

## ESG questionnaire 2026

### General Industry

**1. Please list the industry's three biggest sustainability (ESG) related challenges and briefly describe the process for identifying these challenges.**

- 1) Greenhouse gas (GHG) emissions associated with the lifecycle emissions of buildings and the emissions from the business operations
- 2) Ensuring high occupational health and safety standards for construction workers and sub-contractors
- 3) Transparency and prevention of the grey economy

**2. Have you conducted any preliminary assessments of your company in relation to the EU Taxonomy? If so, what was the outcome?**

YIT has reported EU Taxonomy eligibility and alignment since 2022. In 2025, 81% of YIT's total revenue was Taxonomy-eligible. Alignment was assessed on a project-by-project basis, while minimum safeguards were assessed at company level. Taxonomy-aligned revenue accounted for 3% of total revenue in 2025. For CapEx, 90% was Taxonomy-eligible and 2% Taxonomy-aligned.

### Environment

**3. Please list the firm's three primary risks related to climate change and if any, the firm's climate related opportunities**

YIT has carried out a climate risk assessment based on climate scenarios that covered YIT's own operations and the upstream and downstream value chain. The work was based on climate scenarios prepared by the Intergovernmental Panel on Climate Change (IPCC). After identifying the risks and opportunities, each of them was assessed from the perspective of two different climate scenarios. The climate scenarios are the RCP 2.6 scenario, in which the global temperature increases by less than 2 °C by 2100, and the high emissions RCP 8.5 scenario, where emissions continue to increase by 2100. These scenarios were chosen because they differ significantly from each other, and to more clearly identify possible changes in the operating environment. Based on the assessment, the three primary risks vary between scenarios, whereby the below list is a synthesis between results from the two scenarios.

#### Risks

- 1) Physical chronic risks such as flooding and higher precipitation which might damage properties or infrastructure and impact access to land.
- 2) Increased costs of raw materials. The transition to a lower-carbon economy can lead to increased costs of low-carbon materials as many undertakings move to low-carbon materials. Similarly, a rapidly warming world may see quickly depleting resources and/or value chain disruptions.
- 3) Increased pricing of GHG emissions and/or substitution of existing products in relation to the increased pricing.

## Opportunities

YIT sees opportunities as an enabler of the green transition in all its business segments. YIT sees opportunities in renewable energy production and utilization as well as energy efficiency measures in all its operating countries. In its own operations, YIT aims to increase the use of geothermal heating and cooling as well as solar PV in housing and sees opportunities in energy efficiency measures both in new construction and in renovation projects.

An increase in the demand for low-carbon transportation such as rail and light rail infrastructure also presents an opportunity for YIT. Infrastructure projects related to climate change adaptation could also present opportunities for YIT in the future.

### **4. Does the firm anticipate any climate related investments, and if so to what extent?**

YIT will implement low-carbon and circular economy adapted solutions that will support progress towards our long-term climate targets, such as renewable energy solutions. Investments are also anticipated for system development and innovation in order to take steps towards increased energy- and resource-efficiency.

In 2022, YIT set out a carbon neutrality roadmap that sets forth the main emission-reducing measures anticipated until 2030. These include both investments into e.g. a zero-emissions fleet and low-carbon steel and concrete but also acknowledges the need to invest in training and education of our personnel through environmental competence development.

### **5. Circular Economy: how are purchases and waste managed? If the firm rely on any scarce resources, please describe what efforts are made to mitigate the risk of those resources becoming scarcer in the future, e.g. recycling, reusing substitutes or improved resource efficiency?**

We strive to continuously reduce the environmental impacts of our operations, and we expect the same from our suppliers, subcontractors and service providers. We favour environmentally friendly and energy efficient options in our procurements and our suppliers must comply with laws, guidelines and instructions pertaining to environmental protection. YIT has also introduced sustainability criteria into its category-based procurement model and works closely with suppliers to increase the use of recycled and secondary raw materials.

YIT conducts conversion and renovation projects, which are examples of YIT's circular economy. YIT is also carrying out several projects with strict circular economy targets and aims to put in place a circular economy concept. Other measures include enhancing the waste sorting opportunities at sites and improving utilization of land masses in infrastructure projects. In addition, circular economy measures are increasingly integrated in the design phase to support adaptability, dismantlability and material reuse throughout the lifecycle of the building. Waste generated on construction sites is sorted at the source, monitored regularly, and processed in cooperation with approved waste-management partners.

In YIT's construction projects, the circular economy has also been a guiding theme in the design meetings and preparations held between the project's stakeholders. The parties have wanted to include construction projects as part of larger circular economy development programs or pilots. Examples of these are the Jätkäsaari Circular Economy Block and the Melkinlaituri school and daycare centre (both located in Helsinki), where the principles of the circular economy have served as key drivers already in the design phase of the projects. In

the Melkinlaituri project, for example, refurbished hollow-core slabs from a demolished building were reused in the new structure.

To reduce dependency on scarce primary raw materials, YIT promotes the use of recycled steel, recycled concrete elements and industrial by-products (such as slag in concrete). Renewable materials, such as saw timber, are produced mainly from certified suppliers. These measures improve material efficiency, reduce pressure on natural resources and mitigate long-term resource scarcity risks.

**6. Transition related risks (for example changed customer preferences or legislation): Do you anticipate any risks or opportunities due to the transition to a carbon neutral society? Is there any risk of the firm's offer being negatively affected? If yes, how has the firm positioned itself to handle that risk?**

During the fall of 2024, YIT carried out a resilience analysis of its strategy and business model in relation to ESG risks for the strategy period 2025-2029. The conclusion of the analysis was that, for example, through its partnerships, YIT is well positioned to adopt low-carbon products and materials as they develop, and to use renewable energy technologies. In addition, the resilience analysis identified that biodiversity loss involves significant risks affecting YIT's business, which, however, mainly affect the time after the strategy period.

Transition-related risks relevant for the building and construction sector include:

- 1) Increasing costs related to building materials as a result of stricter environmental regulations, development of low-carbon materials and increased price on carbon emissions.
- 2) Increasing costs to design and adapt buildings and infrastructure for future climate conditions and mandatory or stricter product certifications or standards.
- 3) Failing to achieve emissions targets may influence the availability or cost of financing.

Climate-related risks are integrated into YIT's risk management and addressed as part of our on-going strategic and operational risk management. Thus, YIT is well-positioned to manage these risks.

**7. Have you set a target to become carbon neutral? If so, how have you defined carbon neutrality?**

Yes. YIT has set the target to become carbon neutral by 2030 for scopes 1 and 2. This is defined as emission reductions above 90% (baseline 2019), remaining emissions to be offset with nature-based solutions that promote biodiversity.

**8. Please list the firm's (1-2) primary means of making a positive environmental impact or minimising negative environmental impact. Please list the corresponding most relevant UN Sustainable Development Goals. What proportion of sales can be directly linked to selected UN SDGs?**

**SDG 11: Sustainable cities and communities**

Building sustainable cities is at the core of our strategy. We offer rental and owner-occupied housing to our customers, construct business premises and other public buildings and build eco-friendly public transport solutions. We also utilize our expertise in demanding infrastructure construction projects in areas such as municipal wastewater management and

the construction of production facilities for renewable energy. YIT also constructs infrastructure for low-carbon transportation.

The concept of sustainable cities also covers areas developed with the mixed-use principle, which combines housing, services, jobs and public transport. Examples of our mixed-use projects include Keilaniemenranta in Espoo and the Pasila district in Helsinki.

We provide renovation services to extend the life cycle of existing buildings.

### **SDG 12: Responsible consumption and production**

We want to support sustainable consumption in our own operations and in the operations of our customers. We develop various living services and property life cycle services aimed at reducing the in-use energy consumption and carbon footprint of buildings, for example. The choices we make during project design and construction also have a direct impact on the sustainable consumption of our customers.

We provide our customers with services during the use of buildings in order to reduce the life cycle environmental impact of each property. Energy services and repair services are two examples of these. Our renovation business is an example of our circular economy activities.

We strive to enhance the sustainability of our own operations in various areas, including waste recycling and environmental management. We are developing our waste reporting and aim to make use of circular economy solutions.

### **SDG 13: Climate action**

Construction and the use of the built environment generate carbon dioxide emissions and thereby have an impact on climate change. Our goal is to reach carbon neutrality in construction across the value chain. By year 2030, we are carbon neutral in our own operations (Scope 1 and 2) and have reduced emissions in our upstream and downstream activities (i.e. construction materials & services and use phase energy consumption) by 30% vs. 2019 baseline. We also want to enable our customers to use our sites in a carbon neutral way.

The development of renewable energy services supports the reduction of our carbon footprint. We are also developing other life cycle services for buildings with the aim of influencing their life cycle emissions.

## **Social**

### **9. Does the firm have a history of accidents? If so, how have these been managed? Are there any preventive measures, such as policies?**

Every employee is entitled to a safe working environment, and YIT invests heavily in occupational safety and accident prevention. YIT has set a new strategic target for the strategy period 2025-2029 to reduce the combined accident frequency rate below 5 in all operations (a reduction of 50%). YIT has occupational health and safety principles. YIT has systemic preventive and corrective measures in place. The preventive measures include e.g. a compulsory preliminary construction site orientation for all on-site workers covering safety issues and weekly work safety measurements, as well as safety observations with a digital tool. Accidents and dangerous situations are always thoroughly investigated which aims to

prevent similar cases from happening. Additionally, YIT's management is required to have management walks and talks at sites regularly.

In 2025, YIT's accident frequency (combined LTIF) rate was 9.6 (own personnel and partners) compared to 9.6 in 2024.

**10. If applicable, please state your targets for gender and cultural equality and indicate the relative split of men/women at every level of the firm.**

YIT supports the EU directive on gender balance on corporate boards and strives to attain the objectives set in the directive.

Current gender split:

Board of Directors: Women 33.3%, Men 66.6%

YIT Leadership Team: Women 29%, Men 71%

Personnel: Women 22%, Men 78%

**11. Does the company conduct any other community engagement activities aside from those directly connected to the business?**

YIT had a social responsibility program called 100 good deeds. The good deeds are done by YIT employees or in cooperation with various parties and the recipients were for example communities, organizations, schools or nursing homes. In the program, YIT challenges its stakeholders to implement good deeds in order to get sponsored. Currently, over 300 good deeds have been made.

In connection with the new strategy for the period 2025-2029, the company has also renewed its community engagement program. From the beginning of 2025, YIT will strengthen cooperation locally with nearby area actors.

Our stakeholder cooperation model, based on our vision "For a Good Life," supports the well-being and community spirit of the communities surrounding us and promotes environmental issues.

Well-being: We promote the mental and physical well-being of people operating in the communities around us.

Community: We promote community spirit and good urban culture.

Environment: We protect the environment, promote biodiversity, and the circular economy.

**12. How often does the firm conduct audits of its suppliers, and how often do you discover incidents not compliant with your code of conduct?**

Supplier audits are carried out on the largest suppliers annually. Otherwise, audits are carried out on a risk basis. As YIT's procurement becomes category-based, risk assessments related to the operators in the sector will be carried out based on the category and supplier in future. The category-specific risk assessment also takes into account risks in terms of the implementation of YIT's Code of Conduct, legislation and human rights violations, for example. No incidents of code of conduct non-compliance were identified in 2025. YIT does not classify or report incidents in a way that would allow separating Code of Conduct non-compliance cases as a standalone category.

In addition to supplier audits, YIT monitors compliance through misconduct investigations related to workers in the value chain. In 2025, there were 23 (20) misconduct investigations

related to workers in the value chain. These cases concerned issues such as underpayment, excessive overtime, light entrepreneurship or lack of clarity regarding employment relationships. None of the investigations led to actions under criminal law. Of the resolved cases, 5 (5) resulted in either the termination of the cooperation agreement or a ban on the use of the partner. In addition, seven suppliers were suspended from use due to irregularities publicly reported, despite not having worked on YIT's projects.

**13. Please list the firm's (1-2) primary means of making a positive social impact or minimising negative social impact. Please list the corresponding most relevant UN Sustainable Development Goals. What proportion of sales can be directly linked to selected UN SDGs?**

1. Employment, decent work and occupational safety

YIT's operations are labour-intensive, and occupational safety is a core element of the company's responsibility. YIT emphasizes safe working conditions at construction sites for both its own employees and subcontractors. Respect for human rights and compliance with labour legislation are required in YIT's own operations and throughout the supply chain.

2. Equality, non-discrimination and inclusive working community

YIT aims to be an equal and inclusive working community. The company promotes non-discrimination and equal treatment and seeks to increase diversity in the construction industry, including improving gender balance across roles and seniority levels. Discrimination is prohibited under YIT's Code of Conduct, and grievances are addressed without delay. The corresponding most relevant UN Sustainable Development Goals:

SDG 8: Decent work and economic growth

SDG 5: Gender Equality

## **Governance**

**14. Do all staff members receive continuing education on anti-corruption? Are there any ongoing or historical incidents involving corruption, cartels, or any other unethical business conduct? Have any preventive measures been taken?**

Compliance with good corporate governance and preventing corruption and the grey economy is a material sustainability theme, and our operations are guided by the YIT Code of Conduct. The Code of Conduct sets guidelines for our activities in relation to customers, employees, shareholders, partners, competitors, society and the environment and is used in all our operating countries. We have a zero-tolerance policy regarding the grey economy, and we actively promote the fight against it.

We do not exercise or tolerate any form of corruption, extortion or bribery and we are committed to working against these practices. Personnel are receiving continuing education in the Code of Conduct, including anti-corruption, and we follow up performance on this online training regularly. We require that every YIT employee must successfully complete YIT Code of Conduct online training. Moreover, YIT has a whistleblower-system called Ethics Channel which enables our employees, customers, suppliers and other third parties to report possible irregularities to laws, regulation and good business practices.

There were no confirmed cases of corruption or bribery during 2025. YIT has no ongoing unethical business incidents as all the proceedings pending before courts against YIT concerning the damages related to the asphalt cartel have now ended.

**15. Please state the firm's business tax residence (i.e. where the firm pays tax) and explain why that specific tax residence was chosen.**

YIT Group acts as a good corporate citizen in each jurisdiction where the Group or an individual YIT Group company operates. Furthermore, the Group establishes its business operations and transactions only on commercial needs, not on tax advantages or tax planning.

YIT pays tax in the country where we have operations/legal companies (Finland, Sweden, Norway, Estonia, Latvia, Lithuania, Czech Republic, Slovakia and Poland).

**16. How many independent members sits on the Board of Directors?**

All members of the Board of Directors are independent of YIT and its major shareholders, except Anders Dahlblom, who is not independent of significant shareholder.

**17. Please state if and to what extent, the company has transactions with related parties.**

All related party transactions are disclosed in YIT's Annual reporting and are made at arm's length principle.

**18. Which KPIs dictate the remuneration to management (are sustainability and diversity goals included)?**

Management remuneration at YIT is based on fixed salary, short-term and long-term incentive plans, and benefits. Short-term incentives are linked to financial performance, capital efficiency, customer satisfaction (NPS) and work safety. Long-term share-based incentive plans for the earning periods 2023–2025, 2024–2026 and 2025–2027 are based on absolute Total Shareholder Return (TSR), return on capital employed (ROCE, from 2025–2027), and sustainability targets. Sustainability KPIs relate to emissions reductions in line with the Science Based Targets initiative (Scopes 1–2 for 2023–2025 and Scopes 1–3 for 2024–2026 and 2025–2027).

**19. Describe the company's process for monitoring and reporting ESG issues and performance to senior management/the Board. In your response, please confirm what KPIs are monitored (if any) and how frequently reporting is undertaken.**

YIT's Board of Directors approves sustainability-related strategic objectives, monitors risk management and decides on compensation and benefits related to sustainability. At the operational level, sustainability is managed by the President and CEO, the Group Management Team, business unit directors and the Executive Vice President in charge of ESG issues.

The VP, ESG informs the EVP on sustainability issues on a running basis and formally every month in the function steering group. The GMT and board are informed whenever topical issues arise.

LTIF is reported on a quarterly basis and emissions on a yearly basis. In addition to these, other safety and sustainability KPIs are monitored as part of regular executive and Board

follow-up. Furthermore, the Sustainability statements in the annual report includes a large amount of ESG information.

## 20. Have you signed a Union agreement?

The employees have freedom of association.

## PAI – Principle Adverse Impacts

Numeric answers:

Revenue (EUR)	1,757bn (2025)
Greenhouse gas emissions; Scope 1, Scope 2, Scope 3 (tCO <sub>2</sub> e)	Scope 1: 15,800 Scope 2 (Market-based): 4,600 Scope 2 (Location-based): 5,500 Scope 3: 1,118,300
Share of non-renewable energy consumption	67%
Share of non-renewable energy production	N/A <sup>1</sup>
Energy consumption in MWh	133,100
Tonnes of emissions to water	N/A
Tonnes of hazardous waste and radioactive waste generated	748
Unadjusted gender pay gap	N/A <sup>2</sup>
Board gender diversity	Women 33.3%, Men 66.6%

Yes/No answers:

Fossil fuel operations	No
Sites/operations located in or near to biodiversity sensitive areas where activities negatively affect those areas	Yes
Science Based Target	Yes
Reports to CDP	Yes
UN Global Compact Signatory	No
Involved in the manufacture or selling of controversial weapons	No
Whistle blower policy	Yes
Supplier code of conduct	Yes

<sup>1</sup> No energy production

<sup>2</sup> YIT does not publicly disclose the unadjusted figure. However, YIT publishes the number with specific scope limitations, which are available on page 101 of the Annual Review. Under these limitations, the figure would be 4% (5%).