Company announcement

Copenhagen, 30 March 2026

No. 20/2026

Transactions in connection with share buyback programme

ISS A/S, a leading workplace experience and facility management company, announced on 19 February 2026 a new share buyback programme, see company announcement no. 10/2026. 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 2.5 billion from 19 February 2026 to 22 February 2027 at the latest, both days inclusive. The first tranche of the programme of up to DKK 1.25 billion commenced on 19 February 2026 and will complete no later than 7 August 2026.

The following transactions have been made under the programme:

	Number of shares	Average purchase price, DKK	Transaction value, DKK
Accumulated, last announcement	**1,029,296**	**223.79**	**230,349,255**
23 March 2026	14,632	217.96	3,189,176
24 March 2026	46,467	225.91	10,497,379
25 March 2026	36,084	228.56	8,247,316
26 March 2026	11,276	230.25	2,596,343
27 March 2026	78,477	231.28	18,149,800
Accumulated under the programme	**1,216,232**	**224.49**	**273,029,268**

Following the transactions stated above, ISS A/S owns a total of 15,164,607 treasury shares corresponding to 8.71% 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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About ISS

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