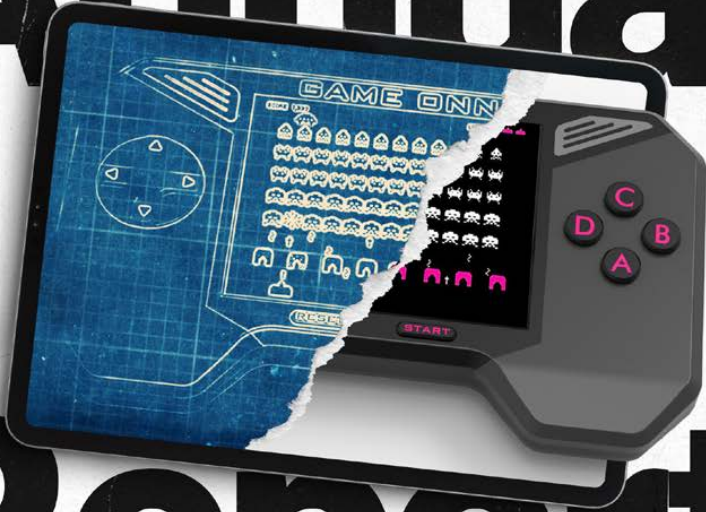




Annual



Report

2024 full year results

make it **REAL**

Freelancer Limited
ACN 141 959 042



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Chairman's Letter

FY24 was a pivotal year for Freelancer Limited, marked by a clear turnaround in our performance and significant strengthening of our core business. We ended the year with renewed momentum across our global marketplace, driven by targeted strategic initiatives and disciplined execution.

Our mission remains ambitious: to build the Amazon of services- labour, payments and freight, providing a seamless ecosystem connecting businesses and their needs worldwide. Although full-year revenue was slightly lower than FY23 due to the planned wind-down of non-core services for a specific enterprise customer, our core online platform returned to growth in the second half.

This progress is evident in several key achievements for the year:

Marketplace Growth

New client activity rebounded strongly. In the final quarter of FY24, new client deposits were up 18.6% year-on-year, driving a return to growth in Gross Marketplace Volume and project postings on the platform. This has continued into FY25 as of the time of writing of this letter.

Platform Quality & Scale

User engagement and project value improved substantially. Product enhancements and operational focus lifted user retention by 5%, and the average project size rose by 29% (to roughly US\$334). This shift toward larger, more sophisticated projects underscores rising trust and the higher skill levels within our freelancer community.

Financial Discipline

We sharpened our focus on efficiency and sustainability. Operating costs were reduced by 5.8% compared to FY23, contributing to a return to positive operating cash flow (\$0.8 million, from a \$2.4 million outflow in FY23). We ended the year with a stronger balance sheet, including \$23.2 million in cash reserves (up 9.5% on pcp), which provides stability and flexibility as we pursue growth in FY25.



AI & The Future of Work

A major strategic focus in FY24 was integrating artificial intelligence (AI) across our business in a practical, transformative way. We view AI as a fundamental enabler that amplifies human talent, rather than as marketing hype. Freelancer's structural advantages in the AI era are clear: with over 79 million users, the world's largest online pool of freelancers, our platform has unmatched scale and data. This gives us unique insights and the ability to train and deploy AI tools that enhance how clients and freelancers connect and work together.

In 2024 we began harnessing AI to improve matching of freelancers to projects, streamline project posting, and assist freelancers in working more productively. AI-related projects have now become one of the fastest-growing categories on our site, as businesses worldwide turn to our marketplace for solutions in machine learning, automation, and other cutting-edge fields. At the same time, freelancers are using new AI tools (such as generative AI for code, design and content) to deliver work faster and at higher quality. Rather than replacing skilled professionals, these technologies have dramatically enhanced our freelancers' capabilities – allowing them to move "up the stack" to more complex, high-value tasks. This synergy between a global human workforce and AI is empowering our community and driving greater liquidity and quality across the platform.

We are confident that AI will continue to be a catalyst for growth, helping Freelancer scale the world's largest online workforce to meet surging demand from individuals and enterprises alike.

Escrow.com

Escrow.com, our secure online payments business, delivered robust revenue growth of 14.5% through strategic enhancements, achieving higher take rates. It continues to perform consistently and we expect a great FY25, solidifying its position as the trusted payments provider for large and complex transactions globally.

Loadshift

Loadshift, our freight logistics marketplace, underwent significant strategic renewal with a strengthened senior leadership team and substantial platform enhancements. A crucial development has been the implementation of advanced audio and video calling capabilities. Given that Loadshift primarily connects drivers who are actively on the road, these features provide a fundamentally improved, safer, and more effective human-computer interface, substantially enhancing real-time communication and the overall customer experience. This innovation is expected to significantly accelerate growth and engagement on the platform. Loadshift and Freelancer operate off the same code base, so the benefits of this will also be experienced in the Freelancer platform.

Positioned for Sustainable Growth in FY25 and Beyond

We enter FY25 confidently, backed by a clear strategy and demonstrated momentum. Our marketplace, complemented by Escrow.com and Loadshift, positions us uniquely to capitalize on continuing trends in digital transformation and flexible work. We remain committed to prudently investing in innovation, particularly within AI, and strengthening strategic partnerships to further consolidate our market leadership.

On behalf of the Board, I would like to thank our shareholders for their continued trust and support. I also extend my gratitude to our dedicated team and our millions of users around the world – freelancers and clients – who are the heart of our marketplace. FY24 was a year of significant positive change, and we are energised by what lies ahead.

We enter 2025 with determination and confidence in our ability to deliver ongoing improvement and innovation.

Yours sincerely,

Matt Barrie

Matt Barrie
Chief Executive & Chairman
Freelancer Limited
26 March 2025

Marketplace Performance

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.

Growth in scale and value

In 4Q24, Freelancer's marketplace expanded significantly, adding 1.69 million new users and 173,000 new projects. A standout metric was the average project size, which soared to \$334, reflecting a 29.3% increase from the prior corresponding period (pcp). This growth, encompassing enterprise customers and the Loadshift division, was partly due to a strategic pivot away from a high-volume, low-value Global Fleet engagement. By transitioning to a new operating model with this client, the dilutive effect of smaller projects was eliminated, revealing a strong upward trend in project value. This shift highlights the increasing sophistication of engagements, bolstered by AI adoption and retention improvements.

Enhanced liquidity

Marketplace liquidity reached new heights in 4Q24, reflecting a thriving supply side. The average number of bids per project rose to 51, up 24.4% from pcp, while average entries per contest surged to 527, a remarkable 60.7% increase. These gains underscore a highly competitive and engaged ecosystem, setting a solid foundation for sustained growth.

During FY2024:

+18.6%
new client deposits

+29.3%
average project size

+26.1%
gross marketplace value generated from new clients

+24.4%
bids per project

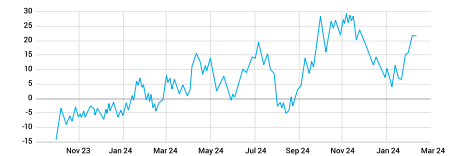


User acquisition and retention

New client momentum

User acquisition emerged as a key strength in FY24, with new client deposits (measured by value within 30 days of signup) increasing by 18.6% year-on-year in USD terms in 4Q24. On a rolling 30-day basis, this metric currently stands at 17.7%, a dramatic turnaround from the prior year's declines of -4.6% and 0.0%. This influx of higher-value users is driving GMV growth, with USD GMV up 1.4% in 4Q24 and accelerating to +7.8% on a rolling four-week basis as of March 05, 2025. Coupled with a 5% improvement in retention, these trends position Freelancer's marketplace for a strong FY25.

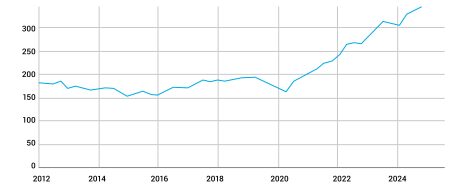
User acquisition - new client deposits



Rookie and overall GMV trends

The contribution of "rookie" clients (new users) to GMV has been particularly encouraging, with rookie GMV up 26.1% on a 28-day rolling basis compared to FY23, surpassing both FY23 and FY22 levels. Overall GMV also shows steady improvement, reinforcing the positive impact of stronger user cohorts and operational enhancements throughout FY24.

Average project size (USD)



Strategic outlook for FY 2025

Leveraging Macro Trends

Looking ahead, FY25 promises to be a transformative year for Freelancer. The mainstream adoption of AI technologies, combined with a favorable macro environment—including a "golden age" of building in the US and an improved funding landscape—positions the company to capitalize on emerging opportunities. We anticipate a rise in the number and quality of startups, a core customer segment, as well as increased demand for AI integration and customization services from small businesses, our dominant market.

Growth Ambitions

Our primary objective for FY25 is to achieve double-digit year-on-year growth across both new (rookie) and existing (non-rookie) client segments. By staying at the forefront of the AI revolution and enhancing our marketplace offerings, we are confident in delivering substantial value to our users and stakeholders. The combination of internal momentum and external tailwinds positions Freelancer to thrive in an evolving global economy.

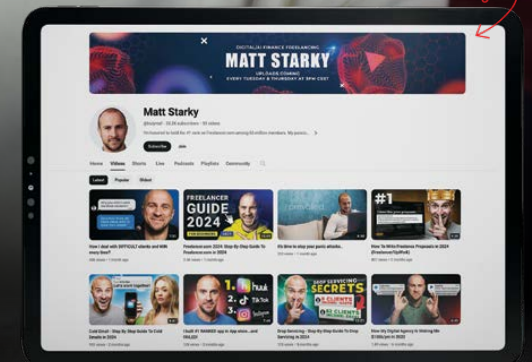
Freelancer empowers entrepreneurs around the world to

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

Evan Johnson made his board game 'Zoo King' a reality, kickedstarted with the help of freelancers.



Change Lives.

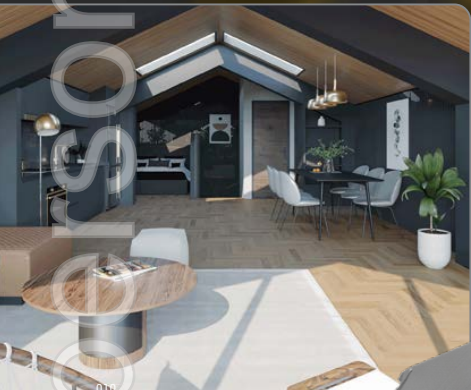
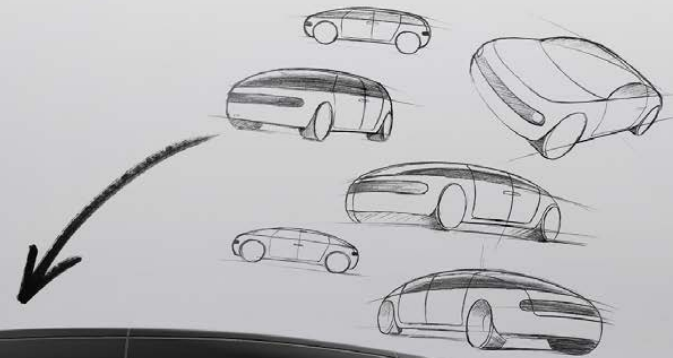


Today, Matt Starky (@Brightdock) exemplifies freelance success as a million-dollar freelancer, sharing his expertise with the community.

make it

REAL

Dreams are being made a reality around the world with the help of freelancers!



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Post a project.

From brief to expert bids in minutes.

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

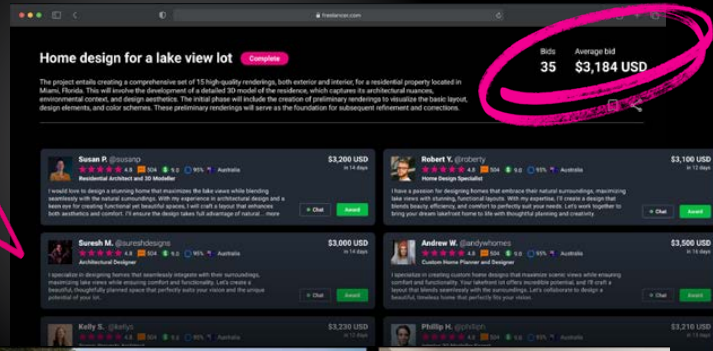
67%

of projects receive bids within 60 seconds

51

bids on average per project

WRITE A BRIEF, SET A BUDGET AND WATCH THE BIDS COME IN



BROWSE PORTFOLIOS, REVIEWS, AND CHAT WITH FREELANCERS

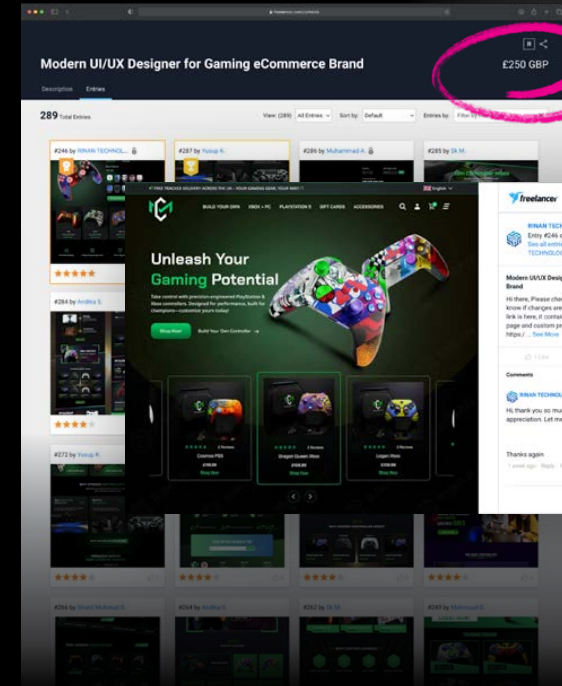


★★★★★

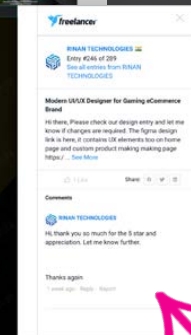
Home design for a lake view lot

Went above and beyond to understand the project requirements. While his work is excellent, he is a great person to work with. I would highly recommend working with this freelancer.

Garima L. @TLC2019



POST YOUR CONTEST AND OFFER A PRIZE



RATE YOUR ENTRIES AND SELECT A WINNER

Run a contest.

Pay only for results, get unlimited creativity.

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

93%

of contests receive entries within 1 hour

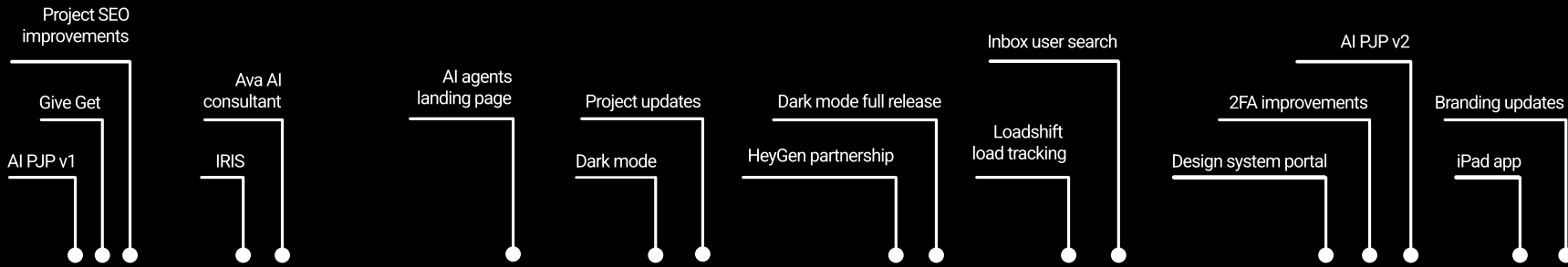
528

average entries per contest



What we shipped in 2024

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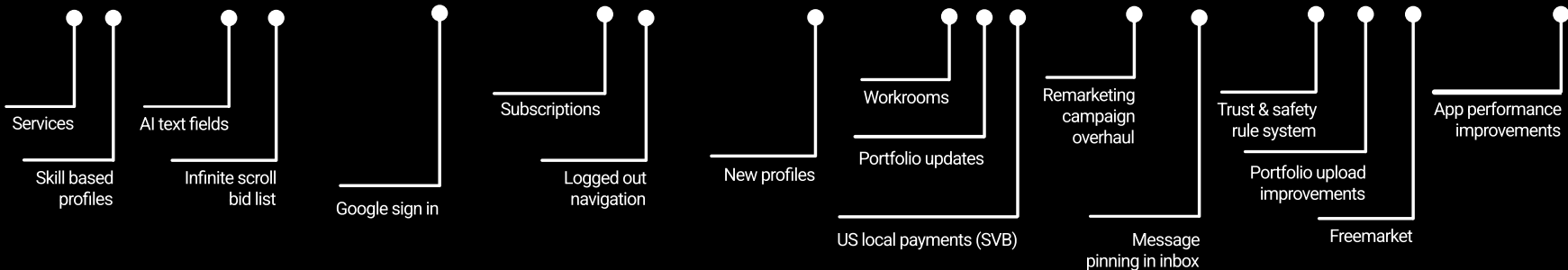


Q1

Q2

Q3

Q4





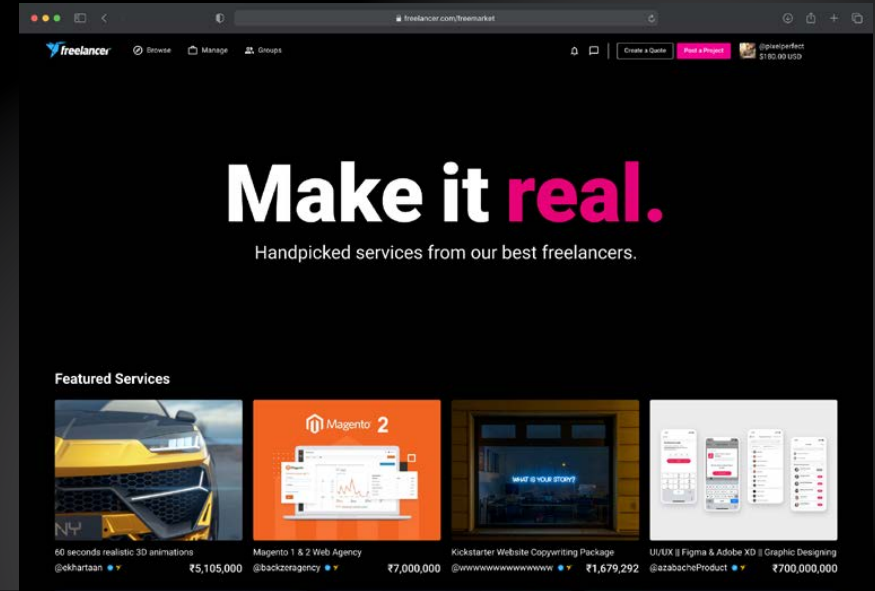
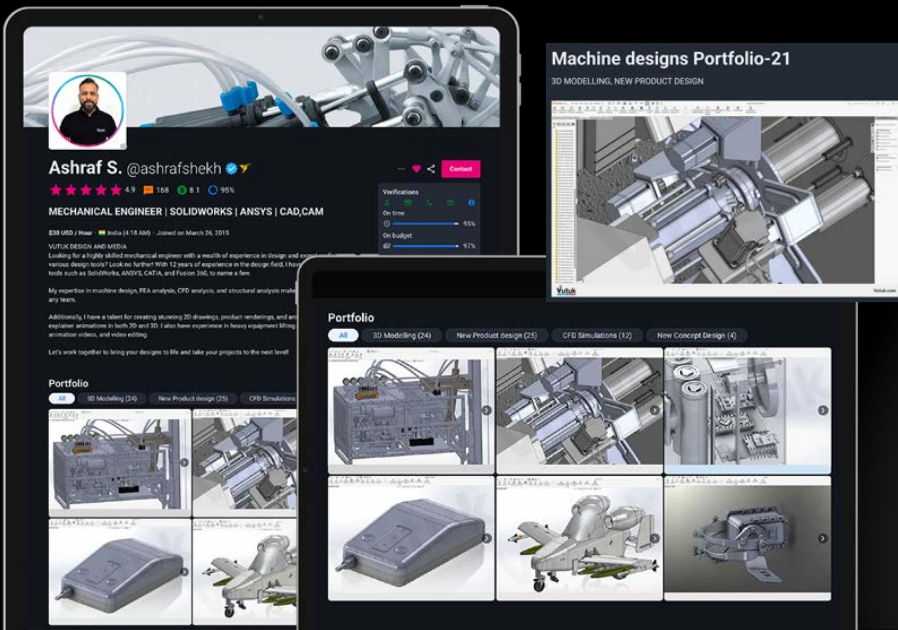
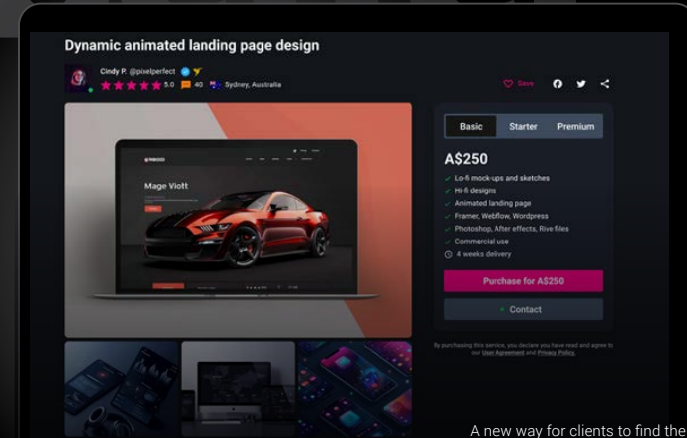
Building a better Freelancer

Your project, our global cloud of 80 million professionals.

Freelancer strives to change lives around the world, and has continued to innovate and enhance our platform to empower freelancers to reach their full potential. We've rolled out exciting new features including an updated design for **freelancer profile pages**, giving professionals a sleek, user-friendly space to showcase their skills and stand out to clients. We've also made improvements to **portfolio management**, making it easier than ever for freelancers to highlight their work and attract the right opportunities. With these updates and more to come, we're committed to providing freelancers with the tools they need to succeed in a fast-evolving marketplace.

Ready-to-deliver Services from top-tier talent.

A new way for clients to find the freelancer they need! With **Services**, freelancers can create and sell their own custom services directly on the platform, offering clients a clear, streamlined way to discover what they do best. Alongside this, we launched **Freemarket**, a dynamic marketplace where clients can browse a wide range of services offered by talented freelancers, making it easier than ever for both parties to connect and collaborate.



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Reinventing the world of work in the AI revolution

FY24 marked a transformative milestone in the global adoption of artificial intelligence (AI), as enterprises worldwide embraced this groundbreaking technology at scale. With the world's largest online human workforce, Freelancer is uniquely positioned to lead this seismic shift in service delivery.

Much like the industrial revolutions before it, the fifth industrial revolution—driven by AI—is proving to be a catalyst for opportunity, creating far more jobs than it displaces. As individuals and businesses adopt, integrate, and innovate within this evolving AI landscape, we are proud to be at the forefront, empowering a future of work that is dynamic, inclusive, and impactful.

FY24 was a defining period for Freelancer, characterized by widespread AI adoption and significant strategic advancements. Our focus on embedding AI across our platform delivered measurable outcomes in four critical areas: marketplace AI integration, contests platform productivity, enterprise AI services, and strategic partnerships within the AI ecosystem. These achievements underscore our commitment to

harnessing AI not just as a tool, but as a multiplier of human potential, driving productivity, skill liquidity, and quality across our global community.

Positioning Freelancer as the hub for AI agent development

Demand for AI-related work surged in the second half of 2024, signaling a robust growth trajectory for this emerging category. Looking ahead to 2025, we are committed to expanding our support, marketing, and development efforts to solidify Freelancer as the premier destination for AI agent development. By fostering an ecosystem where AI enhances skills and elevates living standards, we are not only redefining work but also unlocking unprecedented opportunities for our global community.

60.7%

increase in contest entries driven by AI tools

Our focus on embedding AI across our platform delivered measurable outcomes



Marketplace AI Integration

Empowering freelancers with cutting-edge tools to perform at their best, delivering unparalleled productivity and quality.

In 2024, we witnessed substantial growth in AI-related projects, with demand surging in the latter half of the year. This momentum was fueled by internal innovations, including a personalized AI posting flow that delivered consistent wins throughout FY24, enhanced conversion rates across key platform metrics, and the development of specialized AI tools tailored for freelancers.

A notable industry milestone came with OpenAI's introduction of the SWE-Lancer benchmark, featuring over 1,400 freelance software engineering tasks valued at \$1 million USD in real-world payouts. By optimizing foundational models for integration into tools like Cursor and VSCode, this benchmark promises to elevate software engineers' capabilities—mirroring the transformative impact of tools like ChatGPT for copywriters and Midjourney for illustrators. These advancements are driving productivity, delivering greater value to clients, and enabling freelancers to transcend traditional skill boundaries, ultimately enhancing professional opportunities and quality of life.

Contests platform: a showcase of productivity and quality

The power of AI integration shines through our contests platform, where productivity and creativity reached new heights in FY24. Entries per contest soared to an average of 527, a remarkable 60.7% increase year-over-year, driven by freelancers leveraging design-oriented AI tools for faster delivery. A recent logo contest exemplified this evolution, revealing distinct submission waves: rapid AI-only designs with high graphical quality but limited brief adherence; AI-assisted entries refined by human designers; and purely human-created submissions. The highest-quality, most relevant designs were consistently human-generated or hybrid efforts, with the winning entry in this case verified as entirely human-crafted. This trend reinforces our belief that AI amplifies human ingenuity, enabling us to deliver the widest range, lowest cost, and highest quality—a trifecta once thought impossible.

Looking ahead: a future powered by human-AI collaboration

For 15 years, Freelancer has delivered the widest range of services at the lowest cost. With AI tools now ubiquitous, we are achieving what was once unimaginable: combining scale, affordability, and uncompromising quality. More exciting still is the way AI is breaking down skill barriers, acting as a multiplier that not only enhances capabilities but also elevates living standards. As we move into 2025, Freelancer remains committed to leading the AI revolution, empowering our global community to shape a world of work that is more productive, equitable, and inspiring than ever before.



Scaling global impact

Our Generative AI program emerged as a flagship achievement in FY24, exemplified by a marquee partnership with a leading global technology company to train their foundational Large Language Model.

This initiative showcased Freelancer's unparalleled ability to mobilize diverse talent at scale, onboarding over 130,000 freelancers from more than 60 language groups. In Q4 2024, the program expanded to include speech data collection, technical writing, translation services, and point-of-interest data collection. A standout moment came when we deployed over 25,000 freelancers for AI training within 24 hours—a feat we believe is unmatched in the industry. This capability reinforces our leadership in delivering enterprise-grade AI solutions with speed, precision, and global reach.

Strengthening our position in the AI ecosystem

In FY24, we forged strategic partnerships with pioneering AI technology companies like Retell.ai, leveraging our freelance workforce to distribute, integrate, and deliver their transformative solutions. This collaboration exemplifies our role as a vital connector in the AI ecosystem. By aligning with industry leaders, we are amplifying the impact of AI innovations and creating new pathways for freelancers to thrive.



130K

freelancers mobilized for a major LLM training project

25K

freelancers rapidly deployed in a 24hr window

52

language groups supported



The world's largest crowdsourcing marketplace

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

Government partnerships: empowering global talent

In FY24, we achieved a milestone through an innovative collaboration with Bahrain's Labor Fund (Tamkeen). This partnership focuses on training and mentoring Bahraini citizens to thrive as service providers on our platform. The initial program launched in 4Q24, laying a scalable foundation for expansion to other global government agencies in 2025. This initiative underscores our commitment to empowering talent worldwide and strengthening our government partnerships.

Enterprise client growth: a strong outlook for 2025

As we look to 2025, our Enterprise division is primed for robust growth. We are focused on expanding our AI services, scaling our field services capabilities, and deepening government collaborations globally. With a healthy pipeline of opportunities from leading enterprises and government agencies, we have bolstered our sales and operations teams to accelerate deal conversion and delivery. Our strategic investments and proven execution position us to deliver exceptional value to our clients and stakeholders in the year ahead.



InSource™ powers your most important strategic advantage.

Your access to talent. InSource™ empowers workforce efficiency connecting internal demand for skills with both internal talent and the world's largest cloud workforce on demand.

Freelancer Enterprise

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Transforming impossible challenges into breakthrough solutions



Freelancer maintained its position as a leader in Innovation Challenges, on behalf of NASA, NIH, CDC, and other federal agencies through key collaborators including LMI, Blue Clarity LLC, Ibility LLC, Ensemble Consultancy, CrowdPlat, and yet2. In FY24, the company managed 15 major initiatives spanning space exploration, healthcare, climate action, and emerging technologies, with total value exceeding \$18 million.

>20K
breakthrough solutions created by freelancers

8.7K
participating innovators

140
countries engaged

NASA & Government: Leading Innovation and Problem Solving

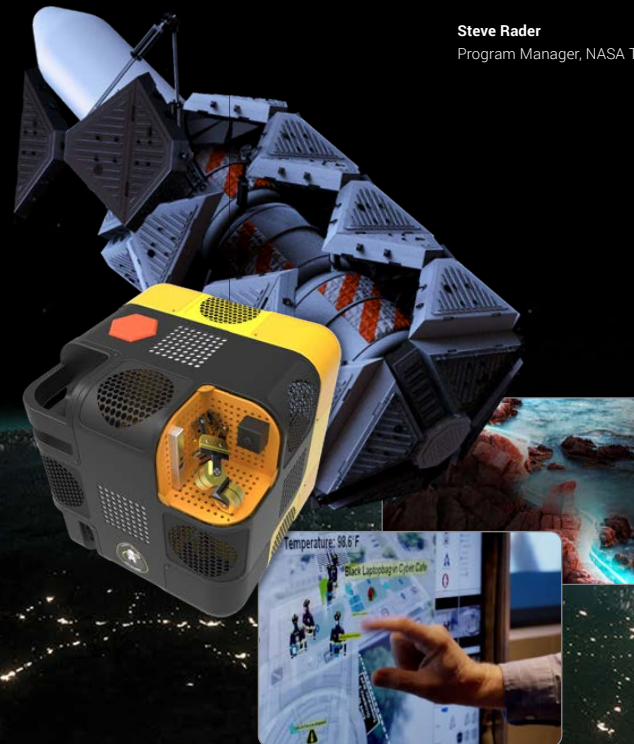
Freelancer solidified its role as a trailblazer in Innovation Challenges, collaborating with NASA, NIH, CDC, and other federal agencies through key partners like LMI, Blue Clarity LLC, Ibility LLC, Ensemble Consultancy, CrowdPlat, and yet2. In FY24, we managed 15 major initiatives valued at over \$18 million, spanning space exploration, healthcare, climate action, and emerging technologies. Our space technology initiatives saw remarkable progress, particularly in lunar exploration, space debris management, and advanced robotics. teams from 36 countries. Looking ahead, we are expanding our role in NASA's innovation ecosystem while amplifying our impact in healthcare, climate, and emerging technologies.

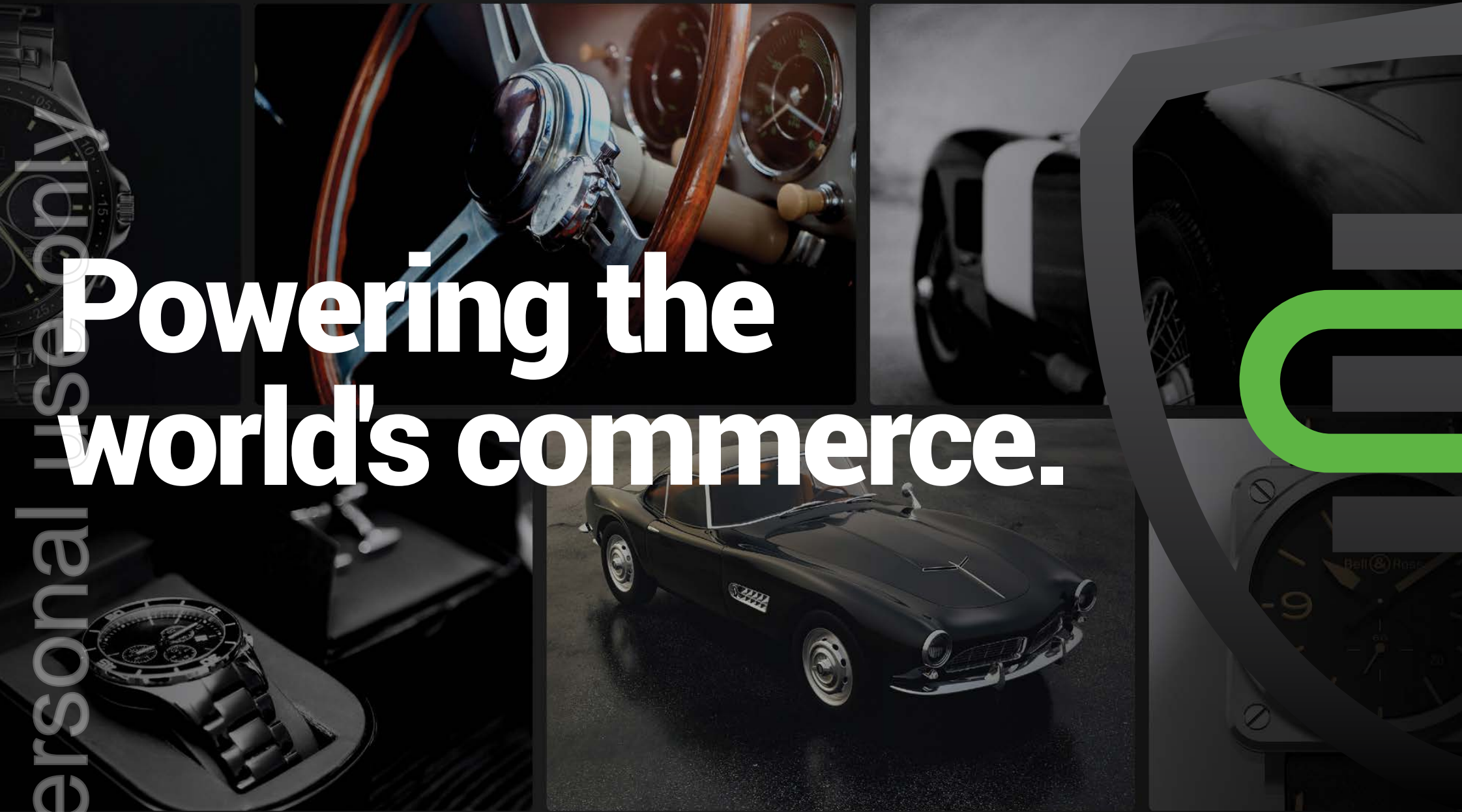
"[NASA saw] extraordinary cost-savings (80-99%) when compared to traditional methods."

Steve Rader

Program Manager, NASA Tournament Lab and the Center of Excellence for Collaborative Innovation

Highlights include hosting NASA's Space ROS Sim Summer Sprint Challenge, which grew the Space ROS community 70-fold with participants from 13 countries, delivering breakthrough solutions for space debris detection and remediation, and advancing spacecraft refueling capabilities. In lunar exploration, we launched critical navigation solutions for NASA's Artemis missions, supported Australia's lunar regolith collection efforts, and initiated a design competition for Artemis II—NASA's first crewed lunar mission since Apollo. Beyond space, we made strides across sectors: administering NIH's \$6 million TARGETED Challenge to advance genome editing, leading a groundbreaking CDC study on opioid overdose data across 42 states, and pioneering environmental monitoring innovations with 109 teams from 36 countries. Looking ahead, we are expanding our role in NASA's innovation ecosystem while amplifying our impact in healthcare, climate, and emerging technologies.





Powering the world's commerce.

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Steady growth and strategic momentum

In FY24, we achieved significant milestones that underscore our commitment to growth, innovation, and customer satisfaction. We adjusted our pricing to align with current market conditions, a move that was met with minimal attrition and sustained transaction volumes, reflecting broad market acceptance.

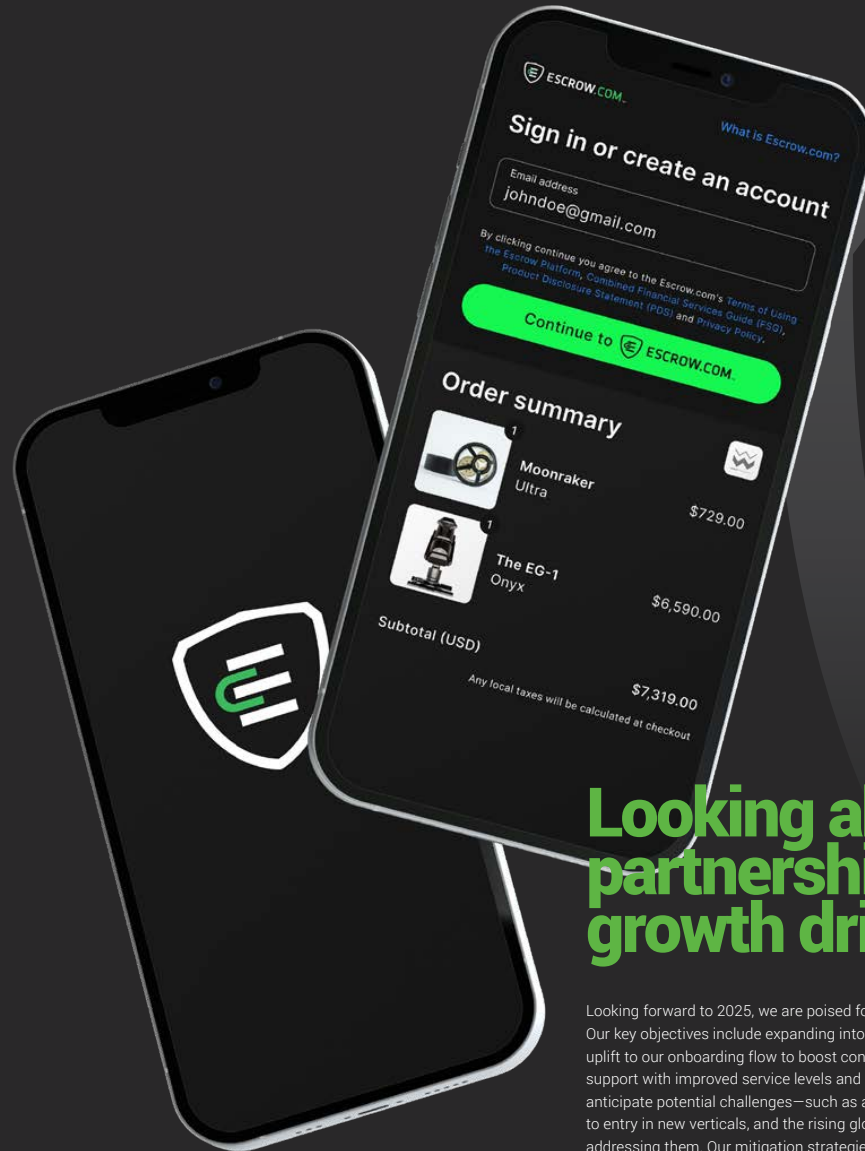
This strategic realignment has enabled us to reinvest more heavily in our products and services, enhancing value for our customers. A standout achievement was facilitating a US\$50M IPv4 transaction—the largest in Escrow.com’s history—executed seamlessly through a trusted, long-standing partner and a titan in the IPv4 space. Alongside this, upgrades to our credit card processing systems boosted acceptance rates, strengthened fraud controls, and elevated the overall customer experience. Our strong presence at NamesCon 2024, the domain industry’s premier global event, further solidified relationships and positioned us as a key player in supporting high-value domain transactions, with our efforts warmly received by attendees and partners alike.

Product Innovation: Enhancing User Experience

Our focus on enhancing the customer experience yielded tangible improvements throughout the year. We streamlined the onboarding process for brokers, introduced a more robust feedback mechanism to assist customers with verification, and increased transparency around transaction statuses. To better serve our growing user base, we expanded customer support hours to include US Eastern Time, ensuring more responsive service across time zones. These enhancements reflect our dedication to making every interaction with Escrow.com intuitive, reliable, and efficient. By listening to our customers and adapting to their needs, we’ve laid a foundation for even greater trust and engagement in the year ahead.

+14.4%
revenue increase during FY24

+14%
high value domain transactions (>\$300K)



Looking ahead: partnerships as a growth driver

Looking forward to 2025, we are poised for an exciting chapter of growth and innovation. Our key objectives include expanding into eCommerce marketplaces, delivering a major uplift to our onboarding flow to boost conversion rates, and further elevating our customer support with improved service levels and expanded global operating hours. While we anticipate potential challenges—such as a general downturn in the domain market, barriers to entry in new verticals, and the rising global threat of cyberattacks—we are proactively addressing them. Our mitigation strategies include diversifying into new revenue-ready verticals, doubling down on industry-specific features and customer experience enhancements, and prioritizing security through technological upgrades and operational best practices. We also see tremendous opportunities for innovation, including developing a world-class verification process and introducing domain name holding improvements like a lease product. With these initiatives, we are confident in our ability to drive sustained growth and deliver exceptional value to our customers in 2025 and beyond.



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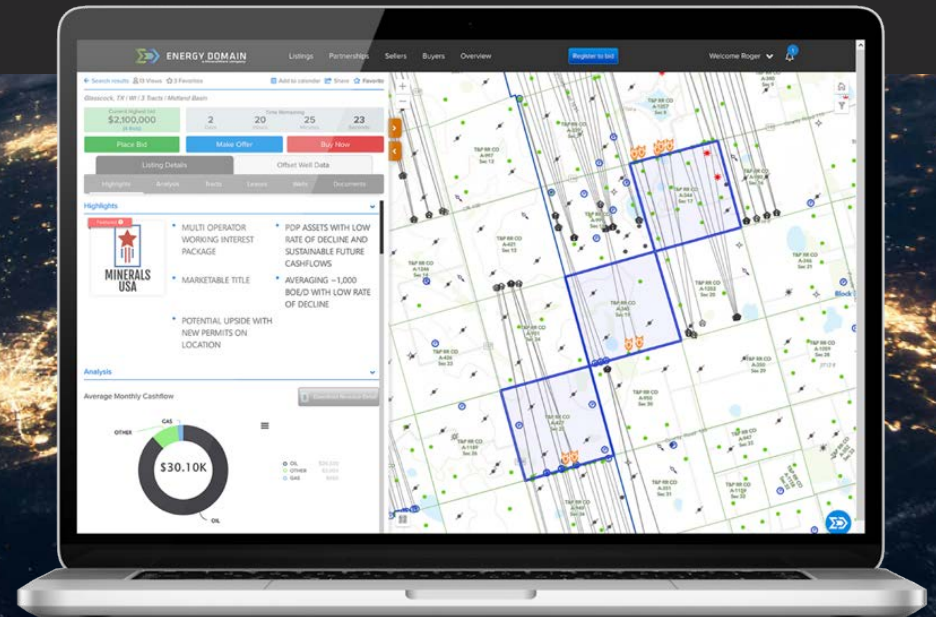
Escrow.com ensures the safety of startup acquisitions

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



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

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





Over 800 million kilometers of freight posted

In 2024, Loadshift delivered a year of steady progress, with key operational metrics reflecting resilience and growth despite a competitive market. Job postings for the year remained stable at 11,284 loads, underscoring the platform's consistent appeal to shippers.

Platform engagement also held firm, with a notable 12.5% increase in quotes per job, rising from 5.4 to 6.3, resulting in a total of 71,089 jobs quoted. This uptick in quoting activity signals growing carrier confidence and an increasingly active marketplace, setting the stage for deeper engagement in 2025.

A closer look at performance highlights reveals even stronger momentum. Bids per job surged by 50%, climbing from a 2023 peak of 5.4 to 8.2 in 2024, reflecting heightened competition and carrier interest. Awarded loads grew modestly by 4.9% to 3,087 compared to the prior corresponding period (pcp), while the award rate saw a significant leap, reaching 33.2% by the end of Q4—a 35% relative increase on pcp. Delivered loads also gained traction, rising 9.5% to 2,661, with the delivered rate showing particularly robust growth of 26.2% to 23.6%. Additionally, the peak weekly award rate improved by approximately 27% from 2023 to 2024. These gains—driven by consistent product enhancements and operational efficiencies—demonstrate Loadshift's ability to convert interest into tangible outcomes, a trend we expect to accelerate as our platform matures.

+12.5%

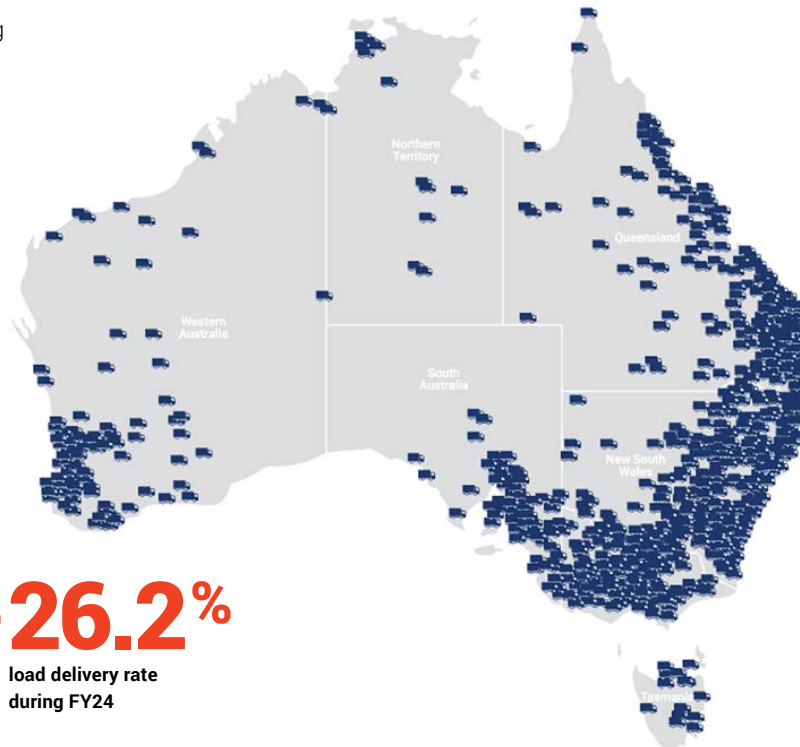
quotes per job during FY24

+35%

relative load award rate during FY24

+26.2%

load delivery rate during FY24



Product innovation: enhancing user experience

Loadshift's commitment to product excellence shone through in 2024 with the launch of a redesigned posting experience for shippers. Informed by a recent carrier survey, which highlighted frustration over insufficient project details, and feedback from our operational team about the extra effort required to clarify missing information, this overhaul tackled friction head-on. The new interface streamlines the job posting flow, intelligently prompting shippers for comprehensive, relevant details upfront. The result is a smoother experience that reduces delays, boosts carrier confidence, and enhances quote quality—a win for all stakeholders. Early data suggests this redesign is contributing to our improved award and delivery rates, with further optimization planned for 2025.

Beyond the redesign, we rolled out enhancements to our price estimator tool, now a deployable widget for partners, empowering shippers to estimate costs with greater accuracy. This feature is poised to become a cornerstone of our enterprise sales pitch, offering a compelling value proposition to large-scale customers. Additionally, the introduction of load tracking addressed a long-standing gap, providing end-to-end shipment visibility and bringing Loadshift's offerings in line with industry leaders. These advancements reflect our focus on listening to users and delivering solutions that drive efficiency and trust.



Looking ahead: communication as a growth driver

The standout product achievement of 2024 was the deployment of in-app audio and video calling, powered by Zoom's reliable communications platform. Set to replace traditional phone-based interactions over the coming months, this feature introduces advanced functionality and greater dependability. Unlike Freelancer, where communication often occurs outside the platform, Loadshift's ecosystem relies heavily on phone-based exchanges. By integrating calling into the app, we anticipate a significant uplift in award rates, gross merchandise value (GMV), and revenue, as smoother communication accelerates decision-making and strengthens relationships between shippers and carriers. In Q1 2025, our priority will be refining this functionality and perfecting the user experience to maximize its impact.

Outlook for 2025

As we close out 2024, Loadshift stands at an inflection point. The combination of steady metric growth, a bolstered leadership team, and meaningful product innovations positions us to capture new opportunities in a dynamic market. The trends we've observed—rising bids, award rates, and delivery performance—suggest that our focus on reducing friction and enhancing visibility is resonating with users. With in-app calling as a catalyst, we project continued improvement in key performance indicators, alongside deeper penetration into enterprise segments. Loadshift is primed to build on this foundation, delivering value to our community and driving sustainable growth throughout 2025.

Directors' Report

Your Directors submit the financial report of Freelancer Limited (Group or the Company) for the year ended 31 December 2024. 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:



Matt Barrie

Executive Chairman
(appointed 10 February 2010)

BE (Hons I) BSc (Hons I) Syd.
GDipAppFin MAppFin HonDlitt Macq.

MSEE (Stanford) GAICD FIEAust

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.

Beneficial interest in 196,426,561 fully paid ordinary shares (representing 43.56% of issued capital).

Member of the Nomination and Remuneration Committee and Audit Committee.





Darren Williams

Non-Executive Director
from 1 November 2015.

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

BSc (Hons I) PhD (Computer Science)

Simon Clausen

Non-Executive Director
(appointed 10 February 2010)



**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 2.36% of issued capital).

Member of the Nomination and Remuneration Committee and Audit Committee.



**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.

Beneficial interest in 160,500,000 fully paid ordinary shares (representing 35.59% of issued capital).

Member of the Nomination and Remuneration Committee and Audit Committee.



Patrick Grove

Non-Executive Director
(appointed 5 June 2024)

B Comm Syd



Cofounder, Chairman and group CEO of Catcha Group, which has interests in digital businesses.

Extensive experience in building and growing successful digital businesses in Southeast Asia and beyond. Since founding Catcha Group in 1999, Patrick has built an extensive track record of founding, building, acquiring, listing, and growing both private and public Southeast Asian digital businesses. Today, he is widely recognized as one of the leading entrepreneurs in the region.

Patrick has built a number of successful media and Internet-based businesses in Asia and has been independently recognised with numerous international awards such as a Global Leader of Tomorrow by the World Economic Forum, a New Asian Leader by the World Economic Forum (2003), a Young Entrepreneur of the Year by the Australian Chamber of Commerce, Singapore, a Top Entrepreneur under 40 by Business Week Asia and a Top 50 Global Achiever by Australia Unlimited.

He graduated with a Bachelor of Commerce in Accounting and Finance from the University of Sydney, Australia in 1997.

Craig Scroggie

Non-Executive Director
(appointed 1 August 2024)

AdvCert IT, GradCertMgmt,
PGDipMgmt, MBA, GAICD, FAICD



Craig Scroggie is the Chief Executive Officer and Managing Director of NEXTDC, Australia's leading Data-Centre-as-a Service provider.

Prior to becoming CEO in June 2012, Mr Scroggie served on the Board of Directors since IPO (2010) as a Non-Executive Director, including as Chairman of the Audit and Risk Management Committee. Mr Scroggie has more than 25 years' experience in the ICT industry, having held senior positions with Symantec, Veritas Software, Computer Associates, EMC Corporation and Fujitsu. Prior to joining NEXTDC, Mr. Scroggie was Symantec's Vice President & Managing Director for the Pacific Region.

Mr Scroggie currently also serves on the Board of Sovereign Cloud Holdings (ASX:SOV) and also serves on the University of Southern Queensland Business School Advisory Board and is Chairman of the La Trobe University Business School Advisory Board and holds the position of Adjunct Professor.

Mr Scroggie is a Graduate of the University of Southern Queensland and holds an Advanced Certificate in Information Technology, a Graduate Certificate in Management, a Postgraduate Diploma in Management, a Master of Business Administration; and is a Graduate and Fellow of the Australian Institute of Company Directors.

In 2013 Mr Scroggie was awarded the University of Southern Queensland Faculty of Business & Law Alumnus of the Year and in 2015 was inducted into the ARN ICT Industry Awards Hall of Fame.



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.

Key Performance Highlights

Year ended 31 December	FY24 \$m	FY23 \$m	% Change
Financial metrics:			
Gross Marketplace Volume ¹	949	1,021	-7.1%
Revenue	53.1	55.4	-4.2%
Gross Profit	41.8	44.2	-5.5%
Gross margin (%)	81.9%	83.0%	-1.2%
Operating Profit ²	0.8	0.6	+19.3%
NPAT	(0.8)	0.2	-531%
Operating Cash Flow	5.8	1.9	+213%
Net Cash Flow	0.8	(2.4)	+133%
Operational metrics:			
Total Jobs Posted ^{3,4} (millions)	24.4	23.3	+4%
Total Registered Users ⁵ (millions)	79.6	72.1	+10%

Notes:

¹ 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 FY24 GMV A\$130.5 million (up 1.3% on prior corresponding period). Payments segment GMV A\$18.2 million (down 7.9% on prior corresponding period).

² Operating profit adjusted for non-cash unrealized FX losses, non-AASB16 depreciation and share-based payments expenses.

³ User and project/contest data includes all users and projects/contests from acquired marketplaces. Includes Escrow.com unique users.

⁴ 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.

Review of Operations

This past year has been one of resilience, innovation, and strategic refinement as we navigated a complex global economic landscape. Freelancer Limited remains steadfast as one of the world's leading freelancing and crowdsourcing marketplace, a position we have solidified through adaptability, technological advancement, and an unwavering commitment to connecting talent with opportunity. This review reflects on our financial and operational performance, highlights key achievements, addresses the challenges we encountered, and sets out our vision for the year ahead. By reducing our structural cost base and prioritising high-return investments, we have laid a foundation for sustainable profitability while preserving the flexibility to seize emerging opportunities:

Freelancer Marketplace



Freelancer.com continues to lead as the world's largest platform for freelancing and crowdsourcing, connecting millions of employers and freelancers across more than 247 countries and territories. In FY2024, the marketplace achieved a GMV of \$130.5 million, a slight decrease of 1.3% on pcp, and generated revenue of \$40.6 million, down 8.2%.

Notably, we welcomed 1.69 million new users in the fourth quarter alone, alongside 173,000 new projects – an indicator of robust activity even amidst economic uncertainty. The average project value climbed 29.3% to \$334, signaling a shift toward higher-value, more complex engagements. Contest participation soared, with an average of 527 entries per contest (up 60.7% on pcp), underscoring the platform's appeal to creative professionals. Client acquisition also rebounded, with new client deposits (30-day value) rising 18.6% year-on-year, reversing the negative trend from FY2023.

Retention efforts bore fruit as well, with a 5% improvement in year-over-year retention metrics. Initiatives such as subscription models, enhanced project management tools, redesigned workspaces, and improved communication features have deepened user engagement, ensuring Freelancer.com remains the go-to platform for businesses and freelancers alike.

Escrow



Escrow.com, our online escrow payment subsidiary, delivered a standout performance in FY2024. Revenue grew 14.5% to \$10.4 million, despite a 7.9% decline in GMV to \$818.2 million. This decoupling of revenue growth from GMV reflects strategic pricing adjustments and a focus on high-value transactions, exemplified by a record-breaking \$50 million single transaction in Q3 – the largest in Escrow.com's history.

Expansion into e-commerce and automotive verticals gained momentum, with integrations into major platforms driving transaction volumes. AI-driven security enhancements and an improved checkout experience further strengthened Escrow.com's reputation as the world's most trusted escrow service. These efforts position it for continued growth in 2025, particularly in emerging sectors like digital asset trading and luxury goods.



Loadshift



Loadshift, Australia's premier freight marketplace, continued its upward trajectory in FY2024. The platform facilitated 11,284 load postings, with delivered loads up 9.5% on pcp and quotes per job rising 12.5% to 6.3. New features, including real-time load tracking, in-app audio and video calling via Zoom, and a streamlined post-load interface, enhanced operational efficiency and user satisfaction. As Loadshift scales, it is carving out a valuable niche in the logistics sector, with plans to deepen enterprise partnerships in the year ahead.

Strategic Initiatives

FY2024 was a pivotal year for Freelancer Limited as we leaned into transformative trends—most notably, the rapid rise of artificial intelligence (AI). Our strategic initiatives centered on three pillars: harnessing AI for growth, expanding enterprise and government partnerships, and enhancing client acquisition and retention.

AI-Powered Transformation

The global AI boom presented both a challenge and an opportunity, and Freelancer rose to the occasion. AI-related job categories nearly doubled in GMV during Q3, fueled by demand for machine learning, data annotation, and generative AI expertise. We partnered with leading AI technology firms to deliver workforce solutions, including training datasets for cutting-edge models. Internally, we deployed AI-powered tools to streamline job postings, improve client conversion rates, and enhance platform efficiency — efforts that reduced manual overheads by an estimated 15%.

Enterprise and Government Partnerships

Our Enterprise division emerged as a key growth driver, securing high-profile contracts that showcased our ability to mobilise talent at scale. The Global Fleet program onboarded over 130,000 freelancers across 60+ language groups for AI training initiatives, serving clients like NASA and U.S. government agencies. These partnerships managed over \$18 million in challenges spanning space exploration, healthcare innovation, and climate solutions. Elsewhere, our collaboration with Bahrain's Labor Fund (Tamkeen) delivered training and mentorship to local freelancers, while field service jobs expanded to 48 cities across five countries, completing over 90,000 tasks.

Client Acquisition and Retention

Probably the stand performance this year was a consistent series of wins with the customer acquisition. We also established, for the first time, a brand marketing team. To bolster our user base, we embraced new organic marketing channels, boosting brand visibility. The launch of Freemarket, an e-commerce-style service marketplace, simplified hiring with one-click functionality, appealing to small businesses and entrepreneurs. Meanwhile, our IRIS fraud prevention system and enhanced trust and safety protocols reduced spam and bad actors dramatically, fostering a safer, more reliable platform.

Challenges and Responses

Our Enterprise division emerged as a key growth driver, securing high-profile contracts that showcased our The year was not without its hurdles. Economic uncertainty dampened demand in some discretionary categories, while competition intensified from niche platforms and AI-driven automation tools. Currency fluctuations also impacted our international operations, contributing to unrealised FX losses. In response, we accelerated cost optimisation, trimming overheads by 12% without compromising innovation.

Outlook for FY2025

Looking to FY2025, Freelancer Limited is primed for a robust recovery and sustained growth. We aim to achieve double-digit year-on-year increases in GMV and revenue across all core segments, driven by deeper AI integration, expanded enterprise engagements, and revitalised marketplace activity. Key priorities include:

- Scaling Escrow.com's presence in e-commerce, automotive, and IPv4 transactions.
- Enhancing Loadshift with improved tracking, UX upgrades, and enterprise sales.
- Launching next-generation AI tools to boost productivity and service delivery.
- Strengthening our balance sheet through cost discipline and targeted investments.
- The global shift toward flexible work, coupled with a "golden age" of innovation in the U.S. and beyond, presents immense opportunities.



Review of Financial Performance

The Company achieved revenue of \$53.1 million in FY24 (down 4.2% on the previous corresponding period), and Gross Marketplace Volume of \$948.6 million (down 7.1% on the previous corresponding period). Freelancer marketplace revenue was \$40.5 million (down 8.4% on the previous corresponding period). Escrow.com revenue was \$10.4 million (up 14.5% on the previous corresponding period).

The Company achieved a gross margin of 81.9% in FY24 compared to 83.0% in the previous corresponding period. The decline was primarily driven by increased 2FA costs, some of which were one off, and lower margin enterprise related revenues. Gross margin increased to 83.9% in 2H24. Despite these fluctuations, the gross margin still remains within a consistent range since 2011. The Company's cost of sales predominantly consists of transaction costs paid to various payment gateways, provisions for credit card chargebacks and fraud risks, and affiliate fees paid to third parties. Additionally it includes direct labour costs associated with servicing enterprise customers. The Company continues to optimise costs by refining internal processes, adjusting the mix of transactions across suppliers and enhancing its affiliate programs.

The Company reported NPBT of \$(1.3) million in FY24 (FY23: \$0.2 million). In 2H24, NPBT was \$0.1 million, which is inclusive of a \$1.7 million foreign exchange (FX) loss, primarily driven by the revaluation of foreign denominated assets and liabilities following a 7% depreciation in the AUD/USD during 2H24 (9% for FY24). Excluding these FX losses, the Company achieved a significant improvement in profitability in 2H24 compared to 1H24, despite lower revenues.

The Company continues to drive cost efficiencies across all functions, with operating costs 5.8% lower than FY23. As a result, the Group now operates with a structurally lower cost base, positioning it well to achieve sustainable profitability in FY25 and beyond.

The Company generated positive cash flow of \$0.8 million in FY24 (FY23: \$(2.4) million), comprising operating cash flow of \$5.8 million (FY23:\$1.9 million) and financing cash outflows of \$5.0 million (FY23:\$4.2 million). The financing cash outflows primarily relate to lease payments for office premises, which have been classified as finance costs under AASB 16 Leases.

Balance Sheet

As at 31 December 2024, the Company held cash and equivalents of \$23.2 million and no net debt, up 9.5% on FY23. The increase in cash was attributable to positive cash flow from operating and financing activities of \$0.8 million and an upward revaluation of cash of \$1.2 million.

Trade and other receivables, which include balances from various payment gateways and enterprise customers, decreased by 46% compared to FY23. This decline was primarily driven by shorter settlement times resulting from changes in the mix of gateway providers, as well as enhanced collection efforts on trade receivables.

Trade and other payables includes user obligations (user balances and milestone payments held on balance sheet). These increased by 2% from FY23

The Group has achieved significant cost efficiencies over the past year and will continue these efforts in FY25 to drive sustained profitability, further strengthening the balance sheet.

Risks

The potential risks associated with the Group's business are outlined below. This list is not exhaustive and does not capture every risk that may impact the Group. Additionally, the occurrence or consequences of some of these risks may be partially or entirely beyond the control of the Group, its Directors, or senior management. Furthermore, there is no guarantee that these risks will remain unchanged or that new risks will not arise in the future.

Identified Risk Category	Risk Overview	Mitigation Strategies
Regulatory Changes	The international payments market operates within a complex regulatory environment. Changes in regulations (e.g., licensing, AML requirements) or the opinion of regulatory bodies could increase costs or limit operations in certain regions.	Maintain a regulatory monitoring system, allocate resources for compliance monitoring and updates, and establish proactive engagement with regulators to anticipate and adapt to changes.
Cybersecurity Risk	The Group's IT systems are vulnerable to cyberattacks, which could disrupt operations, harm clients, and result in financial losses, reputational damage, or regulatory penalties.	Deploy advanced cybersecurity technology, maintain incident response and business continuity management plans, and conduct regular penetration testing and employee awareness training..
Regulatory Compliance	Non-compliance with laws, such as AML, anti-bribery, or sanctions, could lead to significant penalties, reputational harm, and loss of banking partners or affiliates.	Implement robust compliance systems, provide mandatory employee training, and regularly review processes to ensure adherence to legal and regulatory requirements globally.
Information Technology	Disruptions to IT systems from events like cyberattacks, natural disasters, or system failures could cause operational downtime, regulatory breaches, and reputational damage.	Maintain disaster recovery protocols, implement business continuity plans, and invest in reliable infrastructure and redundancy systems.
Data Security and Privacy	Breaches of data security controls could lead to unauthorized access, data loss, regulatory penalties, and reputational harm, especially under GDPR, CCPA, and other privacy regulations.	Regularly update data protection controls, enforce privacy policies, provide employee training, and invest in advanced security technology.

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Identified Risk Category	Risk Overview	Mitigation Strategies
Relationships with Banking Counterparties	Loss of key banking or payment gateway relationships could disrupt foreign exchange and payment services, increase costs, and limit operational capabilities, affecting profitability.	Diversify banking relationships, maintain active relationship management, and establish contingency plans for alternative service providers.
Erroneous Payment Risk	Errors in processing transactions could result in financial losses, legal liabilities, or client dissatisfaction if funds are incorrectly transferred or allocated.	Implement automated transaction validation controls, establish error correction protocols, and monitor system performance to minimize risks.
External Fraud Risk	Fraudulent activities, such as identity theft or misuse of services, could cause financial losses and damage client trust.	Employ comprehensive fraud detection and prevention controls, including real-time monitoring, anomaly detection systems, and client authentication processes.
Foreign Exchange Rate Fluctuations	Currency fluctuations can impact transaction volumes, reporting, balance translations and operating costs, with adverse effects on the Group's financial performance.	Monitor currency exposure, use hedging instruments where applicable, and manage foreign exchange risks through a robust treasury management framework.
Liquidity Risk	Insufficient liquidity could prevent the Group from meeting financial or regulatory obligations, particularly during periods of delayed payments or market stress.	Conduct regular liquidity forecasting, maintain adequate cash reserves, and establish diversified funding sources across jurisdictions.
Competition Risk	High competition in our operating markets could pressure profitability by reducing market share or necessitating increased spending on customer acquisition and retention.	Differentiate offerings through innovation, maintain competitive pricing strategies, and invest in marketing and technology to enhance customer value propositions.

Identified Risk Category	Risk Overview	Mitigation Strategies
Intellectual Property (IP) Risk	The Group faces risks of IP theft, data theft, infringement, or litigation, potentially leading to financial losses, reputational harm, or operational constraints.	Actively manage IP registrations, enforce IP rights, and secure licenses for third-party IP. Implement monitoring processes to detect and respond to potential infringements.
Reputational Risk	Reputational harm from service disruptions, regulatory breaches, or public scrutiny could weaken client trust, affect partnerships, and hinder growth.	Build strong stakeholder relationships, monitor public perception, and implement crisis management strategies to promptly address reputational issues.
Artificial Intelligence	The evolving AI landscape presents a risk of reducing demand for some tasks traditionally performed by freelancers, demand for human labor in certain categories may decline, potentially reducing transaction volumes and marketplace fees. Additionally, AI-driven matching and job fulfillment could enable direct employer-freelancer connections, bypassing the platform and leading to disintermediation risks.	Use AI tools to enhance efficiency while maintaining a human touch. Invest in upskilling our team to stay ahead of AI trends and ensure they can integrate new technologies. Expanding into niche markets where AI has less impact to diversify our offerings and maintain competitiveness. <ul style="list-style-type: none"> Enhance user engagement, trust, and exclusivity through AI-driven dispute resolution, and loyalty incentives that encourage continued platform use.
Geopolitical Risk	Political instability, trade restrictions, or sanctions in key markets could disrupt operations, restrict payment flows, or limit access to clients and freelancers in affected regions.	Diversify market presence, monitor geopolitical developments, and develop contingency plans to shift operations or resources to stable regions as needed.
Talent Retention Risk	Difficulty retaining skilled employees in a competitive tech market could lead to knowledge loss, reduced innovation, and higher recruitment costs, impacting platform development and service quality.	Offer competitive compensation, foster a strong company culture, provide professional development opportunities, and implement retention programs to maintain a skilled workforce.

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Dividends paid or recommended

There have been no dividends paid or provided for the financial year ended 31 December 2024 (2023: 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.

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 2024 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	1	1	-	-
S.A. Clausen	6	3	1	1	-	-
D.N.J. Williams	6	6	1	1	-	-
C. Scroggie	3	3	-	-	-	-
P. Grove	4	4	-	-	-	-

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 \$4,000 (2023: \$26,000).

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 59 and forms part of the Directors' Report for the year ended 31 December 2024.

Chief Executive Officer/Chief Financial Officer declarations

The Chief Executive Officer and the Chief Financial Officer have given the declarations to the Board concerning the Group's Financial Statements and other matters as required under section 295A(2) of the Corporations Act 2001 (Cth).

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 2024, details the nature and amount of remuneration for each Director and the Executives.

- R.M. Barrie – Executive Chairman
- S.A. Clausen – Non-Executive Director
- D.N.J. Williams – Non-Executive Director
- C Scroggie – Non-Executive Director
- P Grove 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 \$75,000 (2023:\$25,000) to S.A. Clausen, D.N.J. Williams P. Grove and C. Scroggie 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.

Year	Directors' fees \$	Short-term benefits			Post employment benefits	Share based payments	Total \$
		Base salary and fees \$	Other ¹ \$	Superannuation \$	Shares \$		
S.A. Clausen	2024	45,833	-	-	-	-	45,833
	2023	25,000	-	-	-	-	25,000
D.N.J. Williams	2024	41,376	-	-	4,701	-	46,077
	2023	22,884	-	-	2,460	-	25,344
C. Scroggie	2024	28,027	-	-	3,223	-	31,250
	2023	-	-	-	-	-	-
P. Grove	2024	43,750	-	-	-	-	43,750
	2023	-	-	-	-	-	-
R.M. Barrie	2024	-	717,846	27,312	30,968	-	776,126
	2023	-	581,492	26,312	25,904	-	633,708
N.L. Katz	2024	-	372,400	98,084 ²	28,766	77,250	576,500
	2023	-	372,400	24,787	27,600	94,497	519,284
Total	2024	158,986	1,090,246	125,396	67,658	77,250	1,519,536
	2023	47,884	953,892	51,099	55,964	94,497	1,203,336

Notes:

¹ Includes the fair value of non monetary benefits, plus any applicable fringe benefits tax.

² During the year the Company waived part of a loan relating to the purchase of shares that were originally awarded under the employee share plan with a corresponding loan. The Board assessed the fair value of the loan waiver taking into account the substantial decline in the market value of the shares. The waiver was deemed appropriate and did not confer any additional financial benefit to the KMP. As a result, the fair value of the loan waiver to the KMP has been assessed as nil. Details of the loan movements are provided in the note titled 'Loans to directors and key management personnel' below.

The remuneration of key management personnel in the years ended 31 December 2024 and 2023 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:

2024	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)	-	-	-
Total	440,539	-	-	(440,539)	-	-	-
2023							
Other KMP							
N.L. Katz	440,539	-	-	-	440,539	176,216	264,323
Total	440,539	-	-	-	440,539	176,216	264,323

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:

2024	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	4,000,000	6,000,000
Total	10,000,000	-	-	-	10,000,000	4,000,000	6,000,000
2023							
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

Ordinary share capital

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

2024	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 ¹	197,054,579	-	651,482	-	197,706,061
S.A. Clausen	160,500,000	-	-	-	160,500,000
C. Scroggie	-	-	-	-	-
P. Grove	-	-	-	-	-
D.N.J. Williams ²	10,758,165	-	-	-	10,758,165
Other KMP					
N.L. Katz ³	595,000	-	-	-	595,000
Total	368,907,744	-	651,482	-	369,559,226
2023					
Directors					
R.M. Barrie ¹	195,914,801	-	1,139,778	-	197,054,579
S.A. Clausen	160,500,000	-	-	-	160,500,000
D.N.J. Williams ²	10,758,165	-	-	-	10,758,165
Other KMP					
N.L. Katz ³	595,000	-	-	-	595,000
Total	367,767,966	-	1,139,778	-	368,907,744

Notes:

¹ 1,279,500 shares as at 31 December 2024 (2023: 1,279,500) are held directly or indirectly by related parties.

² 131,000 shares as at 31 December 2024 (2023: 131,000) are held directly or indirectly by related parties.

³ 40,000 shares as at 31 December 2024 (2023: 40,000) are held directly or indirectly by related parties.



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 will not be considered issued to participants until the corresponding loan has been repaid, at which time there will be an increase in the issued capital and increase in cash. Further information relating to the ESP is set out in Note 24 of the financial statements. Loans provided in respect of fully paid shares are recognized in the financial statements.

Other KMP	2024 \$000	2023 \$000
N.L. Katz*		
Opening balance	324	334
Non-recourse loan extinguished upon cancellation of ESP shares ¹	(207)	-
Loan repayments	(5)	(10)
Loan waived ²	(82)	-
Total loans to Directors and KMP	30	324

¹ During the financial year, 440,539 ESP shares issued to N.L. Katz were cancelled and the corresponding non-recourse loan of \$207,000 was extinguished.

² During the financial year, parts of a loan provided to N.L. Katz was waived by the Company. The waived amount was \$82,075. This loan was initially provided under the company's employee share plan, with an original balance of \$127,400.

The 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.

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

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.

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
26 February 2025

This concludes the Remuneration Report.



FREELANCER LIMITED
ABN 66 141 959 042

AUDITOR'S INDEPENDENCE DECLARATION
UNDER SECTION 307C OF THE CORPORATIONS ACT 2001

To the directors of Freelancer Limited

As the lead audit partner for the audit of the financial report of Freelancer Limited for the year ended 31 December 2024, 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 audit; and
- (b) any applicable code of professional conduct in relation to the audit.

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

Stewart Thompson
STEWART THOMPSON
Partner
Dated: 26 February 2025

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Liability limited by a scheme approved under Professional Standards Legislation. Hall Chadwick (NSW) Pty Ltd ABN: 32 103 221 352 www.hallchadwick.com.au





Consolidated Statement of Profit or Loss and Other Comprehensive Income

For the year ended
31 December 2024

	Note	2024 \$'000	2023 \$'000
Revenue	5	51,003	53,334
Cost of sales		(9,214)	(9,093)
Gross profit		41,789	44,241
Other income	5	2,101	2,103
Employee expenses	6	(19,633)	(21,431)
Administrative expenses	6	(11,481)	(11,756)
Marketing related expenses	6	(5,383)	(5,503)
Occupancy expenses		(662)	(642)
Foreign exchange losses	6	(1,932)	(228)
Depreciation and amortisation expenses	6	(4,661)	(4,733)
Share based payments expense	19	(94)	(115)
Finance costs	6	(1,314)	(1,717)
(Loss) / Profit before income tax		(1,270)	219
Income tax benefit / (expense)	7	456	(30)
(Loss) / Profit after tax		(814)	189
Exchange differences on translation of foreign operations	19	489	56
Total comprehensive (loss) / income for the year		(325)	245
(Loss) / Profit is attributable to:			
Owners of Freelancer Limited		(814)	189
Non-controlling interests		-	-
		(814)	189
Total comprehensive income for the year is attributable to:			
Owners of Freelancer Limited		(325)	245
Non-controlling interests		-	-
		(325)	245
Earnings per share			
		Cents	Cents
Basic earnings per share	32	(0.18)	0.04
Diluted earnings per share	32	(0.18)	0.04

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 2024

Assets	Note	2024 \$'000	2023 \$'000
Current assets			
Cash and cash equivalents	8	23,162	21,153
Trade and other receivables	9	2,340	3,927
Current tax assets		3	-
Other assets	10	2,962	3,102
Total current assets		28,467	28,182
Non Current assets			
Trade and other receivables	9	199	742
Plant and equipment	11	201	280
Intangible assets	12	34,120	34,120
Right of use assets	13	9,222	13,471
Other assets	10	456	439
Deferred tax assets	7	11,298	11,450
Total non-current assets		55,496	60,502
Total assets		83,963	88,684
Liabilities			
Current liabilities			
Trade and other payables	14	37,135	36,529
Lease liabilities	13	5,487	4,842
Borrowings	15	-	121
Current tax liabilities	7	-	4
Provisions	16	2,272	2,887
Contract liabilities	17	963	626
Total current liabilities		45,857	45,009
Non-current liabilities			
Deferred tax liabilities	7	2,640	3,377
Provisions	16	1,084	614
Lease liabilities	13	6,911	12,187
Contract liabilities	17	756	672
Total non-current liabilities		11,391	16,850
Total liabilities		57,248	61,859
Net assets			
		26,715	26,825
Equity			
Contributed equity	18	38,918	38,918
Reserves	19	1,755	1,295
Accumulated losses		(17,753)	(17,062)
Non-controlling interests		3,795	3,674
Total equity		26,715	26,825

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 2024

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
Balance at 1 January 2023	38,918	1,333	(45)	(17,415)	3,674	26,465
Profit for the year	-	-	-	189	-	189
Exchange differences on translation of foreign operations	19	-	56	-	-	56
Total comprehensive loss for the year	-	-	56	189	-	245
Transactions with owners in their capacity as owners:						
Share based payments reserve no longer required	-	(164)	-	164	-	-
Share based payments	-	115	-	-	-	115
Balance at 31 December 2023	38,918	1,284	11	(17,062)	3,674	26,825

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
Balance at 1 January 2024	38,918	1,284	11	(17,062)	3,674	26,825
Loss for the year	-	-	-	(814)	-	(814)
Exchange differences on translation of foreign operations	19	-	489	-	-	489
Total comprehensive profit / (loss) for the year	-	-	489	(814)	-	(325)
Transactions with owners in their capacity as owners:						
Share based payments reserve no longer required	-	(123)	-	123	-	-
Share capital contributed by non-controlling interests	-	-	-	-	121	121
Share based payments	-	94	-	-	-	94
Balance at 31 December 2024	38,918	1,255	500	(17,753)	3,795	26,715

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 2024

Note	2024 \$000	2023 \$000
Cash flows from operating activities		
Receipts from customers	53,476	55,681
Payments to suppliers and employees	(46,338)	(52,052)
Interest received	180	148
Interest paid	(1,314)	(1,717)
Income taxes paid	(158)	(189)
Net cash inflow from operating activities	30	1,871
Cash flows from investing activities		
Payments for plant and equipment	(92)	(53)
Net cash (outflow) from investing activities	(92)	(53)
Cash flows from financing activities		
Repayment of lease liabilities	(4,955)	(4,201)
Net cash (outflow) from financing activities	(4,955)	(4,201)
Net increase / (decrease) in cash and cash equivalents	799	(2,383)
Cash and cash equivalents at beginning of the financial year	21,153	23,358
Effects of exchange rate changes on cash and cash equivalents	1,210	178
Cash and cash equivalents at end of year	8	21,153

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 2024

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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 2024 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 26 February 2025.

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 2025 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 32(g).

(e) Material accounting policy information

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	2024 \$000	2023 \$000
Financial Assets			
Cash and cash equivalents	8	23,162	21,153
Trade and other receivables	9	2,539	4,669
Total financial assets		25,701	25,822
Financial Liabilities			
Trade and other payables	14	37,135	36,529
Lease liabilities	13	12,398	17,029
Total financial liabilities		49,533	53,558

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:

2024 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	4,490	7,595	73	728	1,244	281	6,069	1,369	514	61,852	97
Trade receivables	685	491	28	84	243	37	256	173	161	4,158	96
Other financial assets	831	1,244	-	89	-	10	13,415	-	13	1,855	16
Payables	(1,169)	(1,389)	(10)	(34)	(4)	(15)	(903)	-	(42)	-	-
User obligations	(2,901)	(13,927)	(151)	(858)	(602)	(222)	(1,917)	(2,249)	(833)	(54,624)	(217)
Net exposure	1,936	(5,985)	(60)	9	881	91	16,920	(707)	(187)	13,241	(8)



2023											
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)
Net exposure	1,838	(5,973)	(16)	(174)	850	271	9,828	(758)	(182)	25,433	359

The Group had net liabilities of \$10.1 million denominated in foreign currencies as at 31 December 2024 (comprising assets of \$23.0 million less liabilities of \$33.1 million). The Group had net liabilities of \$9.0 million denominated in foreign currencies as at 31 December 2023 (comprising assets of \$23.9 million less liabilities of \$32.9 million).

The analysis below reflects management's view of possible movements in relevant foreign currencies against the Australian dollar in the short term subsequent to 31 December 2024.

		2024		2023	
		High	Low	High	Low
AUD to USD	(Range +5% to -5%)	460	(508)	418	(461)
AUD to NZD	(Range +5% to -5%)	3	(3)	1	(1)
AUD to GBP	(Range +5% to -5%)	1	(1)	15	(17)
AUD to HKD	(Range +5% to -5%)	(9)	10	(8)	8
AUD to SGD	(Range +5% to -5%)	(5)	6	(14)	16
AUD to PHP	(Range +5% to -5%)	(22)	25	(12)	14
AUD to EUR	(Range +5% to -5%)	56	(62)	58	(65)
AUD to CAD	(Range +5% to -5%)	10	(11)	10	(11)
AUD to INR	(Range +5% to -5%)	(12)	13	(21)	24
Net movement		482	(531)	447	(493)

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.

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 2024 the Group had \$23.2 million (2023: \$21.2 million) 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 or less	Between 1 and 2 years	Between 2 and 5 years	Over 5 years	Remaining contractual maturities
2024	Note	\$000	\$000	\$000	\$000	\$000
Non-derivatives						
<i>Non-interest bearing</i>						
Trade Receivables	9	6,836	199	-	-	7,035
		6,836	199	-	-	7,035
2023						
Non-derivatives						
<i>Non-interest bearing</i>						
Trade Receivables	9	7,909	742	-	-	8,651
		7,909	742	-	-	8,651

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 or less	Between 1 and 2 years	Between 2 and 5 years	Over 5 years	Remaining contractual maturities
2024	Note	\$000	\$000	\$000	\$000	\$000
Non-derivatives						
<i>Non-interest bearing</i>						
Trade Receivables	14	37,135	-	-	-	37,135
Lease liabilities		5,487	4,511	2,400	-	12,398
		42,622	4,511	2,400	-	49,533
2023						
Non-derivatives						
<i>Non-interest bearing</i>						
Trade Receivables	14	36,529	-	-	-	36,529
Lease liabilities	13	4,842	5,340	6,847	-	17,029
		41,371	5,340	6,847	-	53,558

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 2024	Online Marketplace	Online Payments	Total
Segment revenue			
Segment revenue	40,619	10,384	51,003
Total segment revenue	40,619	10,384	51,003
Segment result			
Segment profit	2,711	2,088	4,799
Share based payments	(17)	(77)	(94)
Depreciation and amortisation expenses	(4,425)	(236)	(4,661)
Interest paid	(1,286)	(28)	(1,314)
(Loss) / Profit before income tax	(3,017)	1,747	(1,270)
Income tax benefit			456
Loss for year			(814)
Segment Assets At 31 December 2024			
Segment assets	33,741	7,001	40,742
Intergroup eliminations	(797)	-	(797)
Deferred tax assets	-	-	11,298
Intangibles	-	-	32,720
Total assets	32,944	7,001	83,963
Segment liabilities At 31 December 2024			
Segment liabilities	(52,577)	(2,828)	(55,405)
Intergroup eliminations	-	797	797
Deferred tax liabilities	-	-	(2,640)
Total liabilities	(52,577)	(2,031)	(57,248)
Year end 31 December 2023			
Segment revenue			
Segment revenue	44,264	9,070	53,334
Total segment revenue	44,264	9,070	53,334
Segment result			
Segment profit/(loss)	6,201	583	6,784
Share based payments	(42)	(73)	(115)
Depreciation and amortisation expenses	(4,542)	(191)	(4,733)
Interest paid	(1,679)	(38)	(1,717)
(Loss) / Profit before income tax	(62)	281	219
Income tax benefit			(30)
Profit for year			189
Segment Assets At 31 December 2023			
Segment assets	40,197	6,111	46,308
Intergroup eliminations	(1,794)	-	(1,794)
Deferred tax assets	-	-	11,450
Intangibles	-	-	32,720
Total assets	38,403	6,111	88,684
Segment Assets At 31 December 2023			
Segment liabilities	(56,494)	(3,782)	(60,276)
Intergroup eliminations	-	1,794	1,794
Deferred tax liabilities	-	-	(3,377)
Total liabilities	(56,494)	(1,988)	(61,859)



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 contract are completed. Under AASB 15: Revenue from Contracts with Customers, this happens over time. The Group has an enforceable right to payment for work completed to date and therefore, revenue is recognised over time. The Group considers the cost-to-cost method an appropriate measure of progress for the completion of the performance obligation. The cost-to-cost method is based on the proportion of costs incurred for work performed to date relative to the estimated total contract costs.

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

Interest income

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

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 \$'000	2023 \$'000
Sales revenue		
Marketplace and payment services	39,082	40,592
Payment services	10,384	9,070
Enterprise services	1,537	3,672
	51,003	53,334
Other revenue		
Interest income	188	148
Sublease rent	1,573	1,798
Other	340	157
	2,101	2,103
Total revenue	53,104	55,437



06. Expenses

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

	2024 \$000	2023 \$000
Employee expenses		
Wages and salaries (including superannuation)	16,850	18,928
Other employment costs	2,783	2,503
Total employee expenses¹	19,633	21,431
Administrative expenses		
Hosting	6,303	5,939
Subscriptions	1,463	1,351
Professional fees	1,290	1,604
Insurances	1,187	1,231
Office Expenses	390	574
Other	848	1,057
Total Administrative expenses	11,481	11,756
Marketing related expenses		
Search marketing	5,079	5,366
Advertising	70	137
Other marketing costs	234	-
Total marketing related expenses	5,383	5,503
Depreciation and amortization		
Plant and equipment	179	274
Right of use assets	4,482	4,459
Total depreciation and amortisation expenses	4,661	4,733
Occupancy expenses		
Utilities and other related costs	662	642
Total occupancy expenses	662	642
Net foreign exchange losses		
Net foreign exchange losses	1,932	228
Total net foreign exchange losses	1,932	228
Finance costs		
Interest expense on lease liability	1,314	1,717
Total interest expense on lease liability	1,314	1,717

¹ 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.



	2024 \$'000	2023 \$'000
(a) Income tax		
Current tax	118	210
Deferred tax	(574)	(180)
Income tax (benefit)	(456)	30
Deferred income tax expense included in income tax benefit comprises:		
Decrease in deferred tax assets	181	1,069
(Decrease) in deferred tax liability	(755)	(1,249)
Total deferred income tax	(574)	(180)
(b) Numerical reconciliation of income tax benefit to prima facie income tax payable		
(Loss) / Profit from ordinary activities before income tax expense	(1,270)	219
Tax at the Australian rate of 30%	(381)	66
Tax effect amounts which are not deductible/(taxable) in calculating taxable income:		
Difference in tax rate	23	70
Share based payments	28	35
Under/(Over) provision in prior years	(236)	(189)
Non Taxable income	105	48
Other non-allowable items	5	-
Income tax (benefit) / expense	(456)	30
(c) Deferred tax assets		
The balance comprises temporary differences attributable to:		
Employee benefits	482	494
Provision for user disputes & refunds	151	171
Foreign exchange losses	767	18
Provision for impairment of receivables	1,324	1,162
Audit fees	40	40
Lease liabilities	3,406	4,468
Future benefit of tax losses	5,094	4,838
Future benefit of foreign tax losses	34	259
Net deferred tax assets	11,298	11,450
Movements:		
Opening balance at beginning of year	11,450	12,520
Credited to the profit or loss statement	(181)	(1,069)
Exchange differences	29	(1)
Closing balance at end of year	11,298	11,450

	2024 \$'000	2023 \$'000
(d) Deferred tax liabilities		
The balance comprises temporary differences attributable to:		
Accrued revenue	(19)	(48)
Foreign exchange gains	(250)	(7)
Right of use assets	(2,371)	(3,322)
Net deferred tax liabilities	(2,640)	(3,377)
Movements:		
Opening balance at beginning of year	3,377	4,622
(Credited) to the profit or loss statement	(755)	(1,249)
Exchange differences	18	4
Closing balance at end of year	2,640	3,377
(e) Current tax assets / (liabilities)		
Current tax assets / (liabilities)	3	(4)
(f) Franking credits		
Franking credits available at the reporting date based on a tax rate of 30%	66	66

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

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.

	2024 \$'000	2023 \$'000
Current		
Cash at bank and on hand	20,211	18,312
Term deposits	2,951	2,841
Total cash and cash equivalents	23,162	21,153

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 2024 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.

	2024 \$000	2023 \$000			
Current					
Trade receivables	5,599	5,837			
Payment gateway receivables	958	1,678			
Less: provisions for impairment of receivables	(4,497)	(3,982)			
Current trade receivables net of provisions for impairment	2,060	3,533			
Other receivables	280	394			
Total current trade and other receivables	2,340	3,927			
Non-Current					
Payment gateway receivables	199	742			
Total trade and other receivables	2,539	4,669			
(a) Provision for impaired trade receivables					
Opening balance	3,982	3,795			
Increase in provisions for impairment during the year	95	192			
Exchange differences	420	(5)			
Closing balance	4,497	3,982			
(b) Ageing of current trade receivables					
1–30 days	2,179	3,301			
31–60 days	365	834			
61–90 days	55	165			
90+ days	4,437	4,351			
Provision for impairment	(4,497)	(3,982)			
Total trade receivables net of provision for impairment	2,539	4,669			
(c) Expected losses					
2024	1–30 days \$000	31–60 days \$000	31–60 days \$000	90+ days \$000	Total \$000
Expected loss rate (% of Aged Receivables)	1%	27%	96%	98%	
Gross carrying amount	2,179	365	55	4,437	7,036
Loss allowing provision	(16k)	(97k)	(53k)	(4,331)	(4,497)
2023	1–30 days \$000	31–60 days \$000	31–60 days \$000	90+ days \$000	Total \$000
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)

10. Other assets

	2024 \$000	2023 \$000
Current		
Prepayments	2,499	2,629
Other	463	473
Total current other assets	2,962	3,102
Non-current		
Security deposits	456	439
Total non-current other assets	456	439
Total other assets	3,418	3,541

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 residual values and useful lives of assets are reviewed, at the end of each reporting period and adjusted if appropriate. If an asset's carrying amount exceeds its recoverable amount, it is immediately written down to its recoverable amount.

Gains and losses on disposal are calculated as the difference between the proceeds and the carrying amount and are recognized in profit or loss in the period they arise. For revalued assets, any related amounts in the revaluation surplus are transferred to retained earnings upon sale.



	2024 \$000	2023 \$000
Non-current		
Office and computer equipment – at cost	3,431	3,268
Accumulated depreciation	(3,233)	(2,995)
Carrying value of office and computer equipment	198	273
Fixtures and fittings – at cost	523	511
Accumulated depreciation	(520)	(504)
Carrying value of fixtures and fittings	3	7
Software – at cost	1	1
Accumulated depreciation	(1)	(1)
Carrying value of software	-	-
Leasehold improvements – at cost	440	440
Accumulated amortization	(440)	(440)
Carrying value of leasehold improvements	-	-
Total carrying value of plant and equipment	201	280

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 equipment \$000	Fixtures and fittings \$000	Software \$000	Leasehold improvements \$000	Total \$000
Balance at 1 January 2023	485	4	1	1	491
Additions	51	7	-	-	58
Disposals	-	-	-	-	-
Depreciation and amortization	(263)	(4)	(1)	(1)	(269)
Balance at 31 December 2023	273	7	-	-	280
Additions	92	-	-	-	92
Disposals	-	-	-	-	-
Depreciation and amortization	(175)	(4)	-	-	(179)
Exchange differences	8	-	-	-	8
Balance at 31 December 2024	198	3	-	-	201

12. Intangible assets

Goodwill

Goodwill is initially recognized as the excess of the purchase price over the net fair value of identifiable assets, liabilities, and contingent liabilities acquired in a business combination. Goodwill is not amortized but is instead tested for impairment annually, or more frequently if events or changes in circumstances indicate potential impairment. It is carried at cost, less accumulated impairment losses.

Domain Names

Domain names are measured at cost of acquisition and are tested for impairment annually, or more frequently if events or changes in circumstances indicate potential impairment. Impairment testing is conducted either individually or at the cash-generating unit level. The useful lives of domain names are also assessed annually, with any necessary adjustments applied prospectively.

Intellectual Property

Intellectual property is measured at cost of acquisition and is tested for impairment annually, or more frequently if events or changes in circumstances indicate potential impairment. Impairment testing is conducted either individually or at the cash-generating unit level. The useful lives of intellectual property are also assessed annually, with any necessary adjustments applied prospectively.

Trademarks

Trademarks are measured at cost of acquisition and amortized on a straight-line basis over their expected benefit period. Impairment testing is conducted when indicators of impairment arise, either individually or at the cash-generating unit level. The useful lives of trademarks are assessed annually, with any necessary adjustments applied prospectively.

	2024 \$000	2023 \$000
Non Current		
Domain names – at cost	4,938	4,938
Accumulated impairment	(28)	(28)
Carrying value of domain names	4,910	4,910
Intellectual property – at cost	2,112	2,198
Accumulated impairment	-	-
Carrying value of intellectual property	2,112	2,198
Goodwill	27,098	27,012
Accumulated impairment	-	-
Carrying value of goodwill	27,098	27,012
Total carrying value of intangible assets	34,120	34,120

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 \$000	Intellectual property \$000	Goodwill \$000	Total \$000
Balance at 1 January 2023	4,910	2,198	27,012	34,120
Re-allocation	-	(86)	86	-
Balance at 31 December 2023	4,910	2,112	27,098	34,120

	Domain names \$000	Intellectual property \$000	Goodwill \$000	Total \$000
Balance at 31 December 2024	4,910	2,112	27,098	34,120



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:

	2024 \$000	2023 \$000
Online marketplace	22,426	22,426
Online payments	11,694	11,694
Total	34,120	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 Rate	Discount Rate
Online marketplace	8.8%	16%
Online payments	8.3%	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 2024 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

	2024 \$000	2023 \$000
Right of use assets		
Leased office property:		
Opening balance	13,471	17,832
Addition to right-of-use asset	145	47
Depreciation expense for the year ended	(4,482)	(4,460)
Exchange differences	88	52
Net carrying amount	9,222	13,471
Lease liabilities		
Current	5,487	4,842
Non-current	6,911	12,187
Total	12,398	17,029



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

	2024 \$000	2023 \$000
Depreciation charge related to right-of-use assets	4,482	4,466
Interest expense on lease liabilities (under finance costs)	1,279	1,681

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

	2024 \$000	2023 \$000
Interest expense on lease liabilities (under finance costs)	1,279	1,681
Repayment of lease liabilities	4,954	4,212

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.

	2024 \$000	2023 \$000
Current		
Trade payables	2,762	2,744
Sundry payables and accrued expenses	763	736
User obligations	33,610	33,049
Total trade and other payables	37,135	36,529

15. Borrowings

	2024 \$000	2023 \$000
Current		
Working capital loan	-	121
Total borrowings	-	121

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

The loan was unsecured, interest free and had 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.

	2024 \$000	2023 \$000
Current		
Make-good provisions	39	-
Provision for user disputes and refunds	634	569
Provision for indirect taxes	88	347
Employee benefits	1,511	1,971
Total current provisions	2,272	2,887
Non-current		
Make-good provisions	393	454
Employee benefits	691	160
Total non-current provisions	1,084	614
Total provisions	3,356	3,501

Movements

	Provision for User Disputes /Refunds \$000	Provision for Indirect Taxes \$000	Employee Benefits \$000	Provision for Make-good \$000	Total Provisions \$000
Balance at 1 January 2023	594	320	2,293	551	3,758
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
Balance at 31 December 2023	569	347	2,131	454	3,501
Additional provisions	19	909	947	-	1,875
Amounts used	-	(1,170)	(905)	-	(2,075)
Unused amounts reversed	-	-	-	(34)	(34)
Foreign exchange differences	46	2	29	12	89
Balance at 31 December 2024	634	88	2,202	432	3,356



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.

	2024 \$000	2023 \$000
Amounts received in advance of delivery for services	1,719	1,298
Total contract liabilities	1,719	1,298
Current	963	626
Non-current	756	672
	1,719	1,298

There were no significant changes in the contract liability balances during the 2024 year.

18. Contributed equity

(a) Share capital

	Note	2024 Number	2023 Number	2024 \$000	2023 \$000
Ordinary shares					
Fully paid	18(b)	450,914,882	451,724,410	38,918	38,918
Total share capital				38,918	38,918

(b) Movements in ordinary share capital

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	-
Balance at 31 December 2023	451,724,410		38,918
Reconciliation to 31 December 2024	Number of shares	Average price	\$000
Balance at 1 January 2024	451,724,410		38,918
Issue/(cancellation) of ordinary shares:			
Buy-back and cancellation of ESP shares	(809,528)	\$0.50	-
Balance at 31 December 2024	450,914,882		38,918

(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 2023 Annual Report.

¹ 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

	2024 \$000	2023 \$000
Current		
Share based payment reserve movements		
Balance at the beginning of the period	1,284	1,333
Share based payments reserve no longer required	(123)	(164)
Share based payment expense	94	115
Balance at the end of the period	1,255	1,284
Foreign currency translation reserve movements		
Balance at the beginning of the period	11	(45)
Currency translation differences arising during the period	489	56
Balance at the end of the period	500	11
Total reserves	1,755	1,295

(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

Mr Craig Scroggie
– Non-Executive Director

Mr Patrick Grove
– 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

	2024 \$000	2023 \$000
Short-term employee benefits	1,374	1,052
Share based employee benefits	77	95
Other long-term benefits	68	56
Total benefits	1,519	1,203

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:

	2024 \$000	2023 \$000
(a) Hall Chadwick		
<i>Audit and other assurance services</i>		
Audit and review of financial reports	157	146
Due diligence services	-	4
<i>Taxation services</i>		
Tax compliance services, including review of Company income tax returns	4	26
Total remuneration of Hall Chadwick	161	176
(b) Audit firms other than Hall Chadwick		
<i>Audit and other assurance services</i>		
Audit and review of financial reports	72	80
<i>Taxation services</i>		
Tax compliance services, including review of subsidiary income tax returns	78	68
<i>Other non-audit services</i>		
Accounting services	-	-
Total remuneration of audit firms other than Hall Chadwick	150	148

22. Contingent liabilities

Except for the items listed below, there are no other contingent liabilities as at 31 December 2024:

- a collateral amount of nil (2023: USD300,000) is in place in one of the Group's PayPal accounts in favour of PayPal Australia Pty Ltd;
- term deposits of \$52,251 (2023: \$49,360) are secured for corporate credit card facilities in place;
- deposits of \$199,074 (2023: \$742,162) 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 2023: \$2,608,647), which is secured against bank guarantees that have been provided to lessors in respect of premises occupied by the Group in Sydney.
- included in cash is an amount of \$40,501 (31 December 2023: \$36,867), which is secured against ACH bank facilities
- included in cash is an amount of USD87,000 (2023: USD234,000), 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.

	2024 \$000	2023 \$000
Less than one year	1,411	428
Between one and five years	-	-
More than five years	-	-
Total operating service commitments	1,411	428

(b) Other capital commitments

There were no other capital commitments as at 31 December 2024.

(a) Non-cancellable operating services

The Group has entered into a commercial agreement for web hosting services with an annual fee commitment for 1 year commencing on 1 April 2024. 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 2024 and may be subject to variation due to changes in exchange rates. The amounts are as follows:

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 grant

date share value, adjusted for the present value of expected dividends 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% vest on the first anniversary of the issue date;
 - 20% vest on the second anniversary of the issue date;
 - 30% vest on the third anniversary of the issue date; and
 - 40% vest on the fourth anniversary of the issue date.
 - 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;
- the rules of the ESP and any amendment to the rules of the ESP must be in accordance with the Listing Rules and the Corporations Act;
- if, while the Company's shares are traded on the ASX or any other stock exchange, there is any inconsistency between the terms of the ESP and the Listing Rules, the Listing Rules will prevail; and
- the ESP is governed by the laws of the State of New South Wales, Australia.

The full terms of the ESP are available on the Company's website, www.freelancer.com.

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.
- **Share Rights 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
2024								
19 February 2020	\$0.47	440,539	-	-	(440,539)	-	-	-
2 March 2020	\$0.45	200,000	-	-	(200,000)	-	-	-
11 December 2020	\$0.52	38,462	-	-	(38,462)	-	-	-
14 April 2021	\$0.62	120,000	-	-	(120,000)	-	-	-
28 May 2021	\$0.95	10,527	-	-	(10,527)	-	-	-
Total		809,528	-	-	(809,528)	-	-	-
2023								
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
18 October 2018	\$0.53	200,000	-	-	(200,000)	-	-	-
Total		1,416,754	-	-	(607,226)	809,528	340,216	469,312

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 (2023: 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
2024								
22 October 2021		13,889	-	-	(13,889)	-	-	-
28 August 2023		357,226	-	-	-	357,226	267,920	89,306
Total		371,115	-	-	(13,889)	357,226	267,920	89,306
2023								
22 October 2021		63,889	-	-	(50,000)	13,889	-	13,889
21 December 2021		13,699	-	-	(13,699)	-	-	-
28 August 2023		-	357,226	-	-	357,226	357,226	-
Total		77,588	357,226	-	(63,699)	371,115	357,226	13,889

The assessed weighted average fair value at grant date of the effective Share Rights granted during the financial year is nil (2023: \$0.19). 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
2024								
16 November 2021	\$0.0576	10,500,000	-	-	(500,000)	10,000,000	4,000,000	6,000,000
Total		10,500,000	-	-	(500,000)	10,000,000	4,000,000	6,000,000
2023								
16 November 2021	\$0.0576	15,000,000	-	-	(4,500,000)	10,500,000	7,450,000	3,050,000
Total		15,000,000	-	-	(4,500,000)	10,500,000	7,450,000	3,050,000

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.

	2024 \$000	2023 \$000
Statement of comprehensive income		
(Loss) after tax	(75)	(1,126)
Total comprehensive (loss) / profit	(75)	(1,126)
Statement of financial position		
Current assets	834	9,315
Non-current assets	35,432	30,259
Total assets	36,266	39,574
Current liabilities	69	3,319
Non-current liabilities	-	-
Total liabilities	69	3,319
Net assets	36,197	36,255
Contributed equity	38,918	38,918
Reserves	1,015	1,121
Accumulated losses	(3,736)	(3,784)
Total equity	36,197	36,255



Contingent liabilities

The parent entity had no contingent liabilities at 31 December 2024 and 31 December 2023.

Capital commitments

The parent entity had no capital commitments as at 31 December 2024 and 31 December 2023.

Material accounting policy information

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

A business combination occurs where an acquirer gains control over one or more businesses. Business combinations are accounted for by applying the acquisition method, unless it is a combination involving entities or businesses under common control. The acquisition is recognized from the date control is obtained, with the fair value of identifiable assets acquired and liabilities assumed (including contingent liabilities) recorded, 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 of Freelancer Limited in accordance with the accounting policy described in Note 32:

	Country of Incorporation	Percentage Owned (%) 2024	Percentage Owned (%) 2023
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	60	53
Loadshift Technology Pty Ltd **	Australia	60	53
Loadshift Pty Ltd **	Australia	60	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	60	53

* Escrow.com group

** Loadshift group



29. Events occurring after the reporting date

There are no other matters or circumstances that have arisen since 31 December 2024 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.

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

	2024 \$000	2023 \$000
(Loss) / Profit for the year	(814)	189
Non-cash items in operating (loss) / profit:		
Depreciation and amortisation	4,661	4,733
Share based payments expense	94	115
Net exchange differences	1,950	339
Changes in operating assets and liabilities:		
Decrease in trade and other receivables	2,226	815
Decrease in deferred tax assets	114	1,069
Decrease / (Increase) in other assets	36	(446)
(Decrease) in trade and other creditors	(1,543)	(3,522)
(Decrease) in provision for income tax	(6)	(15)
(Decrease) in deferred tax liabilities	(750)	(1,245)
Increase / (Decrease) in provisions for employee benefits	72	163
(Decrease) / Increase in other provisions	(194)	2
Net cash inflow / (outflow) from operating activities	5,846	1,871

Non cash information

During the period, the group recognised \$1.31 million of interest charge relating to rent under AASB 16: Leases.

31. 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.

	2024 Cents	2023 Cents
(a) Basic earnings per share		
From operations attributable to the ordinary equity of the Company	(0.18)	0.04
Total basic earnings per share attributable to the ordinary equity holders of the Company	(0.18)	0.04
(b) Diluted earnings per share		
From operations attributable to the ordinary equity of the Company	(0.18)	0.04
Total basic earnings per share attributable to the ordinary equity holders of the Company	(0.18)	0.04
(c) Reconciliation of earnings used in calculating earnings per share	\$000	\$000
Basic earnings per share:		
(Loss) / Profit from continuing operations	(814)	189
Diluted earnings per share:		
(Loss) / Profit attributable to the ordinary equity holders of the Company	(814)	189

	2024 Shares	2023 Shares
(d) Weighted average number of shares used as the denominator		
Weighted average number of ordinary shares used in calculating basic earnings per share	450,914,882	450,914,882
Adjustments for calculation of ordinary shares used in calculating diluted earnings per share:		
ESP shares	346,455	1,060,737
Share grants	-	-
Weighted average number of ordinary shares used in calculating diluted earnings per share	451,261,337	451,975,619

ESP shares and share grants

(e) Information on the classification of securities
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.



32. Other material accounting policy information

(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 assess estimates and judgements incorporated in the financial report based on historical experience and the best available current information. These estimates reflect a reasonable expectation of future events, informed by current trends and economic data, sourced both externally and within the Group. By their nature, accounting estimates rarely align precisely with actual results. The estimates and judgments that carry a significant risk of materially impacting the carrying amounts of assets and liabilities in the next financial year are detailed 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 2024, 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 2024 of \$34.1 million (2023: \$34.1 million).



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 other jurisdictions where it operates. 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 interpretation of applicable 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 2024 the cash balance in trust amounted to A\$34.2 million (2023: A\$38.3 million), 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 2024.

33. Consolidated entity disclosure statement

For the year ended
31 December 2024

	Entity type	Country of Incorporation	Ownership interest (%)	Tax residency
Freelancer International Pty Ltd	Body corporate	Australia	100	Australia
Freelancer Technology Pty Ltd	Body corporate	Australia	100	Australia
Freelancer India Pty Ltd	Body corporate	Australia	100	Australia
Warrior Forum Pty Ltd	Body corporate	Australia	100	Australia
Warrior Technology Pty Ltd	Body corporate	Australia	100	Australia
Payments Pty Ltd	Body corporate	Australia	100	Australia
Payments International Pty Ltd	Body corporate	Australia	100	Australia
Payments Australia Pty Ltd	Body corporate	Australia	100	Australia
Payments IP Pty Ltd	Body corporate	Australia	100	Australia
StartCon Pty Ltd	Body corporate	Australia	100	Australia
Loadshift Holdings Pty Ltd **	Body corporate	Australia	60	Australia
Loadshift Technology Pty Ltd **	Body corporate	Australia	60	Australia
Loadshift Pty Ltd **	Body corporate	Australia	60	Australia
Photo Anywhere Holdings Pty Ltd	Body corporate	Australia	100	Australia
Photo Anywhere Pty Ltd	Body corporate	Australia	100	Australia
Photo Anywhere Technology Pty Ltd	Body corporate	Australia	100	Australia
Freelancer Networks (Canada), Inc.	Body corporate	Canada	100	Canada
Freelancer Outsourcing, Inc.	Body corporate	Canada	100	Canada
Canadian Payments, Inc.	Body corporate	Canada	100	Canada
Freelancer.com Pte Limited	Body corporate	Singapore	100	Singapore
Freelancer International GmbH	Body corporate	Switzerland	100	Switzerland
Freemarket (Switzerland) GmbH	Body corporate	Switzerland	100	Switzerland
Freelancer Online India Private Limited	Body corporate	India	100	India
Freelancer.com Philippines, Inc.	Body corporate	Philippines	100	Philippines
Freelancer Outsourcing UK Limited	Body corporate	United Kingdom	100	United Kingdom
Internet Escrow Services UK Limited	Body corporate	United Kingdom	100	United Kingdom
Freelancer (Shanghai) Information Technology Co., Ltd.	Body corporate	China	100	China
Westmor Management, Inc.	Body corporate	United States	100	United States
Escrow.com, Inc.	Body corporate	United States	100	United States
EC Services Corporation	Body corporate	United States	100	United States
Internet Escrow Services, Inc.	Body corporate	United States	100	United States
Freightlancer, Inc.	Body corporate	United States	60	United States

Freelancer Limited (the 'head entity') and its wholly-owned Australian subsidiaries have formed an income tax consolidated group under the tax consolidation regime

Loadshift Holdings Pty Ltd (the 'head entity') and its wholly-owned Australian subsidiaries have formed an income tax consolidated group under the tax consolidation regime

Westmor Management, Inc. has made an Affiliated Group Election for filing a consolidated tax return for its 100% owned US subsidiaries.



Directors' Declaration

In the Directors' opinion:

- (a) the financial statements and notes of the consolidated entity set out on pages 60 to 105 are in accordance with the Corporations Act 2001, the Australian Accounting Standards, the Corporations Regulations 2001 and other mandatory professional reporting requirements;
- (b) Note 2(a) confirms that the financial statements comply with International Financial Reporting Standards as issued by the International Accounting Standards Board;
- (c) the financial statements and notes of the consolidated entity set out on pages 60 to 105 give a true and fair view of the consolidated entity's financial position as at 31 December 2024 and of its performance for the financial year ended on that date;
- (d) at the date of this declaration, 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
- (e) the information disclosed in the consolidated entity disclosure statement set out on page 105 is true and correct.

The Directors have been given the declarations required by section 295A of the Corporations Act 2001.

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

On behalf of the directors

Matt Barrie

Matt Barrie
Chairman

26 February 2025
Sydney

HALL CHADWICK  (NSW)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF FREELANCER LIMITED (ABN 66 141 959 042)

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Freelancer Limited (the Company) and its controlled entities (the Group), which comprises the consolidated statement of financial position as at 31 December 2024, the consolidated statement of profit or loss and other comprehensive income, consolidated statement of changes in equity and consolidated statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information, and the directors' declaration.

In our opinion, the accompanying financial report of the Group is in accordance with the *Corporations Act 2001*, including:

- (a) giving a true and fair view of the Group's financial position as at 31 December 2024 and of its financial performance for the year then ended; and
- (b) complying with Australian Accounting Standards and the *Corporations Regulations 2001*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those Standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Group in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional & 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*, which has been given to the directors of the Company, would be in the same terms if given to the directors as at the time of this auditor's report.

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

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 for the year ended 31 December 2024. 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.

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HALL CHADWICK (NSW)

INDEPENDENT AUDITOR'S REPORT (page 2) TO THE MEMBERS OF FREELANCER LIMITED (ABN 66 141 959 042)

Key Audit Matter

How our audit addressed the key audit matter

Reliance on automated processes and controls

The Group's revenue is primarily generated from new and existing users posting and fulfilling projects and contests on the Freelancer.com website. Therefore, a significant part of the Group's financial reporting processes relies heavily on IT systems with automated processes and controls for capturing, verifying, valuing, and recording transactions. Similarly, other IT platforms of the Group, namely Escrow.com and Loadshift, are also heavily reliant on IT systems.

We have focused on this area as a key audit matter due to the following factors:

- Complex IT environment supporting the Group's business processes
- A mix of manual and automated controls
- Multiple internal and outsourced support arrangements
- A large volume of low-value transactions

Our procedures included:

- Obtaining an understanding of management's controls over the Group's systems that are relevant to its financial reporting.
- Conducting an IT control audit, which included a review of the policies and procedures, change management, password protocols, access security, and other related controls.
- Assessing changes of application controls over the three main applications, including procedures used to initiate, record, process, and report transactions and other financial data. Our focus was on the recognition and measurement of fee income, transactions involving payment gateways, and exception report testing.
- In cases where testing IT controls were not considered appropriate or efficient, alternative audit procedures were performed on the financial information.

Recoverability of Intangible Assets

Refer to Note 12 – Intangible Assets and Note 2 (d) – Critical Accounting Estimates.

The Group has recognised intangible assets of \$34.1 million as of 31 December 2024, resulting from business combinations and asset acquisitions. The intangible assets consist of domain names, intellectual property and goodwill.

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.

We have focussed on this area as a key audit matter due to the following factors:

- 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.

Our procedures included:

- Evaluating management's impairment assessment in relation to goodwill and intangible assets.
- Assessing 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.
- Involving our valuation specialists to recalculate the discount rates used by management, based on external data, where available, and assessing the value in use model used for valuation methodology including treatment of the net present value calculations.
- Performing a sensitivity analysis on key inputs, such as revenue forecasts, growth rates and the discount rate used.
- Assessing the Group's disclosures of the quantitative and qualitative considerations in relation to the carrying value of goodwill and intangible assets for completeness and accuracy.

HALL CHADWICK (NSW)

INDEPENDENT AUDITOR'S REPORT (page 3) TO THE MEMBERS OF FREELANCER LIMITED (ABN 66 141 959 042)

Information Other than the Financial Report and Auditor's Report Thereon

The directors are responsible for the other information. The other information comprises the information included in the Group's annual report for the year ended 31 December 2024, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly 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 this 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 Company 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 Group'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 Group 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)

INDEPENDENT AUDITOR'S REPORT (page 4) TO THE MEMBERS OF FREELANCER LIMITED (ABN 66 141 959 042)

- 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.
- Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the group as a basis for forming an opinion on the group financial report. We are responsible for the direction, supervision and review of the audit work performed for the purposes 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, actions taken to eliminate threats or safeguards applied.

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 these 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.

Report on the Remuneration Report

Opinion on the Remuneration Report

We have audited the Remuneration Report included in pages 55 to 59 of the directors' report for the year ended 31 December 2024.

In our opinion, the Remuneration Report of Freelancer Limited for the year ended 31 December 2024 complies with section 300A of the *Corporations Act 2001*.

HALL CHADWICK (NSW)

INDEPENDENT AUDITOR'S REPORT (page 5) TO THE MEMBERS OF FREELANCER LIMITED (ABN 66 141 959 042)

Responsibilities

The directors of the Company are responsible for the preparation and presentation of the Remuneration Report in accordance with section 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.



HALL CHADWICK (NSW)
Level 40, 2 Park Street
Sydney NSW 2000



STEWART THOMPSON
Partner
Dated: 26 February 2025



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 20 March 2025.

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	196,833,762
Simon Clausen and Startive Holdings Limited and its related bodies	160,500,000

Top 20 Shareholders as at 20 March 2025

Rank	Name	Number of ordinary shares held	% of ordinary shares held
1	MATT BARRIE	191,435,150	42.4%
2	CITICORP NOMINEES PTY LIMITED	168,167,945	37.3%
3	BNP PARIBAS NOMS	15,522,618	3.4%
4	BNP PARIBAS NOMINEES PTY LTD	11,306,308	2.5%
5	MR DARREN WILLIAMS	10,605,660	2.4%
6	HSBC CUSTODY NOMINEES	5,302,032	1.2%
7	JOHN GORDON PHIPPS &	3,145,760	0.7%
8	J P MORGAN NOMINEES AUSTRALIA	3,029,194	0.7%
9	CUSTODIAL SERVICES LIMITED	2,844,730	0.6%
10	TAIPAN INVESTMENT MANAGEMENT	2,547,669	0.6%
11	MR RODNEY JOHN SELICK	1,109,833	0.2%
12	DUNRAY NOMINEES PTY LTD	1,100,000	0.2%
13	MR CRAIG RONALD TINDALE &	1,100,000	0.2%
14	INFILSEC PTY LTD	978,727	0.2%
15	INFILSEC PTY LIMITED	918,121	0.2%
16	ASB NOMINEES LIMITED	849,300	0.2%
17	HUNO PTY LTD	810,063	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		422,983,553	93.7%
Total Remaining		28,288,555	6.3%

Total of Securities	451,272,108
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Analysis of Holdings as at 20 March 2025

Holdings Ranges	Holders	Total Units
1–1,000	474	257,221
1,001–5,000	619	1,750,353
5,001–10,000	197	1,507,312
10,001–100,000	292	9,254,198
100,001–9,999,999,999	85	438,503,024
Totals	1,667	451,272,108

Restricted securities as at 20 March 2025

Class of restricted securities	Nature of restriction	Number of Shares
LTIP share options	Various dates ending no later than 27 August 2027	357,226
Total securities subjected to trading restrictions		357,226

Voting Rights

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

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

Mr Patrick Grove

(Appointed 5 June 2024)
–
Non-Executive Director

Mr Craig Scroggie

(Appointed 1 August 2024)
–
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) (OTC:FLNCF)

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