Company announcement

Copenhagen, 1 September 2025

No. 51/2025

Transactions in connection with share buyback programme

ISS A/S, a leading workplace experience and facility management company, announced on 20 February 2025 a new share buyback programme, see company announcement no. 12/2025. The share buyback programme is executed in accordance Regulation (EU) No 596/2014 of the European Parliament and of the Council of 16 April 2014 (the "Market Abuse Regulation") and the Commission Delegated Regulation (EU) 2016/1052 of 8 March 2016, also referred to as the Safe Harbour Regulation.

Through the programme, ISS wishes to redistribute excess cash to shareholders. The purpose of the share buy-back programme is to (i) reduce the share capital and (ii) meet obligations arising from ISS' share-based incentive programmes.

Under the programme, ISS will repurchase shares for a maximum consideration of DKK 3,000 million, including approx. DKK 1,250 million related to the completed first tranche, over a 12-month period from 20 February 2025 to 13 February 2026 at the latest, both days inclusive. The second tranche of up to DKK 1,750 million commenced on 12 August 2025 and will complete no later than 13 February 2026.

The following transactions have been made under the programme:

	Number of shares	Average purchase price, DKK	Transaction value, DKK
Accumulated, last announcement	8,040,554	170.51	1,371,026,944
25 August 2025	67,000	192.71	12,911,282
26 August 2025	85,000	190.95	16,230,335
27 August 2025	87,000	189.17	16,457,393
28 August 2025	95,000	186.35	17,703,611
29 August 2025	69,000	186.39	12,860,938
Accumulated under the programme	8,443,554	171.40	1,447,190,498

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Following the transactions stated above, ISS A/S owns a total of 7,541,633 treasury shares corresponding to 4.33% of the total share capital.

In accordance with the Market Abuse Regulation, the details of each transaction made under the share buyback programme are enclosed.

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