



PROXY / VOTE BY CORRESPONDENCE
for the Annual General Meeting of ISS A/S on 2 April 2020 at 11:00 (CET)

Name and address: _____

This form must be returned to:

VP account number: _____

Computershare A/S
Lottenborgvej 26 D, floor 1
DK-2800 Kgs. Lyngby
Denmark
E-mail: gf@computershare.dk

NB! VP account number MUST be indicated to identify you as a shareholder.

VP account number is basically the same as your account number. In some cases, the VP account number is your account number plus prefix identification number of your bank. If in doubt, please contact your bank.

Nomination of proxy / voting by correspondence

If you do not wish to attend or are prevented from attending the general meeting, you may vote by correspondence or appoint a person as your proxy to represent you at the general meeting. This can be done electronically via ISS A/S' shareholder portal at <http://inv.issworld.com/shareholderportal> by using NemID, or username and password, or by completing and returning this form.

PLEASE TICK ONE BOX ONLY:

☐ **I hereby give proxy to the chairman of the Board of Directors** (with a right of substitution) to vote on my/our behalf at the general meeting in accordance with the Board of Directors' recommendations below.

☐ **I hereby give proxy to:**

Name and address (please use capital letters)

☐ I request an admission card for an adviser to my proxy holder:

Name and address (please use capital letters)

☐ **Proxy instructions:** In the table below, I have indicated how I wish the chairman of the Board of Directors (with a right of substitution) to vote on my behalf at the general meeting (please note that this proxy will only be used if a vote is requested by a shareholder at the Annual General Meeting).

☐ **Voting by correspondence:** In the table below, I have indicated how I wish to vote at the general meeting (please note that votes by correspondence cannot be withdrawn, and that such will also be cast in case of proposed amendments to the items on the agenda).

Agenda (The full agenda and complete proposals are set out in the notice)	FOR	AGAINST	ABSTAIN	Board of Directors' recommendations
1. The Board of Directors' report on the Company's activities in the past financial year (not up for vote)	-		-	-
2. Adoption of the annual report for 2019	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	FOR
3. Distribution of profit according to the adopted annual report	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	FOR
4. Resolution to grant discharge of liability to members of the Board of Directors and the Executive Group Management Board	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	FOR
5. Authorisation to acquire treasury shares	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	FOR
6. Approval of the remuneration to the Board of Directors for the current financial year	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	FOR
7. Election of members to the Board of Directors:	-		-	
a) Lord Allen of Kensington Kt CBE	<input type="checkbox"/>		<input type="checkbox"/>	FOR
b) Valerie Beaulieu	<input type="checkbox"/>		<input type="checkbox"/>	FOR
c) Claire Chiang	<input type="checkbox"/>		<input type="checkbox"/>	FOR
d) Henrik Poulsen	<input type="checkbox"/>		<input type="checkbox"/>	FOR
e) Søren Thorup Sørensen	<input type="checkbox"/>		<input type="checkbox"/>	FOR
f) Ben Stevens	<input type="checkbox"/>		<input type="checkbox"/>	FOR
g) Cynthia Mary Trudell	<input type="checkbox"/>		<input type="checkbox"/>	FOR
8. Election of Ernst & Young P/S as auditor	<input type="checkbox"/>		<input type="checkbox"/>	FOR
9. Proposals from the Board of Directors	-		-	-
a) Update of Remuneration Policy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	FOR
10. Any other business (not up for vote)	-		-	-

If you have not ticked off type of proxy or voting by correspondence, but otherwise have ticked off the items on the agenda in the table above, the form will be considered as a vote by correspondence. If the form is only dated and signed, it will be considered as a proxy to the chairman of the Board of Directors (with a right of substitution) to vote in accordance with the Board of Directors' recommendations as set out in the table above.

Date: _____

Signature: _____

Please note that neither ISS A/S (CVR no. 28 50 47 99) nor the registrar can be held responsible for any delay in submitting the form. Proxies must be received no later than **Friday 27 March 2020 at 23:59 (CET)** – however, for votes by correspondence the form shall be received no later than **Wednesday 1 April 2020 at 16:00 (CET)** – either by submitting a completed, dated and signed form by ordinary mail to Computershare A/S, Lottenborgvej 26 D, floor 1, DK-2800 Kgs. Lyngby, Denmark, or by e-mailing a scanned version to gf@computershare.dk. Proxies or votes by correspondence may also be granted or submitted electronically before the relevant deadline through ISS A/S' shareholder portal at <http://inv.issworld.com/shareholderportal>.