



Better. Faster. Freelance.

Effortlessly find, contract, and manage the best
freelance talent on the planet.



The talent & skills shortage remains a **strategic bottleneck...**

50%

of jobs will require new
skill sets by 2027¹



$\frac{1}{3}$ of employees are
considering quitting
their current job¹

75%

EU companies struggle to
fill jobs due to finding
people with the right skills,
hampering their growth²

...and freelancing is crucial for the future of work...

There are 3 ways to build teams, using the BBB Strategy to bring new skills to an organization.

Build 9 months

Successful training and upskilling of employees takes more than 9 months.

Buy 6 months

Hiring permanent employees can take 6 months or more, especially for rare skill sets.


Borrow 6 days

Hiring freelancers to bring new expertise or to fill talent gaps takes just 6 days.

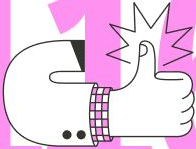


...transforming the talent landscape


6
million
highly-skilled
freelancers
in Europe¹



116%
increase in large
corporations engaging
freelancers since
2022²



86%
of companies consider
freelancers vital to
their organization.³



What does the BBB Strategy look like in action?



+



=



Fixed Employees

- Institutional knowledge
 - Long-term focus
- Contextual expertise
- Culture champions

Elite Freelance Talent

- New perspective
- Early adopters of new tools and practices
- Change makers

Superteams

- Scale up/down
- Smooth change management
- Test and learn
- Innovate

Malt is your freelance ^{Superteam} ^ partner

We go beyond just finding the right freelancers: we make it possible to integrate them successfully with your permanent employees to create Superteams, providing a powerful path towards innovation.

More than 70,000
companies
already trust
Malt...

Media & Entertainment



Retail & E-Commerce



Healthcare



Public Sector



Manufacturing & Transportation



Energy



Tech & Telco



Financial Services



Insurance



Professional Services & Private Equity



Consumer Goods

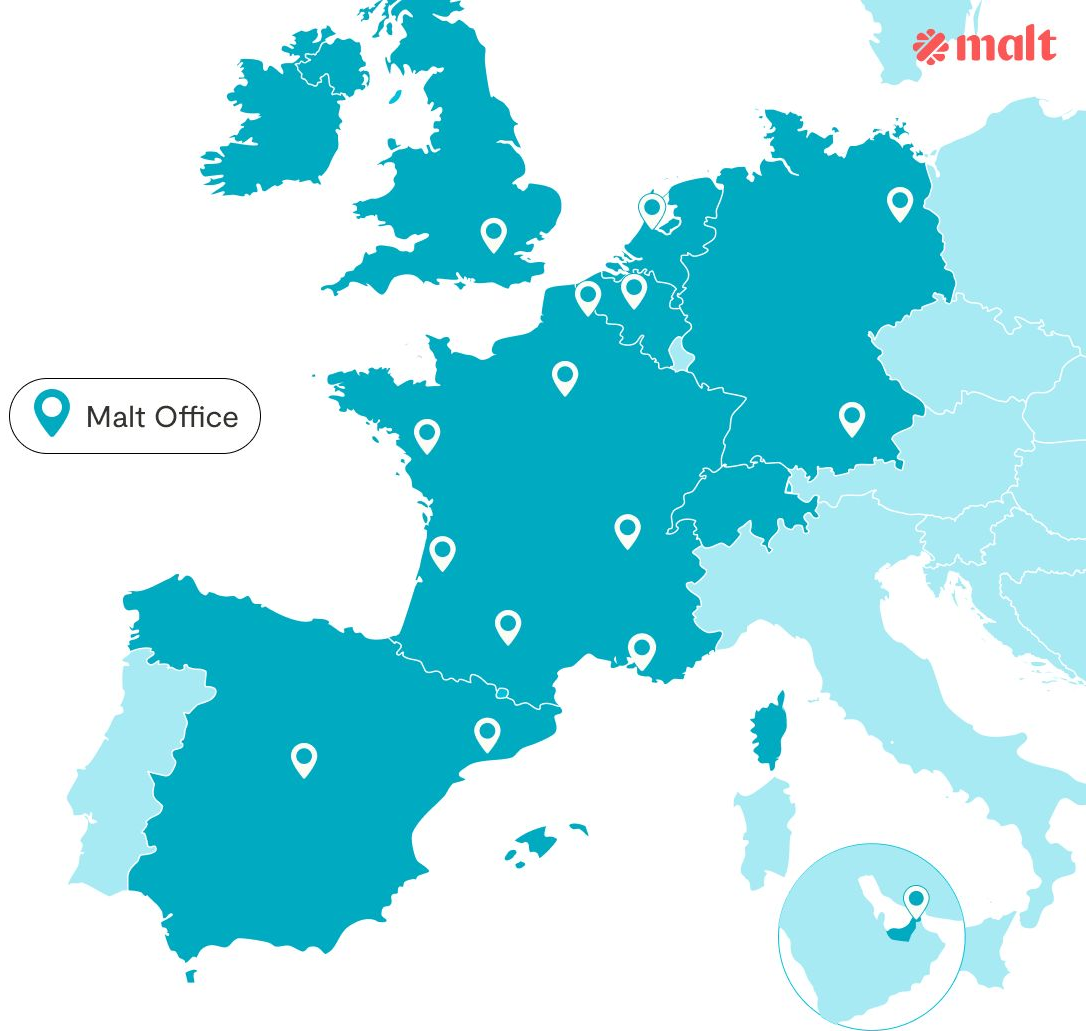


...at a global scale

We're working with clients
in over **40 countries**

With **15 offices** in
9 countries across EMEA

And freelancers that work onsite
with our clients on **60%** of projects



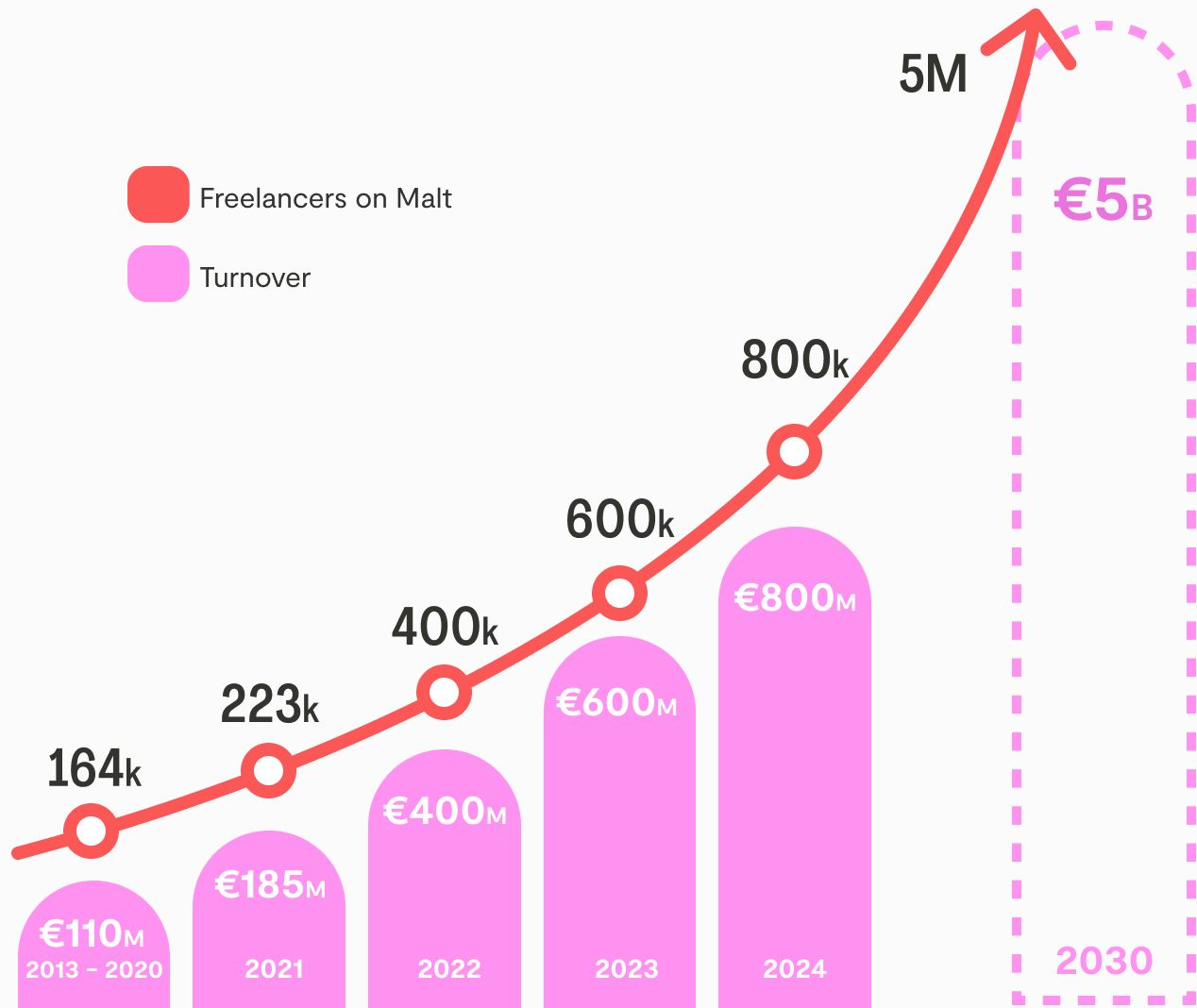
From disruptor to freelance market leader

420,000

projects successfully
completed

100

new projects started
per day



Why clients love Malt



Choice

A multi-specialist community of 800,000 top-tier talent



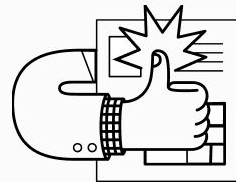
Speed

AI-powered matching with human support whenever you need it. Most freelancers are hired in just 6 days



Transparency

Easy contracting and transparent pricing for each and every project



Control

A powerful freelance management system and integration with your tech ecosystem

The World's Best Freelance Talent Pool

No matter the type or length of project, Malt has freelancers with the skills you need.

Accenture, McKinsey, Bain

GenAI, Terraform, AWS, SAP

Mgmt Consultants & Interim Mgmt

20K consultants

- Strategy & Innovation
- Finance & M&A
- Marketing & Sales
- Organisation
- Operations
- Transformation & IT

IT, Tech & Data

230K experts

- Project managers
- Data analysts & engineers, data scientists
- Back end/front end developers
- Cloud infrastructure
- Cybersecurity

Marketing & Communications

189K experts

- Omnichannel strategy & execution
- Digital marketing: growth hacking, media planning, SEO / SEA
- Social media & influencer marketing
- Content development, copywriting

Graphic Design, UX/UI & Media

189K experts

- UX/UI
- Agile coaching
- Product managers
- Visual / motion designers
- Art direction

Business Roles

172K experts

- Financial controllers /accountants
- HR coaches
- Talent acquisition managers
- Procurement/supply chain specialist

Choice

Speed

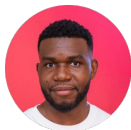
Transparency

Control

Salesforce, Workday

You're working with the best

Malt freelancers have strong educational and professional backgrounds and are constantly upskilling.



Berdrigue B.
Full-stack Developer

Rate	Experience
€780/day	8-15 years

Skills

Vue.js
Symfony
Javascript
React.js

Work Experience

Yuca, Full-stack Developer
Studapart, Full-stack Developer
Onatera, Backend Developer
Kamat, Sr. Software Engineer
ComeOnLaw, Lead Full-stack Developer



Gary C.
Strategy Consultant

Rate	Experience
€2000/day	+15 years

Skills

Due Diligence
Business unit strategy
Organizational design
Change management

Work Experience

Selfridges Group, Director of Group Strategy
Mothercare, Director of Group Strategy
Eden McCallum, Consultant Team Manager



Heidi H.
HR Management Consultant

Rate	Experience
€1500/day	+15 years

Skills

Organizational design
Executive Coaching
Talent Management
DEI

Work Experience

Bauer Media Group, Interim CHRO
Amazon Germany, Senior HR Leader
Apple, HR Business Partner



Kyrill H.
SEO & Content Manager

Rate	Experience
€685/day	8-15 years

Skills

Editorial Strategy
Copywriting
SEO Content
Ebooks & Blogs

Work Experience

Dreem, Content Strategist
Squad, SEO/UX writer
Doctolib, Content writer
50inTech, Content Strategist



A world-class network of **20,000** management consultants and interim executives



Vetted profiles

Our thorough vetting process includes CV & compliance checks as well as a personal interview to assess skills, depth of expertise and working style.



Personalized Support

A dedicated project partner will be with you every step of the way. Helping identify your needs, selecting the best candidates, and finalizing the project.

19 years
avg work
experience



5 years
avg. experience as an
independent consultant/
interim executive



Consultants
have worked
at top-tier
firms:

McKinsey
& Company

Deloitte.

accenture

pwc



How do we attract top talent?

Malt places community first

An intuitive platform to find clients, automate billing, & grow their online reputation



Fast, secure **10 day** payments



Team of 50

dedicated to freelancers



"I chose Malt because of the platform and transparency as well as the human touch."

Azzedine, management consultant



"I love it when things are simple and organized, so you can imagine that having all my projects on one interface is a real bonus for me!"

Shayne, freelance copywriter

more than
200 meetups and webinars per year



17 member
Freelance
Advisory Board

Choice

Speed

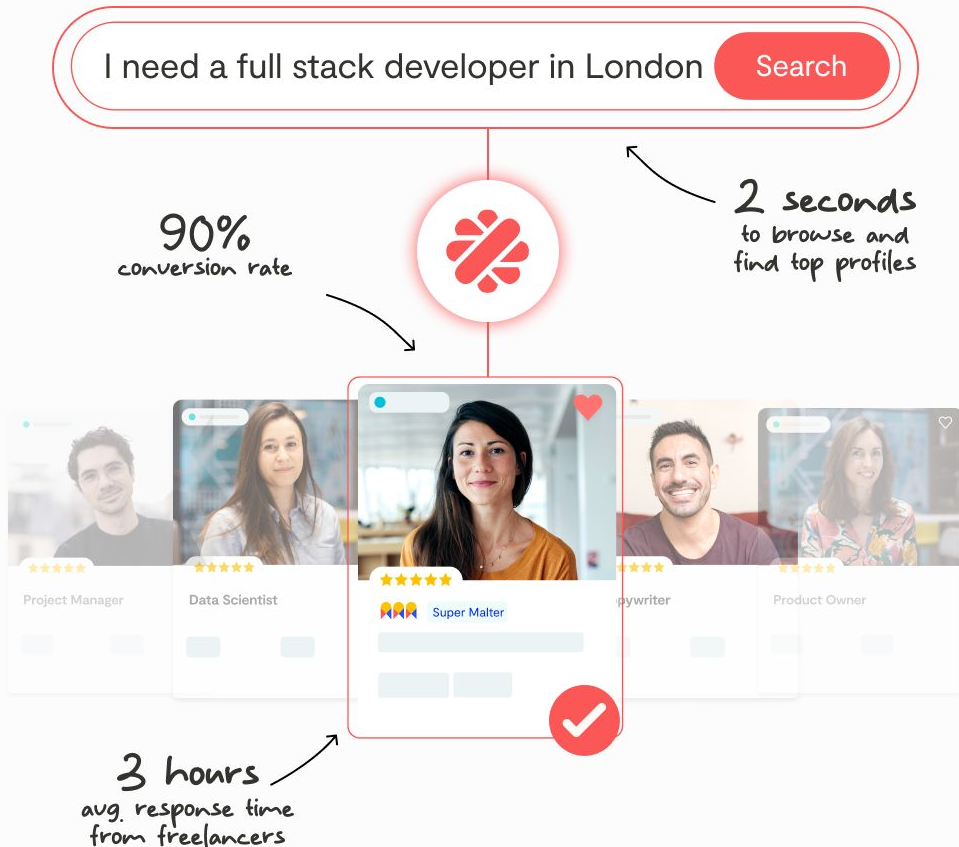
Transparency

Control

The right match in just a few clicks

Our AI-powered technology matches you with the right candidates for your project within seconds.

Malt makes it easy for anyone, from recruiters to procurement managers to frontline hiring managers, to build **superteams**



Powerful **AI matching** with a human touch

Cut your freelancing hiring process from days to seconds.

AI Search

[Find a Malt Strategy consultant](#) [Post a project](#)

Welcome Dustin,
Get better **matches faster** with AI

AI Search

Keyword search

Enter a prompt or upload a job description



Landing page for my new product

UX designer to improve my sales funnel

Data Analyst, as soon as possible, based in Paris

GDPR expert with engineering profile

Meet our fullstack engineers who can build mobile apps



Meet your personal staffing assistant. Use AI Search for guidance on key skills, build instant shortlists, create compelling project briefs, and easily work with the best freelance talent on the planet.



Personalized Support

Our in-house sourcing team is your strategic partner here to support every step of the way.

Choice

Speed

Transparency

Control

AI Search : How does it work?

Let AI Search do the work for you. Just tell us about your project and you'll be matched with the best freelancers in just a few clicks.

1 ✨

Tell us about your project or drag and drop an existing job description.

Welcome Dustin,
Get better **matches faster** with AI

AI Search ✨ Keyword search

📎 Enter a prompt or upload a job description

Landing page for my new product 🐾

UX designer to improve my sales funnel 🕒

Data Analyst, as soon as possible, based in Paris 🤝

GDPR expert with engineering profile 🛡️

2 ✨

Our AI suggests the relevant criteria (skills, budget, work conditions, etc.) for your project

Freelancer profile Edit

Input job title, experience level, skills, and languages.

Experience 6-10 years English Project management Communication strategy

Project conditions Edit

Adjust daily rate, duration, location and start date to more targeted results.

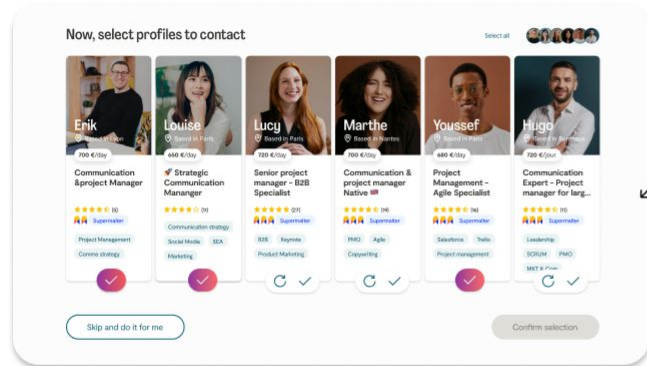
Hybrid - Paris, France 700€/day

AI Search : How does it work?

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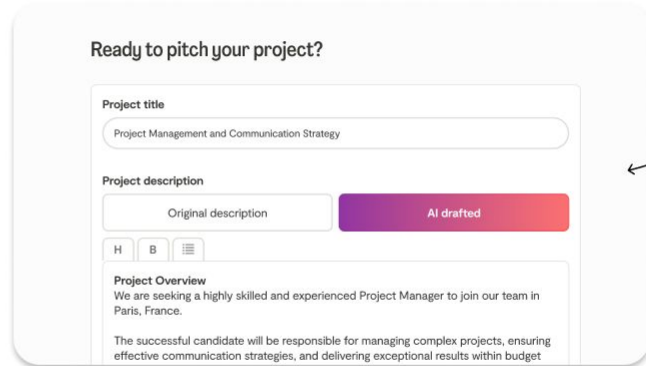
3 ✦

You'll get an instant shortlist of the best candidates that match your project. Select the ones you prefer or let our AI do it for you.



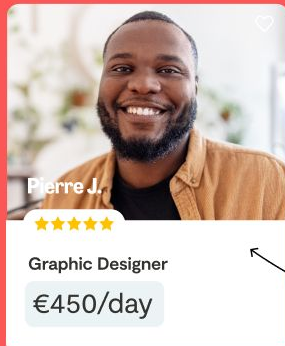
4 ✦

Our AI generates a detailed brief for you or you can write or upload your own. Then sit back as you start receiving messages and quotes from freelancers.



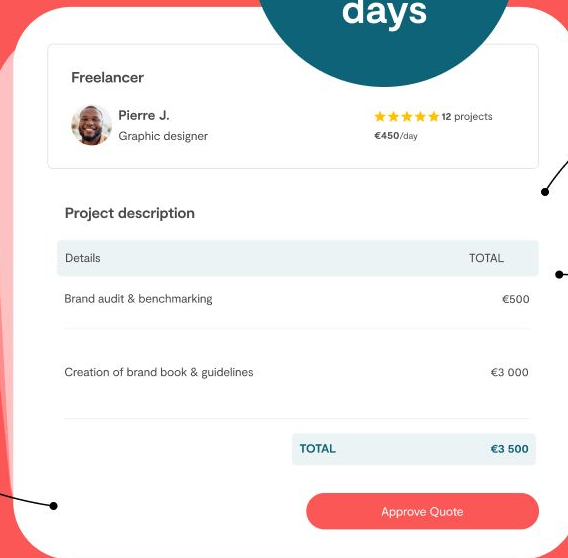
Connecting & contracting

Our platform connects you directly with freelancers for easier communication and faster contracting.



View each freelancer's average rate on their profile

80%
of projects
start in 6
days



Discuss your project requirements and negotiate directly with the freelancer.

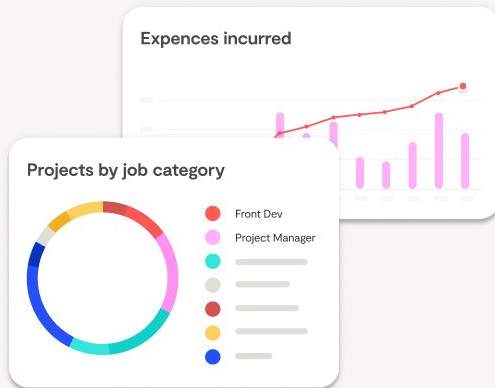
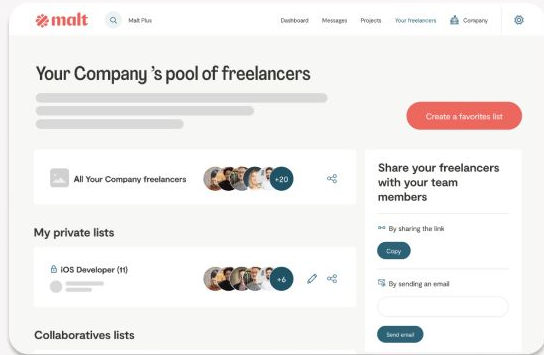
i The average daily rate for an intermediate graphic designer (3-7 years) is:
€450.00
Average on Malt

Our platform guides you with estimated rates based on your project requirements.

Your Freelance Management System



"Using Malt to keep track of all our freelance activities is a huge help. We save time by keeping our contracts, schedules, & budgets in one place."



Projects	Status	Quote / Invoice	Legal docs
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01

Talent pools for new & existing freelancers

02

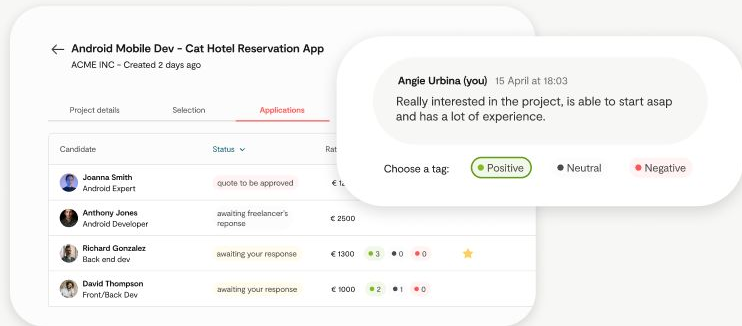
Rights management, payment & budgeting

03

Workforce compliance

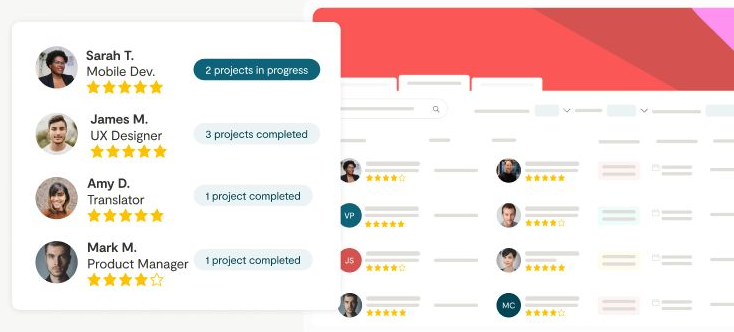
Your Freelance Management System

Build your company's talent pool in 2 ways



Find freelancers on Malt and collaborate with your team

- Suggest your favorite freelancers to colleagues within your company
- Give ratings and leave internal comments



Bring your own freelancers on Malt

Centralize all your freelancers, whether you found them on Malt or not, to streamline your talent pools, payments and reporting.

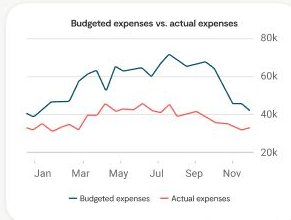
Streamline payments and monitor budgets

Payments

	€800	Scheduled
	€450	✓ Done
	€2500	✓ Done

Simple payment workflows

Keep your freelancers happy: pay Malt within 30 days, we pay freelancers within 10 days after the end of their project.



Real-time analytics & budget tracking

Get more visibility on your freelance spending with detailed analytics, budget tracking, customized alerts and admin spending thresholds.

Budget ?

Euro ▼

24%

Committed Available
€2,100.00 €7,800.00

Happy finance & procurement teams

Malt offers full control through easy configuration of user roles, team budgets, purchase orders and even integration within your own ERP system.

Ensure workforce compliance



✓ Documents verified

All your freelancers in good standing

We ensure all freelancers comply with local legislation and sign your contractual terms and conditions online. Legal documents are verified + required to be up-to-date.



Automate contract creation

Based on your project briefs and custom terms.

Projects	Status	Quote / Invoice	Legal docs
████████	████████	████████	✓ Download
████████	████████	████████	✓ Download
████████	████████	████████	✓ Download

Secure and central storage

Of all contracts, NDAs, intellectual property, ethics, cybersecurity terms and activity reports. Download them any time you need.

HISCOX

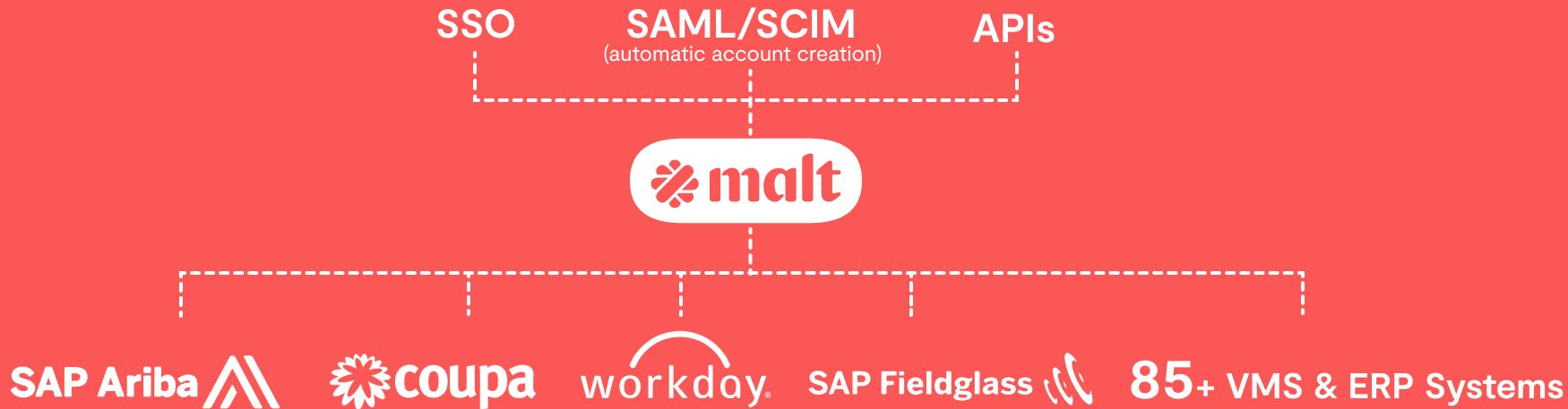


You are fully covered

Every project is covered by Hiscox's professional liability insurance.

Connected with your tech ecosystem

Malt can operate as a standalone platform or connect with your technology to ensure more streamlined process and compliance.



"Integrating Malt with Coupa allowed us to improve control and security and ensure that all the intellectual services expenses followed our purchasing processes."

“

It's important to remember that none of this would have been possible without Malt. It's a major transformation, and Malt has been with us every step of the way and continues to do so in the future. Why Malt? 3 reasons: simplicity, security and transparency.

Named freelancing as one of their top global HR priorities in 2024

100 projects a year with Malt

Works with Malt in all their regions in Europe



Camille Vigaud
VP, Human Resources,
Schneider
Electric

Start Building Your *Superteams* Today

Malt gives you the **choice**, **speed**, **transparency** and **control** you need to build elite Superteams.

Fill urgent talent gaps, test ideas, scale projects, and **drive innovation** together with Malt freelancers.





Firstname Lastname

email address

Pick & choose slides



When can you leverage Malt?

Delivery-based Projects

When you need a specialist to produce or adapt specific material or assets (translations, digital asset creations and adaptations, presentations, medical write-ups, etc.

Staff Augmentation

When you need a specialist to support, lead or join a specific project, initiative or campaign (1, 3, 6, 12 months)

Interim Management

When you need an interim manager to cover a specific role or a leave (f.e. maternity leave) for a defined period of time.

Centralizing your own Freelancers

When you want to add a freelancer or independent consultant from your network to work on one or several specific projects.

Fully transparent pricing

15%
service fee

Starter

Find the perfect freelancer in just a few clicks

- Limited access to our freelancer marketplace
- Automated invoicing, expenses & payments
- Professional liability insurance up to €500K
- Email support

20%
service fee

Advanced

Enjoy unlimited matching and manage all your projects with no hassle

Everything in the Starter plan, plus:

- Unlimited access to the marketplace
- AI-powered matchmaking
- 30 day invoice payment (subject to eligibility)
- Fast payment for your freelancers
- Professional liability insurance up to €1M
- Bring your own freelancers to our platform (Malt Open*)
- Malt Strategy* vetted consultants

*subject to specific fees, see more details below. Malt Open 8% & Malt Strategy 25%

On Demand

Enterprise

Ensure global success with a full Freelance Management System and dedicated support.

Everything in the Advanced plan, plus:

- 30 day invoice payment
- Advanced admin, analytics, and budget approval features
- Professional liability insurance up to €5M
- Integration with over 85 ERP systems
- Custom contracts

Different levels of service and pricing to respond your needs

Malt Open

BYOF: Bring Your Own Freelancer

- Centralise all your freelancers on Malt, including your existing network or new ones recommended by your teams
- Accelerated onboarding
- Freelancers benefit from Malt's value-added services

Malt Sourcing

Sourcing is at the heart of Malt and gives you access to our pool of freelancers, whether that's:

- Self-service - using our algorithm and search tools
- Assisted - with the support of our AI tools and our dedicated Project Partner team. You'll receive pre-screened, available profiles in 48 hours.

Malt Strategy

Malt Strategy gives you access to our closed pool of management consultants, interim executives and industry experts to support strategy, innovation, transformation, due diligence and more.

- Our Project partner team will pre-screen and vet available candidates (48 hours) for your needs.

80% of all projects start within 6 days

The best freelance talent is only a few clicks away

5 min

Find a
freelancer on
the platform or
**send your
project brief**
to our sourcing
team

48h to 6 days

Receive **2 qualified CVs** from our
sourcing team within **48 hours**

Contact freelancers directly
& approve a quote
Reply in 3h on average

2 min

Confirm end of
project,
and evaluate
the freelancer

Automated

**Freelancer is paid in
10 working days**,
while you pay with
your standard
payment terms.

**Our matching algorithm uses machine learning to continuously
evolve and match you with the best freelancers for your project.**

80% of all projects start within 6 days

The best freelance talent is only a few clicks away

5 min

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**Confirm end
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Automated

**Freelancer is paid in
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standard payment
terms.

Our matching algorithm uses machine learning to continuously evolve and match you with the best freelancers for your project.

A proven track record with startups and scaleups

62,000

Freelancers currently involved in tech projects

58,000

SMB Clients

B2B SaaS



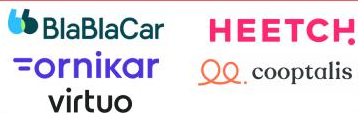
FinTech & InsurTech



Retail & E-Commerce



Transportation



“

Regarding our expansion ambition toward international markets, working with freelancers has allowed us to tackle huge projects in a flexible and quick way. Freelancers allow Spendesk to unlock new perspectives.

Stephanie Bowker
Head of Marketing, Spendesk

A proven track record within the Financial Services industry

26,600

financial services
consultants

1,700/yr

financial services
projects completed

Most popular projects in
Financial Services:

11%

Marketing
communications

17%

Design

29%

Tech & Data

“

Malt is more than a marketplace.
Malt not only helps us to manage
all our freelancing needs but also
provides us with strong tools to
monitor and optimize our spending
in real-time.

Guillaume Duny
Head of Procurement, Credit Agricole

Already working with 90% of the Top 30 FS companies:



A proven track record with SMBs

62,000

a proven track
record with
SMBs

70,000/yr

SMB projects per year

Most popular projects

16%

Marketing
communications

24%

Design

29%

Tech & Data

“

Freelancers take part in team meetings to talk about their roadmap and present their current projects. The projects they work on are part of the company's strategy. Including them in the brainstorming process allows us to use them as a support for other projects.

Cécile Tuil
VP Communications at Albéa

A proven track record within the Healthcare Industry

26,000

experts in Healthcare
on Malt

2,700/yr

healthcare
projects completed

Expert freelancers specialized in:

- Medical writing
- Medical illustrations
- Healthcare translators
- Market research consultants
- Pharmacovigilance managers
- Regulatory affairs managers
- Clinical research associates
- Pharmacists

Already working with 150 global healthcare companies,
including 9 of the top 10 global pharma companies

“

I select senior freelancers with several years of experience, [...] who are also very autonomous. On experimental projects like ours, we need to move quickly and the people we work with need to quickly integrate into the company culture, methods, tools, etc.

David Pellegrin
Digital Business Manager, Roche Diagnostics

A proven track record in the Energy & Utilities industries

16,000

experts in the
Energy & Utilities
on Malt

1,500/yr

Energy & Utilities
projects completed

Most popular projects in the
Energy & Utilities industries

13%

Project
Management

17%

Business
Consulting

30%

Tech & Data

“

The advantage of using a marketplace like Malt is **to be able to work with external talent more quickly.**

The efficiency of a digital tool allows us to be **more agile, to reduce sourcing time** and in the end to have a better procurement process.

Dalila Madine
Design Lab Manager, GRTgaz

Already trusted by leaders in oil & gas, electricity, renewable energy, utilities



A proven track record in the Public Sector

33,000

experts in the
Public Sector on
Malt

800/yr

Public Sector
projects completed

Most popular projects in the
Public Sector

14%

Project
Management

15%

Business
Consulting

27%

Marketing
communications

“

Malt allows the French administration to leverage excellent digital expertise, at the right time, and by saving precious time for public officials both in the search for these experts and in making them available.

Ishan Bhojwani
Operations Manager at beta.gouv

Framework contracts and successful projects with ministries, city councils, and public organizations:



A proven track record in the Telco & Media industries

123,000

experts in Telco
& Media on Malt

12,300/yr

Telco & Media
projects completed

Most popular projects in
Telco & Media

14%

Marketing
communications

19%

Design

20%

Tech & Data

“

I chose to work with Malt to find freelancers quickly. We are now able to find highly skilled freelancers, with strong analytics and developer backgrounds, very easily.

Jean-Marc Antuszewicz
Head of Data, Publicis Sapient

Trusted by



EUROSPORT

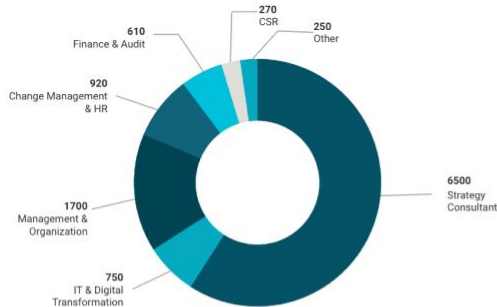


BLACKLANE

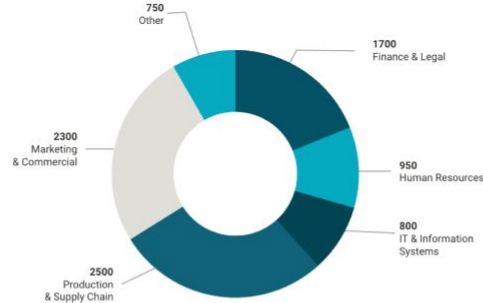


A proven track record in the Professional Services industry

Consulting



Interim management



“

They did a great job supporting us with a specific market expert who brought operational market knowledge and experience to our project team.

Associate Partner, EY



Already working with most of the world's top consulting firms

McKinsey
& Company



sopra
steria

BCG

Capgemini

accenture

pwc



A proven track record in the Retail & Consumer Goods industries

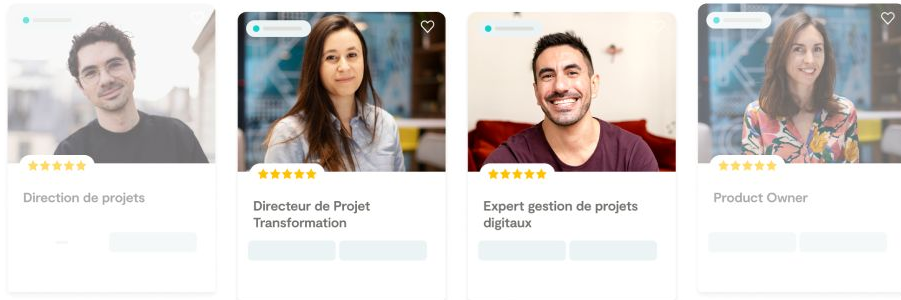
68,000

experts in Retail & Consumer Goods on Malt

8,600/yr

Retail & Consumer Goods projects completed

A variety of highly skilled experts to cover all your needs



“

The first advantage is to have access to a wide range of skilled freelancers!

The second advantage is the personalized support during the search and selection stages, to find the very best expert for a specific project.

Finally, we also sense that freelancers are themselves supported by Malt, which makes them operational much more quickly.

Sony Tricoire
Head of Tech Factory,
L'Oréal



L'ORÉAL



B/S/H/

A proven track record with investment funds & PE firms

6,247

Consultants for investment funds & PE firms

551

Project completed

Most popular projects for PE firms:

7%

Growth strategy

14%

IT Project Management

14%

Due Diligence

“

They did a great job supporting us with a specific market expert who brought operational market knowledge and experience to our project team.

Operating Partner,
French PE Firm

Already working with most of the world's top firms:

serena



Asset
Management

bpifrance

 **BainCapital** EURAZEO

A proven track record in Travel & Transportation

53,600

Experts in Travel & Transportation on Malt

3,800/yr

Travel & Transportation projects completed

Most popular projects in Travel & Transportation

11%

Project Management

15%

Design

16%

Tech & Data

“

Malt is not just a marketplace. The support from the Malt team is precious when we want to quickly find the right experts. It's enormously valuable for the entire Accor Group.

Michael Rivet
Professional Services Procurement Director,
Accor Group

Trusted by



A proven track record in the Real Estate & Manufacturing

53,600

experts in Real Estate & Manufacturing on Malt

3,800/yr

Real Estate & Manufacturing projects completed

Most popular projects in Real Estate & Manufacturing

11%

Project Management

15%

Design

16%

Tech & Data

“

Freelancers are operational in just one or two weeks from the moment we hire them. For a large company like ours, this really boosts our flexibility.

Guillaume Bodart
Deputy National Marketing Director,
Vinci Immobilier

Trusted by

