



Investor Relations Policy

ISS A/S

CVR no. 28 50 47 99



Investor Relations Policy of ISS A/S

This Investor Relations Policy contains the policy and guiding principles for ISS' communication with investors, analysts and other stakeholders in the financial markets.

Our policy in respect of investors is as follows:

- We will ensure that investors have adequate and equal access to relevant information by communicating to the financial markets in an accurate, timely and high quality manner to facilitate regular trading and a fair pricing of ISS' shares and other financial instruments, if any;
- We operate according to good corporate governance principles; and
- We comply at all times with the rules and regulations for companies listed on Nasdaq Copenhagen and rules applicable to ISS financial instruments traded on other financial markets.

Our aspirations in respect of investor relations are as follows:

- We strive to ensure that ISS is recognised as an honest, open and reliable company by the investor community;
- We strive to be well known among institutional investors as well as among private investors, and we seek to achieve this by communicating with the investors, analysts and other stakeholders in the financial markets through company announcements, press releases, conference calls, investor presentations, meetings, capital market days, ISS' website and direct communication with key stakeholders; and
- We aim to maintain a wide coverage by analysts.

Company announcements and financial reports

ISS' company announcements are published in accordance with Danish legislation and rules for companies listed on Nasdaq Copenhagen and will be made available in English and, if decided by the Board of Directors, in Danish, on ISS' website immediately after release.

Annual reports and interim financial reports will be published in English and, if decided by the Board of Directors, in Danish.



For a period of four weeks prior to the release of annual and interim financial reports, ISS does not comment on any matters related to financial results or expectations and will not take part in meetings or presentations with analysts or investors.

Conference calls, meetings and presentations

Upon release of annual and interim financial reports, ISS will host investor presentations.

In addition to company announcements and financial reports, ISS engages in communication with investors, analysts and other stakeholders through conference calls, meetings, investor presentations, capital market days, etc.

Investor Relations section on ISS' website

ISS has an Investor Relations section on its corporate website, which will include share and investor related information, company announcements, financial calendar, presentations and audiocasts from events as well as a number of other investor related matters. The Investor Relations section also enables subscription to company announcements, ISS news etc. The contact information for ISS' Investor Relations department can also be found at the Investor Relations section on ISS' corporate website.

ISS' spokespersons

The following persons are authorised to communicate with the investor community in respect of the ISS Group's investor relations activities:

- The Chairman of the Board of Directors
- The Group CEO
- The Group CFO
- The Head of Group Treasury
- Investor Relations

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Approved by the Board of Directors of ISS A/S on 16 December 2016.