

Form 144

FORM 144

NOTICE OF PROPOSED SALE OF SECURITIES
PURSUANT TO RULE 144 UNDER THE SECURITIES ACT OF 1933

144: Filer Information

Filer CIK 0001753662
Filer CCC XXXXXXXX
Is this a LIVE or TEST Filing? ☒ LIVE ☐ TEST

Submission Contact Information

Name
Phone
E-Mail Address

144: Issuer Information

Name of Issuer UPWORK INC
SEC File Number 001-38678
530 Lytton Ave, Suite 301
Palo Alto
Address of Issuer CALIFORNIA
94301
Phone 6503167500
Name of Person for Whose Account the Securities are To Be Sold HAYDEN L BROWN

See the definition of "person" in paragraph (a) of Rule 144. Information is to be given not only as to the person for whose account the securities are to be sold but also as to all other persons included in that definition. In addition, information shall be given as to sales by all persons whose sales are required by paragraph (e) of Rule 144 to be aggregated with sales for the account of the person filing this notice.

Relationship to Issuer Director
Relationship to Issuer Officer

144: Securities Information

Title of the Class of Securities To Be Sold	Name and Address of the Broker	Number of Shares or Other Units To Be Sold	Aggregate Market Value	Number of Shares or Other Units Outstanding	Approximate Date of Sale	Name the Securities Exchange
Common	Morgan Stanley Smith Barney LLC Executive Financial Services 1 New York Plaza 8th Floor New York NY 10004	20000	392000.00	132606579	09/19/2025	NASDAQ

Furnish the following information with respect to the acquisition of the securities to be sold and with respect to the payment of all or any part of the purchase price or other consideration therefor:

144: Securities To Be Sold

Title of the Class	Date you Acquired	Nature of Acquisition Transaction	Name of Person from Whom Acquired	Is this a Gift?	Date Donor Acquired	Amount of Securities Acquired	Date of Payment	Nature of Payment *
Common	06/18/2020	Restricted and Performance Stock Units	Issuer	☐		20000	06/18/2020	N/A

* If the securities were purchased and full payment therefor was not made in cash at the time of purchase, explain in the table or in a note thereto the nature of the consideration given. If the consideration consisted of any note or other obligation, or if payment was made in installments describe the arrangement and state when the note or other obligation was discharged in full or the last installment paid.

Furnish the following information as to all securities of the issuer sold during the past 3 months by the person for whose account the securities are to be sold.

144: Securities Sold During The Past 3 Months

Name and Address of Seller	Title of Securities Sold	Date of Sale	Amount of Securities Sold	Gross Proceeds
10b5-1 Sales for HAYDEN L BROWN 530 Lytton Ave, Suite 301 Palo Alto CA 94301	Common	09/18/2025	20000	380000.00
HAYDEN L BROWN 530 Lytton Ave, Suite 301 Palo Alto CA 94301	Common	09/18/2025	22344	428202.65
10b5-1 Sales for HAYDEN L BROWN 530 Lytton Ave, Suite 301 Palo Alto CA 94301	Common	09/17/2025	20000	360000.00
HAYDEN L BROWN 530 Lytton Ave, Suite 301 Palo Alto CA 94301	Common	08/18/2025	25577	353862.91
10b5-1 Sales for HAYDEN L BROWN 530 Lytton Ave, Suite 301 Palo Alto CA 94301	Common	08/15/2025	60000	825450.00

144: Remarks and Signature

Remarks	The securities to be sold were acquired upon the vesting of restricted and performance stock units on 06/18/2020 and 02/18/2023.
Date of Notice	09/19/2025
Date of Plan Adoption or Giving of Instruction, If Relying on Rule 10b5-1	12/06/2024
ATTENTION:	

The person for whose account the securities to which this notice relates are to be sold hereby represents by signing this notice that he does not know any material adverse information in regard to the current and prospective operations of the Issuer of the securities to be sold which has not been publicly disclosed. If such person has adopted a written trading plan or given trading instructions to satisfy Rule 10b5-1 under the Exchange Act, by signing the form and indicating the date that the plan was adopted or the instruction given, that person makes such representation as of the plan adoption or instruction date.

Signature /s/ Hayden L. Brown

ATTENTION: Intentional misstatements or omission of facts constitute Federal Criminal Violations (See 18 U.S.C. 1001)