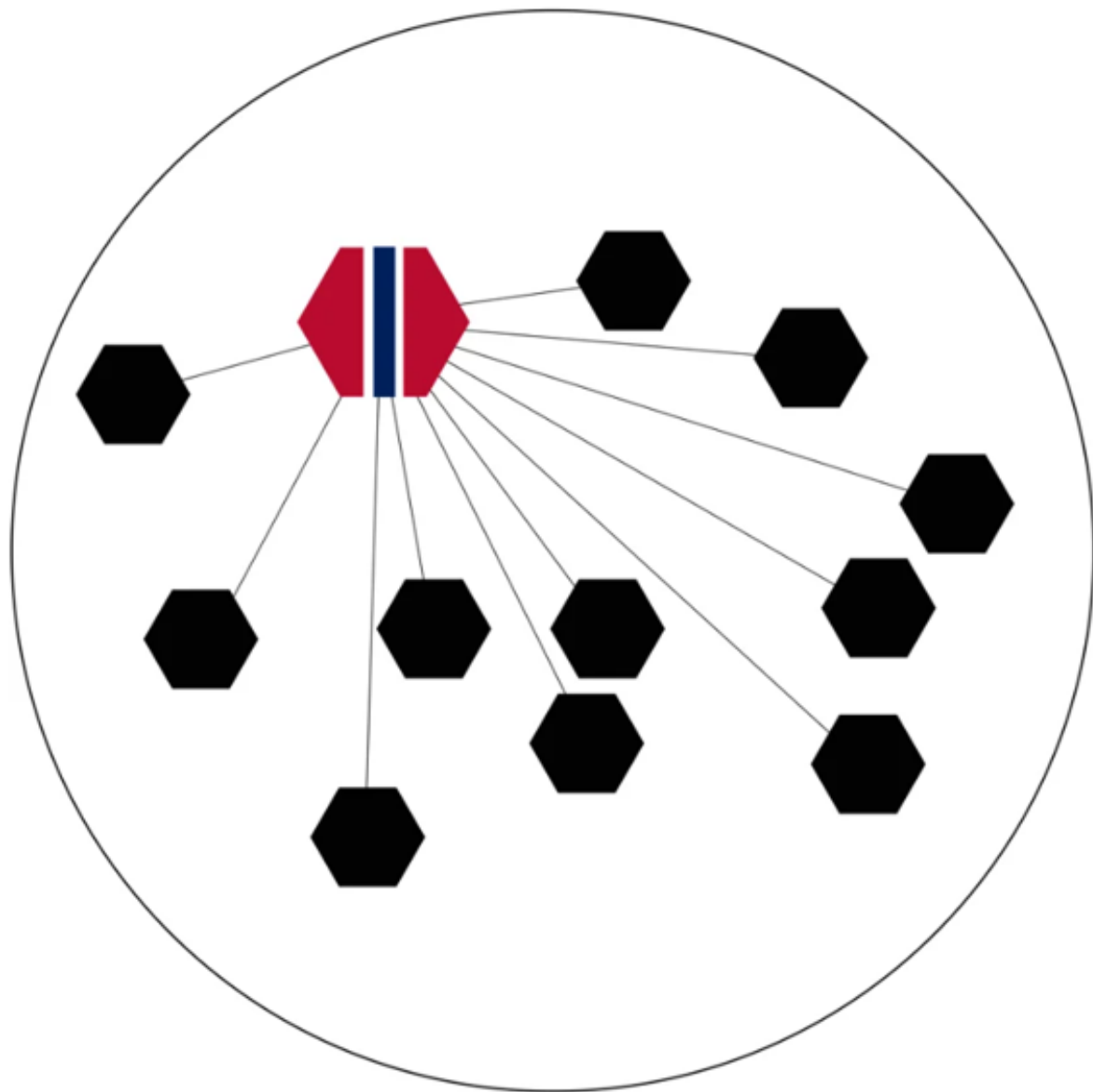


Sustainability Report (ESG) – Intermediary AS - 2025



Company Profile

Intermediary AS is a Norwegian company specializing in digital company formation and compliance solutions through the platforms registercompany.no and norwegiancompany.com. We assist international clients in establishing companies in Norway through a simplified, tech-driven process. Our ambition is to provide a fully digital and CO₂-neutral registration solution, as soon as regulatory systems allow full integration.

Environmental Sustainability

Digital Operations and CO₂-Neutral Goals:

Intermediary AS operates as a fully remote company, minimizing environmental impact by eliminating commuting, physical office infrastructure, and paper-based workflows.

We are working toward delivering a 100% digital, fully CO₂-neutral company registration process, which will:

- Eliminate the need for physical documents and shipping
- Avoid cross-border transport of paperwork
- Enable a fully automated, energy-efficient system

Data Hosting and Green Infrastructure:

Our digital services are hosted via data centers that utilize renewable energy, supporting low-emission and energy-efficient operations across our infrastructure.

Alignment with UN Sustainable Development Goals (SDGs):

- Goal 11: Sustainable Cities and Communities
- Goal 13: Climate Action

Social Sustainability

Remote Work and Well-being:

As a remote-first workplace, we empower our team with flexibility and autonomy. This enhances well-being, supports work-life balance, and allows us to build a diverse team across geographic locations.

Ethics, Inclusion, and Respect:

Our Code of Conduct reflects our commitment to equality, diversity, and a professional, respectful culture. We strictly prohibit discrimination and actively promote a safe, inclusive work environment.

Transparency Act Commitment:

In line with Norway's Transparency Act, we have published our formal statement outlining:

- Our risk assessments related to human rights and decent working conditions
- Responsible sourcing and supplier selection
- Public accountability regarding how we manage these topics

Contributing to Society:

By making Norwegian company registration accessible and legally compliant for foreign founders, we support entrepreneurship and responsible economic growth across borders.

Alignment with UN Sustainable Development Goals (SDGs):

- Goal 3: Good Health and Well-being
- Goal 8: Decent Work and Economic Growth
- Goal 17: Partnerships for the Goals

Governance

Compliance and Responsibility:

We provide and apply robust AML, KYC, and KYB solutions to ensure that we—and our clients—operate in full compliance with Norwegian and international regulations.

Data Ethics and Technology:

We embrace the EU Data Act and utilize Open APIs to promote transparency, interoperability, and user control—while maintaining the highest standards of data protection and integrity. This underpins our commitment to ethical, responsible digital innovation.

Future Initiatives

- Launch of a fully digital and paperless company registration platform, subject to public authority integration
- Implementation of an internal ESG framework for tracking and reporting
- Development of a remote work sustainability policy
- Ongoing follow-up on Transparency Act risk evaluations
- Mapping and monitoring of Scope 3 CO₂ emissions (value chain impact)

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This sustainability report is based on publicly available information and reflects the company's strategic goals, values, and current sustainability practices. Intermediary AS continuously works to strengthen its role as a responsible digital business in both the Norwegian and international markets.