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PRESS RELEASE

ISS ACQUIRES STRATEGIC WORKPLACE MANAGEMENT AND DESIGN FIRM

ISS strengthens its focus on strategic workplace management and design through the acquisition of consulting firm SIGNAL.

- **ISS has today agreed to buy the Nordic strategic workspace management & design consultancy, SIGNAL**
- **SIGNAL advises on how to use strategic space management and workplace design to improve performance – based on extensive engagement with customers, managers and employees and a unique database of user experience**
- **Annual revenue of approximately DKK 30 million, approximately 30 employees**
- **The acquisition is consistent with the strategy of ISS**

ISS, a global leading facility services provider, has agreed to buy consulting firm SIGNAL.

Martin Gaarn Thomsen, ISS Group Chief Operating Officer, said:

"Our customers are increasingly seeing their workplace as an experience. We have worked with SIGNAL for a number of years. Through this partnership we have seen the power of facilities that deliver on space, function and creativity, whilst supporting high quality services for the users. The acquisition of SIGNAL is a natural next step for us and will significantly strengthen our global capabilities in this area. By combining strategic space management and workplace design with Integrated Facility Services, we will enable our customers to leverage



the workplace as a strategic tool and to improve business performance. SIGNAL will serve as our global excellence centre in this field."

Andrew Price, ISS Group Chief Commercial Officer, said:

"More customers view outsourcing from an outcome perspective. Today's focus is on how the workplace can help them achieve their purpose. As such, we need greater insight on how workplace design and service design can come together to drive engagement. The acquisition of SIGNAL will expedite our progress in this area and provide new, value enhancing opportunities for our customers."

Gitte Andersen, Managing Partner, SIGNAL, said:

"This opportunity to advise globally on strategic space management and design is a dream come true for both my business partner Per Felthaus and myself. The integration of our company with ISS will enable us to establish the right strategic links between people performance and design of workplaces and spaces in general. We are looking forward to getting started with the development of a global excellence centre built on our concepts, evidence and the significant amount of the data we have gathered in recent years, documenting the close relationship between the design of workplaces and employee behaviour, engagement and performance."

Annual expected revenue of SIGNAL is DKK 30 million. SIGNAL currently has approximately 30 employees based at offices in Copenhagen and Oslo. The consultancy firm was founded in 2000. Customers of SIGNAL include Carlsberg, Nordea, Siemens Windpower, Shell, AstraZeneca, Novozymes, Lego, Deloitte and Maersk.

SIGNAL will remain a separate business unit within the ISS Group. It will serve as an excellence centre for ISS, strengthening the focus on advising customers on how strategic space management and workplace design, in connection with other services, can help increase employee engagement and user experience. The current leadership of SIGNAL will remain in charge of growing the business as an integral part of ISS Group.

The buyer and seller have agreed to keep the purchase price confidential. The transaction is closed.

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About ISS

The ISS Group was founded in Copenhagen in 1901 and has grown to become one of the world's leading Facility Services companies. ISS offers a wide range of services such as: Cleaning, Catering, Security, property and Support Services as well as Facility Management. Global revenue amounted to DKK 79.6 billion in 2015 and ISS has approximately 500,000 employees and activities in more than 75 countries across Europe, Asia, North America, Latin America and Pacific, serving thousands of both public and private sector customers. For more information on the ISS Group, visit www.issworld.com.

About SIGNAL

SIGNAL is a consulting firm that works strategically with space as a tool to better performance.

They link people and culture with an organization's strategy for the future, focusing on how design of space can best be conducive to good relations among people and add value to the organisation. SIGNAL was founded in 2000 and is serving a number of private as well as public clients in connection with development and new thinking of physical space. More information: www.signal-arki.dk