$21,153,000 (2022: \$23,358,000) 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.

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 assets

The following table details the Group's remaining contractual maturity for its financial instrument assets. The table has been drawn up based on the undiscounted cash flows of financial assets based on the earliest date on which the financial assets 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.

|                      |      | 1 year<br>or less | Between 1<br>and 2 years | Between 2<br>and 5 years | Over 5 years | Remaining<br>contractual<br>maturities |
|----------------------|------|-------------------|--------------------------|--------------------------|--------------|----------------------------------------|
| 2023                 | Note | \$000             | \$000                    | \$000                    | \$000        | \$000                                  |
| Non-derivatives      |      |                   |                          |                          |              |                                        |
| Non-interest bearing |      |                   |                          |                          |              |                                        |
| Trade Receivables    | 9    | 7,909             | 742                      | -                        | -            | 8,651                                  |
|                      |      | 7,909             | 742                      | -                        | -            | 8,651                                  |
| 2022                 |      |                   |                          |                          |              |                                        |
| Non-derivatives      |      |                   |                          |                          |              |                                        |
| Non-interest bearing |      |                   |                          |                          |              |                                        |
| Trade Receivables    | 9    | 2,008             | 1,648                    | 4,408                    | -            | 8,064                                  |
|                      |      | 2,008             | 1,648                    | 4,408                    | -            | 8,064                                  |

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.



|                             |      | 1 year<br>or less | Between 1<br>and 2 years | Between 2<br>and 5 years | Over 5 years | Remaining<br>contractual<br>maturities |
|-----------------------------|------|-------------------|--------------------------|--------------------------|--------------|----------------------------------------|
| 2023                        | Note | \$000             | \$000                    | \$000                    | \$000        | \$000                                  |
| <b>Non-derivatives</b>      |      |                   |                          |                          |              |                                        |
| <i>Non-interest bearing</i> |      |                   |                          |                          |              |                                        |
| Trade Receivables           | 14   | 36,529            | -                        | -                        | -            | 36,529                                 |
| Lease liabilities           |      | 4,842             | 5,340                    | 6,847                    | -            | 17,029                                 |
|                             |      | <b>41,371</b>     | <b>5,340</b>             | <b>6,847</b>             | <b>-</b>     | <b>53,558</b>                          |
| <b>2022</b>                 |      |                   |                          |                          |              |                                        |
| <b>Non-derivatives</b>      |      |                   |                          |                          |              |                                        |
| <i>Non-interest bearing</i> |      |                   |                          |                          |              |                                        |
| Trade Receivables           | 14   | 39,649            | -                        | -                        | -            | 39,647                                 |
| Lease liabilities           | 13   | 5,562             | 6,033                    | 13,446                   | -            | 25,041                                 |
|                             |      | <b>45,209</b>     | <b>6,033</b>             | <b>13,446</b>            | <b>-</b>     | <b>64,688</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.

04. 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..

| Year end 31 December 2023                      | Online Marketplace | Online Payments | Total           |
|------------------------------------------------|--------------------|-----------------|-----------------|
| <b>Segment revenue</b>                         |                    |                 |                 |
| Segment revenue                                | 44,264             | 9,070           | <b>53,334</b>   |
| <b>Total segment revenue</b>                   | <b>44,264</b>      | <b>9,070</b>    | <b>53,334</b>   |
| <b>Segment result</b>                          |                    |                 |                 |
| Segment profit                                 | 6,201              | 583             | <b>6,784</b>    |
| Share based payments                           | (42)               | (73)            | <b>(115)</b>    |
| Depreciation and amortisation expenses         | (4,542)            | (191)           | <b>(4,733)</b>  |
| Interest paid                                  | (1,679)            | (38)            | <b>(1,717)</b>  |
| <b>Profit / (Loss) before income tax</b>       | <b>(62)</b>        | <b>281</b>      | <b>219</b>      |
| Income tax benefit                             |                    |                 | <b>(30)</b>     |
| <b>Profit for year</b>                         |                    |                 | <b>189</b>      |
| <b>Segment Assets At 31 December 2023</b>      |                    |                 |                 |
| Segment assets                                 | 40,197             | 6,111           | <b>46,308</b>   |
| Intergroup eliminations                        | (1,794)            | -               | <b>(1,794)</b>  |
| Deferred tax assets                            | -                  | -               | <b>11,450</b>   |
| Intangibles                                    | -                  | -               | <b>32,720</b>   |
| <b>Total assets</b>                            | <b>38,403</b>      | <b>6,111</b>    | <b>88,684</b>   |
| <b>Segment liabilities At 31 December 2023</b> |                    |                 |                 |
| Segment liabilities                            | (56,494)           | (3,782)         | <b>(60,276)</b> |
| Intergroup eliminations                        | -                  | 1,794           | <b>1,794</b>    |
| Deferred tax liabilities                       | -                  | -               | <b>(3,377)</b>  |
| <b>Total liabilities</b>                       | <b>(56,477)</b>    | <b>(1,988)</b>  | <b>(61,859)</b> |

| Year end 31 December 2022                 | Online Marketplace | Online Payments | Total           |
|-------------------------------------------|--------------------|-----------------|-----------------|
| <b>Segment revenue</b>                    |                    |                 |                 |
| Segment revenue                           | 45,591             | 10,069          | 55,660          |
| <b>Total segment revenue</b>              | <b>45,591</b>      | <b>10,069</b>   | <b>55,660</b>   |
| <b>Segment result</b>                     |                    |                 |                 |
| Segment profit/(loss)                     | (1,459)            | 713             | (746)           |
| Share based payments                      | (159)              | -               | (159)           |
| Depreciation and amortisation expenses    | (4,224)            | (248)           | (4,472)         |
| Interest paid                             | (1,607)            | (46)            | (1,653)         |
| <b>Loss before income tax</b>             | <b>(7,449)</b>     | <b>419</b>      | <b>(7,030)</b>  |
| Income tax benefit                        |                    |                 | 1,617           |
| <b>Loss for year</b>                      |                    |                 | <b>(5,413)</b>  |
| <b>Segment Assets At 31 December 2022</b> |                    |                 |                 |
| Segment assets                            | 46,760             | 6,542           | 53,302          |
| Intergroup eliminations                   | (1,497)            | -               | (1,497)         |
| Deferred tax assets                       | -                  | -               | 12,520          |
| Intangibles                               | -                  | -               | 32,720          |
| <b>Total assets</b>                       | <b>45,263</b>      | <b>6,542</b>    | <b>97,045</b>   |
| <b>Segment Assets At 31 December 2022</b> |                    |                 |                 |
| Segment liabilities                       | (63,225)           | (4,231)         | (67,456)        |
| Intergroup eliminations                   | -                  | 1,497           | 1,497           |
| Deferred tax liabilities                  | -                  | -               | (4,621)         |
| <b>Total liabilities</b>                  | <b>(63,225)</b>    | <b>(2,734)</b>  | <b>(70,580)</b> |

05. 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 services

The Group enters into short-term contracts with customers for marketplace 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 recognised 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.

Payment services.

The Group enters into both long-term and short-term contracts with customers for payment services. In respect of long- term contracts, revenue is recognised over the period of the contract. In respect of short-term contracts, revenue is recognised by reference to stage of completion of the services as this is consistent to the pattern of performance obligation i.e. availability of the open transaction to be executed progressively in the future and on the Escrow.com platform.

Enterprise Services

The enterprise 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 contact 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.

Sublease rent

Sublease rental income of office space is recognised on a straightline basis over the term of the sub-lease. The Company recognises the right-of-use asset resulting from the head lease. Refer to Note 13.

All revenue is stated net of the amount of goods and services tax (GST) and Valued Added Tax (VAT). The timing of revenue recognition is when the products and services are transferred to customers.

|                                  | 2023<br>\$000 | 2022<br>\$000 |
|----------------------------------|---------------|---------------|
| <b>Sales revenue</b>             |               |               |
| Marketplace and payment services | 40,592        | 42,305        |
| Payment services                 | 9,070         | 10,069        |
| Enterprise services              | 3,672         | 3,286         |
|                                  | 53,334        | 55,660        |
| <b>Other revenue</b>             |               |               |
| Interest income                  | 148           | 99            |
| Sublease rent                    | 1,798         | 1,834         |
| Other                            | 157           | 60            |
|                                  | 2,103         | 1,993         |
| <b>Total revenue</b>             | <b>55,437</b> | <b>57,653</b> |



06. Expenses

Profit / (Loss) before income tax benefit includes the following specific net losses and expenses:

|                                                    | 2023<br>\$000 | 2022<br>\$000 |
|----------------------------------------------------|---------------|---------------|
| <i>Employee expenses</i>                           |               |               |
| Wages and salaries (including superannuation)      | 18,928        | 24,771        |
| Other employment costs                             | 2,503         | 2,974         |
| Total employee expenses <sup>1</sup>               | 21,431        | 27,745        |
| <i>Administrative expenses</i>                     |               |               |
| Hosting                                            | 5,939         | 6,051         |
| Subscriptions                                      | 1,351         | 1,478         |
| Professional fees                                  | 1,604         | 1,477         |
| Insurances                                         | 1,231         | 1,156         |
| Office Expenses                                    | 574           | 723           |
| Other                                              | 1,057         | 717           |
| Total Administrative expenses                      | 11,756        | 11,602        |
| <i>Marketing related expenses</i>                  |               |               |
| Search marketing                                   | 5,366         | 7,780         |
| Advertising                                        | 137           | 686           |
| Other marketing costs                              | -             | 107           |
| Total marketing related expenses                   | 5,503         | 8,573         |
| <i>Depreciation and amortization</i>               |               |               |
| Plant and equipment                                | 274           | 292           |
| Right of use assets                                | 4,459         | 4,178         |
| Total depreciation and amortisation expenses       | 4,733         | 4,470         |
| <i>Rental expense relating to operating leases</i> |               |               |
| Utilities and other related costs                  | 640           | 878           |
| Total rental expense relating to operating leases  | 640           | 878           |
| Net foreign exchange losses                        | 228           | 1,291         |
| <i>Finance costs</i>                               |               |               |
| Interest expense                                   | -             | 1             |
| Interest expense on lease liability                | 1,717         | 1,654         |

<sup>1</sup> 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.

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.

07. 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.



|                                                                                             | 2023<br>\$000 | 2022<br>\$000  |
|---------------------------------------------------------------------------------------------|---------------|----------------|
| <b>(a) Income tax</b>                                                                       |               |                |
| Current tax                                                                                 | 210           | 249            |
| Deferred tax                                                                                | (180)         | (1,866)        |
| <b>Income tax (benefit)</b>                                                                 | <b>30</b>     | <b>(1,617)</b> |
| Deferred income tax expense included in income tax benefit comprises:                       |               |                |
| (Increase) in deferred tax assets                                                           | 1,069         | (854)          |
| (Decrease)/Increase in deferred tax liability                                               | (1,249)       | (1,012)        |
| <b>Total deferred income tax</b>                                                            | <b>(180)</b>  | <b>(1,866)</b> |
| <b>(b) Numerical reconciliation of income tax benefit to prima facie income tax payable</b> |               |                |
| Profit / (Loss) from ordinary activities before income tax expense                          | 219           | (7,030)        |
| Tax at the Australian rate of 30%                                                           | 66            | (2,109)        |
| <b>Tax effect amounts which are not deductible/(taxable) in calculating taxable income:</b> |               |                |
| Difference in tax rate                                                                      | 70            | 38             |
| Share based payments                                                                        | 35            | 48             |
| Under/(Over) provision in prior years                                                       | (189)         | 325            |
| Non Taxable income                                                                          | 48            | 81             |
| Other non-allowable items                                                                   | -             | -              |
| <b>Income tax expense/ (benefit)</b>                                                        | <b>30</b>     | <b>(1,617)</b> |
| <b>(c) Deferred tax assets</b>                                                              |               |                |
| The balance comprises temporary differences attributable to:                                |               |                |
| Employee benefits                                                                           | 494           | 429            |
| Provision for user disputes & refunds                                                       | 171           | 178            |
| Foreign exchange losses                                                                     | 18            | 576            |
| Provision for impairment of receivables                                                     | 1,162         | 1,138          |
| Audit fees                                                                                  | 40            | 28             |
| Lease liabilities                                                                           | 4,468         | 5,401          |
| Future benefit of tax losses                                                                | 4,838         | 4,565          |
| Future benefit of foreign tax losses                                                        | 259           | 205            |
| <b>Net deferred tax assets</b>                                                              | <b>11,450</b> | <b>12,520</b>  |
| <b>Movements:</b>                                                                           |               |                |
| Opening balance at beginning of year                                                        | 12,520        | 11,633         |
| Credited to the profit or loss statement                                                    | (1,069)       | 855            |
| Exchange differences                                                                        | (1)           | 32             |
| <b>Closing balance at end of year</b>                                                       | <b>11,450</b> | <b>12,520</b>  |
| <b>(d) Deferred tax liabilities</b>                                                         |               |                |
| The balance comprises temporary differences attributable to:                                |               |                |
| Accrued revenue                                                                             | (48)          | (109)          |

|                                                                             |                |                |
|-----------------------------------------------------------------------------|----------------|----------------|
| Foreign exchange gains                                                      | (7)            | (242)          |
| Right of use assets                                                         | (3,322)        | (4,271)        |
| <b>Net deferred tax liabilities</b>                                         | <b>(3,377)</b> | <b>(4,622)</b> |
| <b>Movements:</b>                                                           |                |                |
| Opening balance at beginning of year                                        | 4,622          | 5,605          |
| (Credited) to the profit or loss statement                                  | (1,249)        | (1,012)        |
| Exchange differences                                                        | 4              | 29             |
| <b>Closing balance at end of year</b>                                       | <b>3,377</b>   | <b>4,622</b>   |
| <b>(e) Current tax liabilities</b>                                          |                |                |
| Current tax liabilities                                                     | 4              | 18             |
| <b>(f) Franking credits</b>                                                 |                |                |
| 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.

08. 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.

|                                        | 2023<br>\$000 | 2022<br>\$000 |
|----------------------------------------|---------------|---------------|
| <b>Current</b>                         |               |               |
| Cash at bank and on hand               | 18,312        | 20,623        |
| Term deposits                          | 2,841         | 2,735         |
| <b>Total cash and cash equivalents</b> | <b>21,153</b> | <b>23,358</b> |

09. 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.

The Group applies the simplified approach to providing for expected credit losses prescribed by AASB 9, which permits the use of the lifetime expected loss provision for all trade receivables. To measure the expected credit losses, trade receivables have been grouped based on shared credit risk characteristics and the days past due. The loss allowance provision as at 31 December 2023 is determined as follows; the expected credit losses also incorporate forward-looking information.

The "amounts written off" are all due to customers declaring bankruptcy, or term receivables that have now become unrecoverable.

|                                                                    | 2023<br>\$000 | 2022<br>\$000 |
|--------------------------------------------------------------------|---------------|---------------|
| <b>Current</b>                                                     |               |               |
| Trade receivables                                                  | 5,837         | 6,534         |
| Payment gateway receivables                                        | 1,678         | 1,859         |
| Less: provisions for impairment of receivables                     | (3,982)       | (3,795)       |
| <b>Current trade receivables net of provisions for impairment</b>  | <b>3,533</b>  | <b>4,598</b>  |
| Other receivables                                                  | 394           | 227           |
| <b>Total current trade and other receivables</b>                   | <b>3,927</b>  | <b>4,825</b>  |
| <b>Non-Current</b>                                                 |               |               |
| Payment gateway receivables                                        | 742           | 794           |
| <b>Total trade and other receivables</b>                           | <b>4,669</b>  | <b>5,619</b>  |
| <b>(a) Provision for impaired trade receivables</b>                |               |               |
| Opening balance                                                    | 3,795         | 3,669         |
| Increase / (Decrease) in provisions for impairment during the year | 192           | (107)         |
| Exchange differences                                               | (5)           | 233           |
| <b>Closing balance</b>                                             | <b>3,982</b>  | <b>3,795</b>  |
| <b>(b) Ageing of current trade receivables</b>                     |               |               |
| 1–30 days                                                          | 3,301         | 4,194         |
| 31–60 days                                                         | 834           | 358           |
| 61–90 days                                                         | 165           | 182           |
| 90+ days                                                           | 4,351         | 3,659         |
| Provision for impairment                                           | (3,982)       | (3,795)       |
| <b>Total trade receivables net of provision for impairment</b>     | <b>4,669</b>  | <b>4,598</b>  |

|                                            |                            |                             |                             |                           |                        |
|--------------------------------------------|----------------------------|-----------------------------|-----------------------------|---------------------------|------------------------|
| <b>(c) Expected losses</b>                 |                            |                             |                             |                           |                        |
| <b>2023</b>                                | <b>1–30 days<br/>\$000</b> | <b>31–60 days<br/>\$000</b> | <b>31–60 days<br/>\$000</b> | <b>90+ days<br/>\$000</b> | <b>Total<br/>\$000</b> |
| Expected loss rate (% of Aged Receivables) | 0%                         | 3.9%                        | 13.0%                       | 90.3%                     |                        |
| Gross carrying amount                      | 3,301                      | 834                         | 165                         | 4,351                     | 8,651                  |
| Loss allowing provision                    | -                          | (33)                        | (21)                        | (3,928)                   | (3,982)                |
| <b>2022</b>                                | <b>1–30 days<br/>\$000</b> | <b>31–60 days<br/>\$000</b> | <b>31–60 days<br/>\$000</b> | <b>90+ days<br/>\$000</b> | <b>Total<br/>\$000</b> |
| Expected loss rate (% of Aged Receivables) | 5%                         | 33.79%                      | 58.79%                      | 91.25%                    |                        |
| Gross carrying amount                      | 4,194                      | 358                         | 182                         | 3,659                     | 8,393                  |
| Loss allowing provision                    | (228)                      | (121)                       | (107)                       | (3,339)                   | (3,795)                |

10. Other assets

|                                       | 2023<br>\$000 | 2022<br>\$000 |
|---------------------------------------|---------------|---------------|
| <b>Current</b>                        |               |               |
| Prepayments                           | 2,629         | 2,276         |
| Other                                 | 473           | 338           |
| <b>Total current other assets</b>     | <b>3,102</b>  | <b>2,614</b>  |
| <b>Non-current</b>                    |               |               |
| Security deposits                     | 439           | 491           |
| <b>Total non-current other assets</b> | <b>439</b>    | <b>491</b>    |
| <b>Total other assets</b>             | <b>3,541</b>  | <b>3,105</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                                                                                             |
| 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.

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.



|                                                        | 2023<br>\$000 | 2022<br>\$000 |
|--------------------------------------------------------|---------------|---------------|
| <b>Non-current</b>                                     |               |               |
| Office and computer equipment – at cost                | 3,268         | 3,221         |
| Accumulated depreciation                               | (2,995)       | (2,736)       |
| <b>Carrying value of office and computer equipment</b> | <b>273</b>    | <b>485</b>    |
| Fixtures and fittings – at cost                        | 511           | 503           |
| Accumulated depreciation                               | (504)         | (499)         |
| <b>Carrying value of fixtures and fittings</b>         | <b>7</b>      | <b>4</b>      |
| Software – at cost                                     | 1             | 2             |
| Accumulated depreciation                               | (1)           | (1)           |
| <b>Carrying value of software</b>                      | <b>-</b>      | <b>1</b>      |
| Leasehold improvements – at cost                       | 440           | 440           |
| Accumulated amortization                               | (440)         | (439)         |
| <b>Carrying value of leasehold improvements</b>        | <b>-</b>      | <b>1</b>      |
| <b>Total carrying value of plant and equipment</b>     | <b>280</b>    | <b>491</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 computer<br>equipment<br>\$000 | Fixtures<br>and fittings<br>\$000 | Software<br>\$000 | Leasehold<br>improvements<br>\$000 | Total<br>\$000 |
|------------------------------------|-------------------------------------------|-----------------------------------|-------------------|------------------------------------|----------------|
| <b>Balance at 1 January 2022</b>   | <b>629</b>                                | <b>7</b>                          | <b>2</b>          | <b>1</b>                           | <b>639</b>     |
| Additions                          | 140                                       | 4                                 | -                 | -                                  | 144            |
| Disposals                          | -                                         | -                                 | -                 | -                                  | -              |
| Depreciation and amortization      | (284)                                     | (7)                               | (1)               | -                                  | (292)          |
| <b>Balance at 31 December 2022</b> | <b>485</b>                                | <b>4</b>                          | <b>1</b>          | <b>1</b>                           | <b>491</b>     |
| Additions                          | 51                                        | 7                                 | -                 | -                                  | 58             |
| Disposals                          | -                                         | -                                 | -                 | -                                  | -              |
| Depreciation and amortization      | (263)                                     | (4)                               | (1)               | (1)                                | (269)          |
| <b>Balance at 31 December 2023</b> | <b>273</b>                                | <b>7</b>                          | <b>-</b>          | <b>-</b>                           | <b>280</b>     |

## 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.

|                                                  | 2023<br>\$000 | 2022<br>\$000 |
|--------------------------------------------------|---------------|---------------|
| <b>Non Current</b>                               |               |               |
| Domain names – at cost                           | 4,938         | 4,938         |
| Accumulated impairment                           | (28)          | (28)          |
| <b>Carrying value of domain names</b>            | <b>4,910</b>  | <b>4,910</b>  |
| Intellectual property – at cost                  | 2,112         | 2,198         |
| Accumulated impairment                           | -             | -             |
| <b>Carrying value of intellectual property</b>   | <b>2,112</b>  | <b>2,198</b>  |
| Goodwill                                         | 27,087        | 27,012        |
| Accumulated impairment                           | -             | -             |
| <b>Carrying value of goodwill</b>                | <b>27,098</b> | <b>27,012</b> |
| <b>Total carrying value of intangible assets</b> | <b>34,120</b> | <b>34,120</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 names<br>\$000 | Intellectual property<br>\$000 | Goodwill<br>\$000 | Total<br>\$000 |
|------------------------------------|-----------------------|--------------------------------|-------------------|----------------|
| <b>Balance at 1 January 2022</b>   | <b>4,910</b>          | <b>2,198</b>                   | <b>27,011</b>     | <b>34,119</b>  |
| Additions                          | -                     | -                              | 1                 | 1              |
| <b>Balance at 31 December 2022</b> | <b>4,910</b>          | <b>2,198</b>                   | <b>27,012</b>     | <b>34,120</b>  |

|                                    | Domain names<br>\$000 | Intellectual property<br>\$000 | Goodwill<br>\$000 | Total<br>\$000 |
|------------------------------------|-----------------------|--------------------------------|-------------------|----------------|
| Re-allocation                      | -                     | (86)                           | 86                | -              |
| <b>Balance at 31 December 2023</b> | <b>4,910</b>          | <b>2,112</b>                   | <b>27,098</b>     | <b>34,120</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 and other intangibles are allocated to cash-generating units which are based on the Group's reporting segments:

|                    | 2023<br>\$000 | 2022<br>\$000 |
|--------------------|---------------|---------------|
| Online marketplace | 22,386        | 22,385        |
| Online payments    | 11,734        | 11,734        |
| <b>Total</b>       | <b>34,120</b> | 34,120        |

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 | 9.3%         | 16%              |
| Online payments    | 7.8%         | 16%              |

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.

### 13. Leases

#### The Group as lessee

At inception of a contract, the Group assesses if the contract contains or is a lease. If there is a lease present, a right-of-use asset and a corresponding lease liability are recognised by the Group where the Group is a lessee. However, all contracts that are classified as short-term leases (ie leases with a remaining term of 12 months or less) and leases of low value assets are recognised as operating expenses on a straight-line basis over the term of the lease.

Initially the lease liability is measured at the present value of the lease payments still to be paid at the commencement date. The lease payments are discounted at the interest rate implicit in the lease. If this rate cannot be readily determined, the Group uses the incremental borrowing rate.

Lease payments included in the measurement of the lease liability is as follows:

- fixed lease payments less any lease incentives;
- variable lease payments that depend on an index or rate, initially measured using the index or rate at the commencement date;
- the amount expected to be payable by the lessee under residual value guarantees;

- the exercise price of purchase options, if the lessee is reasonably certain to exercise the options; and
- payments of penalties for terminating the lease, if the lease term reflects the exercise of an option to terminate the lease.

The right-of-use assets comprise the initial measurement of the corresponding lease liability, any lease payments made at or before the commencement day and any initial direct costs. The subsequent measurement of the right-of-use assets is at cost less accumulated depreciation and impairment losses.

Right-of-use assets are depreciated over the lease term or useful life of the underlying asset, whichever is the shortest.

Where a lease transfers ownership of the underlying asset or the cost of the right-of-use asset reflects that the Group anticipates to exercise a purchase option, the specific asset is depreciated over the useful life of the underlying asset.

The Group's lease portfolio comprises commercial leases for office property. As at 31 December 2023 these leases had remaining lives ranging from 1 month up to 78 months.

#### Options to Extend or Terminate

The options to extend or terminate are contained in several of the Group's property leases. These clauses provide the Group opportunities to manage leases in order to align with its strategies. All of the extension or termination options are only exercisable by the Group.

The extension options or termination options which were probable to be exercised have been included in the calculation of the right-of-use asset.

#### (i) AASB 16 related amounts recognised in the balance sheet

|                                         | 2023<br>\$000 | 2022<br>\$000 |
|-----------------------------------------|---------------|---------------|
| <b>Right of use assets</b>              |               |               |
| Leased office property:                 |               |               |
| Opening balance                         | 17,832        | 18,753        |
| Addition to right-of-use asset          | 47            | 3,426         |
| Depreciation expense for the year ended | (4,460)       | (4,178)       |
| Exchange differences                    | 52            | (169)         |
| <b>Net carrying amount</b>              | <b>13,471</b> | 17,832        |
| <b>Lease liabilities</b>                |               |               |
| Current                                 | 4,842         | 5,562         |
| Non-current                             | 12,187        | 15,519        |
| <b>Total</b>                            | <b>17,029</b> | 21,081        |



(ii) AASB 16 related amounts recognised in the statement of profit or loss

|                                                             | 2023<br>\$000 | 2022<br>\$000 |
|-------------------------------------------------------------|---------------|---------------|
| Depreciation charge related to right-of-use assets          | 4,466         | 4,178         |
| Interest expense on lease liabilities (under finance costs) | 1,681         | 1,654         |

(iii) AASB 16 related amounts recognised as cash outflows in the statement of cash flow

|                                                             | 2023<br>\$000 | 2022<br>\$000 |
|-------------------------------------------------------------|---------------|---------------|
| Interest expense on lease liabilities (under finance costs) | 1,681         | 1,654         |
| Repayment of lease liabilities                              | 4,212         | 3,845         |

14. 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.

|                                       | 2023<br>\$000 | 2022<br>\$000 |
|---------------------------------------|---------------|---------------|
| <b>Current</b>                        |               |               |
| Trade payables                        | 2,744         | 2,740         |
| Sundry payables and accrued expenses  | 736           | 603           |
| User obligations                      | 33,049        | 36,304        |
| <b>Total trade and other payables</b> | <b>36,529</b> | <b>39,647</b> |

15. Borrowings

|                         | 2023<br>\$000 | 2022<br>\$000 |
|-------------------------|---------------|---------------|
| <b>Current</b>          |               |               |
| Working capital loan    | 121           | 121           |
| <b>Total borrowings</b> | <b>121</b>    | <b>121</b>    |

The working capital loan has been provided from non-controlling shareholders of Loadshift Holdings Pty Limited to provide working capital funding.

The loan is unsecured, interest free and has no fixed date of repayment.

16. 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.

|                                         | 2023<br>\$000 | 2022<br>\$000 |
|-----------------------------------------|---------------|---------------|
| <b>Current</b>                          |               |               |
| Provision for user disputes and refunds | 569           | 594           |
| Provision for indirect taxes            | 347           | 320           |
| Employee benefits                       | 1,971         | 1,884         |
| <b>Total current provisions</b>         | <b>2,887</b>  | <b>2,798</b>  |
| <b>Non-current</b>                      |               |               |
| Make-good provisions                    | 454           | 551           |
| Employee benefits                       | 160           | 409           |
| <b>Total non-current provisions</b>     | <b>614</b>    | <b>960</b>    |
| <b>Total provisions</b>                 | <b>3,501</b>  | <b>3,758</b>  |

Movements

For the year ended 31 December 2023

|                                    | Provision for<br>User Disputes<br>/Refunds<br>\$000 | Provision<br>for Indirect<br>Taxes<br>\$000 | Employee<br>Benefits<br>\$000 | Provision for<br>Penalties<br>\$000 | Provision for<br>Make-good<br>\$000 | Total<br>Provisions<br>\$000 |
|------------------------------------|-----------------------------------------------------|---------------------------------------------|-------------------------------|-------------------------------------|-------------------------------------|------------------------------|
| <b>Balance at 1 January 2022</b>   | <b>503</b>                                          | <b>397</b>                                  | <b>1,994</b>                  | <b>288</b>                          | <b>511</b>                          | <b>3,693</b>                 |
| Additional provisions              | 50                                                  | 1,830                                       | 1,072                         | -                                   | 34                                  | 2,986                        |
| Amounts used                       | -                                                   | (1,904)                                     | (876)                         | -                                   | -                                   | (2,780)                      |
| Unused amounts reversed            | -                                                   | -                                           | (20)                          | (308)                               | -                                   | (328)                        |
| Foreign exchange differences       | 41                                                  | (3)                                         | 123                           | 20                                  | 6                                   | 187                          |
| <b>Balance at 31 December 2022</b> | <b>594</b>                                          | <b>320</b>                                  | <b>2,293</b>                  | <b>-</b>                            | <b>551</b>                          | <b>3,758</b>                 |
| Additional provisions              | 112                                                 | 1,712                                       | 1,040                         | -                                   | -                                   | 2,864                        |
| Amounts used                       | -                                                   | (1,686)                                     | (801)                         | -                                   | -                                   | (2,487)                      |
| Unused amounts reversed            | (139)                                               | -                                           | (406)                         | -                                   | (99)                                | (644)                        |
| Foreign exchange differences       | 2                                                   | 1                                           | 5                             | -                                   | 2                                   | 10                           |
| <b>Balance at 31 December 2023</b> | <b>569</b>                                          | <b>347</b>                                  | <b>2,131</b>                  | <b>-</b>                            | <b>454</b>                          | <b>3,501</b>                 |



17. 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..

|                                                      | 2023<br>\$000 | 2022<br>\$000 |
|------------------------------------------------------|---------------|---------------|
| Amounts received in advance of delivery for services | 1,298         | 1,333         |
| <b>Total contract liabilities</b>                    | <b>1,298</b>  | <b>1,333</b>  |
| Current                                              | 626           | 846           |
| Non-current                                          | 672           | 639           |
|                                                      | <b>1,298</b>  | <b>1,485</b>  |

There were no significant changes in the contract liability balances during the 2023 year.

18. Contributed equity

(a) Share capital

| Note                       | 2023<br>Number | 2022<br>Number | 2023<br>\$000 | 2022<br>\$000 |
|----------------------------|----------------|----------------|---------------|---------------|
| Ordinary shares            |                |                |               |               |
| Fully paid                 | 18(b)          | 452,331,410    | 452,331,636   | 38,918        |
| <b>Total share capital</b> |                |                | <b>38,918</b> | <b>38,918</b> |

(b) Movements in ordinary share capital

| Reconciliation to 31 December 2022       | Number of shares   | Average price | \$000         |
|------------------------------------------|--------------------|---------------|---------------|
| Balance at 1 January 2022                | 452,516,636        |               | 38,779        |
| Issue/(cancellation) of ordinary shares: |                    |               |               |
| Issue of ordinary shares                 | 315,000            | \$0.44        | 139           |
| Buy-back and cancellation of ESP shares  | (500,000)          | \$0.67        | -             |
| <b>Balance at 31 December 2022</b>       | <b>452,331,636</b> |               | <b>38,918</b> |
| Reconciliation to 31 December 2023       | Number of shares   | Average price | \$000         |
| Balance at 1 January 2023                | 452,331,636        |               | 38,918        |
| Issue/(cancellation) of ordinary shares: |                    |               |               |
| Buy-back and cancellation of ESP shares  | (607,226)          | \$0.64        | -             |
| <b>Balance at 31 December 2023</b>       | <b>451,724,410</b> |               | <b>38,918</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 24.

(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 2022 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.

19. Equity – reserves

(a) Movements

| Current                                                    | 2023<br>\$000 | 2022<br>\$000 |
|------------------------------------------------------------|---------------|---------------|
| Share based payment reserve movements                      |               |               |
| Balance at the beginning of the period                     | 1,333         | 5,059         |
| Share based payments reserve no longer required            | (164)         | (3,885)       |
| Share based payment expense                                | 115           | 159           |
| <b>Balance at the end of the period</b>                    | <b>1,284</b>  | <b>1,333</b>  |
| Foreign currency translation reserve movements             |               |               |
| Balance at the beginning of the period                     | (45)          | (295)         |
| Currency translation differences arising during the period | 56            | 250           |
| <b>Balance at the end of the period</b>                    | <b>11</b>     | <b>(45)</b>   |
| <b>Total reserves</b>                                      | <b>1,295</b>  | <b>1,288</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.

20. 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

|                               | 2023<br>\$000 | 2022<br>\$000 |
|-------------------------------|---------------|---------------|
| Short-term employee benefits  | 1,052         | 1,039         |
| Share based employee benefits | 95            | 95            |
| Other long-term benefits      | 56            | 56            |
| <b>Total benefits</b>         | <b>1,203</b>  | <b>1,190</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.

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.

21. 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:

|                                                                            | 2023<br>\$000 | 2022<br>\$000 |
|----------------------------------------------------------------------------|---------------|---------------|
| <b>(a) Hall Chadwick</b>                                                   |               |               |
| <i>Audit and other assurance services</i>                                  |               |               |
| Audit and review of financial reports                                      | 146           | 130           |
| Due diligence services                                                     | 4             | 3             |
| <i>Taxation services</i>                                                   |               |               |
| Tax compliance services, including review of Company income tax returns    | 26            | 20            |
| <b>Total remuneration of Hall Chadwick</b>                                 | <b>176</b>    | <b>153</b>    |
| <b>(b) Audit firms other than Hall Chadwick</b>                            |               |               |
| <i>Audit and other assurance services</i>                                  |               |               |
| Audit and review of financial reports                                      | 80            | 78            |
| <i>Taxation services</i>                                                   |               |               |
| Tax compliance services, including review of subsidiary income tax returns | 68            | 85            |
| <i>Other non-audit services</i>                                            |               |               |
| Accounting services                                                        | -             | 34            |
| <b>Total remuneration of audit firms other than Hall Chadwick</b>          | <b>148</b>    | <b>197</b>    |

22. Contingent liabilities

Except for the items listed below, there are no other contingent liabilities as at 31 December 2023:

- a collateral amount of USD300,000 (2022: USD300,000) is in place in one of the Group's PayPal accounts in favour of PayPal Australia Pty Ltd;
  - term deposits of \$49,360 (2022: \$78,780) are secured for corporate credit card facilities in place;
  - deposits of \$742,162 (2022: \$788,509) 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 \$2,608,647 on term deposits (31 December 2022: \$2,608,647), which is secured against bank guarantees that have been provided to lessors in respect of premises occupied by the Company in Sydney.
  - included in cash is an amount of \$36,867 (31 December 2022: \$36,901), which is secured against ACH bank facilities
  - included in cash is an amount of USD234,000 (2022: USD187,000), which is held as a reserve to satisfy escrow regulatory requirements in respect of credit card transactions.



23. 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 are accounted for in accordance with AASB 16 Leases and are brought into account as depreciation on the right of use asset and interest paid on the corresponding lease liability.

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.

|                                     | 2023<br>\$000 | 2022<br>\$000 |
|-------------------------------------|---------------|---------------|
| Less than one year                  | 428           | 4,679         |
| Between one and five years          | -             | 428           |
| More than five years                | -             | -             |
| Total operating service commitments | 428           | 5,107         |

(b) Other capital commitments

There were no other capital commitments as at 31 December 2023.

24. Share based payments

Employee Share Plan

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

(a) 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 February 2022. 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 2023 and may be subject to variation due to changes in exchange rates. The amounts are as follows:

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;
- 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;
- he 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).

Long Term Incentive Plan

The Group operates a long term incentive plan through the grant of equity incentives in the form of Share Rights . The fair value of the effective option over the equity incentives in the form of Share Rights granted under the Company's Long Term Incentive Plan (LTIP) are 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 Share Rights.

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 Share Rights, the vesting and performance criteria, the impact of dilution, the non-tradeable nature of the Share Rights, 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 Share Rights.

During the year ended 31 December 2021, the Company established a long term incentive plan, the Long Term Incentive Plan (LTIP) 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 implement the LTIP was passed at the AGM held on 28 July 2021.

The key terms of the LTIP are as follows:

- A Share Right includes (without limitation):
  - Performance Rights (i.e. Share Rights with no exercise price);
  - Options (i.e. Share Rights generally with an exercise price equal to the market value of a Share on the date of grant or such other exercise price determined by the Board); and
  - Premium Priced Options (i.e. Share Rights with an exercise price that is greater than the market value of a Share on the date of grant).
- Eligibility and grant of securities** – Employees who are in full-time or permanent part-time employment of a Group Company who the Board determines is to receive an offer under the Plan.
- Offer and Conditions** – The Board may, in its absolute discretion and subject to the Plan, offer eligible employees the opportunity to participate in the Plan.
- Vesting** – Share Rights may be subject to certain Performance Criteria or other vesting conditions as determined by the Board and set out in each participant's plan offer letter. Following testing of any relevant Performance Criteria / vesting conditions, Share Rights that do not vest will lapse (unless otherwise determined by the Board). Performance Criteria / vesting conditions can be waived by the Board in its absolute discretion.

- Exercise and allocation of Share Rights** – Upon vesting of the Share Rights, subject to the Plan, those Share Rights will become exercisable. Share Rights must be exercised within the exercise period as advised by the Board. Upon exercise of Share Rights for the exercise price (if any), the participant will receive one Share for each Share Right that is exercised (subject to adjustment in accordance with the Plan) either by way of the issue of new Shares or a transfer of Shares acquired on-market or an allocation of Shares. The corresponding number of Shares will be delivered and registered, or allocated, in the participant's name (as applicable) as soon as practicable after a participant has exercised their Share Rights and paid the exercise price (if any) to the Company. Notwithstanding the above, upon exercise of Share Rights, the Board may determine, in accordance with the Plan, to instead pay a cash amount to the participant in respect of a vested Share Right in lieu of an issue of new Shares. The Board may, in its discretion, also determine to accept a cashless exercise of any Share Rights (in accordance with the Rules), which will involve the number of Shares allocated to the relevant participant being reduced by such number of Shares determined by the Board equal to the aggregate exercise price (if any) in respect of those Share Rights.
- Shares issued under the Plan**
  - Shares that are registered or allocated (as applicable) in the participant's name will carry the same voting and dividend rights as all other Shares from the date of registration or allocation (as applicable).
  - Shares issued under the Plan will rank equally with all other existing Shares as at the time of issue in all respects, including with respect to voting rights and rights to receive dividends and bonus shares and to participate in rights issues.
  - A participant may only participate in a new issue of Shares or other securities to holders of Shares if Shares have been allocated to the participant and registered or allocated (as applicable) in the name of the participant in accordance with the Plan rules before the record date for determining entitlements to the issue.
  - Shares allocated to a participant following exercise of their Share Rights will not be subject to any further restrictions on dealing, other than to the extent prohibited by the Freelancer Securities Trading Policy.

- Cessation of employment** – If a participant ceases their employment with the Group before the end of the Performance Period, their unvested Share Rights will ordinarily lapse (unless otherwise determined by the Board). However, if a participant ceases employment with the Group due to a 'Good Leaver Event' and at least six months of the Performance Period has elapsed at that time, a pro rata number of their unvested Share Rights (based on the portion of the Performance Period that has elapsed as at that time) will generally be retained and will be tested following the end of the Performance Period in accordance with the Plan. A 'Good Leaver Event' means death, permanent disablement, retirement, redundancy (as those terms are defined in the Plan) or such other circumstances that result in a participant leaving the employment of the Group and that the Board determines is a Good Leaver Event. The Board retains the discretion to determine a different treatment of any unvested Share Rights. If prior to cessation of employment, the participant held any exercisable Share Rights, then subject to the Plan rules, the relevant exercise period, in respect of those Share Rights will end on the earlier of (i) the date that is three months (or other such period as determined by the Board) following the date of the participant's cessation of employment or the date on which those Share Rights become vested Share Rights; or (ii) the expiry date.
- Lapsing of Share Rights** – The Board may determine that some or all of a participant's Share Rights (whether vested or unvested) lapse, if a participant:
  - commits any act of fraud or defalcation or gross misconduct in relation to the affairs of any Group Company;
  - materially breaches their obligations to the Group Companies, including by failing to comply with a Group Company's policies;
  - hedges the value of, or enter into a derivative arrangement in respect of, any unvested Share Rights; or
  - purports to dispose of or otherwise deal with (including by granting any security interest over) their Share Rights other than as permitted under the Plan.



The Plan rules contain other circumstances where such Share Rights may lapse. In addition, the Board may determine in the above and other circumstances that any Shares acquired by (or cash paid to) a participant following the vesting of Share Rights for the after tax value of the Share Rights at the time they converted into Shares (or at such other time determined by the Board) be paid to the Company.

- **No transfer** – Except in respect of the transmission of a Share Right to a participant's legal representative upon death or legal incapacity, and unless the Board determines otherwise, a participant may not dispose of or otherwise deal with (including by granting any security interest over) a Share Right.
- **Change of control** – If a Change of Control Event occurs, or the Board determines that such may occur, the Board has the discretion to determine that any one or more of the following apply:
  - the Performance Criteria applicable to some or all unvested Share Rights will be assessed as at a date determined by the Board or are waived;
  - the exercise period in respect of some or all Share Rights that are or become vested Share Rights (including as a result of the exercise of the Board's discretion above) is abridged to end on a date determined by the Board (subject to earlier lapse in accordance with the Plan rules);
  - some or all Share Rights are to be replaced by rights to shares of the new controlling company on substantially the same terms and subject to substantially the same conditions as the Share Rights with any appropriate amendments, including to Performance Criteria;
  - some or all unvested Share Rights lapse as at a date determined by the Board.
- **Reorganisation of Capital and Bonus Issues** – In the event of any reorganisation of the share capital of the Company (including any sub-division, consolidation, reduction or return of the share capital of the Company), the number of Share Rights, and/or the number of Shares subject to the Share Rights, and/or the exercise price (if any) of Share Rights, will be reconstructed to the extent necessary to comply with, and in accordance with, the ASX Listing Rules applying to a reorganisation of capital at

the time of the reorganisation. If the Company makes a bonus issue of Shares to existing holders of Shares (other than an issue of Shares in lieu or in satisfaction of dividends or by way of dividend reinvestment) and no Share has been issued in respect of a Share Right before the record date for determining entitlements to the bonus issue, then the number of underlying Shares over which the Share Right is convertible will be increased by the number of Shares which the participant would have received if the participant had exercised the Share Right before the record date for the bonus issue. No adjustment will be made to the exercise price.

- **Plan Trustee** – The Plan may be administered in conjunction with an employee share trust, the trustee of which may acquire Shares for the purposes of transfer to Participants or to be held for Participants (whether on an unallocated and/or allocated basis). The transfer of a Share by the trustee of such a trust to a Participant, or the allocation of a Share in the Participant's name which continues to be held by the trustee for that Participant, will satisfy the obligation of the Company to allocate a Share to the Participant under the Plan.
- **Other** – The Plan will be administered by the Board, which has broad powers in respect of the Plan including to exercise discretions, amend the Plan rules or any offer letter at any time in any manner the Board thinks fit (subject to prescribed limitations in the Plan rules) and/or to waive any terms or conditions (including any Performance Criteria / vesting conditions) in relation to any Share Rights.
- **Foreign participants** – The Board may adopt amended rules of the Plan applicable in any jurisdiction under which Share Rights are offered under the Plan and the way in which the Plan is operated may be subject to additional or modified terms, having regard to any securities, exchange control or taxation laws or regulations or similar factors that may apply to a Participant or to any member of the Group in relation to the Share Rights or any of the provisions of the Plan.

(a) ESP share grants

Set out below are summaries of ESP shares granted, issued and that have balances or movement during the year 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>2023</b>      |             |                                  |                 |                            |                      |                                |                                |                              |
| 18 October 2018  | \$0.53      | 200,000                          | -               | -                          | (200,000)            | -                              | -                              | -                            |
| 20 February 2019 | \$0.70      | 407,226                          | -               | -                          | (407,226)            | -                              | -                              | -                            |
| 19 February 2020 | \$0.47      | 440,539                          | -               | -                          | -                    | 440,539                        | 176,216                        | 264,323                      |
| 2 March 2020     | \$0.45      | 200,000                          | -               | -                          | -                    | 200,000                        | 80,000                         | 120,000                      |
| 11 December 2020 | \$0.52      | 38,462                           | -               | -                          | -                    | 38,462                         | -                              | 38,462                       |
| 14 April 2021    | \$0.62      | 120,000                          | -               | -                          | -                    | 120,000                        | 84,000                         | 36,000                       |
| 28 May 2021      | \$0.95      | 10,527                           | -               | -                          | -                    | 10,527                         | -                              | 10,527                       |
| <b>Total</b>     |             | <b>1,416,754</b>                 | <b>-</b>        | <b>-</b>                   | <b>(607,226)</b>     | <b>809,528</b>                 | <b>340,216</b>                 | <b>469,312</b>               |
| <b>2022</b>      |             |                                  |                 |                            |                      |                                |                                |                              |
| 18 October 2018  | \$0.53      | 200,000                          | -               | -                          | -                    | 200,000                        | -                              | 200,000                      |
| 20 February 2019 | \$0.70      | 407,226                          | -               | -                          | -                    | 407,226                        | 162,891                        | 244,335                      |
| 19 February 2020 | \$0.47      | 640,539                          | -               | -                          | (200,000)            | 440,539                        | 308,378                        | 132,161                      |
| 2 March 2020     | \$0.45      | 200,000                          | -               | -                          | -                    | 200,000                        | 140,000                        | 60,000                       |
| 30 July 2020     | \$0.53      | 100,000                          | -               | -                          | (100,000)            | -                              | -                              | -                            |
| 11 December 2020 | \$0.52      | 38,462                           | -               | -                          | -                    | 38,462                         | -                              | 38,462                       |
| 14 April 2021    | \$0.62      | 120,000                          | -               | -                          | -                    | 120,000                        | 108,000                        | 12,000                       |
| 28 May 2021      | \$0.95      | 210,527                          | -               | -                          | (200,000)            | 10,527                         | -                              | 10,527                       |
| <b>Total</b>     |             | <b>1,916,754</b>                 | <b>-</b>        | <b>-</b>                   | <b>(500,000)</b>     | <b>1,416,754</b>               | <b>719,269</b>                 | <b>697,485</b>               |

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 n/a (2022: n/a. 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) LTIP share option grants

Set out below are summaries of LTIP options granted, issued and that have balances or movement during the year 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 |
|------------------|-------------|----------------------------------|------------------|----------------------------|----------------------|--------------------------------|--------------------------------|------------------------------|
| 2023             |             |                                  |                  |                            |                      |                                |                                |                              |
| 22 October 2021  | \$0.72      | 63,889                           | -                | -                          | (50,000)             | 13,889                         | -                              | 13,889                       |
| 21 December 2021 | \$0.73      | 13,699                           | -                | -                          | (13,699)             | -                              | -                              | -                            |
| 28 August 2023   | \$0.25      | -                                | 357,226          | -                          | -                    | 357,226                        | 357,226                        | -                            |
| Total            |             | 77,588                           | 357,226          | -                          | (63,699)             | 371,115                        | 357,226                        | 13,889                       |
| 2022             |             |                                  |                  |                            |                      |                                |                                |                              |
| 22 October 2021  | \$0.72      | 63,889                           | -                | -                          | -                    | 63,889                         | 50,000                         | 13,889                       |
| 21 December 2021 | \$0.73      | 13,699                           | -                | -                          | -                    | 13,699                         | -                              | 13,699                       |
| Total            |             | 77,588                           | -                | -                          | -                    | 77,588                         | 50,000                         | 27,588                       |

The assessed weighted average fair value at grant date of the effective Share Rights granted during the financial year is \$0.19 (2022: n/a). Options were priced using a Black-Scholes option pricing model that takes into account the exercise price, the term of the Share Rights, 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.

(c) LTIP share option grants in subsidiary (Payments Pty Ltd)

Set out below are summaries of LTIP options granted, issued and that have balances or movement during the year 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 |
|------------------|-------------|----------------------------------|-----------------|----------------------------|----------------------|--------------------------------|--------------------------------|------------------------------|
| 2023             |             |                                  |                 |                            |                      |                                |                                |                              |
| 16 November 2021 | \$0.057672  | 15,000,000                       | -               | -                          | (4,5000,000)         | 10,500,000                     | 7,450,000                      | 3,050,000                    |
| Total            |             | 15,000,000                       | -               | -                          | (4,5000,000)         | 10,500,000                     | 7,450,000                      | 3,050,000                    |
| 2022             |             |                                  |                 |                            |                      |                                |                                |                              |
| 16 November 2021 | \$0.057672  | 15,000,000                       | -               | -                          | -                    | 15,000,000                     | 13,500,000                     | 1,500,000                    |
| Total            |             | 15,000,000                       | -               | -                          | -                    | 15,000,000                     | 13,500,000                     | 1,500,000                    |

Options were priced using a Black-Scholes option pricing model that takes into account the exercise price, the term of the Share Rights, the impact of dilution, the market 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 subsidiary's shares is based on the historical volatility of ASX listed companies considered to be comparable to Payments Pty Ltd.

25. 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 28.

(c) Transactions with key management personnel

Disclosures relating to key management personnel are set out in Note 20 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.

26. 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.

|                                          | 2023<br>\$000 | 2022<br>\$000 |
|------------------------------------------|---------------|---------------|
| <i>Statement of comprehensive income</i> |               |               |
| (Loss) / Profit after tax                | (1,126)       | 553           |
| Total comprehensive (loss) / profit      | (1,126)       | 553           |
| <i>Statement of financial position</i>   |               |               |
| Current assets                           | 9,315         | 10,485        |
| Non-current assets                       | 30,259        | 31,071        |
| Total assets                             | 39,574        | 41,556        |
| Current liabilities                      | 3,319         | 4,218         |
| Total liabilities                        | 3,319         | 4,218         |
| Net assets                               | 36,255        | 37,338        |
| Contributed equity                       | 38,918        | 38,918        |
| Reserves                                 | 1,121         | 1,234         |
| Accumulated losses                       | (3,784)       | (2,814)       |
| Total equity                             | 36,255        | 37,338        |

Contingent liabilities

The parent entity had no contingent liabilities at 31 December 2023 and 31 December 2022

Capital commitments

The parent entity had no capital commitments as at 31 December 2023 and 31 December 2022.

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.

27. 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.

28. 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 33:

| Name of entity                                         | Country of Incorporation | Percentage Owned (%)<br>2022 | Percentage Owned (%)<br>2021 |
|--------------------------------------------------------|--------------------------|------------------------------|------------------------------|
| Subsidiaries of Freelancer Limited:                    |                          |                              |                              |
| 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                          |
| Loadshift Holdings Pty Ltd **                          | Australia                | 53                           | 53                           |
| Loadshift Technology Pty Ltd **                        | Australia                | 53                           | 53                           |
| Loadshift Pty Ltd **                                   | Australia                | 53                           | 53                           |
| Photo Anywhere Holdings Pty Ltd                        | Australia                | 100                          | 100                          |
| Photo Anywhere Pty Ltd                                 | Australia                | 100                          | 100                          |
| Photo Anywhere Technology Pty Ltd                      | Australia                | 100                          | 100                          |
| Freelancer Networks (Canada), Inc.                     | Canada                   | 100                          | 100                          |
| Freelancer Outsourcing, Inc.                           | Canada                   | 100                          | 100                          |
| Canadian Payments, Inc                                 | Canada                   | 100                          | 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                          |
| Internet Escrow Services UK 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                          |
| Internet Escrow Services, Inc. *                       | United States            | 100                          | 100                          |
| Freightlancer, Inc. **                                 | United States            | 53                           | 53                           |

\* Escrow.com group      \*\* Loadshift group

29. Fair value measurements

All assets and liabilities are recorded at their fair value.

30. Events occurring after the reporting date

- There are no other matters or circumstances that have arisen since 31 December 2023 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.

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

|                                                              | 2023<br>\$000 | 2022<br>\$000  |
|--------------------------------------------------------------|---------------|----------------|
| Profit / (Loss) for the year                                 | 189           | (5,413)        |
| <b>Non-cash items in operating profit / (loss):</b>          |               |                |
| Depreciation and amortisation                                | 4,733         | 4,470          |
| Share based payments expense                                 | 115           | 159            |
| Net exchange differences                                     | 339           | 535            |
| <b>Changes in operating assets and liabilities:</b>          |               |                |
| Decrease in trade and other receivables                      | 815           | 2,018          |
| Decrease / (Increase) in deferred tax assets                 | 1,069         | (924)          |
| (Increase) in other assets                                   | (446)         | (419)          |
| (Decrease) in trade and other creditors                      | (3,522)       | (3,592)        |
| (Decrease) in provision for income tax                       | (15)          | (26)           |
| (Decrease) in deferred tax liabilities                       | (1,245)       | (1,013)        |
| (Decrease) / Increase in provisions for employee benefits    | 163           | 299            |
| Increase/ (Decrease) in other provisions                     | 2             | (273)          |
| <b>Net cash inflow / (outflow) from operating activities</b> | <b>1,871</b>  | <b>(4,179)</b> |

Non cash information

During the period, the group recognised \$1.68 million of interest charge relating to rent under AASB 16: Leases.



32. 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.

|                                                                                           | 2023<br>Cents | 2022<br>Cents |
|-------------------------------------------------------------------------------------------|---------------|---------------|
| <b>(a) Basic earnings per share</b>                                                       |               |               |
| From operations attributable to the ordinary equity of the Company                        | 0.04          | (1.20)        |
| Total basic earnings per share attributable to the ordinary equity holders of the Company | 0.04          | (1.20)        |
| <b>(b) Diluted earnings per share</b>                                                     |               |               |
| From operations attributable to the ordinary equity of the Company                        | 0.04          | (1.20)        |
| Total basic earnings per share attributable to the ordinary equity holders of the Company | 0.04          | (1.20)        |
| <b>(c) Reconciliation of earnings used in calculating earnings per share</b>              | <b>\$000</b>  | <b>\$000</b>  |
| Basic earnings per share:                                                                 |               |               |
| Profit / (Loss) from continuing operations                                                | 189           | (5,413)       |
| Diluted earnings per share:                                                               |               |               |
| Profit / (Loss) attributable to the ordinary equity holders of the Company                | 189           | (5,413)       |

|                                                                                                       | 2023<br>Shares | 2022<br>Shares |
|-------------------------------------------------------------------------------------------------------|----------------|----------------|
| <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               | 450,914,882    | 450,765,581    |
| <b>Adjustments for calculation of ordinary shares used in calculating diluted earnings per share:</b> |                |                |
| ESP shares                                                                                            | 1,060,737      | 1,885,247      |
| Share grants                                                                                          | -              | -              |
| Weighted average number of ordinary shares used in calculating diluted earnings per share             | 451,975,619    | 452,650,828    |

(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 24.

33. 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 28.

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 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.

(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 2023, 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 ranging from 5 to 7 year periods. 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 2023 of \$34,120,179 (2022: \$34,120,179).



**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 24. 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.

**Lease term of contracts with renewal options**

The Group determines the lease term as the non-cancellable term of the lease, together with any periods covered by an option to extend the lease if it is reasonably certain to be exercised, or any periods covered by an option to terminate the lease, if it is reasonably certain not to be exercised. After initial recognition, the Group reassesses the lease term if there is a significant event or change in circumstances that is within its control and affects its ability to exercise (or not to exercise) the option to renew.

**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 2023 the cash balance in trust amounted to A\$38,343,852 (2022: A\$54,768,004), 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 2023.

**DIRECTORS' DECLARATION**

In the Directors' opinion:

- (a) the Financial Statements and notes of the consolidated entity set out on pages 64 to 108 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 2023 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 2023.

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

On behalf of the directors

*Matt Barrie*

**Matt Barrie**  
Chairman

27 February 2024



HALL CHADWICK (NSW)

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 2800  
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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 2023, 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 2023 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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HALL CHADWICK (NSW)

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                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Reliance on automated process and controls</b><br>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 Loadshift are also heavily reliant on IT systems. This is a key audit matter because of the: <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 conducted general IT controls tests. This included a review of the policies, procedures, change management. Password protocol, access security and other relevant controls.</p> <p>We 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 IT controls was not considered an appropriate or efficient testing approach, alternative audit procedures were performed on the financial information.</p>                                                                                                                                                        |
| <b>Recoverability of Intangible Assets</b><br>Refer to Note 12 – Intangible Assets and Note 2 (d) - Critical Accounting Estimates.<br><br>The Group has recognised intangible assets of \$34.1 million at 31 December 2023 resulting from business combinations and asset acquisitions. The intangibles are comprised of domain names, intellectual property and goodwill.<br><br>The assessment of recoverability of the Group's intangible asset balances incorporated significant judgement in respect of factors such as general market conditions, discount rates, revenue growth and cost assumptions.<br><br>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>Our procedures included, amongst others:</p> <p>We evaluated management's goodwill and intangible assets impairment assessment.</p> <p>Key inputs in the value of use model included forecast revenue, costs, discount rates and terminal growth rates. We corroborated those assumptions by comparing forecasts to historical actuals where applicable.</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 revenue forecast, 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> |

HALL CHADWICK  (NSW)

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 2023 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

HALL CHADWICK  (NSW)

FREELANCER LIMITED  
ABN 66 141 959 042  
AND CONTROLLED ENTITIES

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

- 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.
- 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.



HALL CHADWICK  (NSW)

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF  
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Report on the Remuneration Report

We have audited the remuneration report included in pages 58 to 62 of the directors' report for the year ended 31 December 2023.

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 2023 complies with s 300A of the *Corporations Act 2001*.



Hall Chadwick (NSW)  
Level 40, 2 Park Street  
Sydney NSW 2000



Stewart Thompson  
Partner  
Dated: 27 February 2024

# Additional ASX Information

## Shareholder information

Additional information required by the Australian Securities Exchange Limited Listing Rules and not disclosed elsewhere in this report. This additional information was applicable as at 22 March 2024.

## Substantial shareholders

The names of substantial shareholders who have notified the Company in accordance with section 671B of the Corporations Act 2001 are:

|                                                                                 | Number of Shares |
|---------------------------------------------------------------------------------|------------------|
| Robert Matthew Barrie <sup>1</sup>                                              | 196,584,607      |
| Simon Clausen and Startive Holdings Limited and its related bodies <sup>1</sup> | 161,309,528      |

<sup>1</sup> Includes a relevant interest in 809,528 fully paid ordinary shares by virtue of the Director having had a voting power of over 20% in the Company, which had a relevant interest as a result of trading restrictions over shares issued under the ESP.

### Top 20 Shareholders as at 22 March 2024

| Rank                | Name                          | Number of ordinary shares held | % of ordinary shares held |
|---------------------|-------------------------------|--------------------------------|---------------------------|
| 1                   | MATT BARRIE                   | 191,435,150                    | 42.3%                     |
| 2                   | CITICORP NOMINEES PTY LIMITED | 168,910,682                    | 37.4%                     |
| 3                   | BNP PARIBAS NOMS              | 15,522,618                     | 3.4%                      |
| 4                   | MR DARREN WILLIAMS            | 10,605,660                     | 2.3%                      |
| 5                   | BNP PARIBAS NOMINEES PTY LTD  | 9,949,862                      | 2.2%                      |
| 6                   | HSBC CUSTODY NOMINEES         | 5,502,032                      | 1.2%                      |
| 7                   | CUSTODIAL SERVICES LIMITED    | 2,534,730                      | 0.6%                      |
| 8                   | TAIPAN INVESTMENT MANAGEMENT  | 2,063,162                      | 0.5%                      |
| 9                   | J P MORGAN NOMINEES AUSTRALIA | 2,056,891                      | 0.5%                      |
| 10                  | MRS RIKA WESTWOOD             | 1,800,000                      | 0.4%                      |
| 11                  | JOHN GORDON PHIPPS            | 1,580,932                      | 0.3%                      |
| 12                  | MR RODNEY JOHN SELICK         | 1,109,833                      | 0.2%                      |
| 13                  | MR CRAIG RONALD TINDALE       | 1,100,000                      | 0.2%                      |
| 14                  | STUART JOHN NATTRASS          | 1,000,000                      | 0.2%                      |
| 15                  | MR NEIL LEONARD KATZ          | 995,539                        | 0.2%                      |
| 16                  | INFILSEC PTY LTD              | 978,727                        | 0.2%                      |
| 17                  | DUNRAY NOMINEES PTY LTD       | 850,000                        | 0.2%                      |
| 18                  | MAROBAR HOLDINGS PTY          | 789,500                        | 0.2%                      |
| 19                  | MR GREGORY JAMES WARD         | 726,112                        | 0.2%                      |
| 20                  | MR MICHAEL JOHN RUHFUS        | 694,831                        | 0.2%                      |
| Total Top 20        |                               | 420,206,261                    | 92.9%                     |
| Total Remaining     |                               | 31,889,264                     | 7.1%                      |
| Total of Securities |                               | 452,095,525                    |                           |



### Analysis of Holdings as at 22 March 2024

| Holdings Ranges         | Holders | Total Units |
|-------------------------|---------|-------------|
| 1–1,000                 | 503     | 272,424     |
| 1,001–5,000             | 691     | 1,936,531   |
| 5,001–10,000            | 220     | 1,692,072   |
| 10,001–100,000          | 340     | 10,697,370  |
| 100,001–500,000         | 65      | 14,773,066  |
| 500,001–1,000,000       | 12      | 8,552,510   |
| 1,000,001–5,000,000     | 7       | 12,245,548  |
| 5,000,001–9,999,999,999 | 6       | 401,926,004 |
| Totals                  | 1,844   | 452,095,525 |

### Restricted securities as at 22 March 2023

| Class of restricted securities                     | Nature of restriction                             | Number of Shares |
|----------------------------------------------------|---------------------------------------------------|------------------|
| Unquoted ESP shares                                | Various dates ending no later than 27 May 2025    | 809,528          |
| LTIP share options                                 | Various dates ending no later than 27 August 2027 | 371,115          |
| Total securities subjected to trading restrictions |                                                   | 1,180,643        |

### Voting Rights

The voting rights attaching to ordinary shares, set out in the Company's Constitution are:

(a) at meetings of members, each member is entitled to vote in person or by proxy, attorney or representative; and

(b) on a show of hands, every person present who is a member has one vote, and on a poll every member present has a vote for each fully paid share owned.

There are no voting rights attached to unlisted options, voting rights will be attached to unlisted ordinary shares once issued and to options upon exercise.

### On-market Buy Back

There is no current on-market buy back.

# Corporate Directory

## Company Directors

**Mr Robert Matthew Barrie**  
–  
Chairman and Chief Executive Officer

**Mr Darren Nicholas John Williams**  
–  
Non-Executive Director

**Mr Simon Alvin Clausen**  
–  
Non-Executive Director

## Company Secretary

**Mr Neil Leonard Katz**

## Registered Office

Level 37  
Grosvenor Place  
225 George Street  
Sydney NSW 2000  
Telephone: +61 (02) 8599 2700

## Share Registry

Boardroom Limited  
Level 8  
210 George Street  
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)



