



Company announcement

Copenhagen, 1 March 2023

No. 06/2023

Vesting of Performance Share Units and Restricted Share Units and delivery of ISS shares on 1 March 2023

ISS A/S (ISS.CO, ISS DC, ISSDY), a leading workplace experience and facility management company, discloses the data of the transaction(s) made in ISS shares by the company's board members, executives ("PDMRs") and their associated persons in accordance with Article 19 of Regulation No. 596/2014 on market abuse.

With reference to the long-term incentive programme (LTIP) and the special incentive programme (SIP) from 2020, the following Performance Share Units ("PSUs") and Restricted Share Units ("RSUs") have vested, and a corresponding number of ISS shares have been delivered on 1 March 2023 to the PDMRs listed below:

Name	Type	Units	New share holding
Jacob Aarup-Andersen, Group CEO	PSUs	14,736	179,736
Kasper Fangel, Group CFO	PSUs	4,661	17,575
Nada Elboayadi, Employee elected Board member	RSUs	2,544	2,544
Elsie Yiu, Employee elected Board member	PSUs	1,094	1,094

The details of the described transactions can be found in the attached notifications.

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About ISS

ISS is a leading, global provider of workplace and facility service solutions. In partnership with customers, ISS drives the engagement and well-being of people, minimises the impact on the environment, and protects and maintains property. ISS brings all of this to life through a unique combination of data, insight and service excellence at offices, factories, airports, hospitals and other locations across the globe. ISS has more than 350,000 employees around the globe, who we call "placemakers". In 2022, Group revenue was DKK 76.5 billion. For more information on the ISS Group, visit www.issworld.com.