



NP Group

# Corporate Brochure 2025







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# Our Purpose

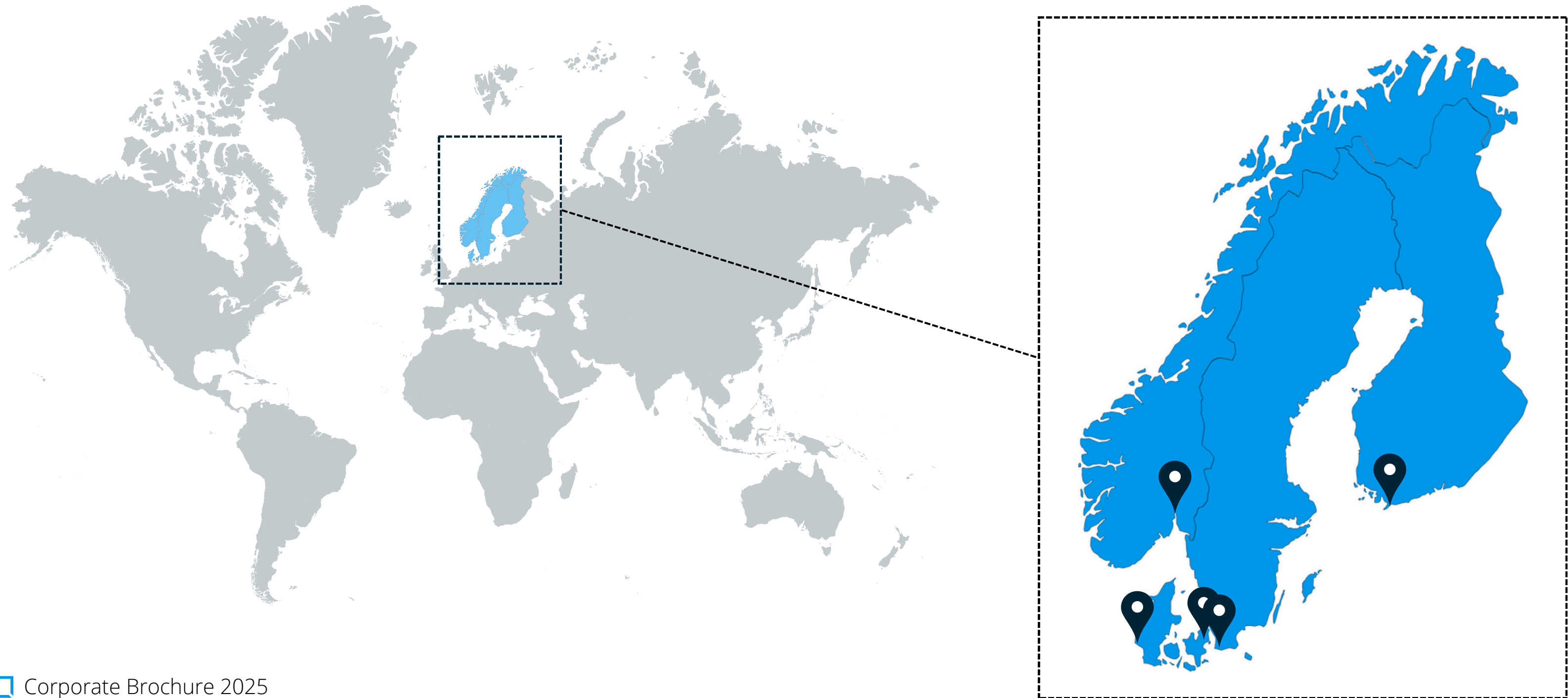
We aim to be the trusted partner in the Nordics for managing the international project-based workforce.

We empower businesses and individuals to thrive by providing comprehensive employment and business solutions while ensuring compliance, conformity and convenience.



# Our Nordic Presence

Denmark | Sweden | Norway | Finland





# Workforce Management in 2025

The traditional model of permanent employment is rapidly evolving into a more fluid, project-based approach to work.

This shift, often referred to as the "liquid workforce," is reshaping how businesses structure their workforce, how agencies manage placements, and how individuals navigate between locations and projects.

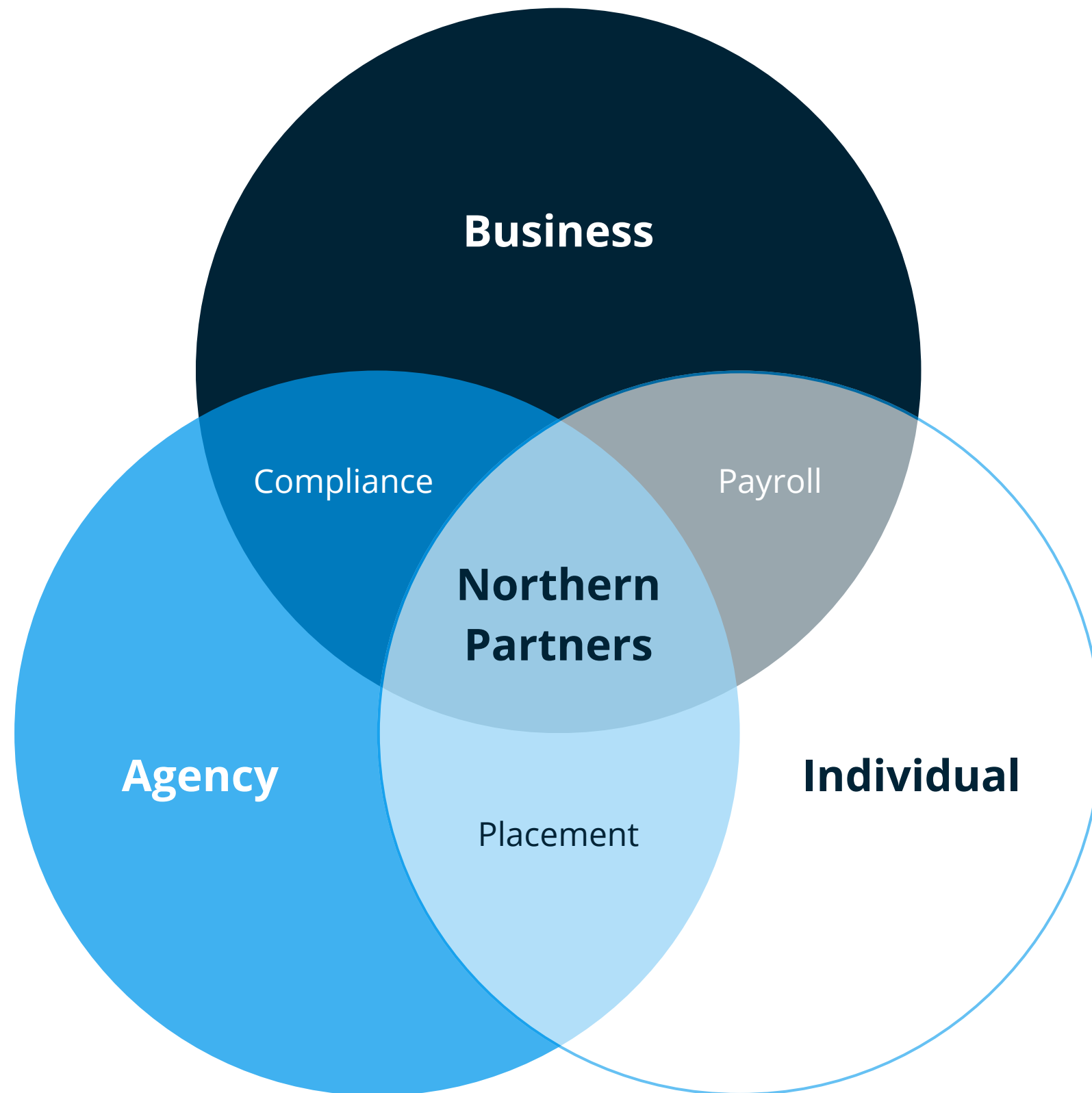
At Northern Partners, we simplify this complexity by effortlessly connecting all administrative processes.

We provide complete administrative management of the international workforce across the Nordics, ensuring a compliant, conform, and convenient experience for all stakeholders.





# Connecting Business, Agencies, and Individuals



A Workforce Management company or Employer of Record (EOR) serves as an intermediary streamlining complex contractual and employment relationships.

The agency sources and screens candidates for the business. Once a match is made, Northern Partners takes on the employer role, reducing risk and administrative burden for the Business while ensuring full contractual and employment compliance across jurisdictions.

In a typical set-up, the Individual (freelancer/consultant) works directly with the Business without being employed directly. Northern Partners serves as the intermediary managing all employment-related responsibilities including payroll, benefits, taxes, and compliance.

This three-way relationship benefits all parties: the Business gains access to talent without employment liability, the Individual receives full employment benefits and protections, and the Agency can focus on matchmaking rather than administrative tasks.

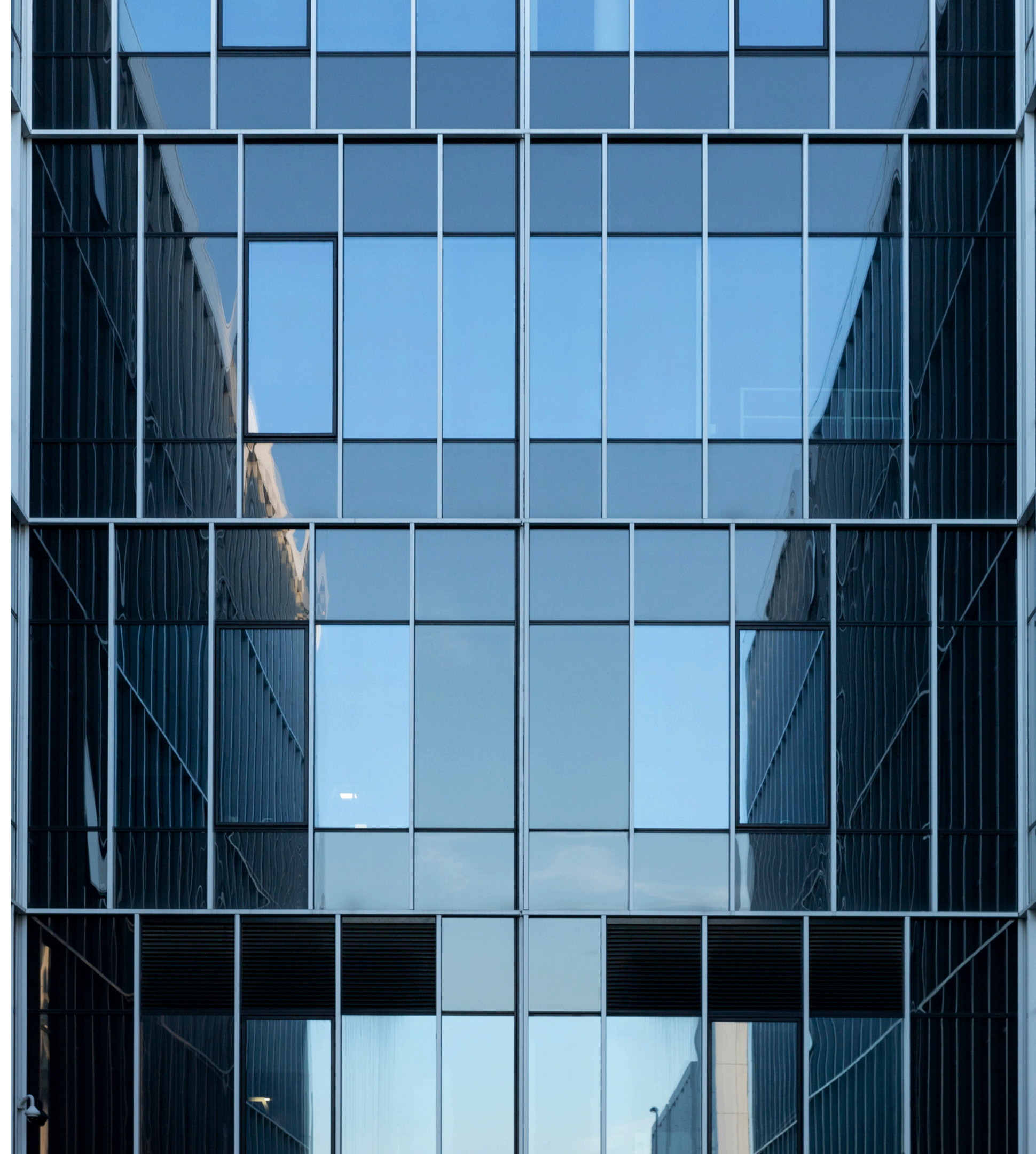


# Business – Utilizing Global Workforce

By leveraging financial flexibility, operational agility, and access to a global pool of international workforce, organizations working with time-limited and project-based assignments gain a competitive advantage.

However, engaging an international workforce outside traditional HR structures introduces potential compliance risks and operational challenges for the Business.

Northern Partners does not source or validate candidates for assignments. Instead, we provide full administrative management, mitigating risks and ensuring a seamless, compliant process when international workforce is engaged through procurement departments or subcontractors.





# Agencies – Validating and Placing

Partnering with Northern Partners provides significant strategic advantages. It allows consultancies and agencies to adapt to client needs and quickly expand into the Nordics without the need to establish local legal entities or navigate complex, ever-changing regional labor and business regulations.

By eliminating the burden of managing payroll, benefits, insurance, and compliance across Nordic jurisdictions, Northern Partners enables consultancies and agencies to focus entirely on their core business – talent sourcing and placement.

This setup simplifies the placement and management of an international workforce while ensuring competitive margins and allowing agencies to concentrate on growing their client and candidate network.





# Individuals – Convenient Employment

International Individuals working through Northern Partners gain security and stability while maintaining full professional flexibility.

Speed and agility are key differentiators, enabling them to take on projects instantly with minimal administrative hassle and costs.

We have developed comprehensive solutions that allow individuals to work flexibly across multiple locations, seamlessly combining self-employed and employed setups.

As their legal employer, we ensure regular payroll, optimized tax handling, and the administration of work permits, while providing access to key benefits such as health insurance – advantages typically associated with permanent employment.

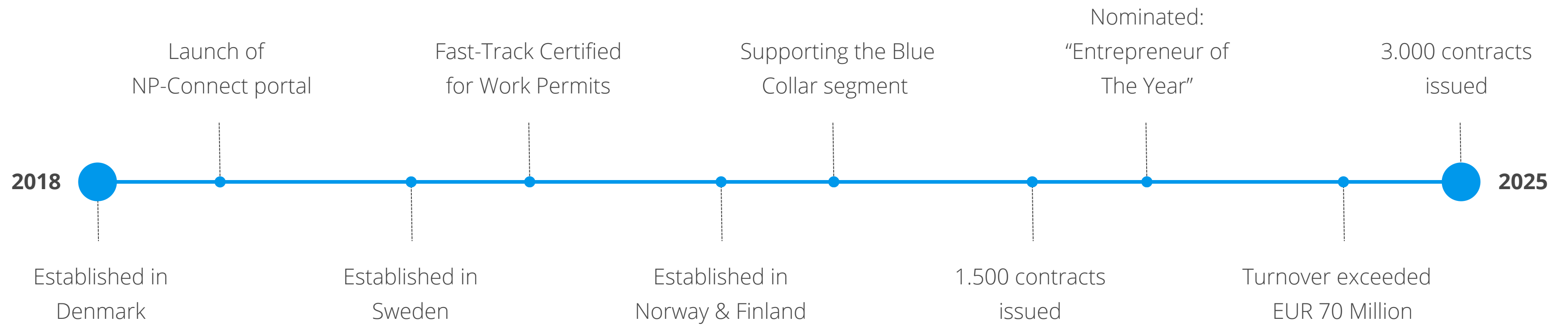






# Timeline

Est. 2018





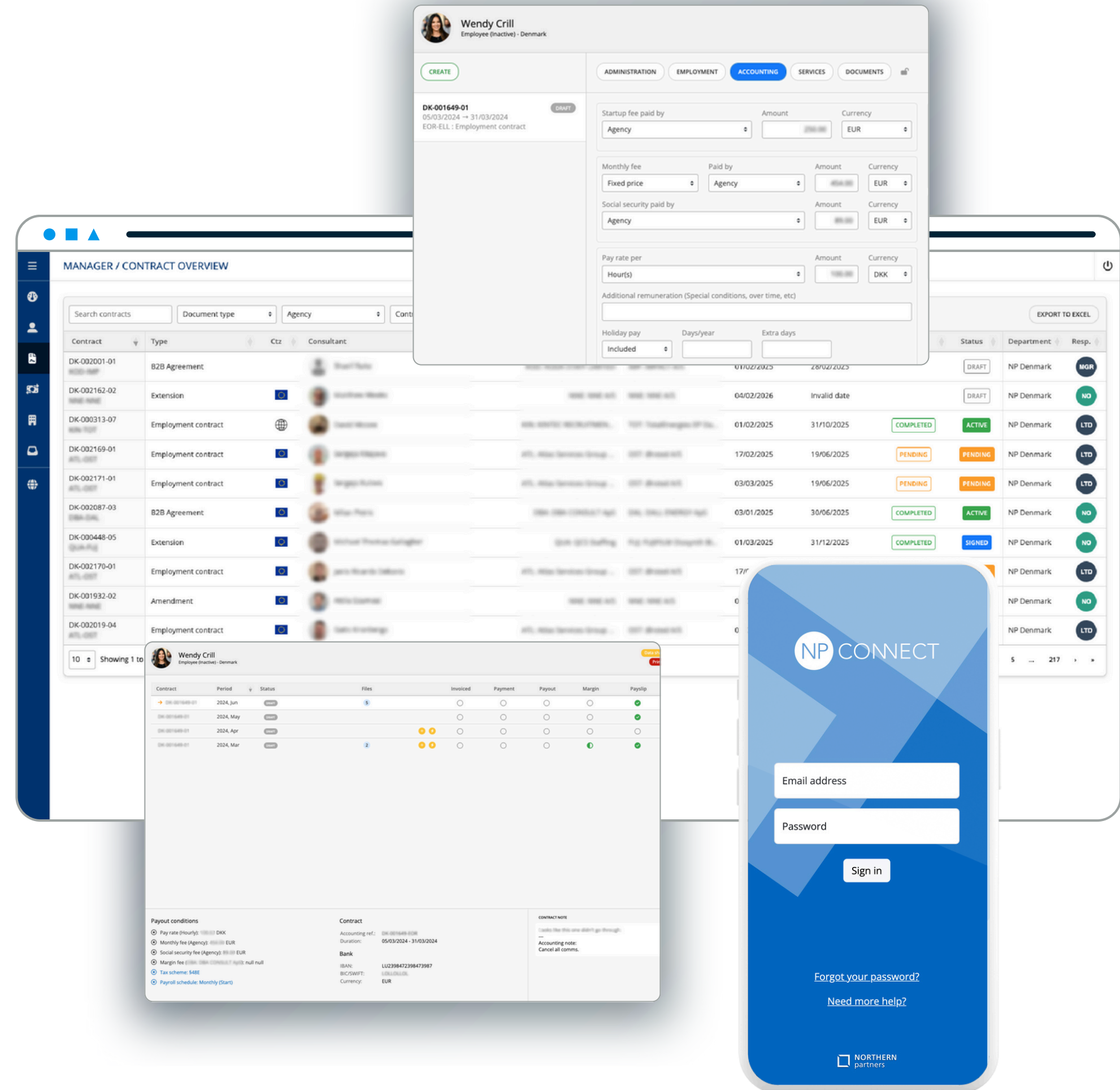
# Human X Technology

The optimal customer experience stems from a seamless integration of human expertise and technological efficiency.

At Northern Partners, we emphasize the value of human touchpoints - enabling nuanced communication, personalized support, and trust-building that technology alone cannot replicate.

At the same time, advanced technology works effortlessly in the background to optimize administrative processes. Our client-centric platform, NP-Connect, serves as the technological backbone, managing documentation, payroll scheduling, compliance checks, and other critical tasks with precision and speed.

This digital infrastructure eliminates friction, minimizes errors, and enhances efficiency and resilience – freeing up valuable time for meaningful human interactions.





# CPP - Certified Partner Program

A trusted partner is essential for minimizing your business from legal and financial risks, safeguarding your reputation, and ensuring a smooth and efficient operation.

At Northern Partners, our in-house financial and legal team conducts Know-Your-Client (KYC) checks to verify and secure relevant documentation, ensuring full transparency across all contractual relationships.

With annual financial transactions exceeding EUR 70 million, every transaction is processed through our main banking partner, providing full traceability and compliance for both domestic and international transfers.

To further enhance compliance, we issue Compliance Certificates for every individual under our management, ensuring that all employment and financial processes meet the highest regulatory standards.





# Values and impact

## Shaping the Future of Workforce Solutions

At Northern Partners, we don't just follow market trends – we anticipate and define them. Our dynamic approach ensures that we continuously refine and adapt our services to meet evolving workforce demands. By staying ahead of industry shifts, we empower businesses, agencies, and individuals with innovative, future-ready solutions.

## Responsible and Ethical Business Practices

With a low environmental footprint, our impact lies in how we conduct business and support people. We prioritize ethical employment, fair working conditions, and workforce security, ensuring compliance, transparency, and integrity in every partnership. Through digitization and responsible collaborations, we also minimize our indirect environmental impact.

## Agile Adaptation

We see change as an opportunity for growth. In a dynamic business environment, adaptability is key to maintaining resilience and competitiveness. By embracing agility, we ensure quick, strategic adjustments without compromising quality or compliance - allowing us to meet evolving client needs and regulatory requirements.



# Northern Partners

## – The People Behind

Northern Partners is led by an experienced trio of professionals, working alongside specialized in-house teams to ensure streamlined workforce management.

Managing an international workforce is not new, but its significance has grown exponentially in recent years. As pioneers in the field across the Nordics, our expertise dates back to the early 2000s, when international talent became a logical and strategic resource for businesses.

Integrity, trust, and expertise form the foundation of our company. We uphold the highest ethical standards, avoiding questionable practices and focusing on transparent, well-documented, certified, and audited services.







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# We are Northern Partners

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