



Company announcement

Copenhagen, 16 April 2026

No. 23/2026

Results of the Annual General Meeting of ISS A/S

Today, ISS A/S (the “Company”), held its Annual General Meeting at ISS A/S, Buddingevej 197, DK-2860 Søborg, Denmark.

Resolutions adopted at the Annual General Meeting

- The Annual Report for 2025 as well as its proposed distribution of profit for 2025 with a dividend of DKK 3.2 per share of nominally DKK 1.
- Discharge of liability to members of the Board of Directors and the Executive Group Management Board.
- Approval of the Remuneration Report for 2025 (advisory vote).
- Approval of remuneration to the Board of Directors for 2026 in accordance with the proposal by the Board of Directors.

Elections

- Re-election of Niels Smedegaard, Jens Bjørn Andersen, Lars Petersson, Kelly L. Kuhn, Ben Stevens, Reshma Ramachandran, Henriette Hallberg Thygesen and Henrik Lind as members of the Board of Directors.
- Re-election of PricewaterhouseCoopers Statsautoriseret Revisionspartnerselskab as the Company’s auditor in respect of statutory financial and sustainability reporting, in accordance with the recommendation from the Audit and Risk Committee.

Proposals adopted at the Annual General Meeting

- Authorisation to the Board of Directors in the period until the annual general meeting in 2027 to approve the Company’s acquisition of treasury shares, on one or more occasions, with a total nominal value of up to 15% of the share capital of the Company, subject to the Company’s holding of treasury shares after such acquisition not exceeding 15% of the Company’s share capital.
- Reduction of the Company’s share capital from nominally DKK 174,200,000 to nominally DKK 160,000,000 by cancellation of own shares. The updated Articles of Association

reflecting the capital reduction will be made public after expiry of the creditors' notification period and completion of the capital reduction.

- Amendment of Article 5.1 of the Articles of Association regarding the general meeting venue due to new region naming, whereby the geographical reference is changed to the Greater Copenhagen area.
- Approval of the updated Remuneration policy as proposed by the Board of Directors.

Articles of Association

Updated Articles of Association, as approved at the Annual General Meeting today, are attached.

Constitution of the Board of Directors

After the Annual General Meeting, the Board of Directors constituted itself by electing Niels Smedegaard as Chair of the Board of Directors and Jens Bjørn Andersen as Deputy Chair of the Board of Directors.

For investor enquiries

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