



Company announcement

Copenhagen, 21 March 2016

No. 11/2016

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

Reference is made to company announcement 9/2014 regarding implementation of incentive programs.

Under the ISS A/S Transition Share Programme, a maximum of 50 % of the performance share units ("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. After this vesting, no further PSUs are outstanding and the Transition Share Programme has ended.

Of the restricted share units ("RSUs"), which were received in settlement of the deferred cash bonus awarded under ISS A/S' Short-term Incentive Programme for the financial year 2014, 50 % has now vested.

Pursuant to section 28a of the Danish Securities Trading Act, the following transactions in securities 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 shares equal to 50% of the restricted share units received in settlement of the deferred part (1/3) of the annual performance based cash bonus awarded for the financial year 2014 under the Short-term Incentive Programme

Type of securities	Transition Share Programme: Shares Short-term Incentive Programme: Shares
Trading date (vesting)	18 March 2016
Trading market	Transition Share Programme: Nasdaq Copenhagen A/S Short-term Incentive Programme: Nasdaq Copenhagen A/S
Number of securities	Transition Share Programme: 24,863 (allocated upon vesting) Short-term Incentive Programme: 3,565 (allocated upon vesting)
Market value, DKK	Transition Share Programme: 6,260,503.40 Short-term Incentive Programme: 897,667.00

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 shares equal to 50% of the restricted share units received in settlement of the deferred part (1/3) of the annual performance based cash bonus awarded for the financial year 2014 under the Short-term Incentive Programme
Type of securities	Transition Share Programme: Shares Short-term Incentive Programme: Shares
Trading date (vesting)	18 March 2016
Trading market	Transition Share Programme: Nasdaq Copenhagen A/S Short-term Incentive Programme: Nasdaq Copenhagen A/S
Number of securities	Transition Share Programme: 14,532 (allocated upon vesting) Short-term Incentive Programme: 2,778 (allocated upon vesting)

Market value, DKK	Transition Share Programme: 3,659,157.60 Short-term Incentive Programme: 699,500.40
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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 505,000 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.

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