



ISS GROUP

Investor Relations Policy



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's shares and other financial instruments, if any

We operate according to good corporate governance principles

We always comply 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 provide the financial markets with relevant and sufficient information to enable a fair valuation of ISS's shares and other financial instruments
- 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
- We aim to maintain a wide coverage by analysts
- We ensure that information and feedback is channeled back from the financial markets to ISS' Executive Group Management and Board of Directors

Personal 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 conference calls that will be available on the corporate website.

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.

When asked to review analyst draft reports, ISS will limit the review and comments to the following:

- Correcting historical factual information only
- Pointing out information that is in the public domain
- Providing information that ISS believes is clearly non-material
- Discussing general factors that might influence the underlying assumptions used for future projections



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

- Chair of the Board of Directors
- Group CEO
- Group CFO
- Head of Group Treasury
- Head of Group Finance
- Investor Relations Team





The ISS Values

Unity

We trust each other and believe in creating equality, inclusion and a sense of belonging for all – a culture where everyone can be their authentic selves. That includes building diverse talent and teams, creating space for collaboration, as well as leaning on and learning from one another. We know that when we act together, we deliver a better experience for our customers and their communities. Only together and united, can we deliver on our purpose.

Honesty

At ISS, we have a proud heritage of fairness, equality and inclusion. Every day, we strive to create a culture of open communication and collaboration, where differences and individual contributions are respected and celebrated.

Responsibility

The health and well-being of our people and those we serve is our number one priority. We want our people to be happy, to feel valued and to thrive. This means putting all our efforts into creating safe and nurturing working environments and enhancing the communities we work within.

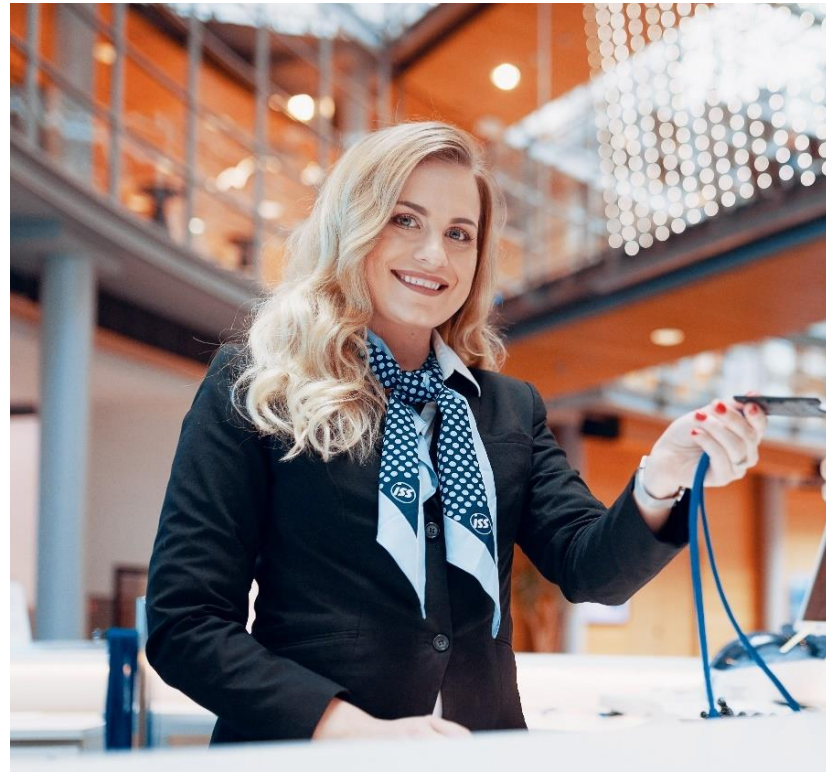


Entrepreneurship

At ISS, we lead by example. That means empowering people to act and innovate, suggesting improvements and better ways of working and calling out behaviour which undermines our values. Our people know they are empowered to do the right thing.

Quality

Our people are part of one big global family that all share the same purpose – connecting people and places to make the world work better. We provide a skilled, empowered and motivated workforce who seek to deliver the highest standards 24/7, 365 days a year.





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