



Company announcement

Copenhagen, 12 April 2019

No. 07/2019

Accelerated Growth Award for Executive Group Management and certain other employees

ISS A/S (ISS.CO, ISS DC, ISSDY), a leading global provider of facility services, has implemented a special once-only Accelerated Growth Award for the Executive Group Management and certain other employees in the ISS Group.

In the company announcement 10/2018 on 10 December 2018, ISS announced the ambition to increase organic growth by accelerating the transition towards key account customers. The Accelerated Growth Award is a one-time grant intended to support the successful execution hereof.

Under the Accelerated Growth Award, participants are entitled to receive a number of performance-based share units ("PSUs"). Each PSU will upon vesting entitle each participant to receive one share in ISS at no cost.

Vesting of PSUs are subject to fulfilment of three performance indicators relating to: (i) profit margin, (ii) organic growth, and (iii) free cash flow conversion.

The performance period under the Accelerated Growth Award will be 14 months starting from 1 January 2019. 331,350 PSUs are expected to be awarded under the Accelerated Growth Award with an aggregate fair market value of DKK 60 million. The Accelerated Growth Award and the grant hereof is in accordance with ISS A/S' Overall Guidelines for Incentive Pay and Remuneration Policy.

The Accelerated Growth Award is described in the Remuneration Report in ISS A/S' annual report for 2018 which was adopted at the Annual General Meeting on 10 April 2019. Further details on vesting will be announced in the Remuneration Report in the annual report for 2019.

For investor enquiries

Martin Kjær Hansen, Head of Group Investor Relations, +45 3817 6431

Louisa Baruch Larsson, Senior Investor Relations Manager, +45 3817 6338

For media enquiries

Rajiv Arvind, Senior Communications Manager, +45 38 17 62 11

About ISS

ISS helps the world work better. 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. In 2018, ISS Group's global revenue amounted to DKK 73.6 billion. ISS has operations in more than 70 countries with 485,908 employees spread across Europe, Asia-Pacific and the Americas. For more information on the ISS Group, visit www.issworld.com