

Managers transaction

Template for notification

Template for notification and public disclosure of transactions by persons discharging managerial responsibilities and persons closely associated with them

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

First submission

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)

0

c) Volume(s)

47,378

d) Aggregated information - Aggregated volume - Price

Aggregated volume: 47,378 shares

e) Date of the transaction

01-03-2026

f) Place of the transaction

Outside a trading venue