



## Company announcement

Copenhagen, 18 March 2015

No. 7/2015

# Reporting of transactions in accordance with section 28a of the Securities Trading Act

In accordance with ISS A/S' Overall Guidelines for Incentive Pay, the Board of Directors of ISS A/S has today granted 775,760 performance share units ("PSUs") of which a total of 98,034 PSUs have been granted to the Executive Group Management Board and a total of 677,726 PSUs have been granted to certain other employees. Reference is made to company announcement 9/2014 regarding implementation of incentive programs.

Furthermore, in accordance with ISS A/S' Overall Guidelines for Incentive Pay, 1/3 of the cash bonus awarded under ISS A/S' Short-term Incentive Programme has been settled in restricted share units ("RSUs").

Under the ISS A/S' Transition Share Programme, a maximum of 50% of the PSUs granted are eligible for vesting and each PSU will to the extent vested entitle the holder to receive one share in ISS A/S at no cost.

Pursuant to section 28a of the Danish Securities Trading Act, the following transactions in shares of ISS A/S have been reported by the Executive Group Management Board:

Name	Jeff Gravenhorst
Reason	Group CEO and member of the Executive Group Management Board
Issuer	ISS A/S
ISIN	DK0060542181
Transactions	Received shares upon vesting of performance share units granted under the Transition Share Programme  Received performance share units under the Long-term Incentive Programme which are conditional upon fulfilment of certain performance targets in 2015, 2016 and 2017

	Received restricted share units equal to the deferred part (1/3) of the annual performance based cash bonus awarded under the Short-term Incentive Programme
Type of securities	Transition Share Programme: Shares Long-term Incentive Programme: Performance share units Short-term Incentive Programme: Restricted share units
Trading date (grant date)	18 March 2015
Trading market	Transition Share Programme: NASDAQ OMX Copenhagen A/S Long-term Incentive Programme: N/A Short-term Incentive Programme: N/A
Number of securities	Transition Share Programme: 22,846 Long-term Incentive Programme: 37,301 (assuming 100% vesting) Short-term Incentive Programme: 7,130 (assuming 100% vesting)
Market value, DKK	Transition Share Programme: 5,115,219 Long-term Incentive Programme: 8,291,241 (assuming 100% vesting) Short-term Incentive Programme: 1,596,491 (assuming 100% vesting)

Name	Heine Dalsgaard
Reason	Group CFO and member of the Executive Group Management Board
Issuer	ISS A/S
ISIN	DK0060542181
Transactions	Received shares upon vesting of performance share units granted under the Transition Share Programme Received performance share units under the Long-term Incentive Programme which are conditional upon fulfilment of certain performance targets in 2015, 2016 and 2017

	Received restricted share units equal to the deferred part (1/3) of the annual performance based cash bonus awarded under the Short-term Incentive Programme
Type of securities	Transition Share Programme: Shares Long-term Incentive Programme: Performance share units Short-term Incentive Programme: Restricted share units
Trading date (grant date)	18 March 2015
Trading market	Transition Share Programme: NASDAQ OMX Copenhagen A/S Long-term Incentive Programme: N/A Short-term Incentive Programme: N/A
Number of securities	Transition Share Programme: 13,353 Long-term Incentive Programme: 20,200 (assuming 100% vesting) Short-term Incentive Programme: 5,557 (assuming 100% vesting)
Market value, DKK	Transition Share Programme: 2,989,737 Long-term Incentive Programme: 4,522,780 (assuming 100% vesting) Short-term Incentive Programme: 1,244,123 (assuming 100% vesting)

Name	Henrik Andersen
Reason	Group COO EMEA and member of the Executive Group Management Board
Issuer	ISS A/S
ISIN	DK0060542181
Transactions	Received shares upon vesting of performance share units granted under the Transition Share Programme  Received performance share units under the Long-term Incentive Programme which are conditional upon fulfilment of certain performance targets in 2015, 2016 and 2017

	Received restricted share units equal to the deferred part (1/3) of the annual performance based cash bonus awarded under the Short-term Incentive Programme
Type of securities	Transition Share Programme: Shares Long-term Incentive Programme: Performance share units Short-term Incentive Programme: Restricted share units
Trading date (grant date)	18 March 2015
Trading market	Transition Share Programme: NASDAQ OMX Copenhagen A/S Long-term Incentive Programme: N/A Short-term Incentive Programme: N/A
Number of securities	Transition Share Programme: 13,753 Long-term Incentive Programme: 20,603 (assuming 100% vesting) Short-term Incentive Programme: 5,723 (assuming 100% vesting)
Market value, DKK	Transition Share Programme: 3,079,297 Long-term Incentive Programme: 4,613,012 (assuming 100% vesting) Short-term Incentive Programme: 1,281,447 (assuming 100% vesting)

Name	John Peri
Reason	Group COO Americas & APAC and member of the Executive Group Management Board
Issuer	ISS A/S
ISIN	DK0060542181
Transactions	Received shares upon vesting of performance share units granted under the Transition Share Programme  Received performance share units under the Long-term Incentive Programme which are conditional upon fulfilment of certain performance targets in 2015, 2016 and 2017

	Received restricted share units equal to the deferred part (1/3) of the annual performance based cash bonus awarded under the Short-term Incentive Programme
Type of securities	Transition Share Programme: Shares Long-term Incentive Programme: Performance share units Short-term Incentive Programme: Restricted share units
Trading date (grant date)	18 March 2015
Trading market	Transition Share Programme: NASDAQ OMX Copenhagen A/S Long-term Incentive Programme: N/A Short-term Incentive Programme: N/A
Number of securities	Transition Share Programme: 13,353 Long-term Incentive Programme: 20,200 (assuming 100% vesting) Short-term Incentive Programme: 5,557 (assuming 100% vesting)
Market value, DKK	Transition Share Programme: 2,989,737 Long-term Incentive Programme: 4,522,780 (assuming 100% vesting) Short-term Incentive Programme: 1,244,123 (assuming 100% vesting)

Name	Jeff Gravenhorst
Reason	Group CEO and member of the Executive Group Management Board
Issuer	ISS A/S
ISIN	DK0060542181
Transaction	Sale
Type of security	Shares
Trading date	17 March 2015
Trading market	NASDAQ OMX Copenhagen A/S
Number of shares	15,434
Market value, DKK	3,431,260

Name	Heine Dalsgaard
Reason	Group CFO and member of the Executive Group Management Board
Issuer	ISS A/S
ISIN	DK0060542181
Transaction	Sale
Type of security	Shares
Trading date	18 March 2015
Trading market	NASDAQ OMX Copenhagen A/S
Number of shares	20,000
Market value, DKK	4,441,760

Name	Henrik Andersen
Reason	Group COO EMEA and member of the Executive Group Management Board
Issuer	ISS A/S
ISIN	DK0060542181
Transaction	Sale
Type of security	Shares
Trading date	18 March 2015
Trading market	NASDAQ OMX Copenhagen A/S
Number of shares	8,711
Market value, DKK	1,952,048

Name	Cecilia Nygaard Andersen
Reason	Related person to Henrik Andersen, Group COO EMEA and member of the Executive Group Management Board
Issuer	ISS A/S
ISIN	DK0060542181
Transaction	Gift
Type of security	Shares

Trading date	18 March 2015
Trading market	NASDAQ OMX Copenhagen A/S
Number of shares	250
Market value, DKK	56,023

Name	Victoria Nygaard Andersen
Reason	Related person to Henrik Andersen, Group COO EMEA and member of the Executive Group Management Board
Issuer	ISS A/S
ISIN	DK0060542181
Transaction	Gift
Type of security	Shares
Trading date	18 March 2015
Trading market	NASDAQ OMX Copenhagen A/S
Number of shares	250
Market value, DKK	56,023

#### **For media enquiries**

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#### **About ISS**

The ISS Group was founded in Copenhagen in 1901 and has grown to become one of the world's leading Facility Services companies. ISS offers a wide range of services such as: Cleaning, Catering, Security, Property and Support Services as well as Facility Management. Global revenue amounted to DKK 74.1 billion in 2014 and ISS has more than 510,000 employees and activities in more than 75 countries across Europe, Asia, North America, Latin America and Pacific, serving thousands of both public and private sector customers. For more information on the ISS Group, visit [www.issworld.com](http://www.issworld.com).