



## Company Announcement

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### Heine Dalsgaard to step down as CFO

ISS A/S (ISS.CO, ISS DC), a leading global provider of facility services, today announced that Group CFO Heine Dalsgaard has accepted the position as CFO of Carlsberg A/S, the international beer producer. He will continue in his current role at ISS until a successor is in place or no later than until 1 August 2016. A successor will be announced in due course.

**Jeff Gravenhorst, Group CEO, ISS A/S, said:**

*"It has been a real pleasure working with Heine during some very exciting times at ISS. Heine played an important part in preparing and executing our successful IPO in 2014. At ISS, we have a long tradition of developing and maintaining a very strong finance function, and while we regret to see Heine leave, we wish him much success as he takes up this new opportunity."*

**Heine Dalsgaard, Group CFO, ISS A/S, said:**

*"I have had a great time at ISS. It's been a privilege to be part of the significant transformation which brought ISS back to the stock exchange, and of delivering solid financial performance. It was a hard decision, and I will certainly miss ISS and my wonderful colleagues, but joining Carlsberg at this point in time was simply a challenge I could not refuse. In the coming months, I will continue to diligently manage my responsibilities to ensure a smooth transition."*

Heine Dalsgaard joined ISS in the spring of 2013 from a previous position as CFO of Grundfos, a leading pump manufacturer.

**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 74.1 billion in 2014 and ISS has approximately 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).