To Luxembourg Stock Exchange
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ISS Holding A/S

Interim Report January – March 2010

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Key Figures

Amounts in DKK millions (unless otherwise stated)	Q1 2010	Q1 2009
Revenue	17,574	16,674
Operating profit before other items	806	715
Operating margin before other items, % [1]	4.6	4.3
EBITDA [1]	849	875
Adjusted EBITDA [1]	1,005	931
Operating profit [1]	650	659
Net finance costs	(595)	(571)
Profit before goodwill impairment/amortisation of brands and customer contracts	(36)	(3)
Net profit/(loss) for the period [1]	(197)	(175)
Additions to property, plant and equipment, gross	183	216
Cash flow from operating activities	13	(341)
Investments in intangible assets, property, plant and equipment, net	(179)	(220)
Total assets	55,698	54,314
Goodwill	28,081	27,923
Carrying amount of net debt [1]	31,422	31,183
Total equity [1]	2,337	3,412
Financial ratios [1]		
Interest coverage	1.7	1.6
Cash conversion, % [1]	6	(57)
Employees on full-time, %	72	70
Number of employees	491,300	477,100
Growth		
Organic growth, %	2.1	1.5
Acquisitions, net, %	(0)	6
Currency adjustments, %	3	(5)
Total revenue, %	5	2

[1] See key figures and definitions in the Annual Report 2009.

Financial Leverage

	As of and for the 12-month period ended			
Amounts in DKK million	30 June 2009	30 September 2009	31 December 2009	31 March 2010
Pro Forma Adj. EBITDA	4,871	4,823	4,773	4,846
Pro Forma Net Debt	32,148	32,004	31,261	32,023
Seasonality Adj. Pro Forma Net Debt	31,128	30,534	31,261	31,039
Pro Forma Net Debt / Pro Forma Adj. EBITDA	6.60x	6.64x	6.55x	6.61x
Seasonality Adj. Pro Forma Net Debt / Pro Forma Adj. EBITDA	6.39x	6.33x	6.55x	6.40x

Note: The Pro Forma adjusted financial information set out above is for informational purposes only. ISS includes these financial measures because it believes that they are useful measures of the Group's results of operations and liquidity; however, these items are not measures of financial performance under IFRS and should not be considered as a substitute for operating profit, net profit, cash flow or other financial measures computed in accordance with IFRS. See appendix on pages 37-39 of this report for further information on Capital Structure.

ISS Holding A/S ("ISS" or "the Group") is a holding company, and its primary assets consist of shares in ISS A/S.

For further information about ISS, see ISS Holding's Annual Report 2009, which is available from the Group's website, www.issworld.com.

Business highlights

ISS has showed improvements on all key operational priorities in the first three months of 2010. During the last 12-18 months ISS's business model and the strategic course as set out in "The ISS Way" strategy have been tested and proved its robustness. ISS has maintained its focus on portfolio-based services, i.e. recurring services, and focused on customer retention and cross selling of services. An early sign of success in execution of our strategy is the pick-up in organic growth that positions ISS competitively in the industry.

Furthermore, in April 2010, the International Association of Outsourcing Professionals (IAOP) announced that ISS is ranked number 6 on IAOP's list of the world's leading outsourcing providers – The Global Outsourcing 100. ISS thereby steps up one place from last year and underlines that ISS is a professional and reliable outsourcing partner of choice.

In 2009, corrective actions were taken in the countries most significantly impacted by the economic slow down to adapt to the conditions and improve operating performance, including implementing turnaround plans for affected service types and adapting the cost structure. In addition, a Group-wide cost reduction initiative targeting fixed costs was introduced in 2009. The impact of the actions was already evident in the second half of 2009 and continued in 2010. While almost all countries show improved performance, the impact of the current economic climate is still uncertain especially in some of the Mediterranean countries. The turnaround plan for France is progressing as planned, albeit a transformation of our business in France will take time to fully complete.

ISS continued to focus on customer needs and to drive the development and delivery of the needed services, including Integrated Facility Services during the first three months of 2010. This development is based on knowledge and best practice sharing thereby ensuring consistent and efficient delivery of services. The ISS Way encourages targeting customer segments, services and geographies that benefit from the Group's value proposition. It also promotes loyalty to our core values and extracts more value from the business platform by harvesting the benefits of standardisation across the organisation.

Revenue for the first three months of 2010 amounted to DKK 17.6 billion, an increase of 5%, compared with the same period in 2009.

The organic growth for the period was 2.1% compared with 1.5% for the first three months of 2009. Apart from North America and Western Europe all regions contributed to the organic growth.

The operating profit before other items for the first three months of 2010 amounted to DKK 806 million, an increase of 13%, compared with the same period in 2009. Operating margin before other items, i.e. the operating margin, for the first three months of 2010 amounted to 4.6%, up by 0.3 percentage-point compared with the same period last year. All regions, apart from Eastern Europe, increased the operating margin compared with the same period last year.

Operating results

	Revenue DKK millions			Operating profit before other items DKK millions			Operating margin before other items	
	Q1 2010	Q1 2009	Change	Q1 2010	Q1 2009	Change	Q1 2010	Q1 2009
Nordic [1]	4,194	4,012	5 %	225	210	7 %	5.4 %	5.2 %
Western Europe [2]	9,461	9,380	1 %	437	381	15 %	4.6 %	4.1 %
Eastern Europe [3]	382	360	6 %	17	18	(6)%	4.5 %	5.0 %
Asia [4]	1,147	966	19 %	79	60	32 %	6.9 %	6.2 %
Latin America [5]	644	470	37 %	38	26	46 %	5.9 %	5.6 %
North America [6]	615	663	(7)%	33	35	(6)%	5.4 %	5.3 %
Pacific [7]	1,131	823	38 %	72	48	50 %	6.3 %	5.9 %
Corporate / eliminations	-	-		(95)	(63)	51 %	(0.5)%	(0.4)%
Total	**17,574**	**16,674**	**5 %**	**806**	**715**	**13 %**	**4.6 %**	**4.3 %**

[1] Nordic comprises Denmark, Finland, Greenland, Iceland, Norway and Sweden.
[2] Western Europe comprises Austria, Belgium & Luxembourg, France, Germany, Greece, Ireland, Israel, Italy, the Netherlands, Portugal, South Africa, Spain, Switzerland, Turkey and the United Kingdom.
[3] Eastern Europe comprises Croatia, the Czech Republic, Estonia, Hungary, Poland, Romania, Russia, Slovakia and Slovenia.
[4] Asia comprises Brunei, China, Hong Kong, India, Indonesia, Japan, Malaysia, the Philippines, Singapore, Taiwan and Thailand.
[5] Latin America comprises Argentina, Brazil, Chile, Mexico and Uruguay.
[6] North America comprises Canada and the USA.
[7] Pacific comprises Australia and New Zealand.

ISS's continued focus on cash flow resulted in a reduction of 2 debtor days compared with the same period in 2009 and a strong LTM cash conversion of 106%, which underlines that ISS continues to have a strong and stable cash generation.

In March 2010, ISS successfully raised EUR 127.5 million through a tap bond offering of its existing High Yield Notes due 2016. The proceeds from these Notes have been lent on to ISS Global A/S and will be used for general corporate purposes.

On 1 April 2010, the former Group COO Jeff Gravenhorst took over the responsibility as new Group CEO replacing Jørgen Lindegaard.

The global Corporate Client organisation followed up on the EDS and Shell contract wins in 2009 by entering into a new international IFS contract with Sony Ericsson. The contract covers Facility Management and substantial self delivery of several Facility Services to 14 sites in 9 countries in the Americas, EMEA and APAC. This new contract win confirm ISS's strategic direction, as a number of global customers perceive ISS as one of the only companies that can deliver facility services in an integrated way globally.

Financial Review

Income Statement

Revenue for the first three months of 2010 amounted to DKK 17,574 million representing a revenue growth of 5% compared with the first three months of 2009. Revenue growth was driven by 2% organic growth and currency exchange rate movements of 3%. All regions apart from North America and Western Europe delivered positive organic growth. Latin America and Asia once again achieved double-digit growth rates.

In the first three months of 2010, revenue in the Nordic region increased by 5% from DKK 4,012 million in the first three months of 2009 to DKK 4,194 million. Organic growth was 2% and was, with the exception of Denmark and Greenland, positive throughout the region, with the main contributors being Finland and Sweden. The impact from acquisitions and divestments, net, decreased revenue by 3%, primarily a result of the divestments completed in Sweden and Norway in 2009. Currency adjustments increased revenue for the region by approximately 6%, mainly stemming from an appreciation of NOK and SEK against DKK.

In the first three months of 2010, revenue in the Western European region increased by 1% to DKK 9,461 million. Organic growth was zero while currency adjustments increased revenue for the region by approximately 1%. A number of countries, including the United Kingdom, Turkey, Germany and Spain all delivered positive organic growth rates. This positive effect was offset by France and certain other countries in the region, which realised negative organic growth rates.

Revenue in Eastern Europe increased by 6% to DKK 382 million in the first three months of 2010. Organic growth amounted to 1%, stemming primarily from Romania and Russia, which delivered double digit growth rates. Certain of the Eastern European economies are yet to show recovery signs following the economic recession in the region. Currency adjustments increased revenue for the region by approximately 5%.

In Asia, revenue increased by 19% to DKK 1,147 million for the first three months of 2010. The increase was primarily driven by organic growth of 12% and acquisition-driven growth of 5% as well as a positive impact of approximately 2% from currency adjustments. All countries in the region except the Philippines contributed to the organic growth. Hong Kong, India, Indonesia, Japan, Malaysia, Taiwan and Thailand all delivered double-digit organic growth rates.

Revenue in Latin America increased by 37% from DKK 470 million for the first three months of 2010 to DKK 644 million for the same period in 2010. Organic growth amounted to 22% and all countries

Revenue growth, Q1 2010

	Revenue growth, %				
	Organic [1]	Acq./Div., net	Total growth excl. currency	Currency	Total growth
Nordic	2	(3)	(1)	6	5
Western Europe	(0)	(0)	(0)	1	1
Eastern Europe	1	0	1	5	6
Asia	12	5	17	2	19
Latin America	22	-	22	15	37
North America	(1)	-	(1)	(6)	(7)
Pacific	6	2	8	30	38
Total	**2**	**(0)**	**2**	**3**	**5**

[1] For a description of the method applied in estimating organic growth, see ISS Holding's Annual Report 2009, which is available at the Group's website, www.issworld.com.

in the region delivered positive organic growth rates with Argentina, Brazil, Chile and Uruguay all delivering double-digit growth rates. Currency adjustments increased the revenue for the region by approximately 15%, mainly stemming from an appreciation of BRL against DKK.

Revenue in the North American region decreased by 7% to DKK 615 million for the first three months of 2010. The organic growth was negative by 1% as a result of the economic slow down affecting in particular the retail segment in the USA. Currency adjustments decreased revenue for the region by approximately 6%.

Revenue in the Pacific region increased by 38% to DKK 1,131 million for the first three months of 2010. Organic growth increased revenue by 6% stemming from positive organic growth in Australia while growth from acquisitions increased revenue by 2%. Currency adjustments increased revenue for the region by approximately 30%.

Operating profit before other items for the first three months of 2010 amounted to DKK 806 million representing an increase of 13% compared with the same period of 2009. Operating profit before other items as a percentage of revenue, i.e. the operating margin was 4.6% for the first three months of 2010, up by 0.3 percentage point compared to the same period in 2009. All regions apart from Eastern Europe increased their margin compared with 2009, which to a large extent is a result of the actions that were taken in 2009 in many countries, including implementing turnaround plans, adapting the cost structures and the Group-wide cost reduction initiative targeting fixed costs.

The Operating profit before other items in the Nordic region amounted to DKK 225 million for the first three months of 2010 compared with DKK 210 million in the same period of 2009. The operating margin in the region was 5.4% for the first three months of 2010, up by 0.2 percentage point compared with the same period in 2009. All countries in the region increased their operating margin, apart from Finland.

The Operating profit before other items in Western Europe increased by 15% to DKK 437 million for the first three months of 2010. The operating margin of 4.6% was 0.5 percentage point higher compared with the same period of 2009. The increase was a result of 11 out of the 15 countries in the region increasing their earnings compared with the same period of 2009, despite the challenges experienced in several countries in the region. The margin improvements are to a large extent a result of the actions taken in 2009 to increase efficiencies and improve profitability. However certain of the countries, especially in the Mediterranean area, continue to experience challenging market conditions as a result of the economic slowdown. In France the margin was 0.1 percentage point lower for the first three months of 2010 compared with the same period in 2009. The turnaround plan for France is progressing as planned and the security activities in France, which were classified as held for sale at 31 December 2009, have been sold in March 2010. However, France is still suffering from its exposure to the industrial and manufacturing segments and in addition the impact of the turnaround actions taken in the second half of 2009 are yet to crystallise into margin improvements.

The operating profit before other items in Eastern Europe amounted to DKK 17 million for the first three months of 2010 compared with DKK 18 million for the same period of 2009. The operating margin for the first three months of 2010 was 4.5% compared with 5.0% for the same period of 2009. This was due primarily to operating margin decreases in the Czech Republic and Slovakia, where ISS continues to be negatively impacted by the general slow down in certain of the Eastern European economies.

The operating profit before other items in Asia increased by 32% to DKK 79 million for the first three months of 2010 compared with DKK 60 million in the same period of 2009. The operating margin increased to 6.9% compared with 6.2% for the same period of 2009. All countries in the region, with the exception of the Philippines increased or maintained the margin compared with the same period of 2009.

The operating profit before other items in Latin America increased by 46% to DKK 38 million for the first three months of 2010. The operating margin increased to 5.9% compared with 5.6% for the first three months of 2009. The increase was driven by Brazil, Mexico, Argentina and Uruguay all realising a higher operating margin in the first three months of 2010 compared with the same period in 2009, partly offset by Chile which decreased their operating margin, impacted somewhat by the effects of the recent earthquake.

The operating profit before other items in North America amounted to DKK 33 million for the first three months of 2010 compared with DKK 35 million for the same period of 2009. The operating margin for the first three months of 2010 was 5.4% compared with 5.3% for the first three months of 2009.

In the Pacific region the operating profit before other items increased by 50% to DKK 72 million for the first three months of 2010. The operating margin in the region amounted to 6.3% for the first three months of 2010, compared with 5.9% for the first three months of 2009 in line with expectations.

Other income and expenses, net represented a net expense of DKK 155 million for the first three months of 2010 compared with a net expense of DKK 48 million for the same period last year. This related primarily to the effect of prior years accounting irregularities in a subsidiary in ISS Norway, loss on divestment of two businesses in France and Denmark and redundancy and severance payments relating to senior management changes. In 2009 other income and expenses, net, related to restructuring projects in France, Germany, Belgium and Finland.

Net finance costs increased by 4% from DKK 571 million for the first three months of 2009 to DKK 595 million for the first three months of 2010. The increase of DKK 24 million was primarily a result of an accounting loss of DKK 32 million recognised in connection with the completed tender offer for EUR 150 million of the outstanding 2010 EMTNs plus accrued interest as well as slightly higher interest expenses, partly offset by a net gain on foreign exchange rates compared with the same period of 2009.

Net finance costs for the first three months of 2010 included DKK 551 million of net interest expenses, DKK 42 million of amortisation of financing fees, DKK 32 million in accounting loss related to completion of the tender offer for EUR 150 million of the 2010 EMTNs and DKK 30 million of net gain on foreign exchange. Net finance costs for the first three months of 2009 included DKK 522 million of net interest expenses, DKK 40 million of amortisation of financing fees and DKK 9 million of net loss on foreign exchange.

Income taxes amounted to DKK 92 million in the first three months of 2010 compared with DKK 90 million in the first three months of 2009. The effective tax rate was 161% in the first three months of 2010 compared with 104% in the same period of 2009, calculated as the consolidated tax provision of DKK 92 million divided by the profit before tax and goodwill impairment/amortisation of brands and customer contracts totalling DKK 56 million. The tax expense was adversely impacted by the rules on limitation on the deductibility of financial expenses in Denmark of approximately DKK 316 million in the first three months of 2010. The net effect on the tax expense in the first three months of 2010 amounted to DKK 58 million. In addition, the tax expense in the first three months of 2010 was adversely impacted by withholding taxes that are non-proportional to the profit before tax.

Net loss for the period increased from a loss of DKK 175 million for the first three months of 2009 to a loss of DKK 197 million for the first three months of 2010. The result was positively impacted by improved operational performance, which was more than offset by higher costs related to other income and expenses, net, and higher net finance costs. A loss of DKK 202 million was attributable to the owners of ISS, whereas a profit of DKK 5 million was attributable to non-controlling interests.

Cash Flow Statement

Cash flow from operating activities was a net inflow of DKK 13 million for the first three months of 2010 compared with a net outflow of DKK 341 million in the same period of 2009. Cash flow from operating activities for the first three months of the year was impacted by cash flow from working capital which was DKK 362 million higher compared with the same period of 2009 as well as higher operating profit before other items of DKK 91 million. This was partly offset by increases in income taxes paid, net of DKK 63 million and payments related to other income and expenses, net of DKK 42 million.

Cash outflow from changes in provisions decreased from DKK 31 million for the first three months of 2009 to DKK 15 million for the first three months of 2010. The amount comprises the effect of net changes in provisions charged to the income statement during 2010 and payments made in relation to such provisions.

Payments related to other income and expenses, net amounted to DKK 83 million for the first three months of 2010, an increase of DKK 42 million compared with the first three months of 2009. Payments of DKK 83 million were related to income and expenses, both recurring and non-recurring, that is not considered part of normal ordinary operations.

Cash flow from investing activities for the first three months of 2010 was a net cash inflow of DKK 87 million, of which DKK 241 million were related to divestments, most significantly in Norway and Sweden. Investments in intangible assets and property, plant and equipment, net (excluding acquisition related intangibles), amounted to DKK 179 million while investments in financial assets, net was positive by DKK 74 million primarily due to sale of governments bonds in ISS's self insurance company.

Net cash flow from investing activities represented an outflow of DKK 691 million for the first three months of 2009, mainly due to payments of DKK 454 million related to acquisitions and due to investments in financial assets, net of DKK 220 million.

Net Cash flow from financing activities in 2010 was a net cash outflow of DKK 113 million. This was a result of repayment of borrowings of DKK 1,157 million and interest payments of DKK 328 million partly offset by proceeds from borrowings of DKK 1,373 million. Repayment of borrowings was mainly a result of completion of the tender offer on 22 January 2010 for EUR 150 million of the 2010 EMTNs plus accrued interest leading to a cash outflow of DKK 1,157 million while proceeds from borrowings mainly related to issuance of EUR 127.5 million in debt through a tap bond offering of the existing High Yield Notes due 2016 and additional debt under the securitisation programme of DKK 286 million.

Net cash flow from financing activities in the first three months of 2009 amounted to a net cash inflow of DKK 53 million. This was mainly a result of net drawings on credit facilities to fund acquisitions of DKK 421 million partly offset by interest payments of DKK 367 million.

Balance Sheet

Total assets amounted to DKK 55,698 million at 31 March 2010, of which DKK 38,990 million represented non-current assets, primarily intangible assets, and DKK 16,708 million represented current assets, primarily trade receivables of DKK 10,797 million.

Intangible assets amounted to DKK 36,058 million at 31 March 2010. The vast majority of intangible assets were acquisition-related intangibles and comprised DKK 28,081 million of goodwill, DKK 6,060 million of customer contract portfolios and related customer relationships and DKK 1,588 million of brands.

Total equity amounted to DKK 2,337 million at 31 March 2010, DKK 124 million higher than at 31 December 2009. Net income and expenses for the period recognised in equity increased equity by DKK 125 million. This included positive currency adjustments of DKK 402 million relating to investments in foreign subsidiaries. This was partly offset by a net loss for the period of DKK 197 million and negative fair value adjustment of hedges, net, of DKK 81 million.

Carrying amount of net debt amounted to DKK 31,422 million at 31 March 2010, an increase of DKK 792 million from DKK 30,630 million at 31 December 2009. Carrying amount of net debt is typically higher after the first three months than at year-end of the previous financial year due to the fact that ISS's operating cash flow is typically lower in the first quarter of the year as a result of seasonality. At 31 March 2010, Long-term debt amounted to DKK 29,565 million, Short-term debt amounted to DKK 5,320 million while Securities, Cash and cash equivalents and receivable from affiliates amounted to DKK 3,463 million.

For further information on the composition of the net debt at 31 March 2010 see the Capital Structure on pages 37-39 of this report.

Acquisitions and Divestments

Following several years with a high number of acquisitions in order to build the business platform globally, ISS has now significantly reduced the pace of acquisitions in order to fully focus on delivering profitable organic growth. In the first three months of 2010, no acquisitions were completed.

From 2004-2009, ISS completed over 450 acquisitions ranging from small bolt-on acquisitions to platform-developing acquisitions and entries into new geographies. As part of The ISS Way strategy process, the strategic rationale behind selected acquisitions was reviewed in 2009, which led to the identification and evaluation of certain activities that were either non-core to The ISS Way strategy or lacked critical mass. Some of these activities were divested in 2009 and in the first three months of 2010 a total of 4 divestments were completed. The divestments comprise the security activities in France, non-core building maintenance activities in Spain, non-core property service activities in Norway and contact centres in Denmark.

The divestments completed in 2010 resulted in non-cash charges recognised in the income statement of DKK 35 million before tax, mainly related to write-down of goodwill and customer contracts.

Financing

ISS has committed long-term financing in place, part of which will be refinanced in the second half of 2010. Following the completed tender offer for EUR 500 million of the 2010 EMTNs plus accrued interest in 2009, EUR 350 million remained to be refinanced in 2010.

A receivables-backed securitisation programme was launched in five major countries in the second half of 2009 and additional countries are intended for inclusion in the programme in 2010. The proceeds from the securitisation programme will be used to refinance the remaining EUR 350 million of the EMTNs due in 2010, of which EUR 150 million has been refinanced in January 2010. The notes were acquired at a purchase price of EUR 1,020 per EUR 1,000 principal amount and resulted in an accounting loss of approximately DKK 32 million, which has been recognised in 2010. The accounting loss results primarily from the purchase price being above nominal value, and also from the carrying amount being below nominal value due to the fair value adjustment made in connection with ISS Holding A/S's acquisition of ISS A/S. The remaining EUR 200 million will be refinanced at maturity in September 2010.

In March 2010, ISS successfully raised EUR 127.5 million through a tap bond offering of its existing High Yield Notes due 2016. The proceeds from these Notes have been lent on to ISS Global A/S and will be used for general corporate purposes.

For further information, see the Capital Structure on pages 37-39 of this report.

Financial Leverage

Pro forma Adjusted EBITDA for the 12-month period ended 31 March 2010 amounted to DKK 4,846 million. Pro Forma Net Debt amounted to DKK 32,023 million at 31 March 2010.

The calculation of these figures is prepared according to the principles described in the Capital Structure on pages 37-39 of this report.

Interest Rate Risk

The interest rate risk primarily relates to ISS's interest-bearing debt, consisting of bank loans (Senior Secured Facilities) and fixed-rate bonds. The bank loans generally carry floating interest rates, which are established from a base rate (EURIBOR or applicable LIBOR) plus a margin.

To reduce some of the floating rate exposure, a part of ISS's interest payments on the bank loans have been swapped to fixed rates with maturities between March 2011 and June 2012. Including the interest rate hedges, 72% of ISS's net debt carried fixed interest rates while 28% carried floating interest rates at 31 March 2010, and the interest rate duration of the total debt was 2.1 years.

Management changes

On 1 April 2010, the former Group COO Jeff Gravenhorst took over the responsibility as new Group CEO replacing Jørgen Lindegaard. The Executive Group Management team consists of Group CEO Jeff Gravenhorst and Group CFO Jakob Stausholm.

Outlook

The expectations should be read in conjunction with "Forward-looking statements" as shown in the table below.

The continued successful implementation of The ISS Way strategy is the foundation for robust and profitable growth in the years to come. In 2010, the initiatives include the continued development of value propositions tailored to specific customer segments, development of services within which we deliver service excellence and strengthening of our Integrated Facility Service capabilities. Furthermore, we will pursue standardisation, best-practice and knowledge sharing across the organisation, while increasing our focus on Group-wide sales driven by a central sales and commercial team that includes the global Corporate Client organisation. Simultaneously, ISS will maintain its focus on key operational objectives (i) cash flow; (ii) operating margin; and (iii) profitable organic growth.

The pick-up in organic growth experienced in the first quarter is considered sustainable and expected to continue unless macroeconomic factors should turn worse. Consequently, at the prevailing currency rates, ISS expects revenue to grow organically at an increasing pace throughout 2010. ISS has in Q1 2010 delivered a solid operating margin. Combined with the generally flexible cost base, the extensive restructuring initiatives and the Group-wide fixed cost-reduction initiative carried out in 2009, ISS therefore expects its operating margin for 2010 to be slightly above the level realised in 2009.

ISS will continue to prioritise cash flow and expect also for 2010 a strong and competitive cash conversion. We will focus on managing the absolute level of debt supported by significantly less acquisition spending and continued high cash conversion. ISS expects to make only a small number of acquisitions in the short term, primarily in the growth regions of Asia and Latin America.

Subsequent Events

On 6 April 2010, ISS announced that Jørgen Lindegaard joined as new member of the Board of Directors of ISS.

Apart from the above and the events described in this interim report, the Group is not aware of events subsequent to 31 March 2010, that are expected to have a material impact on the Group's financial position.

Forward-looking statements

This report may contain forward-looking statements. Statements herein, other than statements of historical fact, regarding future events or prospects, are forward-looking statements. The words ''may'', "will", "should", ''expect'', ''anticipate'', ''believe'', ''estimate'', ''plan'', "predict," ''intend' or variations of these words, as well as other statements regarding matters that are not historical fact or regarding future events or prospects, constitute forward-looking statements. ISS has based these forward-looking statements on its current views with respect to future events and financial performance. These views involve a number of risks and uncertainties, which could cause actual results to differ materially from those predicted in the forward-looking statements and from the past performance of ISS. Although ISS believes that the estimates and projections reflected in the forward-looking statements are reasonable, they may prove materially incorrect, and actual results may materially differ, e.g. as the result of risks related to the facility service industry in general or ISS in particular including those described in the annual report 2009 of ISS Holding A/S and other information made available by ISS.

As a result, you should not rely on these forward-looking statements. ISS undertakes no obligation to update or revise any forward-looking statements, whether as a result of new information, future events or otherwise, except to the extent required by law.

The Annual Report 2009 of ISS Holding A/S is available from the Group's website, www.issworld.com.

Financial Calendar 2010

Interim Report, January – June 2010	25 August 2010
Interim Report, January – September 2010	11 November 2010

Telephone conference

A telephone conference will be held on Thursday, 20 May 2010 at 15:00 CET (14:00 UK time).

The telephone numbers for the conference are:

+45 70 26 50 40 (Denmark)
+44 208 817 9301 (UK)
+1 718 354 1226 (US)

Country overview

Country	January - March 2010 DKK million Total revenue	Operating profit before other items	Operating margin %	Organic growth %	January - March 2009 DKK million Total revenue	Operating profit before other items	Operating margin %	Organic growth %
France	2,040	45	2.2	(5)	2,150	50	2.3	(7)
United Kingdom	1,763	114	6.5	4	1,646	106	6.4	2
Norway	1,395	73	5.2	0	1,315	58	4.4	5
Spain	1,126	42	3.8	0	1,134	32	2.8	(7)
Australia	1,032	66	6.4	7	743	44	5.9	1
Finland	947	48	5.1	7	883	56	6.3	3
Denmark	942	61	6.5	(0)	949	61	6.4	1
Sweden	886	40	4.6	3	821	32	3.9	6
Netherlands	802	24	2.9	(0)	834	11	1.4	(4)
Belgium and Luxembourg	789	50	6.3	(1)	799	45	5.7	5
Switzerland	647	44	6.8	(2)	639	40	6.2	3
USA	615	33	5.4	(1)	662	35	5.3	2
Germany	609	16	2.6	2	598	3	0.5	5
Turkey	411	34	8.3	14	337	27	8.0	7
Israel	373	21	5.6	(0)	356	17	4.7	5
Brazil	355	21	5.9	27	230	12	5.4	9
Austria	329	17	5.2	(3)	339	19	5.6	(3)
Hong Kong	319	24	7.7	11	306	23	7.6	10
Singapore	218	14	6.5	8	197	12	6.2	13
Greece	200	13	6.7	(0)	201	14	7.1	20
Indonesia	192	19	9.7	21	112	11	9.7	28
Ireland	151	8	5.2	(7)	130	6	4.6	15
Thailand	151	10	6.5	17	126	8	6.2	7
Portugal	134	10	7.2	(2)	137	9	6.9	4
Mexico	113	7	5.8	9	96	5	5.2	17
Czech Republic	100	5	5.1	(4)	99	7	6.7	(7)
New Zealand	99	6	5.6	(0)	80	5	6.0	12
Chile	92	5	5.9	12	76	5	6.7	24
India	86	7	7.7	22	52	2	3.1	26
Italy	82	1	1.4	1	80	3	3.3	18
China	67	2	2.4	10	65	1	2.3	19
Argentina	67	4	5.9	35	55	3	5.1	14
Slovakia	65	4	5.6	(10)	72	4	6.1	(7)
Taiwan	60	4	7.2	10	54	4	7.2	25
Poland	52	2	4.2	3	44	1	2.4	20
Slovenia	40	2	4.6	6	38	1	4.0	(9)
Hungary	38	1	3.4	7	31	1	3.7	6
Romania	33	2	6.2	28	25	1	5.8	2
Estonia	30	2	8.1	(5)	32	2	5.1	(2)
Malaysia	23	2	7.8	32	17	1	6.3	(10)
Greenland	22	1	6.0	(16)	26	2	6.6	6
Uruguay	17	1	7.8	17	13	1	7.1	9
Philippines	16	-	(1.0)	(31)	23	-	-	(10)
Iceland	16	1	7.3	8	28	2	7.1	(2)
Russia	15	0	1.5	12	12	0	1.9	11
Japan	11	2	14.5	13	10	(0)	(1.2)	-
Croatia	7	0	2.7	2	7	0	2.4	1
Brunei	5	1	22.0	3	5	1	23.0	17
South Africa	4	1	15.2	-	-	-	-	-
Canada	0	0	27.0	(24)	0	(0)	(24.1)	-
Regional cost / eliminations	1	(9)			(3)	(4)		
Corporate functions / eliminations	(14)	(95)	(0.5)	-	(8)	(64)	(0.4)	-
Total	**17,574**	**806**	**4.6**	**2**	**16,674**	**715**	**4.3**	**1**

Management Statement

COPENHAGEN, 20 May 2010

The Board of Directors and the Executive Group Management have today discussed and approved the interim report of ISS Holding A/S for the period 1 January – 31 March 2010.

The interim report has not been reviewed or audited and has been prepared in accordance with IAS 34 “Interim Financial Reporting” as adopted by the EU and additional Danish disclosure requirements for interim reports.

In our opinion, the interim report gives a true and fair view of the Group's assets, liabilities and financial position at 31 March 2010 and of the results of the Group's operations and consolidated cash flows for the financial period 1 January – 31 March 2010.

Furthermore, in our opinion the Management’s review gives a fair review of the development and performance of the Group's activities and of the Group's financial position taken as a whole, together with a description of the most significant risks and uncertainties that the Group may face.

EXECUTIVE GROUP MANAGEMENT

Jeff Gravenhorst Group Chief Executive Officer	Jakob Stausholm Group Chief Financial Officer

BOARD OF DIRECTORS

Ole Andersen Chairman	Leif Östling Vice-Chairman
John Allan	Marcus Brennecke
Peter Korsholm	Casper von Koskull
Jørgen Lindegaard	Christoph Sander
Steven Sher	

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Condensed Consolidated Interim Financial Statements for ISS Holding A/S

CONDENSED CONSOLIDATED INTERIM FINANCIAL STATEMENTS

CONDENSED CONSOLIDATED INTERIM INCOME STATEMENT

These condensed consolidated interim financial statements are unaudited

1 January – 31 March. Amounts in DKK million

Note		Q1 2010	Q1 2009
4	**Revenue**	**17,574**	**16,674**
	Staff costs	(11,691)	(11,037)
	Cost of sales	(1,453)	(1,449)
	Other operating expenses	(3,425)	(3,257)
	Depreciation and amortisation [1]	(199)	(216)
4	**Operating profit before other items** [2]	**806**	**715**
5	Other income and expenses, net	(155)	(48)
	Acquisition and integration costs	(1)	(7)
4	**Operating profit** [1]	**650**	**660**
	Share of result from associates	1	(2)
	Net finance costs	(595)	(571)
	Profit before tax and goodwill impairment/ amortisation of brands and customer contracts	**56**	**87**
	Income taxes [3]	(92)	(90)
	Profit before goodwill impairment/ amortisation of brands and customer contracts	**(36)**	**(3)**
7	Goodwill impairment and write-down	(4)	-
	Amortisation of brands and customer contracts [4]	(216)	(237)
	Income tax effect [5]	59	65
	Net profit/(loss) for the period	**(197)**	**(175)**
	Attributable to:		
	Owners of ISS Holding	(202)	(180)
	Non-controlling interests	5	5
	Net profit/(loss) for the period	**(197)**	**(175)**

[1] Excluding Goodwill impairment and write-down and Amortisation of brands and customer contracts.

[2] Other items comprise Other income and expenses, net, Acquisition and integration costs, Goodwill impairment and write-down and Amortisation of brands and customer contracts.

[3] Excluding tax effect of Goodwill impairment and write-down and Amortisation of brands and customer contracts.

[4] Includes customer contract portfolios and related customer relationships.

[5] Income tax effect of Goodwill impairment and write-down and Amortisation of brands and customer contracts.

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME

These condensed consolidated interim financial statements are unaudited

1 January - 31 March. Amounts in DKK million

Note		Q1 2010	Q1 2009
	Net profit/(loss) for the period	**(197)**	**(175)**
	Other comprehensive income		
	Foreign exchange adj. of subsidiaries and non-controlling interests	402	218
	Fair value adjustment of hedges, net	(183)	(196)
	Fair value adjustment of hedges, net, transferred to Net finance costs	102	34
	Share-based payments	1	0
	Tax regarding other comprehensive income	0	0
	Other comprehensive income	**322**	**56**
	Total comprehensive income for the period	**125**	**(119)**
	Attributable to:		
	Owners of ISS Holding	119	(125)
	Non-controlling interests	6	6
		125	**(119)**

CONDENSED CONSOLIDATED INTERIM STATEMENT OF CASH FLOWS

These condensed consolidated interim financial statements are unaudited

1 January – 31 March. Amounts in DKK million

Note		Q1 2010	Q1 2009
4	Operating profit before other items	806	715
	Depreciation and amortisation	199	216
	Changes in working capital	(760)	(1,122)
	Changes in other provisions, pensions and similar obligations	(15)	(31)
	Payments related to other income and expenses, net	(83)	(41)
	Payments related to integration costs	(4)	(11)
	Income taxes paid, net	(130)	(67)
	Cash flow from operating activities	**13**	**(341)**
6	Acquisition of businesses	(49)	(454)
6	Divestment of businesses	241	0
	Investments in intangible assets and property, plant and equipment, net	(179)	(220)
	Investments in financial assets, net	74	(17)
	Cash flow from investing activities	**87**	**(691)**
	Proceeds from borrowings	1,373	1,731
	Repayment of borrowings	(1,157)	(1,310)
	Interest paid, net	(328)	(367)
	Non-controlling interests	(1)	(1)
	Cash flow from financing activities	**(113)**	**53**
	Total cash flow	**(13)**	**(979)**
	Cash and cash equivalents at 1 January	3,364	2,961
	Total cash flow	(13)	(979)
	Foreign exchange adjustments	49	14
	Cash and cash equivalents at 31 March	**3,400**	**1,996**

CONDENSED CONSOLIDATED INTERIM STATEMENT OF FINANCIAL POSITION

These condensed consolidated interim financial statements are unaudited

Amounts in DKK million

Note		31 March 2010	31 March 2009	31 December 2009
	Assets			
7	Intangible assets	36,058	36,697	35,452
	Property, plant and equipment	2,055	2,315	2,004
	Investments in associates	23	22	21
	Deferred tax assets	549	490	514
	Other financial assets	305	263	281
	Total non-current assets	**38,990**	**39,787**	**38,272**
	Inventories	312	273	303
	Trade receivables	10,797	10,587	10,130
	Contract work in progress	218	235	195
	Tax receivables	351	297	308
	Other receivables	1,171	1,052	1,071
	Securities	14	87	97
	Cash and cash equivalents	3,400	1,996	3,364
8	Assets held for sale	445	-	614
	Total current assets	**16,708**	**14,527**	**16,082**
	Total assets	**55,698**	**54,314**	**54,354**
	Equity and liabilities			
	Total equity attributable to owners of ISS Holding	2,309	3,373	2,190
	Non-controlling interests	28	39	23
	Total equity	**2,337**	**3,412**	**2,213**
9	Long-term debt	29,565	31,490	28,486
	Pensions and similar obligations	869	848	837
	Deferred tax liabilities	2,356	2,511	2,356
	Other provisions	294	403	379
	Total long-term liabilities	**33,084**	**35,252**	**32,058**
9	Short-term debt	5,320	1,835	5,617
	Trade payables	2,181	2,293	2,624
	Tax payables	308	185	306
	Other liabilities	11,714	10,925	10,734
	Other provisions	504	412	423
8	Liabilities related to assets held for sale	250	-	379
	Total current liabilities	**20,277**	**15,650**	**20,083**
	Total liabilities	**53,361**	**50,902**	**52,141**
	Total equity and liabilities	**55,698**	**54,314**	**54,354**

CONSOLIDATED STATEMENT OF CHANGES IN EQUITY

At 31 March. Amounts in DKK million

	Attributable to owners of ISS Holding						
Q1 2010	**Share capital**	**Retained earnings**	**Translation reserve**	**Hedging reserve**	**Total**	**Non-controlling interests**	**Total equity**
Equity at 1 January 2010	**100**	**3,061**	**(683)**	**(288)**	**2,190**	**23**	**2,213**
Total comprehensive income for the period							
Net profit/(loss) for the period	**-**	**(202)**	**-**	**-**	**(202)**	**5**	**(197)**
Other comprehensive income							
Foreign exchange adj. of subsidiaries and non-controlling interests	-	-	401	-	**401**	**1**	**402**
Fair value adjustment of hedges, net of tax	-	-	-	(137)	**(137)**	**-**	**(137)**
Fair value adjustment of hedges, net of tax, transferred to Net finance costs	-	-	-	77	**77**	**-**	**77**
Limitation to interest deduction	-	-	-	(21)	**(21)**	**-**	**(21)**
Share-based payments, net of tax	-	1	-	-	**1**	**-**	**1**
Total other comprehensive income	**-**	**1**	**401**	**(81)**	**321**	**1**	**322**
Total comprehensive income for the period	**-**	**(201)**	**401**	**(81)**	**119**	**6**	**125**
Transactions with owners							
Dividends paid	-	-	-	-	**-**	**(1)**	**(1)**
Total transactions with owners	**-**	**-**	**-**	**-**	**-**	**(1)**	**(1)**
Total changes in equity	-	**(201)**	**401**	**(81)**	**119**	**5**	**124**
Equity at 31 March 2010	**100**	**2,860**	**(282)**	**(369)**	**2,309**	**28**	**2,337**

continues

CONSOLIDATED STATEMENT OF CHANGES IN EQUITY

At 31 March. Amounts in DKK million

	Attributable to owners of ISS Holding						
Q1 2009	**Share capital**	**Retained earnings**	**Translation reserve**	**Hedging reserve**	**Total**	**Non-controlling interests**	**Total equity**
Equity at 1 January 2009	**100**	**4,729**	**(1,047)**	**(284)**	**3,498**	**35**	**3,533**
Total comprehensive income for the period							
Net profit/(loss) for the period	**-**	**(180)**	**-**	**-**	**(180)**	**5**	**(175)**
Other comprehensive income							
Foreign exchange adj. of subsidiaries and non-controlling interests	-	-	217	-	**217**	**1**	**218**
Fair value adjustment of hedges, net of tax	-	-	-	(147)	**(147)**	**-**	**(147)**
Fair value adjustment of hedges, net of tax, transferred to Net finance costs	-	-	-	26	**26**	**-**	**26**
Limitation to interest deduction	-	-	-	(41)	**(41)**	**-**	**(41)**
Share-based payments	-	0	-	-	**0**	**-**	**0**
Total other comprehensive income	**-**	**0**	**217**	**(162)**	**55**	**1**	**56**
Total comprehensive income for the period	**-**	**(180)**	**217**	**(162)**	**(125)**	**6**	**(119)**
Transactions with owners							
Dividends paid	-	-	-	-	**-**	**(2)**	**(2)**
Total transactions with owners	**-**	**-**	**-**	**-**	**-**	**(2)**	**(2)**
Total changes in equity	**-**	**(180)**	**217**	**(162)**	**(125)**	**4**	**(121)**
Equity at 31 March 2009	**100**	**4,549**	**(830)**	**(446)**	**3,373**	**39**	**3,412**

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

NOTES TO THE CONDENSED CONSOLIDATED INTERIM FINANCIAL STATEMENTS

These condensed consolidated interim financial statements are unaudited

1. SIGNIFICANT ACCOUNTING POLICIES

The condensed consolidated interim financial statements of ISS Holding A/S for the period 1 January - 31 March 2010 comprise ISS Holding A/S and its subsidiaries (together referred to as "the Group"), jointly controlled entities and associates.

STATEMENT OF COMPLIANCE

The condensed consolidated interim financial statements have been prepared in accordance with IAS 34 "Interim Financial Reporting" as adopted by the EU and additional Danish disclosure requirements for interim reports. They do not include all of the information required for full annual financial statements, and should be read in conjunction with the consolidated financial statements of the Group as at and for the year ended 31 December 2009.

Except as described below, the accounting policies applied by the Group in these condensed consolidated interim financial statements are consistent with those applied by the Group in its consolidated financial statements as at and for the year ended 31 December 2009. A full description of the Group's accounting policies is included in the Annual Report for 2009.

CHANGES IN ACCOUNTING POLICIES

With effect from 1 January 2010, the Group has implemented IFRS 3 (revised 2008) "Business Combinations", IAS 27 (amended 2008) "Consolidated and Separate Financial Statements", amendments to IAS 39 "Financial Instruments: Recognition and Measurement: Eligible Hedged Items", parts of "Improvements to IFRSs May 2008", amendments to IFRIC 9 and IAS 39 "Reassessment of Embedded Derivatives", amendments to IFRS 2 "Group Cash-settled Share-based Payment Transactions", amendments to IFRS 1 "Additional Exemptions for First-Time Adopters" and parts of "Improvements to IFRSs April 2009".

Except for IFRS 3 and IAS 27 the adoption of these Standards and Interpretations did not affect recognition and measurement.

The adoption of IFRS 3 (revised 2008) and IAS 27 (amended 2008) has changed the Group's accounting policy in the following areas:

* Transaction costs that the Group incurs in connection with business combinations, such as finder's fees, legal fees, due diligence fees, and other professional and consulting fees are expensed as incurred. Previously such costs were considered as part of the consideration transferred.

* Contingent consideration (earn-outs) are recognised at fair value at the acquisition date, and subsequent adjustments are expensed as incurred. Previously such adjustments were considered as part of the consideration transferred.

* When less than 100% of a subsidiary is acquired, the Group elects on a transaction-by-transaction basis to either recognise goodwill relating only to its present ownership interest in the acquiree or to recognise 100% goodwill. Previously, only goodwill relating to the present ownership interest was recognised.

* In business combinations achieved in stages, the Group remeasures its previously held equity interest at its acquisition-date fair value and recognises the related gain or loss in the income statement. Previously, in step acquisitions goodwill was measured separately for each transaction.

* Acquisition/disposal of non-controlling interests, when control is maintained, is accounted for as transactions with equity holders in their capacity as equity holders and therefore no goodwill is recognised as a result of such transactions. Previously, goodwill was recognised for such transactions as the excess of the cost of the additional investment over the carrying amount of the non-controlling interest.

The change in accounting policy relating to IFRS 3 and IAS 27 was applied prospectively for business combinations occuring in the financial year starting 1 January 2010. Since no acquisitions occurred during the interim period 1 January - 31 March 2010 the changes had no material impact on the recognition and measurement.

Business combinations occuring before 1 January 2010 are accounted for in accordance with the previous IFRS 3 whereby subsequent adjustments to contingent consideration and transaction costs continue to be recognised in goodwill. For further details reference is made to the Group's accounting policies in the Annual Report for 2009.

2. CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

The preparation of interim financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses. Actual results may differ from these estimates.

In preparing these condensed consolidated interim financial statements, the significant judgements made by management in applying the Group's accounting policies and the key sources of estimation uncertainty were the same as those that applied to the consolidated financial statements as at and for the year ended 31 December 2009.

3. SEASONALITY

The operating margin before other items is typically lower in the first quarter of the year and higher in the third quarter of the year, compared to other quarters. Cash flow from operations tends to be lower in the first quarter of the year due to a number of cash payments relating to, among other things, pension contributions, insurance premium payments, holiday payments and the payment of bonuses earned in the prior year. Cash flow from operations becomes increasingly positive throughout the year and is usually highest in the fourth quarter of the year, when revenue recognised in the third quarter of the year is collected.

4. SEGMENT REPORTING

Reportable segments

ISS is a global facility services company, that operates in more than 50 countries and delivers a wide range of services within the areas Cleaning, Support Services, Property Services, Catering, Security and Facility Management.

Operations are managed based on a geographical structure in which countries are grouped into 7 regions. The regions have been identified based on a key principle of grouping countries that share market conditions and cultures.

The segment reporting is prepared in a manner consistent with the Group's internal management and reporting structure. Segment revenue, costs, assets and liabilities comprise items that can be directly referred to the individual segments.

DKK million	Nordic	Western Europe	Eastern Europe	Asia	Latin America	North America	Pacific	Total reportable segments
Q1 2010								
Income statement								
Revenue [1]	**4,208**	**9,460**	**382**	**1,147**	**644**	**615**	**1,131**	**17,587**
Depreciation and amortisation [2]	(59)	(91)	(5)	(15)	(7)	(4)	(10)	(191)
Operating profit before other items [3]	**225**	**437**	**17**	**79**	**38**	**33**	**72**	**901**
Other income and expenses, net	(114)	(24)	-	-	-	-	0	(138)
Acquisition and integration costs	(0)	(1)	-	(0)	-	-	-	(1)
Operating profit [2]	**111**	**412**	**17**	**79**	**38**	**33**	**72**	**762**
Goodwill impairment and write-down	(4)	-	-	-	-	-	-	(4)
Amortisation of brands and customer contracts	(53)	(118)	(6)	(13)	(4)	(10)	(12)	(216)
Statement of financial position								
Total assets	**13,543**	**31,611**	**1,402**	**3,345**	**1,469**	**1,639**	**3,246**	**56,255**
Additions excluding acquisitions/divestments	52	93	4	18	12	5	15	199
Additions from acquisitions/divestments	(82)	(1)	35	(2)	-	-	-	(50)
Additions to non-current assets [4]	**(30)**	**92**	**39**	**16**	**12**	**5**	**15**	**149**
Total liabilities	**8,936**	**21,038**	**799**	**1,678**	**1,248**	**1,173**	**2,556**	**37,428**

[1] Segment revenue comprises total revenue of each segment. Due to the nature of the business internal revenue is insignificant and is therefore not disclosed.

[2] Excluding Goodwill impairment and write-down and Amortisation of brands and customer contracts.

[3] Other items comprise Other income and expenses, net, Acquisition and integration costs, Goodwill impairment and write-down and Amortisation of brands and customer contracts.

[4] Additions to non-current assets comprise additions to Intangible assets and Property, plant and equipment.

continues

4. SEGMENT REPORTING (CONTINUED)

DKK million	Nordic	Western Europe	Eastern Europe	Asia	Latin America	North America	Pacific	Total reportable segments
Q1 2009								
Income statement								
Revenue [1]	**4,021**	**9,380**	**360**	**966**	**470**	**662**	**823**	**16,682**
Depreciation and amortisation [2]	(57)	(112)	(7)	(16)	(5)	(4)	(8)	(209)
Operating profit before other items [3]	**210**	**381**	**18**	**60**	**26**	**35**	**48**	**778**
Other income and expenses, net	(3)	(45)	(0)	0	-	-	-	(48)
Acquisition and integration costs	(0)	(5)	(0)	(2)	-	-	(0)	(7)
Operating profit [2]	**207**	**331**	**18**	**58**	**26**	**35**	**48**	**723**
Goodwill impairment and write-down	-	-	-	-	-	-	-	-
Amortisation of brands and customer contracts	(56)	(134)	(7)	(13)	(4)	(13)	(10)	(237)
Statement of financial position								
Total assets	**13,462**	**31,219**	**1,295**	**2,802**	**1,093**	**1,737**	**2,568**	**54,176**
Additions excluding acquisitions/divestments	67	137	5	16	6	3	10	244
Additions from acquisitions/divestments	16	143	17	101	-	83	13	373
Additions to non-current assets [4]	**83**	**280**	**22**	**117**	**6**	**86**	**23**	**617**
Total liabilities	**8,966**	**19,890**	**853**	**1,417**	**872**	**1,266**	**2,080**	**35,344**

[1] Segment revenue comprises total revenue of each segment. Due to the nature of the business internal revenue is insignificant and is therefore not disclosed.

[2] Excluding Goodwill impairment and write-down and Amortisation of brands and customer contracts.

[3] Other items comprise Other income and expenses, net, Acquisition and integration costs, Goodwill impairment and write-down and Amortisation of brands and customer contracts.

[4] Additions to non-current assets comprise additions to Intangible assets and Property, plant and equipment.

Grouping of countries into regions

Nordic:	Denmark, Finland, Greenland, Iceland, Norway and Sweden
Western Europe:	Austria, Belgium & Luxembourg, France, Germany, Greece, Ireland, Israel, Italy, the Netherlands, Portugal, Spain, South Africa, Switzerland, Turkey and the United Kingdom
Eastern Europe:	Croatia, the Czech Republic, Estonia, Hungary, Poland, Romania, Russia, Slovakia and Slovenia
Asia:	Brunei, China, Hong Kong, India, Indonesia, Japan, Malaysia, the Philippines, Singapore, Taiwan and Thailand
Latin America:	Argentina, Brazil, Chile, Mexico and Uruguay
North America:	Canada and the USA
Pacific:	Australia and New Zealand

continues

4. SEGMENT REPORTING (CONTINUED)

Reconciliations

DKK million	Q1 2010	Q1 2009
Revenue		
Revenue for reportable segments	17,587	16,682
Elimination of internal revenue	(13)	(8)
Revenue according to the income statement	**17,574**	**16,674**
Operating profit		
Operating profit for reportable segments	762	723
Elimination of internal profit	0	0
Unallocated corporate costs	(95)	(63)
Unallocated other income and expenses, net	(17)	-
Operating profit according to the income statement	**650**	**660**
Unallocated:		
Share of result from associates	1	(2)
Net finance costs	(595)	(571)
Profit before tax and goodwill impairment/amortisation of brands and customer contracts according to the income statement	**56**	**87**
Total assets		
Total assets for reportable segments	56,255	54,176
Elimination of internal assets [1)]	(34,116)	(24,215)
Unallocated assets	33,559	24,353
Total assets according to the statement of financial position	**55,698**	**54,314**
Additions to non-current assets [2)]		
Additions to non-current assets for reportable segments	149	617
Unallocated additions to non-current assets	7	6
Total additions to non-current assets according to the statement of financial position	**156**	**623**
Total liabilities		
Total liabilities for reportable segments	37,428	35,344
Elimination of internal liabilities [1)]	(33,474)	(23,803)
Unallocated liabilities	49,407	39,361
Total liabilities according to the statement of financial position	**53,361**	**50,902**

[1)] Eliminations mainly relate to intra-group balances.
[2)] Additions to non-current assets comprise additions to Intangible assets and Property, plant and equipment.

5. OTHER INCOME AND EXPENSES, NET

DKK million	Q1 2010	Q1 2009
Gain on divestments	3	-
Other	1	-
Other income	**4**	**-**
Restructuring projects	-	(45)
Redundancy and severance payments relating to senior management changes	(16)	-
Loss on divestments	(30)	-
Accounting irregularities in Norway in prior years	(112)	-
Other	(1)	(3)
Other expenses	**(159)**	**(48)**
Other income and expenses, net	**(155)**	**(48)**

Other income

Gain on divestments in 2010 mainly related to completion of the sale of the industry service activities in Norway which were classified as held for sale on 31 December 2009.

Other expenses

Restructuring projects in 2009 related to France, Germany, Belgium and Finland. In France a re-organisation of the organisational setup covering several business units as well as head office was initiated amounting to an estimated DKK 212 million of which DKK 26 million was expensed at 31 March 2009. In Germany a re-organisation of a business unit including close-down of two divisions and efficiency improvements was initiated amounting to an estimated DKK 84 million of which DKK 12 million was expensed at 31 March 2009. In Finland a close-down of certain project-based activities across certain business units was initiated, and in Belgium a margin improvement project covering primarily head office was being implemented. Generally, restructuring projects include primarily redundancy payments, termination of leaseholds and relocation costs.

Loss on divestments in 2010 primarily related to completion of the sale of ISS's security business in France which was classified as held for sale on 31 December 2009 and the divestment of the call center activities in Denmark.

Accounting irregularities in Norway in prior years related to one of ISS Norway's subsidiaries and took place in the period from 2005 to 2010 resulting in an accumulated impact of DKK 117 million stemming from an overstatement of revenue of DKK 74 million and an understatement of costs of DKK 43 million. The impact from accounting irregularities carried out in prior years amounts to DKK 112 million and has been recognised as part of Other income and expenses, net.

6. ACQUISITION AND DIVESTMENT OF BUSINESSES

Acquisition of businesses

The Group uses acquisitions as a tool in the continued development of the business platform. Acquisitions are used selectively to improve competitiveness, build critical mass and increase service capabilities and capacity where and when appropriate.

When acquiring businesses the Group seeks to generate value by restructuring and refining the acquired business by applying "the ISS Way". The main impact from acquisitions derives from synergies, the value of human resources and the creation of platforms for growth. Consequently, goodwill recognised on acquisition is attributable mainly to; i) assembled workforce, ii) technical expertise and technological know how, iii) training expertise and training and recruitment programmes and iv) platform for growth.

Acquisitions occuring on or after 1 January 2010 are accounted for in accordance with IFRS 3 (revised 2008), whereas acquisitions occuring before 1 January 2010 are accounted for in accordance with the previous IFRS 3. Consequently, for the latter adjustments to contingent consideration and transaction costs continue to be recognised in goodwill as described in note 1, Significant accounting policies.

Acquisitions in Q1 2010

The Group made no acquisitions during 1 January - 31 March 2010. Adjustments to prior years' acquisitions had the following effect on the Group's assets and liabilities at 31 March 2010:

	Total acquisitions			
		Fair value adj.		
DKK million **Q1 2010**	**Pre-acquisition carrying amounts**	**Current year acquisitions**	**Prior year acquisitions**	**Recognised values on acquisition**
Non-current assets	-	-	(1)	(1)
Trade receivables			(1)	(1)
Net identifiable assets and liabilities	**-**	**-**	**(2)**	**(2)**
Goodwill [1)]				32
Acquisition costs, net of tax				-
Purchase price			**(2)**	**30**
Cash and cash equivalents in acquired businesses				-
Cash purchase price				**30**
Changes in deferred payments and earn-outs				19
Changes in prepaid purchase price				0
Acquisition costs paid, net of tax				(0)
Total payments regarding acquisition of businesses				**49**

1) The addition of goodwill is mainly related to acquiring the remaining 49% of ISS Estonia through settlement of a purchase obligation. The amount recognised in goodwill reflects the excess over the originally estimated purchase obligation already recognised in the statement of financial position.

continues

6. ACQUISITION AND DIVESTMENT OF BUSINESSES

Acquisition of businesses (continued)

Acquisitions in Q1 2009

The Group made 14 acquisitions during 1 January - 31 March 2009. The total purchase price amounted to DKK 316 million. The total annual revenue of the acquired businesses (approximate figures extracted from unaudited financial information) is estimated at DKK 680 million based on expectations at the time of acquisition.

The acquisitions (including adjustments to acquisitions in prior years) had the following effect on the Group's assets and liabilities on the acquisition date:

	Total acquisitions			
		Fair value adj.		
DKK million **Q1 2009**	**Pre-acquisition carrying amounts**	**Current year acq.**	**Prior year acq.**	**Recognised values on acquisition**
Customer contracts	-	99	-	99
Other non-current assets	9	5	2	16
Trade receivables	88	2	(6)	84
Other current assets	22	(1)	-	21
Other provisions	-	(9)	-	(9)
Pensions, deferred tax liabilities and minorities	(9)	(22)	(4)	(35)
Long-term debt	(1)	(1)	-	(2)
Short-term debt	(11)	-	-	(11)
Other current liabilities	(68)	(10)	(2)	(80)
Net identifiable assets and liabilities	**30**	**63**	**(10)**	**83**
Goodwill			(28)	254
Acquisition costs, net of tax			(0)	(21)
Purchase price			**(38)**	**316**
Cash and cash equivalents in acquired businesses				(13)
Cash purchase price				**303**
Changes in deferred payments and earn-outs				136
Changes in prepaid purchase price				(1)
Acquisition costs paid, net of tax				16
Total payments regarding acquisition of businesses				**454**

In Q1 2009, no acquisitions accounted for more than 2% of the Group's revenue on an individual basis. Consequently, all acquisitions are deemed individually immaterial and are therefore shown in aggregate.

The purchase price of prior years' acquisitions decreased by DKK 38 million, mainly due to revised estimates relating to earn-outs for the acquisitions of Gastronomia in Spain of DKK 22 million and Carlos Rocha in Spain of DKK 20 million.

Acquistion costs mainly comprise fees to lawyers, auditors and consultants (paid in relation to the acquisition).

continues

6. ACQUISITION AND DIVESTMENT OF BUSINESSES (CONTINUED)

Divestment of businesses

The Group made 4 divestments during 1 January - 31 March 2010 (1 during 1 January - 31 March 2009). The total sales price amounted to DKK 42 million (DKK 2 million during 1 January - 31 March 2009). The total annual revenue of the divested businesses (approximate figures extracted from unaudited financial information) is estimated to DKK 686 million (DKK 31 million during 1 January - 31 March 2009) based on expectations at the time of divestment.

The divestments had the following effect on the Group's assets and liabilities (carrying amounts) on the divestment date:

DKK million	Q1 2010	Q1 2009
Goodwill	(15)	-
Customer contracts	(54)	-
Other non-current assets	(22)	-
Trade receivables	(72)	(2)
Other current assets	(10)	-
Other provisions	10	-
Pensions, deferred tax liabilities and non-controlling interests	15	-
Long-term debt	2	-
Short-term debt	2	-
Other current liabilities	95	-
Net identifiable assets and liabilities	**(49)**	**(2)**
Loss/(gain) on divestment of businesses, net	27	-
Divestment costs, net of tax	(20)	(0)
Sales price	**(42)**	**(2)**
Cash and cash equivalents in divested businesses	3	-
Cash sales price	**(39)**	**(2)**
Changes in receivable sales price	(209)	2
Divestment costs paid, net of tax	7	-
Net proceeds regarding divestment of businesses	**(241)**	**(0)**

The 4 divestments [1] made by the Group during 2010 are listed below:

Company/activity	Country	Service type	Excluded from the income statement	Percentage interest	Annual revenue [2]	Number of employees [2]
Refrigeration	Spain	Property	March	Activities	163	163
Industriservice	Norway	Property	March	100%	205	254
Contact Centre	Denmark	Support	March	Activities	127	680
Securite	France	Security	March	100%	191	1,090
Total					**686**	**2,187**

[1] Includes all divestments completed prior to 1 April 2010.

[2] Approximate figures based on information available at the time of divestment extracted from unaudited financial information.

continues

6. ACQUISITION AND DIVESTMENT OF BUSINESSES (CONTINUED)

Pro forma revenue and operating profit before other items

Assuming all acquisitions and divestments during 1 January - 31 March were included as of 1 January the effect on revenue and operating profit before other items is estimated as follows:

DKK million	**Q1 2010**	**Q1 2009**
Pro forma revenue		
Revenue recognised in the income statement	17,574	16,674
Acquisitions	-	44
Revenue adjusted for acquisitions	17,574	16,718
Divestments	(172)	-
Pro forma revenue	**17,402**	**16,718**
Pro forma operating profit before other items		
Operating profit before other items recognised in the income statement	806	715
Acquisitions	-	4
Operating profit before other items adjusted for acquisitions	806	719
Divestments	16	-
Pro forma operating profit before other items	**822**	**719**

Applied assumptions

The adjustment of revenue and operating profit before other items is based on estimates made by local ISS management in the respective jurisdictions in which such acquisitions and divestments occurred at the time of such acquisition and divestment or actual results where available. Synergies from acquisitions are not included for periods in which such acquisitions were not controlled by the Group. The estimates are based on unaudited financial information.

These adjustments and the computation of total revenue and operating profit before other items calculated on a pro forma basis based on such adjustments are presented for informational purposes only. This information does not represent the results the Group would have achieved had the acquisitions and divestments during the year occurred on 1 January. In addition, the information should not be used as the basis for or prediction of any annualised calculation.

Acquisitions and divestments subsequent to 31 March 2010

No acquisitions or divestments were completed subsequent to 31 March 2010.

7. IMPAIRMENT TESTS

The Group performs impairment tests on intangibles[1)] annually and whenever there is an indication that intangibles may be impaired. The annual impairment test is performed as per 31 December based on financial budgets approved by management covering the following financial year.

At 31 March 2010, the Group performed a review for indications of impairment of the carrying amount of intangibles. Except for Greece, it is management's opinion that there are no material changes to the assumptions applied in the impairment tests presented in the Annual Report 2009. Consequently, only the impairment test calculation for Greece has been updated as at 31 March 2010 and it is management's assessment that the value in use exceeds the carrying amount of intangibles. Due to the generally unstable economic situation in Greece the development will be monitored closely going forward.

[1)] In this context intangibles cover the value of goodwill, brands and customer contracts resulting from the acquisition of companies.

8. ASSETS AND LIABILITIES HELD FOR SALE

At 31 December 2009 certain businesses which comprised non-core activities in France, Spain and Norway were classified as held for sale and were presented separately in the statement of financial position at the lower of the carrying amount at the date of the classification as held for sale and fair value less costs to sell. Assets have not been depreciated or amortised from the date when they were classified as held for sale.

During the first quarter of 2010, three of the businesses classified as held for sale at 31 December have been divested. The divestments comprise the security business in France, the industry service activities in Norway and a part of the building maintenance activies in Spain and resulted in a net loss of DKK 27 million in addition to the write-downs made at 31 December 2009 in connection with classifying the businesses as held for sale. The additional net loss of DKK 27 million has been recognised in Other income and expenses, net, see note 5, Other income and expenses, net.

9. BORROWINGS

Repayments
On 22 January 2010, the Group completed a tender offer for EUR 150 million of the outstanding 2010 EMTNs leaving EUR 200 million of notes for refinancing before maturity in September 2010. The notes were acquired at a purchase price of EUR 1,020 per EUR 1,000 principal amount and resulted in an accounting loss of DKK 32 million, which has been recognised in the income statement under Net finance costs. The accounting loss results primarily from the purchase price being above nominal value, and additionally from the carrying amount being below nominal value due to the fair value adjustment made in connection with ISS Holding A/S's acquisition of ISS A/S 9 May 2005.

New issues
On 25 March 2010, the Group completed an EUR 127.5 million tap bond offering of its existing subordinated notes due 2016. Proceeds from the offering has been on-lent to ISS Global A/S and will be used for general corporate purposes.

10. CONTINGENT LIABILITIES

Senior Facility Agreement

ISS Holding A/S has executed a share pledge over its shares in ISS A/S as security for the Group's senior facilities and a secondary share pledge over such shares as security for the subordinated notes issued by ISS Holding A/S.

ISS A/S, ISS Global A/S and certain material subsidiaries of ISS Global A/S in Australia, Belgium, Denmark, Finland, France, Germany, the Netherlands, Norway, Spain, Sweden, the United Kingdom and the USA have provided guarantees for ISS Global A/S's borrowings under the senior facilities. The guarantees have been backed up by security over bank accounts, trade receivables, intra-group receivables, other receivables, properties, production equipment and intellectual property rights of ISS A/S and these subsidiaries. At 31 March 2010, the aggregate approximate values of assets provided as security for the borrowings under the senior facilities were:

DKK billion	**Q1 2010**	**Q1 2009**
Goodwill	3.6	2.8
Customer contracts	0.9	0.9
Intellectual property rights	1.6	1.5
Other intangible and tangible assets	0.3	0.3
Trade receivables	2.7	3.2
Other receivables	0.4	0.1
Bank accounts	1.6	1.1
Total	**11.1**	**9.9**

In addition, the shares in the material subsidiaries and shares in certain of their subsidiaries as well as shares in certain subsidiaries in Austria, Brazil, the Czech Republic, Hong Kong, Ireland, Israel, New Zealand, Portugal, Singapore, Switzerland and Turkey have been pledged.

Securitisation

As part of the refinancing of the EUR 850 million of the EMTNs maturing in September 2010, the Group has during 2009 launched a securitisation programme in 5 major countries. Under the securitisation programme securitised trade receivables of the participating countries are provided as security for the securitisation debt. As at 31 March 2010, trade receivables of DKK 1,742 million have been placed as security for securitisation debt.

Operating leases

Operating leases consist of leases and rentals of properties, vehicles (primarily cars) and other equipment. The total expense under operating leases in the income statement in Q1 2010 amounted to DKK 520 million (DKK 498 million in Q1 2009). Assuming the current car fleet etc. is maintained, the future minimum lease payments under operating leases are:

DKK million	**Year 1**	**Year 2**	**Year 3**	**Year 4**	**Year 5**	**After 5 years**	**Total lease payment**
At 31 March 2010	1,406	923	613	386	271	453	4,052
At 31 March 2009	1,292	973	665	416	322	378	4,046

Commitment vehicle leases

On 1 January 2008 the Group extended the global car fleet lease framework agreement for another three year term to 31 December 2010. The framework agreement contains an option for the Group to terminate the fleet of an entire country or the entire fleet under the framework agreement with four weeks notice subject to payment of a termination amount. The majority of the underlying agreements have a duration of 3-5 years. The disclosed contingent liability includes the Group’s total leasing commitment assuming no early termination of any agreement.

Guarantee commitments

Indemnity and guarantee commitments at 31 March 2010 amounted to DKK 423 million (31 March 2009: DKK 356 million).

continues

10. CONTINGENT LIABILITIES (CONTINUED)

Performance guarantees

The Group has issued performance guarantee bonds for service contracts with an annual revenue of DKK 1,582 million (31 March 2009: DKK 1,359 million) of which DKK 1,030 million (31 March 2009: DKK 1,149 million) were bank-guaranteed performance bonds. Such performance bonds are issued in the ordinary course of business in the service industry.

Outsourcing of IT

The Group has an IT outsourcing agreement with Computer Sciences Corporation (CSC) running until 2015. The Group's contractual obligations related to the agreement at 31 March 2010 amounted to approximately DKK 39 million (31 March 2009: DKK 59 million).

Divestments

The Group makes provisions for claims from purchasers or other parties in connection with divestments and representations and warranties given in relation to such divestments. Management believes that provisions made at 31 March 2010 are adequate. However, there can be no assurance that one or more major claims arising out of the Group's divestment of companies will not adversely affect the Group's activities, results of operations and financial position.

Legal proceedings

The Group is party to certain legal proceedings. Management believes that these proceedings (which are to a large extent labour cases incidental to its business) will not have a material impact on the Group's financial position beyond the assets and liabilities already recognised in the statement of financial position at 31 March 2010.

Furthermore, restructuring projects aiming at adjusting capacity to lower activity have been undertaken across different geographies and service areas. Labour laws especially in Western Europe include restrictions on dismissals and procedural rules to be followed. The procedures applied by ISS could be challenged in certain jurisdictions resulting in liabilities. Management believes that this would not have a material impact on the Group's financial position beyond the assets and liabilities already recognised in the statement of financial position at 31 March 2010.

11. RELATED PARTIES

Parent and ultimate controlling party

The sole shareholder of ISS Holding A/S, ISS Equity A/S, has controlling influence in the Group. The ultimate controlling company of the Group is FS Invest S.à r.l ("FS Invest"), which is 54% owned by funds advised by EQT Partners and 44% owned by funds advised by Goldman Sachs Capital Partners, together The Principal Shareholders. There were no significant transactions with the parent company or the ultimate controlling party during the first three months of 2010.

Key management personnel

Members of the Board of Directors, the Executive Group Management and Corporate Senior Officers

Members of the Board of Directors, the Executive Group Management and Corporate Senior Officers have authority and responsibility for planning, implementing and controlling the Group's activities and are therefore considered as the Group's key management personnel. Apart from remuneration and co-investment programmes described below there were no significant transactions during the first three months of 2010 with members of the Board of Directors, the Executive Group Management or Corporate Senior Officers.

Co-investment programmes

The Principal Shareholders have established a Management Participation Programme, under which the Executive Group Management and a number of senior officers [1)] of the Group were offered to invest. The programme is structured as a combination of direct and indirect investments in a mix of shares and warrants of FS Invest, ISS Holding A/S's ultimate parent. As at 31 March 2010, the investments amounted to DKK 180.6 million in total for 150 executives and officers. As part of the initial programme - in addition to the investments - the Executive Group Management and a number of Corporate Officers [2)] were granted warrants in FS Invest with a vesting schedule (based on value of shares and time). As at 31 March 2010, 308,696 were outstanding.

Non-executive members of the Board of Directors (except representatives of the Principal Shareholders) were offered to participate in a Directors Participation Programme, under which they have invested in a mix of shares and warrants of FS Invest amounting to approximately DKK 9.0 million in total. In addition, they have co-invested with the Principal Shareholders for approximately DKK 14.7 million in total.

External directorships and external executive positions of the Board of Directors at 31 March 2010

Board of Directors	Board Member	Executive Position
Ole Andersen (Chairman)	Chr. Hansen Holding A/S (Chairman), Privathospitalet Hamlet A/S (Chairman), Danske Bank A/S, Bang & Olufsen a/s and Georg Jensen A/S	Senior advisor to EQT Partners
Leif Östling (Vice-Chairman)	Scania AB, AB SKF (Chairman), Svenskt Näringsliv (Confederation of Swedish Enterprise) and Teknikföretagen (The Association of Swedish Engineering Industries)(Chairman)	President and CEO of Scania AB
Christoph Sander	None	None
Steven Sher	Ahlsell Sverige AB, Edam Acquisition I Cooperatief U.A. and certain holding companies of Ahlsell Sverige AB and Endemol B.V.	Managing Director, Goldman Sachs International, Principal Investment Area
Peter Korsholm	BTX Group A/S, CaridianBCT Holding Corp and Gambro AB	Partner and Head of the Copenhagen office of EQT Partners
John Allan	National Grid plc, DSG International plc (Chairman), 3i Group plc	None
Marcus Brennecke	Kabel Baden-Württemberg, Carl Zeiss Vision and Springer Science, SAG and CBR	Senior Partner and head of Equity D/A/CH of EQT Partners
Casper von Koskull	None	Managing Director, Goldman Sachs International

[1)] Senior officers of the Group comprises Corporate Senior Officers (members of Group Management other than members of the Executive Group Management) and other Corporate Officers as well as certain members of Country Management of each country.

[2)] Corporate Officers of the Group comprises Corporate Senior Officers (members of Group Management other than members of the Executive Group Management) and other Corporate Officers.

continues

11. RELATED PARTIES (CONTINUED)

External directorships and external executive positions of the Executive Group Management at 31 March 2010

Executive Group Management	Board Member	Executive Position
Jørgen Lindegaard	Efsen Engineering A/S	None
Jeff Gravenhorst	Danish Crown	None
Jakob Stausholm	Statoil ASA	None

Other related party transactions

In the period 1 January - 31 March 2010, the Group had the following transactions with other related parties, which were all made on market terms:

- the Group received/paid interest from/to ISS Equity A/S.
- the Group received/paid joint taxation contribution equal to 25% of taxable income from/to ISS Equity A/S (the ultimate parent company in Denmark).
- the Group and Goldman Sachs have agreed general terms and conditions for the supply of Facility Services to be applied by local ISS operations and local Goldman Sachs affiliates when contracting with each other. ISS in Switzerland, Russia and the United Kingdom have entered into Facility Services agreements with local Goldman Sachs affiliates. The annual revenue from these agreements is estimated at DKK 64 million. Furthermore, the Group has local agreement terms with Goldman Sachs in France, Italy, Ireland, Singapore, Mexico, Brazil and China. The annual revenue from these agreements is estimated at DKK 7 million.
- the Group and Goldman Sachs have entered into various agreements on provision of financing and banking related services.

Associates and joint ventures

Transactions with associates and joint ventures are limited to transactions related to shared service agreements. There were no significant transactions with associates and joint ventures during 1 January - 31 March 2010. All transactions were made on market terms.

Other

In addition to the above and except for intra-group transactions, which have been eliminated in the consolidated accounts, there were no material transactions with other related parties and shareholders during 1 January - 31 March 2010.

12. SUBSEQUENT EVENTS

On 6 April 2010, the Group announced that Jørgen Lindegaard joined as new member of the Board of Directors of the Group.

Apart from the above and the events described in the financial statements, the Group is not aware of events subsequent to 31 March 2010, which are expected to have a material impact on the Group's financial position.

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Capital Structure

The estimated pro forma information presented below is for informational purposes only. This information does not represent the results the Group would have achieved had each of the acquisitions and divestments during the period 1 April 2009 – 31 March 2010 occurred on 1 April 2009.

For further information and definitions, reference is made to the appendix Capital Structure set out in the ISS Holding A/S Annual Report 2009, which can be downloaded from www.issworld.com.

Pro Forma Adjusted EBITDA

Adjusted EBITDA, as calculated by ISS, represents operating profit before other items plus depreciation and amortisation.

Pro Forma Adjusted EBITDA (amounts in DKK million)	**12-month period ended 31 March 2010**
Adjusted EBITDA	4,816
Estimated Pro Forma Adjusted EBITDA of acquired and divested businesses	30
Pro Forma Adjusted EBITDA	**4,846**

Pro Forma Net Debt

The following table sets forth ISS's Pro Forma Net Debt as of 31 March 2010 adjusted for certain non-cash accounting items to reflect the principal value of loan liabilities.

Pro Forma Net Debt as of 31 March 2010

(amounts in DKK million)

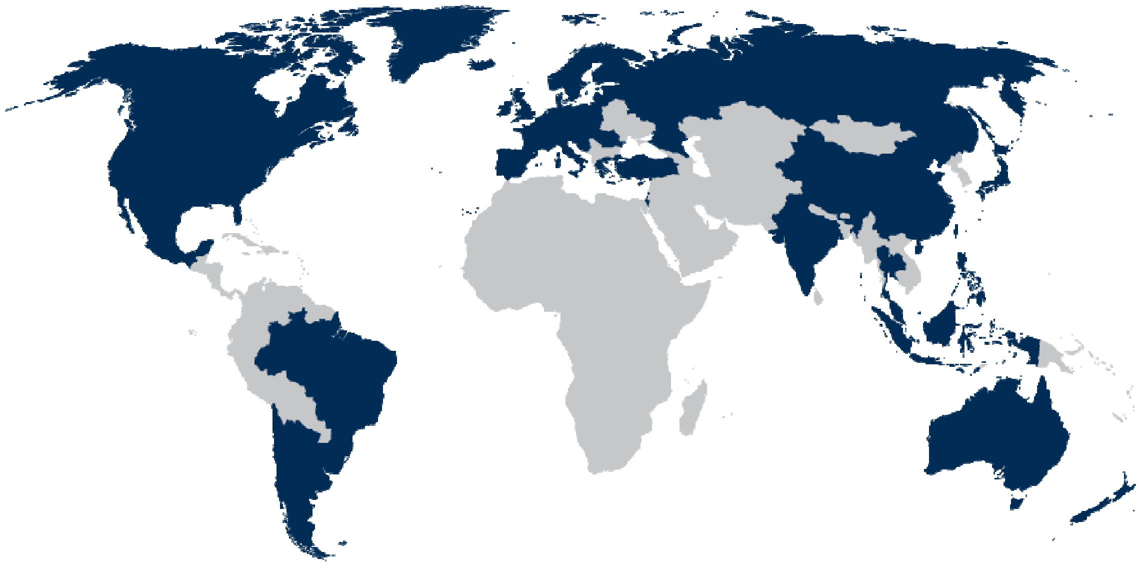
	Consolidated as adjusted, 31 March 2010 [1)]
Short-term debt:	
Senior Facilities (including drawings under revolving credit facility):	
Term Facility A	400
Acquisition Facilities	436
Revolver	1,533
Euro Medium Term Notes, 4.75% Notes due 2010	1,489
Securitisation	1,223
Other short-term debt	248
Total short-term debt	5,329
Long-term debt:	
Senior Facilities:	
Term Facility A	700
Term Facility B	13,050
Acquisition Facilities	2,676
Euro Medium Term Notes, 4.50% Notes due 2014	822
Senior Notes	3,908
Second Lien Facility	4,467
8.875% Subordinated Notes due 2016	4,329
Other long-term debt	157
Total long-term debt	30,109
Total long and short-term debt	35,438
- Total cash and cash equivalents and securities	(3,415)
Pro Forma Net Debt	**32,023**
Changes in working capital, 1 January - 31 March 2010	(760)
Changes in working capital, 1 April, 2009 - 31 March, 2010	(224)
Seasonality Adjusted Pro Forma Net Debt	**31,039**

[1)] Adjustments of DKK 606 million were made to reflect the principal value of loan liabilities as of 31 March 2010. The adjustments primarily related to non-cash accounting items such as market price adjustment of EMTNs and unamortised financing fees.

Summary of Credit Facilities

Credit Facility	Size (DKK)	Drawdown	Coupon / margin	Repayment	Maturity
Senior Facilities:					
Term Facility A	1,100	SEK, NOK, CHF	+ 200bps	Amortising	30 Jun 2012
Term Facility B	13,050	EUR, GBP	+ 200bps	Two bullets, equal installments	31 Dec 2013
Acquisition Facility A	985	EUR	+ 225bps	Amortising	30 Jun 2012
Acquisition Facility B	2,127	EUR	+ 225bps	Two bullets, equal installments	31 Dec 2013
Revolving Credit Facility	2,448	Multi Currency	+ 225bps	Bullet	30 Jun 2012
EMTNs:					
EMTNs due 2010	1,489	EUR	4.75%	Bullet	18 Sep 2010
EMTNs due 2014	822	EUR	4.50%	Bullet	8 Dec 2014
Senior Notes	3,908	EUR	11.00%	Bullet	15 Jun 2014
Second Lien Facility	4,467	EUR	+ 375bps	Bullet	30 Jun 2015
Subordinated Notes	4,329	EUR	8.875%	Bullet	15 May 2016
Securitisation	1,223	EUR	3.40%	Bullet	14 Sep 2012

The ISS representation around the globe



The ISS Group was founded in Copenhagen in 1901 and has since grown to become one of the leading Facility Services companies in the world. ISS offers a wide range of services within the following business areas: Cleaning, Support Services, Property Services, Catering, Security and Facility Management. The ISS Group's revenue amounted to DKK 69 billion in 2009 and ISS now has more than 490,000 employees in over 50 countries across Europe, Asia, North America, South America and Pacific, serving more than 200,000 business to business customers every day.

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