



Company announcement

Copenhagen, 3 March 2025

No. 18/2025

Vesting of Performance Share Units and delivery of ISS shares on 1 March 2025

ISS A/S, 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) from 2022, the following Performance Share Units ("PSUs") have vested, and a corresponding number of ISS shares have been delivered on 1 March 2025 to the PDMRs listed below:

Name	Type	Units	New share holding
Kasper Fangel, Group CEO	PSUs	26,474	69,420.73
Rune Christensen, Employee elected Board member	PSUs	2,480	5,730

Subsequently, Rune Christensen, Employee elected Board member, has reported the sale of 1,730 shares, and now holds a total of 4,000 shares in the company.

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

For investor enquiries

Michael Vitfell-Rasmussen, Head of Group Investor Relations, +45 53 53 87 25

For media enquiries

Charlotte Holm, Head of External Communication, +45 41 76 19 89

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 325,000 employees around the globe, who we call "placemakers". In 2024, Group revenue was DKK 83.7 billion. For more information on the ISS Group, visit www.issworld.com.

ISS A/S, ISIN DK0060542181, ISS Global A/S, ISIN XS2013618421, ISIN XS1673102734, ISIN XS2832954270, ISS Finance B.V., ISIN XS2199343513