



GRI-report
2023

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About YIT's GRI Report

In 2023 YIT's non-financial information is published as a part of the Annual Review. In addition, updated information about YIT's sustainability performance can be found on YIT's sustainability website. The Annual Review is published in PDF format in both English and Finnish. This GRI Report including GRI index is published at same time as the Annual Review.

REPORTING PRINCIPLES

Non-financial information is reported in accordance with the Finnish Accounting Act. Additionally, YIT has reported with reference to the Global Reporting Initiative (GRI) guidelines and later standards since 2013. In the reporting of 2023, reference is made to the GRI Foundation 2021 standard (GRI-Referenced). The materiality to YIT's operations and the availability of information have been the bases for choosing the reported subjects and indicators. YIT is developing its non-financial reporting in line with the principles described in the GRI Foundation 2021 standard. These principles are accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness and verifiability. This GRI reporting has not been confirmed by an outside party.

REPORTING BOUNDARIES

YIT Group includes the parent company YIT Corporation and its subsidiaries that have been defined in the [Note 32](#) of the Consolidated financial statements 2023.

The reporting covers all YIT's operations. The reported information refers to the continuing operations of YIT Group, unless otherwise stated. Information on subcontractors is reported in the Annual Review as part of the sections on Occupational safety, Human rights, Responsible procurement and Preventing corruption and the grey economy.

The financial information is based on the accounting and verified Financial statements of YIT. Social metrics have been acquired from the personnel and payroll systems. Environmental metrics are based on the information acquired from YIT's own systems and information given by service providers.

MATERIAL THEMES

The material sustainability themes were updated in 2022 based on the results of a stakeholder questionnaire conducted in 2021. The process of defining the material sustainability themes has been reported in more detail on page [16](#) of the Annual Review and on YIT's website in section [Sustainability management](#).

Targets, measures and progress in 2023 related to key sustainability themes can be found on pages [17–18](#) of the Annual Review and calculation principles for key indicators are described on pages [38](#).

YIT's material sustainability themes are the following:

1. We enable a sustainable lifestyle for our customers
2. Reducing environmental impact of own operations
3. Occupational safety
4. Good governance and preventing corruption and grey economy
5. Safeguarding biodiversity
6. Promoting competence development of our personnel
7. Respecting human rights
8. Responsible subcontracting and procurement

GRI content index

STATEMENT OF USE : YIT Corporation has reported the information cited in this GRI content index for the period 1 January to 31 December 2023 with reference to the GRI Standards

GRI 1 USED: GRI 1: Foundation 2021

Code	GRI content	Location	Additional information
GRI 2: GENERAL DISCLOSURES 2021			
2-1	Organizational details	p. 3 / YIT Annual Review 2023	
2-2	Entities included in the organization’s sustainability reporting	p. 3 / GRI Report	
2-3	Reporting period, frequency and contact point	p. 15 / YIT Annual Review 2023	Contact information: sustainability@yit.fi
2-4	Restatement of information	p. 21 / YIT Annual Review 2023	The 2022 Scope 1 and 2 emissions have been recalculated due to improved data quality
2-5	External assurance	GRI index	The report has not been externally assured
2-6	Activities, value chain and other business relationships	p. 3–4, 8, 13, 35–36 / YIT Annual Review 2023	
2-7	Employees	p. 32–34 / YIT Annual Review 2023	
2-8	Workers who are not employees	p. 15, 35–36 / YIT Annual Review 2023	
2-9	Governance structure and composition	p. 4, 10 / YIT Corporate Governance Statement 2023	
2-10	Nomination and selection of highest governance bodies	p. 39–40 / YIT Annual Review 2023	
2-11	Chair of the highest governance body	p. 2–10 / YIT Corporate Governance Statement 2023	
2-12	Role of the highest governance body in overseeing the management impacts	p. 15 / YIT Annual Review 2023	
2-13	Delegation of sustainability for managing impacts	p. 15 / YIT Annual Review 2023	
2-14	Role of the highest governance body in sustainability reporting	p. 15 / YIT Annual Review 2023	
2-15	Conflicts of interest	p. 36 / YIT Annual Review 2023	YIT Code of Conduct
2-16	Communication of critical concerns	p. 35 / YIT Annual Review 2023	YIT Ethics Channel
2-17	Collective knowledge of the highest governance body	p. 15 / YIT Annual Review 2023	
2-18	Evaluation of the performance of the highest governance body	p. 5 / YIT Corporate Governance Statement 2023	
2-19	Remuneration policies	p. 1–7 / YIT Remuneration Report 2023	
2-20	Process to determine remuneration	p. 39 / YIT Annual Review 2023 s. 1–2 / YIT Remuneration Report 2023	
2-21	Annual total compensation ratio	GRI index	Omitted for confidentiality reasons
2-22	Statement on sustainable development strategy	p. 5–6 / YIT Annual Review 2023	

Code	GRI content	Location	Additional information
2-23	Policy commitments	p. 16, 35–36 / YIT Annual Review 2023	
2-24	Embedding policy commitments	p. 19, 35–37 / YIT Annual Review 2023	
2-25	Processes to remediate negative impacts	p. 33–36 / YIT Annual Review 2023	
2-26	Mechanisms for seeking advice and raising concerns	p. 35 / YIT Annual Review 2023	YIT Ethics Channel
2-27	Compliance with laws and regulations	p. 36–37 / YIT Annual Review 2023	
2-28	Membership associations	p. 16 / YIT Annual Review 2023	
2-29	Approach to stakeholder engagement	p. 15 / YIT Annual Review 2023	Sustainability management / Collaboration in society
2-30	Collective bargaining agreements	p. 32 / YIT Annual Review 2023	
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	p. 16 / YIT Annual Review 2023	
3-2	List of material topics	p. 16 / YIT Annual Review 2023	
3-3	Management of material topics	p. 15–22, 32–37 / YIT Annual Review 2023	
GRI 201: Economic Performance 2016			
201-1	Direct economic value generated and distributed	p. 62, 89–98 / YIT Annual Review 2023	
202-2	Financial implications and other risks and opportunities due to climate change	p. 22, 42, 68–69 / YIT Annual Review 2023	
GRI 203: Indirect Economic Impacts 2016			
203-2	Significant indirect economic impacts	p. 15 / YIT Annual Review 2023	
GRI 205: Anti-corruption 2016			
205-1	Operations assessed for risks related to corruption	p. 35–36, 43 / YIT Annual Review 2023	
205-2	Communication and training about anti-corruption policies and procedures	p. 35–36 / YIT Annual Review 2023	
205-3	Confirmed incidents of corruption and actions taken	p. 36 / YIT Annual Review 2023	
GRI 207: Tax 2019			
207-1	Approach to tax	p. 37 / YIT Annual Review 2023	
GRI 302: Energy 2016			
302-1	Energy consumption within the organization	p. 20–21 / YIT Annual Review 2023	
302-3	Energy intensity	p. 21 / YIT Annual Review 2023	
302-4	Reduction of energy consumption	p. 20–21 / YIT Annual Review 2023	

Code	GRI content	Location	Additional information
GRI 304: Biodiversity 2016			
304-2	Significant impacts of activities, products, and services on biodiversity	p. 19 / YIT Annual Review 2023	
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	p. 20–21, 38 / YIT Annual Review 2023	
305-2	Energy indirect (Scope 2) GHG emissions	p. 20–21, 38 / YIT Annual Review 2023	
305-3	Other indirect (Scope 3) GHG emissions	p. 20–21, 38 / YIT Annual Review 2023	
305-4	GHG emissions intensity	p. 20–21, 38 / YIT Annual Review 2023	
305-5	Reduction of GHG emissions	p. 20–21, 38 / YIT Annual Review 2023	
GRI 306: Waste 2020			
306-3	Waste generated	p. 19 / YIT Annual Review 2023	
GRI 308: Supplier Environmental Assessment 2016			
308-2	Negative environmental impacts in the supply chain and actions taken	p. 19 / YIT Annual Review 2023	
GRI 401: Employment 2016			
401-1	New employee hires and employee turnover	p. 32, 38 / YIT Annual Review 2023	
401-3	Parental leaves	p. 32 / YIT Annual Report 2023	
GRI 403: Occupational Health and Safety 2018			
403-1	Occupational health and safety management system	p. 16 / YIT Annual Review 2023	
403-2	Hazard identification, risk assessment, and incident investigation	p. 15–18, 33–34 / YIT Annual Review 2023	
403-3	Occupational health services	p. 34 / YIT Annual Review 2023	
403-5	Worker training on occupational health and safety	p. 33–34 / YIT Annual Review 2023	
403-6	Promotion of worker health	p. 34 / YIT Annual Review 2023	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p. 33–34 / YIT Annual Review 2023	
403-9	Work-related injuries	p. 33–34 / YIT Annual Review 2023	
GRI 404: Training and Education 2016			
404-1	Average hours of training per year per employee	p. 34 / YIT Annual Review 2023	
404-2	Programs for upgrading employee skills and transition assistance programs	p. 34 / YIT Annual Review 2023	
GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	p. 33 / YIT Annual Review 2023 p. 3 / YIT Corporate Governance Statement 2023	

Code	GRI content	Location	Additional information
GRI 406: Non-discrimination 2016			
406-1	Incidents of discrimination and corrective actions taken	p. 32 / YIT Annual Review 2023	
GRI 409: Forced or Compulsory Labor 2016			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	p. 35–36 / YIT Annual Review 2023	
GRI 414: Supplier Social Assessment 2016			
414-2	Negative social impacts in the supply chain and actions taken	p. 35–36 / YIT Annual Review 2023	



YIT is a leading construction and development company. Building on over 110 years of experience, we develop and build sustainable living environments: functional homes, future-proof public and commercial buildings, and infrastructure to support the green transition. We employ approximately 4,300 professionals. Our revenue in 2023 was EUR 2.2 billion. YIT Corporation's shares are listed on Nasdaq Helsinki.

Read more: www.yitgroup.com

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