



## ÅRSREGNSKAPET FOR REGNSKAPSÅRET 2024 - GENERELL INFORMASJON

### Enheten

Organisasjonsnummer: 912 015 106  
Organisasjonsform: Aksjeselskap  
Foretaksnavn: INTERNATIONAL SOS (MEDSITE) AS  
Forretningsadresse: Smuget 1  
1383 ASKER

### Regnskapsår

Årsregnskapets periode: 01.07.2023 - 30.06.2024

### Konsern

Morselskap i konsern: Nei

### Regnskapsregler

Regler for små foretak benyttet: Ja  
Benyttet ved utarbeidelsen av årsregnskapet til selskapet: Regnskapslovens alminnelige regler

### Årsregnskapet fastsatt av kompetent organ

Bekreftet av representant for selskapet: Lars Olav Matre  
Dato for fastsettelse av årsregnskapet: 15.08.2025

### Grunnlag for avgivelse

År 2024: Årsregnskapet er elektronisk innlevert  
År 2023: Tall er hentet fra elektronisk innlevert årsregnskap fra 2024

*Det er ikke krav til at årsregnskapet m.v. som sendes til Regnskapsregisteret er undertegnet. Kontrollen på at dette er utført ligger hos revisor/enhetens øverste organ. Sikkerheten ivaretas ved at innsender har rolle/rettighet for innsending av årsregnskapet via Altinn, og ved at det bekreftes at årsregnskapet er fastsatt av kompetent organ.*

Brønnøysundregistrene, 28.08.2025



### Resultatregnskap

Beløp i: NOK	Note	2024	2023
<b>RESULTATREGNSKAP</b>			
<b>Inntekter</b>			
Sales revenue		246 968 117	234 269 861
Other income			45 000
<b>Sum inntekter</b>	2	<b>246 968 117</b>	<b>234 314 861</b>
<b>Kostnader</b>			
Raw materials and consumables used	3	46 215 017	36 019 446
Employee benefits expense	4	142 201 487	144 179 280
Depreciation of tangible and intangible fixed assets	5, 6	965 219	1 535 204
Other expenses	3, 4	39 181 952	33 954 032
<b>Sum kostnader</b>		<b>228 563 675</b>	<b>215 687 961</b>
<b>Driftsresultat</b>		<b>18 404 442</b>	<b>18 626 899</b>
<b>Finansinntekter og finanskostnader</b>			
Annen renteinntekt		1 398 450	1 162 977
Other financial income	7, 8	10 135 738	13 943 602
<b>Sum finansinntekter</b>		<b>11 534 188</b>	<b>15 106 579</b>
Annen rentekostnad		155 389	15 937
Other financial expenses	7, 8	11 732 340	12 896 692
<b>Sum finanskostnader</b>		<b>11 887 729</b>	<b>12 912 629</b>
<b>Netto finans</b>		<b>-353 541</b>	<b>2 193 950</b>
<b>Resultat før skattekostnad</b>		<b>18 050 902</b>	<b>20 820 849</b>
Tax expense	9	3 971 288	4 583 607
<b>Årsresultat</b>		<b>14 079 614</b>	<b>16 237 243</b>
<b>Årsresultat etter minoritetsinteresser</b>		<b>14 079 614</b>	<b>16 237 243</b>
<b>Totalresultat</b>		<b>14 079 614</b>	<b>16 237 243</b>
<b>Overføringer og disponeringer</b>			



## Resultatregnskap

<b>Beløp i: NOK</b>	<b>Note</b>	<b>2024</b>	<b>2023</b>
Other equity		14 079 614	16 237 243
<b>Sum overføringer og disponeringer</b>	10	<b>14 079 614</b>	<b>16 237 243</b>



### Balanse

Beløp i: NOK	Note	2024	2023
<b>BALANSE - EIENDELER</b>			
<b>Anleggsmidler</b>			
<b>Immaterielle eiendeler</b>			
Intangible assets, development	5	2 264 276	2 420 337
Licences, patents etc.	5		
Utsatt skattefordel	9	458 333	609 432
<b>Sum immaterielle eiendeler</b>		<b>2 722 609</b>	<b>3 029 769</b>
<b>Varige driftsmidler</b>			
Land, buildings and other real estate	6		
Plant and machinery	6		
Equipment., fixtures and fittings and other movables	6	1 869 177	2 032 059
<b>Sum varige driftsmidler</b>		<b>1 869 177</b>	<b>2 032 059</b>
<b>Sum anleggsmidler</b>		<b>4 591 786</b>	<b>5 061 828</b>
<b>Omløpsmidler</b>			
<b>Varer</b>			
<b>Fordringer</b>			
Accounts receivables	11	25 664 400	29 692 409
Other short-term receivables		10 660 150	11 019 488
<b>Sum fordringer</b>		<b>36 324 550</b>	<b>40 711 897</b>
<b>Bankinnskudd, kontanter og lignende</b>			
Bank deposits, cash and cash equivalents	12	45 607 919	35 473 096
<b>Sum bankinnskudd, kontanter og lignende</b>		<b>45 607 919</b>	<b>35 473 096</b>
<b>Sum omløpsmidler</b>		<b>81 932 469</b>	<b>76 184 993</b>
<b>SUM EIENDELER</b>		<b>86 524 255</b>	<b>81 246 821</b>

### BALANSE - EGENKAPITAL OG GJELD

#### Egenkapital



### Balanse

Beløp i: NOK	Note	2024	2023
<b>Innskutt egenkapital</b>			
Share capital	10, 13	30 000	30 000
Overkurs	10		
Annen innskutt egenkapital	10	29 031	29 031
<b>Sum innskutt egenkapital</b>		<b>59 031</b>	<b>59 031</b>
<b>Opptjent egenkapital</b>			
Other equity	10	34 494 324	20 414 710
<b>Sum opptjent egenkapital</b>		<b>34 494 324</b>	<b>20 414 710</b>
<b>Sum egenkapital</b>		<b>34 553 355</b>	<b>20 473 740</b>
<b>Gjeld</b>			
<b>Langsiktig gjeld</b>			
Utsatt skatt	9		
<b>Annen langsiktig gjeld</b>			
<b>Sum langsiktig gjeld</b>		<b>0</b>	<b>0</b>
<b>Kortsiktig gjeld</b>			
Leverandørgjeld	11	10 200 921	8 874 531
Tax payable	9	2 901 329	11 982 900
Public duties payable		7 097 972	8 527 579
Utbytte	10		
Other current liabilities	8	31 770 678	31 388 071
<b>Sum kortsiktig gjeld</b>		<b>51 970 900</b>	<b>60 773 081</b>
<b>Sum gjeld</b>		<b>51 970 900</b>	<b>60 773 081</b>
<b>SUM EGENKAPITAL OG GJELD</b>		<b>86 524 255</b>	<b>81 246 821</b>



## Brønnøysundregistrene

### ÅRSREGNSKAP FOR REGNSKAPSÅRET 2024 - GENERELL INFORMASJON

Journalnummer: 2025 751877

#### Enheten

Organisasjonsnummer: 912 015 106  
Organisasjonsform: Aksjeselskap  
Foretaksnavn: INTERNATIONAL SOS (MEDSITE) AS  
Forretningsadresse: Smuget 1  
1383 ASKER

#### Regnskapsår

Årsregnskapets periode: 01.07.2023 - 30.06.2024

#### Konsern

Morselskap i konsern: Nei

#### Regnskapsregler

Regler for små foretak benyttet: Ja  
Benyttet ved utarbeidelsen av  
årsregnskapet til selskapet: Regnskapslovens alminnelige regler

#### Årsregnskapet fastsatt av kompetent organ

Bekreftet av representant for selskapet: Lars Olav Matre  
Dato for fastsettelse av årsregnskapet: 15.08.2025

#### Grunnlag for avgivelse

År 2024: Årsregnskap er elektronisk innlevert.  
År 2023: Tall er hentet fra elektronisk innlevert årsregnskap fra 2024.

*Det er ikke krav til at årsregnskapet m.v. som sendes til Regnskapsregisteret er undertegnet. Kontrollen på at dette er utført ligger hos revisor/enhetens øverste organ. Sikkerheten ivaretas ved at innsender har rolle/rettighet for innsending av årsregnskapet via Altinn, og ved at det bekreftes at årsregnskapet er fastsatt av kompetent organ.*

Brønnøysundregistrene, 27.08.2025



Organisasjonsnr: 912 015 106  
INTERNATIONAL SOS (MEDSITE) AS

## RESULTATREGNSKAP

Beløp i: NOK	Note	2024	2023
<b>RESULTATREGNSKAP</b>			
<b>Inntekter</b>			
Sales revenue		246 968 117	234 269 861
Other income			45 000
<b>Sum inntekter</b>	<b>2</b>	<b>246 968 117</b>	<b>234 314 861</b>
<b>Kostnader</b>			
Raw materials and consumables used	3	46 215 017	36 019 446
Employee benefits expense	4	142 201 487	144 179 280
Depreciation of tangible and intangible fixed assets	5, 6	965 219	1 535 204
Other expenses	3, 4	39 181 952	33 954 032
<b>Sum kostnader</b>		<b>228 563 675</b>	<b>215 687 961</b>
<b>Driftsresultat</b>		<b>18 404 442</b>	<b>18 626 899</b>
<b>Finansinntekter og finanskostnader</b>			
Annen renteinntekt		1 398 450	1 162 977
Other financial income	7, 8	10 135 738	13 943 602
<b>Sum finansinntekter</b>		<b>11 534 188</b>	<b>15 106 579</b>
Annen rentekostnad		155 389	15 937
Other financial expenses	7, 8	11 732 340	12 896 692
<b>Sum finanskostnader</b>		<b>11 887 729</b>	<b>12 912 629</b>
<b>Netto finans</b>		<b>-353 541</b>	<b>2 193 950</b>
<b>Resultat før skattekostnad</b>		<b>18 050 902</b>	<b>20 820 849</b>
Tax expense	9	3 971 288	4 583 607
<b>Årsresultat</b>		<b>14 079 614</b>	<b>16 237 243</b>
<b>Årsresultat etter minoritetsinteresser</b>		<b>14 079 614</b>	<b>16 237 243</b>
<b>Totalresultat</b>		<b>14 079 614</b>	<b>16 237 243</b>
<b>Overføringer og disponeringer</b>			
Other equity		14 079 614	16 237 243
<b>Sum overføringer og disponeringer</b>	<b>10</b>	<b>14 079 614</b>	<b>16 237 243</b>



Organisasjonsnr: 912 015 106  
INTERNATIONAL SOS (MEDSITE) AS

## BALANSE

Beløp i: NOK	Note	2024	2023
--------------	------	------	------

### BALANSE - EIENDELER

#### Anleggsmidler

##### Immaterielle eiendeler

Intangible assets, development	5	2 264 276	2 420 337
Licences, patents etc.	5		
Utsatt skattefordel	9	458 333	609 432
<b>Sum immaterielle eiendeler</b>		<b>2 722 609</b>	<b>3 029 769</b>

##### Varige driftsmidler

Land, buildings and other real estate	6		
Plant and machinery	6		
Equipment., fixtures and fittings and other movables	6	1 869 177	2 032 059
<b>Sum varige driftsmidler</b>		<b>1 869 177</b>	<b>2 032 059</b>

<b>Sum anleggsmidler</b>		<b>4 591 786</b>	<b>5 061 828</b>
--------------------------	--	------------------	------------------

#### Omløpsmidler

##### Varer

##### Fordringer

Accounts receivables	11	25 664 400	29 692 409
Other short-term receivables		10 660 150	11 019 488
<b>Sum fordringer</b>		<b>36 324 550</b>	<b>40 711 897</b>

##### Bankinnskudd, kontanter og lignende

Bank deposits, cash and cash equivalents	12	45 607 919	35 473 096
<b>Sum bankinnskudd, kontanter og lignende</b>		<b>45 607 919</b>	<b>35 473 096</b>

<b>Sum omløpsmidler</b>		<b>81 932 469</b>	<b>76 184 993</b>
-------------------------	--	-------------------	-------------------

<b>SUM EIENDELER</b>		<b>86 524 255</b>	<b>81 246 821</b>
----------------------	--	-------------------	-------------------

### BALANSE - EGENKAPITAL OG GJELD

#### Egenkapital

##### Innskutt egenkapital

Share capital	10, 13	30 000	30 000
Overkurs	10		
Annen innskutt egenkapital	10	29 031	29 031
<b>Sum innskutt egenkapital</b>		<b>59 031</b>	<b>59 031</b>



<b>Opptjent egenkapital</b>			
Other equity	10	34 494 324	20 414 710
<b>Sum opptjent egenkapital</b>		<b>34 494 324</b>	<b>20 414 710</b>
<b>Sum egenkapital</b>		<b>34 553 355</b>	<b>20 473 740</b>
<b>Gjeld</b>			
<b>Langsiktig gjeld</b>			
Utsatt skatt	9		
<b>Annen langsiktig gjeld</b>			
<b>Sum langsiktig gjeld</b>		<b>0</b>	<b>0</b>
<b>Kortsiktig gjeld</b>			
Leverandørgjeld	11	10 200 921	8 874 531
Tax payable	9	2 901 329	11 982 900
Public duties payable		7 097 972	8 527 579
Utbytte	10		
Other current liabilities	8	31 770 678	31 388 071
<b>Sum kortsiktig gjeld</b>		<b>51 970 900</b>	<b>60 773 081</b>
<b>Sum gjeld</b>		<b>51 970 900</b>	<b>60 773 081</b>
<b>SUM EGENKAPITAL OG GJELD</b>		<b>86 524 255</b>	<b>81 246 821</b>



Organisasjonsnr: 912 015 106  
INTERNATIONAL SOS (MEDSITE) AS

NOTEOPPLYSNINGER - SELSKAP - alle poster oppgitt i hele tall

## Note

Antall årsverk i regnskapsåret  
110.00

<u>Sum</u>	<u>Beløp</u>
------------	--------------

<u>Balanseført verdi 31.12.</u>	<u>Varige driftsmidler</u>	<u>Immaterielle eiend.</u>
---------------------------------	----------------------------	----------------------------

## Konsernregnskap

Morselskapet sitt navn

Forretningskontor for morselskapet

## Begrunnelse for at datterselskap er utelatt fra konsolideringen

<u>Samlet beløp - tilknyttet selskap</u>	<u>Årets</u>	<u>Fjorårets</u>
--	--------------	------------------

<u>Samlet beløp - foretak i samme konsern</u>	<u>Årets</u>	<u>Fjorårets</u>
---	--------------	------------------

<u>Samlet beløp - foretak i samme konsern</u>	<u>Årets</u>	<u>Fjorårets</u>
---	--------------	------------------

<u>Samlet beløp - felles kontrollert virksomhet</u>	<u>Årets</u>	<u>Fjorårets</u>
---	--------------	------------------

<u>Pantstillelse</u>	<u>Beløp</u>
----------------------	--------------

<u>Beholdning av egne aksjer</u>	<u>Antall</u>	<u>Pålydende</u>	<u>Andel av aksjek.</u>
----------------------------------	---------------	------------------	-------------------------



DocuSign Envelope ID: 75D2C77D-15C9-4C73-B952-000094693484

## The board of directors' report 2024 International SOS (Medsite) AS

The financial statements covers the period 01.07.2023-30.06.2024

### Operations and locations

International SOS (Medsite) AS' business is to deliver health and security services, within the laws and regulations applicable at the time. International SOS (Medsite) AS is a certified occupational health company (BHT). Our services include health and security assistance, staffing of offshore medics, work environment services, medical advisory and clinic services.

International SOS (Medsite) has offices in Haugesund, Stavanger, Bergen, Asker (Norway) and Esbjerg (Denmark).

### Comments related to the financial statements

The Company's revenues increased from NOK 234 314 861 last year to NOK 246 968 117 in 2024. Net profit in 2024 was 14 079 614, as last year, NOK 16 267 243. The decrease is due to higher purchase of goods and other service deliveries. The financial results in 2024 is satisfactory.

Total cash flow from operating activities was NOK 10 781 099 in 2024, and the operating profit constituted NOK 18 404 442. The difference mainly concerns paid tax, receivables, payables, other receivables and other short-term debt. The Company's capital investments during 2024 amounted to NOK 646 276. This will increase the Company's production capacity.

The Company's liquidity reserve as of 30.06.2024 amounted to NOK 45 607 919. The Company's ability to self-finance investments is good.

The Company's short-term debt as of 30.06.2024 constituted 100 % of the Company's total debt, as last year. The Company's financial position is sound and adequate enough to settle short-term debt as of 30.06.2024 with the Company's most liquid assets.

Total assets at year end amounted to NOK 86 524 255, compared to NOK 81 246 821 last year. The equity ratio was 40 % as of 30.06.2024, compared to 25 % the year before.

### Future challenges

For our staffing services, the activity has been stable over the last couple of years on the Norwegian continental shelf. Although significant exploration activity is expected in the next few years, the company anticipates stable activity for its staffing services with growth expectation for the consulting segment.

### Financial risk

#### Overall view on objectives and strategy

The company is exposed to financial risk in different areas, especially exchange rate risk. The goal is to reduce the financial risk as much as possible. The company's current strategy is to hedge foreign-denominated payables, receivables, cash, other short-term assets and liabilities.

#### Market risk

The Company is exposed to exchange rate risk, especially DKK and USD, as a substantial part of the Group's revenue and balance sheet is in foreign currency. The company's is currently hedging foreign-denominated payables, receivables, cash, other short-term assets and liabilities. The Company has not entered into any other derivative or other agreements to reduce the exchange rate risk and the related market risk. The Company is not exposed to changes in the interest rate, as the company has no debt with floating interest rates.

Side 1 av 3



DocuSign Envelope ID: 75D2C77D-15C9-4C73-B952-000094693484

## **Credit risk**

The risk for losses on receivables is considered to be low, and not expected to increase. The Company has not yet experienced significant losses on receivables.

## **Liquidity risk**

The Company's liquidity is satisfactory and liquidity risk is considered to be low. The Company have access to Group funds when needed.

## **Going concern**

In accordance with the Accounting Act § 3-3a, we confirm that the financial statements have been prepared under the assumption of going concern. This assumption is based on profit forecasts for the year 2024+1 and the Company's long-term strategic forecasts. The Company's economic and financial position is sound.

## **Allocation of profit**

Result has been allocated as shown in the profit and loss account.

## **The working environment and the employees**

The company has 94 employees as of 30.06.2024. The sick leave for 01.07.2023-31.12.2023 was 7% in Norway and 3,2% in Denmark and for 01.01.2024-30.06.2024 it was 3,8% in Norway and 2,9% in Denmark.

The Company will continue its efforts to reduce the number of sick days, and has initiatives such as offering exercise within working hours. Company also conduct employee surveys to identify improvement areas.

No incidences or reporting of work related accidents resulting in significant material damage or personal injury occurred during the year.

The working environment is considered to be good, and efforts for improvements are made on an ongoing basis. The Company's various working environment committees held regular meetings in 2024.

The cooperation with employee trade unions has been constructive and contributed positively to operations.

## **Equal opportunities and discrimination**

The board is made up of 3 male members. This needs to be changed in line with new legal demands.

The Company works actively to promote the goals of antidiscrimination laws in our operations. Activities include recruitment, salary and work-environment, development and protection against harassment due to ethnicity, skin color, language, faith or lifestyles.

The Company has goals to be a workplace where there will be no discrimination due to disabilities.

The Company conduct annual Global Compliance course mandatory for all employees with focus on equality and antidiscrimination. The Company have internal procedures on how to manage bullying and harassment.



DocuSign Envelope ID: 75D2C77D-15C9-4C73-B952-000094693484

## Activity duty

In relation to the activity duty for employers the Company have created a report that tracks gender balance and where internal processes are assessed to ensure equality in all areas. The report will be published on the Company's website, and can also be provided by request.

Gender distibution	FY2324	FY2223
Female	51 %	54 %
Male	49 %	47 %
Total	100 %	100 %

We currently have 111 employees in the company. We have 3 temporary employees, all female.

Age	Parttime		Fulltime		Total
	Female	Male	Female	Male	
>30 years			2	1	3
30-39 years	1		9	2	12
40-49 years			13	16	29
50-59 years	2		18	23	43
Over 60 years			12	12	24
Total	3	0	54	54	111

Out of 111 employees, 97,3% work full-time and 2,7% work part-time. All part-time employees are women.

In the fiscal year 23/24, no parental leave was taken

## Environmental report

The company does not engage in any activities that pollute the environment.

## Insurance for board members and general manager

The Company have no insurance for board members. General Manager is covered by insurance for Company's employees.

Asker  
Board of International SOS (Medsite) AS

Signed by:  
  
F058A84D46D9444...  
Michael Richardson Gardner  
Chairman

DocuSigned by:  
  
F6938DUC5594443...  
Lars Olav Matre  
Board Member



DocuSign Envelope ID: 75D2C77D-15C9-4C73-B952-000094693484

## **Financial statement 1.7.2023-30.6.2024 INTERNATIONAL SOS (MEDSITE) AS**

---

Organization number: 912 015 106



DocuSign Envelope ID: 75D2C77D-15C9-4C73-B952-000094693484

## Income statement INTERNATIONAL SOS (MEDSITE) AS

Operating income and operating expenses	Note	2024	2023
Sales revenue		246 968 117	234 269 861
Other income		0	45 000
<b>Total income</b>	<b>2</b>	<b><u>246 968 117</u></b>	<b><u>234 314 861</u></b>
Raw materials and consumables used	3	46 215 017	36 019 446
Employee benefits expense	4	142 201 487	144 179 280
Depreciation of tangible and intangible fixed assets	5, 6	965 219	1 535 204
Other expenses	3, 4	39 181 952	33 954 032
<b>Total expenses</b>		<b><u>228 563 675</u></b>	<b><u>215 687 961</u></b>
<b>Operating profit/loss</b>		<b><u>18 404 442</u></b>	<b><u>18 626 899</u></b>
<b>Financial income and expenses</b>			
Other interest income		1 398 450	1 162 977
Other financial income	7, 8	10 135 738	13 943 602
Other interest expenses		155 389	15 937
Other financial expenses	7, 8	11 732 340	12 896 692
<b>Net financial items</b>		<b><u>-353 541</u></b>	<b><u>2 193 950</u></b>
<b>Result before tax</b>		<b><u>18 050 902</u></b>	<b><u>20 820 849</u></b>
Tax expense	9	3 971 288	4 583 607
<b>Result for the year</b>		<b><u>14 079 614</u></b>	<b><u>16 237 243</u></b>
<b>Allocation of result for the year</b>			
Other equity		14 079 614	16 237 243
<b>Total brought forward</b>	<b>10</b>	<b><u>14 079 614</u></b>	<b><u>16 237 243</u></b>



DocuSign Envelope ID: 75D2C77D-15C9-4C73-B952-000094693484

## Balance sheet INTERNATIONAL SOS (MEDSITE) AS

Assets	Note	2024	2023
<b>Non-current assets</b>			
Intangible assets, development	5	2 264 276	2 420 337
Deferred tax assets	9	458 333	609 432
<b>Total intangible assets</b>		<b>2 722 609</b>	<b>3 029 769</b>
<b>Property, plant and equipment</b>			
Equipment, fixtures and fittings and other movables	6	1 869 177	2 032 059
<b>Total property, plant and equipment</b>		<b>1 869 177</b>	<b>2 032 059</b>
<b>Total non-current assets</b>		<b>4 591 786</b>	<b>5 061 828</b>
<b>Current assets</b>			
<b>Receivables</b>			
Accounts receivables	11	25 664 400	29 692 409
Other short-term receivables		10 660 150	11 019 488
<b>Total receivables</b>		<b>36 324 550</b>	<b>40 711 897</b>
<b>Bank deposits, cash and cash equivalents</b>			
Bank deposits, cash and cash equivalents	12	45 607 919	35 473 096
<b>Total bank deposits, cash and cash equivalents</b>		<b>45 607 919</b>	<b>35 473 096</b>
<b>Total current assets</b>		<b>81 932 469</b>	<b>76 184 993</b>
<b>Total assets</b>		<b>86 524 255</b>	<b>81 246 821</b>



DocuSign Envelope ID: 75D2C77D-15C9-4C73-B952-000094693484

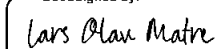
## Balance sheet INTERNATIONAL SOS (MEDSITE) AS

Equity and liabilities	Note	2024	2023
<b>Equity</b>			
<i>Paid in equity</i>			
Share capital	10, 13	30 000	30 000
Share premium reserve	10	29 031	29 031
<b>Total paid-up equity</b>		<b>59 031</b>	<b>59 031</b>
<i>Retained earnings</i>			
Other equity	10	34 494 324	20 414 710
<b>Total retained earnings</b>		<b>34 494 324</b>	<b>20 414 710</b>
<b>Total equity</b>		<b>34 553 355</b>	<b>20 473 740</b>
<b>Liabilities</b>			
<i>Current liabilities</i>			
Trade payables	11	10 200 921	8 874 531
Tax payable	9	2 901 329	11 982 900
Public duties payable		7 097 972	8 527 579
Other current liabilities	8	31 770 678	31 388 071
<b>Total current liabilities</b>		<b>51 970 900</b>	<b>60 773 081</b>
<b>Total liabilities</b>		<b>51 970 900</b>	<b>60 773 081</b>
<b>Total equity and liabilities</b>		<b>86 524 255</b>	<b>81 246 821</b>

Haugesund

The board of INTERNATIONAL SOS (MEDSITE) AS

DocuSigned by:



F6938DDC5594443

Lars Olav Matre

Member of the board/General Manager

Signed by:



F058AB4D40D9444...

Michael Richardson Gardner

Chairman of the board



DocuSign Envelope ID: 75D2C77D-15C9-4C73-B952-000094693484

## Notes to the financial statement 2024

### Note 1 Accounting principles

The accounts have been prepared in accordance with the Norwegian Accounting Act and generally accepted accounting principles in Norway. The accounting principles are described below.

#### Deviating fiscal year

The company has used deviating fiscal years to adapt to the Group. This year's accounts are therefore from 01.07.2023-30.06.2024. The comparative figures are for the corresponding period.

#### Consolidated financial statements

International SOS (Medsite) AS is 100% owned by Blue Cross Travel Services Bv and is consolidated into the financial statements of Blue Cross Travel Services Bv.

#### Operating income and expenses

Income is recognized in accordance with earned income principle, which is when the service or goods have been delivered.

Expenses are recognized in accordance with the matching principle. This means that expenses are recognized in the same period as the related income.

#### Classification of assets and liabilities

Assets meant for long-term ownership or use are classified as fixed assets. Other assets are classified as current assets. Outstanding receivables to be repaid within one year are classified as current assets. The classification of liabilities is based on analogous criteria.

Fixed assets are valued at acquisition cost. Fixed assets which have a limited economic life shall be depreciated in accordance with a reasonable depreciation schedule. Fixed assets shall be written down to their fair value when a decline in value is not expected to be temporary. The write down shall be reversed when the basis for the write down is no longer present.

Current assets are valued at the lower of acquisition cost and fair value.

Liabilities are appraised at the nominal value on the acquisition date.

#### Receivables

Accounts receivables and other receivables are valued at nominal value after deduction of provisions for expected losses. Provisions for losses are made based on an individual assessment of the individual receivables.

#### Taxes

The tax expense consists of tax payable and the change in net deferred tax. Deferred tax is calculated with 22 % of net temporary differences between accounting and fiscal values together with other taxpaying positions. Tax increasing and decreasing temporary differences which reverse or can be reversed in the same period are offset and accounted net. A net deferred tax benefit is only recognized in the balance sheet if it is probable that it can be utilized.

#### Pensions

The company has a defined contribution pension scheme. The pension premium is classified as payroll costs.

#### Foreign currency

Assets and debt in foreign currency is converted to NOK using the year end exchange rate. The effect of gains and losses in foreign currency transactions is presented as financial income and expenses.

#### Cash flow

Cash flow analysis has been prepared by indirect method. Cash and cash equivalents comprise of cash, bank deposits and other short-term liquid investments.



DocuSign Envelope ID: 75D2C77D-15C9-4C73-B952-000094693484

## Notes to the financial statement 2024

### Note 2 Operating income

	2023/24	2022/23
Sales income		
Health services	242 710 405	228 611 137
Other operating income	4 257 712	5 703 724
<b>Total</b>	<b>246 968 117</b>	<b>234 314 861</b>

	2022/23	2021/22
Geographical distribution		
Delivered from Norway	42 257 536	36 841 892
Delivered offshore	204 710 581	197 472 969
<b>Total</b>	<b>246 968 117</b>	<b>234 314 861</b>

### Note 3 Related party transactions

For intercompany balances see note 11.

Transaction/Transaction group	Counterpart	2023/24	2022/23
Purchase of goods	Group	32 007 144	23 523 139
Centralized service delivery	Group	19 383 292	14 272 827
<b>Sum</b>		<b>51 390 436</b>	<b>37 795 966</b>

### Note 4 Personnel expenses, number of employees, remuneration, loan to employees

Payroll expenses	2023/24	2022/23
Salaries/wages	118 445 212	118 324 351
Social security fees	13 061 973	14 309 095
Pension expenses	7 935 225	8 614 100
Other remuneration	2 759 077	2 931 735
<b>Total</b>	<b>142 201 487</b>	<b>144 179 280</b>

Average number of employees during the financial year	74	82
---	----	----

Salary and other remuneration to the CEO amounts to NOK 1 807 123 for the period.

The CEO is also a chair member of the board. No other salary or remuneration has been paid out to the other members of the current seated board.

#### OTP (Statutory occupational pension)

The company is required to have a pension scheme in accordance with the Norwegian law on required occupational pension ("lov om obligatorisk tjenestepensjon"). The company's pension scheme meets the requirement of this law.

#### Expensed audit fee

Expenses paid to the auditor amounts to NOK 243 386 for audit and NOK 13 463 for other services. Amounts are excluded VAT.



DocuSign Envelope ID: 75D2C77D-15C9-4C73-B952-000094693484

## Notes to the financial statement 2024

### Note 5 Intangible assets

	Intangible assets	Total
Intangible assets	2 561 232	2 561 232
Acquisition cost 30.06.2024	2 561 232	2 561 232
Accumulated depreciations 31.12	296 956	296 956
Book value 30.06.2024	2 264 276	2 264 276
This year's depreciation	156 060	156 060
Economic lifetime	10 years	
Decreciation plan	Linear	

### Note 6 Fixed assets

	Equipment, fixtures and other movables
Acquisition cost 01.07.23	16 366 312
Additions	646 276
Acquisition cost 30.06.24	17 012 588
Acc. depreciation	15 143 411
Book value 30.06.23	1 869 177
Annual depreciation	809 159
Linear depreciation	1-10 years

### Note 7 Currency

	2023/24	2023/23
Currency gains	10 135 738	13 943 602
Currency losses	11 732 340	12 896 692
Net currency losses	-1 596 602	1 046 910

### Note 8 Hedging

The company is hedge accounting. Foreign-denominated payables, receivables, cash, other short-term assets and liabilities are hedged with forward contracts. The type of hedge is called balance sheet hedging, where the company have a monthly FX-contract rate based on balance sheet forecast.

Total realized contracts for FY23/24 sums up to a financial gain of NOK 6 361 576, which is reflected in other financial income and a financial loss of NOK 6 480 514, which is reflected in other financial expenses.

As of 30.06.24 the company has bought a total of USD 3 550 000 and DKK 2 425 000 in FX-contracts, which is the balance forecast with maturity date on 31.07.24.

INTERNATIONAL SOS (MEDSITE) AS

Page 7



DocuSign Envelope ID: 75D2C77D-15C9-4C73-B952-000094693484

## Notes to the financial statement 2024

The fair value of the FX contracts at 30.06.24 is giving an unrealized loss of NOK 653 010. The amount is reflected in the balance in other current liabilities.

Fair value is derived by calculating the change in rates between the forward contract and the rates on year end.



DocuSign Envelope ID: 75D2C77D-15C9-4C73-B952-000094693484

## Notes to the financial statement 2024

### Note 9 Tax

<b>This year's tax expense</b>	<b>2024</b>	<b>2023</b>
Entered tax on ordinary profit/loss:		
Payable tax	3 820 189	4 565 885
Changes in deferred tax	151 099	17 722
<b>Tax expense on ordinary profit/loss</b>	<b>3 971 288</b>	<b>4 583 607</b>
Taxable income:		
Result before tax	18 050 902	20 820 849
Permanent differences	407	13 721
Changes in temporary differences	-686 815	-80 548
<b>Taxable income</b>	<b>17 364 494</b>	<b>20 754 022</b>
Payable tax in the balance:		
Payable tax on this year's result	2 901 329	11 986 957
Owing assessed tax from previous years	0	-4 057
<b>Total payable tax in the balance</b>	<b>2 901 329</b>	<b>11 982 900</b>

The tax effect of temporary differences that has formed the basis for deferred tax and deferred tax advantages, specified on type of temporary differences

	<b>2024</b>	<b>2023</b>	<b>Difference</b>
Tangible assets	-2 083 332	-2 770 147	-686 815
<b>Total</b>	<b>-2 083 332</b>	<b>-2 770 147</b>	<b>-686 815</b>
<b>Basis for deferred tax assets</b>	<b>-2 083 332</b>	<b>-2 770 147</b>	<b>-686 815</b>
Deferred tax assets (22 %)	-458 333	-609 432	-151 099

### Note 10 Equity

	<b>Share capital</b>	<b>Share premium reserve</b>	<b>Retained earnings</b>	<b>Total equity</b>
Equity 01.07	30 000	29 031	20 414 710	20 473 740
Annual net profit			14 079 614	14 079 614
<b>Equity 30.06</b>	<b>30 000</b>	<b>29 031</b>	<b>34 494 324</b>	<b>34 553 355</b>



DocuSign Envelope ID: 75D2C77D-15C9-4C73-B952-000094693484

## Notes to the financial statement 2024

### Note 11 Related Company balances

<b>Receivables</b>	<b>2023/24</b>	<b>2022/23</b>
Accounts receivable International SOS Assistance UK Ltd	0	2 817 438
<b>Total</b>	<b>0</b>	<b>2 817 438</b>

<b>Liabilities</b>	<b>2023/24</b>	<b>2022/23</b>
Accounts payable International SOS Assistance UK Ltd	202 010	0
Accounts payable AEA International Holdings PTE LTD	1 193	0
Accounts payable International SOS Pte Ltd Asia	2 528 044	607 319
Accounts payable International SOS IUS	35 557	95 162
Accounts payable International SOS (Medical Services) UK	0	0
Accounts payable International SOS Assistance (Pty) Ltd	0	0
Accounts payable International SOS (Malaysia) Snd Bhd	730 724	273 274
Accounts payable International SOS MEA	840 650	1 910 913
Accounts payable International SOS UK Consulting & Solutions Ltd	811 089	212 183
Accounts payable International SOS Gulf - Abu Dhabi	115 704	0
Accounts payable International SOS Health Care Services US Inc	515 832	0
Accounts payable International SOS Singapore Consulting & Solutions Pte. Ltd	119 403	0
Accounts payable International SOS Technology Services	0	0
<b>Total</b>	<b>5 900 206</b>	<b>3 098 851</b>

### Note 12 Restricted bank deposits, cash in hand etc.

	<b>2023/24</b>	<b>2022/23</b>
Restricted funds deposited in the tax deduction account	3 750 269	3 799 909
Bank warranty	1 059 531	1 000 000

### Note 13 Share capital and shareholder information

<b>Share capital</b>	<b>Number</b>	<b>Nominal value</b>	<b>Book value</b>
Ordinary shares	30 000	1	30 000

The share capital is owned by the following shareholders:

<b>Shareholders:</b>	<b>Number of shares</b>	<b>Ownership</b>
Blue Cross Travel Services B.V.	30 000	100 %



BDO AS  
Inger Bang Lunds vei 4  
5059 Bergen

To the General Meeting of International Sos (Medsite) AS

## Independent Auditor`s Report

### Opinion

We have audited the financial statements of International Sos (Medsite) AS.

The financial statements comprise:

- The balance sheet as at 30 June 2024
- The income statement for 2024
- Statement of cash flows for the year that ended 30 June 2024
- Notes to the financial statements, including a summary of significant accounting policies

In our opinion:

- The financial statements comply with applicable statutory requirements, and
- The financial statements give a true and fair view of the financial position of the Company as at 30 June 2024, and its financial performance for the year then ended in accordance with the Norwegian Accounting Act and accounting standards and practices generally accepted in Norway.

### Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Company as required by relevant laws and regulations in Norway and the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code), and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Other information

The Board of Directors and the Managing Director (management) are responsible for the other information. Other information comprises the Board of Directors' report. Our opinion on the financial statements does not cover the other information.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements 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 Board of Directors and the Managing Director for the Financial Statements

Management is responsible for the preparation of financial statements that give a true and fair view in accordance with the Norwegian Accounting Act and accounting standards and practices generally accepted in Norway, and for such internal control as management determines is necessary to enable



the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting insofar as it is not likely that the enterprise will cease operations.

#### Auditor's Responsibilities for the Audit of the Financial Statements

---

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are 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 ISAs 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 these financial statements.

For further description of Auditor's Responsibilities for the Audit of the Financial Statements reference is made to:

<https://revisorforeningen.no/revisjonsberetninger>

#### Other Matters

---

The Company's financial statements have been prepared after the statutory deadline for presenting financial statements.

BDO AS

Charlotte Bårdsen  
State Authorised Public Accountant  
(This document is signed electronically)

Penneo Dokumentnøkkel: J6VH2-TRU9E-Z80B5-6840P-GMITQ-SYLT0



# PENNEO

Signaturene i dette dokumentet er juridisk bindende. Dokument signert med "Penneo™ - sikker digital signatur". De signerende parter sin identitet er registrert, og er listet nedenfor.

"Med min signatur bekrefter jeg alle datoer og innholdet i dette dokument."

## Bårdsen, Charlotte

### Partner

På vegne av: BDO AS

Serienummer: no\_bankid:9578-5998-4-997632

IP: 188.95.xxx.xxx

2025-08-15 14:15:10 UTC



Penneo Dokumentnøkkel: J6VH2-TRU9E-Z8OB5-6840P-GMTCQ-SYLT0

Dette dokumentet er signert digitalt via [Penneo.com](https://penneo.com). De signerte dataene er validert ved hjelp av den matematiske hashverdien av det originale dokumentet. All kryptografisk bevisføring er innebygd i denne PDF-en for fremtidig validering.

Dette dokumentet er forseglest med et kvalifisert elektronisk segl. For mer informasjon om Penneos kvalifiserte tillitstjenester, se <https://eud.penneo.com>.

### Slik kan du bekrefte at dokumentet er originalt

Når du åpner dokumentet i Adobe Reader, kan du se at det er sertifisert av **Penneo A/S**. Dette beviser at innholdet i dokumentet ikke har blitt endret siden tidspunktet for signeringen. Bevis for de individuelle signatørens digitale signaturer er vedlagt dokumentet.

Du kan bekrefte de kryptografiske bevisene ved hjelp av Penneos validator, <https://penneo.com/validator>, eller andre valideringsverktøy for digitale signaturer.



## Skattedirektoratet

Saksbehandler Jeanette Munkvold Skovholt	Deres dato 13.02.2017	Vår dato 04.04.2017
Telefon 90076012	Deres referanse Alexander Amundsen	Vår referanse 2017/195852

BDO AS  
Postboks 1704 Vika  
0121 OSLO

## Tillatelse til å utarbeide årsregnskap og årsberetning på engelsk språk

Vi viser til deres brev av 13. mars 2017 der det søkes om dispensasjon fra kravet til å utarbeide årsregnskap og årsberetning på norsk språk for

- International SOS (Norge) AS org. nr. 998 510 406
- Bergen Holdingselskap AS org. nr. 998 914 485
- International SOS (Medical Services) AS org. nr. 981 921 917
- International SOS (Medsite) AS org. nr. 912 015 106

Skattedirektoratet gir på bakgrunn av en konkret helhetsvurdering ovenstående selskaper dispensasjon fra kravet til å utarbeide årsregnskap og årsberetning på norsk språk, jf. regnskapsloven § 3-4 tredje ledd. Dispensasjonen forutsetter at opplysningene som vedtaket baserer seg på ikke endres vesentlig.

Kopi av dette brevet må sendes Regnskapsregisteret i Brønnøysund sammen med årsregnskapet. Det påligger den regnskapspliktige å dokumentere ved dette brev at tillatelsen er gitt.

### Bakgrunn

Fra søknaden gjengis:

*International SOS (Norge) As er konsernspiss for den norske aktiviteten. Konsernet er 100 % eid av Blue Cross Travel Services B.V i Nederland. All rapportering foregår på engelsk og majoriteten av styret er engelskspråklige. International SOS opererer i bedriftshelsetjenester mot internasjonale aktører og internasjonal assurance hvor arbeidsspråket generelt er engelsk og all rapportering foregår på engelsk.*

En norsk oversettelse vil kun ha til formål å oppfylle regnskapslovens språkkrav.

### Skattedirektoratets vurdering

Etter regnskapsloven § 3-4 tredje ledd skal "årsregnskapet og årsberetningen ... være på norsk. Departementet kan ved ... enkeltvedtak bestemme at årsregnskapet og/eller årsberetningen kan være på et annet språk."

I Ot. prp. nr. 42 (1997-1998) Om lov om årsregnskap m.v., er det uttalt følgende om regnskapslovens formål, jf. pkt. 1.1:

Postadresse Postboks 9200 Grønland 0134 Oslo	Besøksadresse: Se <a href="http://www.skatteetaten.no">www.skatteetaten.no</a> Org.nr: 996260318 E-post: <a href="mailto:skatteetaten.no/sendepost">skatteetaten.no/sendepost</a>	Sentraltbord 800 80 000 Telefaks 22 17 08 60
--	--	---



*”Regjeringen har som siktemål at regnskapsloven skal bidra til informative regnskaper for ulike grupper av regnskapsbrukere. Regnskapsbrukerne er dels investorer og kreditorer som tilfører kapital til foretakene, og dels andre grupper som har interesse av å vite hvordan foretaket drives, f.eks. de ansatte og lokalsamfunnet. Informasjonen til kapitalmarkedet skal gi grunnlag for riktig prising av finansielle objekter. Riktig prisdannelse på aksjer er en forutsetning for at ressursbruken i samfunnsøkonomien skal bli best mulig. Gode regnskaper vil også gjøre det vanskeligere for markedsdeltakere å ta ut spekulasjonsgevinster med basis i skjevt fordelt informasjon.”*

Det fremgår således at et av hovedformålene med regnskapsloven er å bidra til *“informative regnskaper for ulike grupper av regnskapsbrukere”*. Regnskapsbrukere vil omfatte, jf. uttalelsen i proposisjonen, blant andre investorer, kreditorer, ansatte og lokalsamfunnet.

Det er etter Skattedirektoratets vurdering derfor avgjørende ved vurdering av om dispensasjon fra kravet til å utarbeide årsregnskap og/eller årsberetning på norsk kan gis, at det ikke foreligger mulige brukere av regnskapsinformasjon som blir vesentlig berørt negativt ved en eventuell dispensasjon.

Det er særlig hensynet til brukerne av regnskapsinformasjon som skal vurderes ved en dispensasjonssøknad. I denne vurderingen har Skattedirektoratet lagt vekt på at konsernspissen i Norge er heleid av et utenlandsk selskap. Eierkretsen er begrenset. Selskapet opererer i en internasjonal bransje. Arbeidsspråket er engelsk. Videre er det vektlagt at alle sentrale aktører og samarbeidspartnere innen denne bransjen behersker og benytter engelsk, og det anses at ingen øvrige brukere av regnskapsinformasjon blir negativt berørt av at årsregnskapet og årsberetningen utarbeides på engelsk språk.

Vennligst oppgi vår referanse ved henvendelser i saken.

Med hilsen

Torstein Kinden Helleland  
seniorrådgiver  
Rettsavdelingen, foretaksskatt  
Skattedirektoratet

Jeanette Munkvold Skovholt

*Dokumentet er elektronisk godkjent og har derfor ikke håndskrevne signaturer*



## Cash flow adjustment International SOS (Medsite) AS

CASH FLOW FROM OPERATIONAL ACTIVITIES	1.7.2023-30.6.2024	1.7.2022-30.6.2023
Operating result before tax	18 050 902	20 820 849
Tax paid	-12 901 761	-8 398 460
Depreciation	965 219	1 535 204
Gain on sale of tangible assets	-	-45 000
Loss on sale of financial fixed asset	-	-
Changes in inventories	-	-
Changes in receivables	4 028 009	-2 770 663
Changes in other receivables	573 305	-4 522 259
Changes in account payables	1 326 390	4 005 918
Changes in other accruals	-1 260 965	4 940 497
<b>Net cash flow from operational activities</b>	<b>10 781 099</b>	<b>15 566 086</b>
CASH FLOW FROM INVESTMENT ACTIVITIES		
Payment on purchase of tangible fixed assets	-646 276	-2 922 331
Payment on sale of tangible fixed assets		45 000
Payment on sale of investments		
<b>Net cash flow from investment activities</b>	<b>-646 276</b>	<b>-2 877 331</b>
CASHFLOW FROM FINANCING ACTIVITIES		
Payments for extraordinary dividend	-	-35 000 000
Payments for withdrawal of overdraft facilities	-	-
<b>Net cash flow from financing activities</b>	<b>-</b>	<b>-35 000 000</b>
Net change in cash and cash equivalent	10 134 823	-22 311 245
Net cash beginning of period 01.07.	35 473 096	57 784 341
<b>Net cash closing period 30.06</b>	<b>45 607 919</b>	<b>35 473 096</b>