

**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	Kasper Fangel				
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>26,474</td> </tr> </tbody> </table>	Price(s)	Volume(s)	DKK 0.00	26,474
Price(s)	Volume(s)					
DKK 0.00	26,474					
d)	Aggregated information - Aggregated volume - Price					
e)	Date of the transaction	2025-03-01				
f)	Place of the transaction	Outside a trading venue				