

Notification form for transactions by for Reporting Persons and closely associated persons

| 1 | Details of the person discharging managerial responsibilities/person closely associated | | | | | |
|----------|--|--|----------|-----------|----------|--------|
| a) | Name | Jacob Aarup-Andersen | | | | |
| 2 | Reason for the notification | | | | | |
| a) | Position/status | Group CEO and member of the Executive Group Management Board | | | | |
| b) | Initial notification/Amendment | Initial notification | | | | |
| 3 | Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor | | | | | |
| a) | Name | ISS A/S | | | | |
| b) | LEI | 213800LEZA58SZNCBN19 | | | | |
| 4 | Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted | | | | | |
| a) | Description of the financial instrument, type of instrument Identification code | Share of ISS A/S (ISIN DK 0060542181) | | | | |
| b) | Nature of the transaction | Delivery of shares upon vesting of PSUs granted under the Long-term Incentive Programme | | | | |
| c) | Price(s) and volume(s) | <table border="1"> <thead> <tr> <th>Price(s)</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>DKK 0.00</td> <td>14,736</td> </tr> </tbody> </table> | Price(s) | Volume(s) | DKK 0.00 | 14,736 |
| Price(s) | Volume(s) | | | | | |
| DKK 0.00 | 14,736 | | | | | |
| d) | Aggregated information - Aggregated volume - Price | | | | | |
| e) | Date of the transaction | 2023-03-01 | | | | |
| f) | Place of the transaction | Outside a trading venue | | | | |