1. Name and Address of Reporting Person* Marie Olivier

(Last) (First) (Middle) C/O UPWORK INC.
475 BRANNAN STREET, SUITE 430

(State) (City) (Zip) SAN FRANCISCO CA 94107

2. Issuer Name and Ticker or Trading Symbol

UPWORK, INC [ UPWK ]

3. Date of Earliest Transaction (Month/Day/Year) 01/18/2023

4. If Amendment, Date of Original Filed (Month/Day/Year) 01/18/2023

5. Relationship of Reporting Person(s) to Issuer

Director
10% Owner
Chief Accounting Officer

Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned

<table>
<thead>
<tr>
<th>Title of Security</th>
<th>Transaction Date</th>
<th>Transaction Code</th>
<th>Securities Acquired (A) or Disposed Of (D)</th>
<th>Amount</th>
<th>Price</th>
</tr>
</thead>
<tbody>
<tr>
<td>Common Stock</td>
<td>01/18/2023</td>
<td>M</td>
<td>A</td>
<td>591</td>
<td>10,485 D</td>
</tr>
<tr>
<td>Common Stock</td>
<td>01/18/2023</td>
<td>g</td>
<td>D</td>
<td>253</td>
<td>12.6022 (1) 10,232 D</td>
</tr>
</tbody>
</table>

** Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)**

<table>
<thead>
<tr>
<th>Title of Derivative Security</th>
<th>Conversion or Exercise Price of Derivative Security</th>
<th>Transaction Date</th>
<th>Transaction Code</th>
<th>Number of Derivative Securities Acquired (A) or Disposed Of (D)</th>
<th>Date Exercisable or Expiration Date</th>
<th>Title of Security</th>
<th>Amount or Number of Shares</th>
</tr>
</thead>
<tbody>
<tr>
<td>Restricted Stock Units (RSU)</td>
<td>(1) 01/18/2023</td>
<td>M</td>
<td>591</td>
<td>(4) (4)</td>
<td>Common Stock</td>
<td>591</td>
<td>$0.00</td>
</tr>
</tbody>
</table>

**Explanation of Responses:**

1. Each restricted stock unit ("RSU") represents a contingent right to receive one share of the Issuer's common stock.
2. Represents the number of shares required to be sold by the Reporting Person to cover tax withholding obligations in connection with the vesting of the RSUs listed in Table II. This sale is mandated by the Issuer's election under its equity incentive plans to require the satisfaction of tax withholding obligations to be funded by a "sell to cover" transaction and does not represent a discretionary trade by the Reporting Person.
3. The reported price in Column 4 is a weighted average price. These shares were sold in multiple transactions at prices ranging from $12.56 to $12.69 per share, inclusive. The Reporting Person undertakes to provide to the Issuer, any security holder of the Issuer, or the staff of the Securities and Exchange Commission, upon written request, full information regarding the number of shares sold at each separate price within the range set forth in this footnote.
4. Represents RSUs that vested as to 25% of the total shares on January 18, 2022, and then 1/16th of the total shares vest on each quarterly anniversary thereafter, subject to the Reporting Person's continued employment with the Issuer on each vesting date.

**Remarks:**

/s/ Jacob McQuown, Attorney-in-Fact 01/20/2023

**Signature of Reporting Person**  **Date**

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

* If the form is filed by more than one reporting person, see Instruction 4(b)(v).
Note: File three copies of this Form, one of which must be manually signed, if space is insufficient, see Instruction 6 for procedure.

Persons who respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB Number.