



Company announcement

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Pierre-François Riolacci new CFO of ISS

ISS A/S (ISS.CO, ISS DC, ISSDY), a leading global provider of facility services, today announced that Pierre-François Riolacci has been appointed Group Chief Financial Officer. He will join ISS in early November 2016 and will be based in the Group's Headquarters in Copenhagen, Denmark.

Pierre-François Riolacci joins ISS from Air France-KLM, where he has been Chief Financial Officer since 2013. The French-Dutch airline is a leading European airline with passenger transportation, cargo transportation and aeronautical maintenance business lines. Air France-KLM is publicly listed on Euronext.

Prior to joining Air France-KLM, Pierre-François spent 13 years with Veolia Environment, most recently as Chief Financial Officer and a member of the Executive Committee. His earlier career with Veolia includes roles as Advisor to the CFO, Head of Controlling & Planning and Director of Finance. Veolia is a Euronext listed international provider of water management, waste management and energy services, employing more than 300,000 people, and with operations in 48 countries. Pierre-François' earlier career also includes 11 years with ELF in various financial roles, including Deputy Head of Investor Relations.

Pierre-François holds a Master's degree in Commercial Law and Tax from Paris II Panthéon-Assas, and a degree in Public Service, Finance from Institut d'Etudes Politiques in Paris.

Jeff Gravenhorst, Group Chief Executive Officer, ISS A/S, said:

"Pierre-Francois is a very strong addition to the senior leadership team of ISS. He brings a wealth of finance leadership experience with listed global companies to ISS, as well as more than 15 years of relevant international experience within the service sector. I am indeed looking forward to welcoming Pierre-Francois to ISS and to our Executive Group Management Board."

Pierre-Francois Riolacci said:

"I am very excited to join ISS. I know the industry well and I have always seen ISS as a market leader in the global facility services arena. In my view ISS has a strong positive reputation with high potential for continued growth and

success. I am very much looking forward to joining the ISS senior leadership team and to playing my part in shaping the future success of the business.”

Lord Allen of Kensington Kt CBE
Chairman of the Board

Jeff Gravenhorst
Group CEO

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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 79.6 billion in 2015 and ISS has approximately 500,000 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.