

YIT CORPORATION REMUNERATION STATEMENT 2010

The aim of YIT's remuneration system is to reward good performance, increase the personnel's motivation and commit the company's management and employees to the company's objectives in the long term.

Decision-making regarding remuneration

YIT Corporation's Annual General Meeting decides on the fees of the Board of Directors. The Board of Directors decides on the salary and fees and other terms of employment of the CEO and other key Group employees, such as the CEO's deputy and members of the Group's Management Board.

The Board of Directors' Nomination and Rewards Committee prepares matters related to the appointment and remuneration of Board members and the Group's key personnel as well as the Group's HR policy. Among other things, the Committee prepares proposals for the appointment of Board members, CEO and other Group key personnel as well as their remuneration and other terms of employment. In addition, its tasks include preparing the Group's bonus rules and other issues related to pay policy.

Board fees

The Annual General Meeting 2010 decided to keep the Board of Directors' fees unchanged from 2007–2009, and in 2010 the Board of Directors was paid remuneration as follows:

- Chairman EUR 6,000 per month (EUR 72,000 per year)
- Vice Chairman EUR 4,500 per month (EUR 54,000 per year)
- Members EUR 3,500 per month (EUR 42,000 per year)

Furthermore, a meeting fee of EUR 500 was paid for each Board and committee meeting. Per diems for trips in Finland and abroad were paid in accordance with the State's travelling compensation regulations.

FEES PAID TO BOARD OF DIRECTORS IN 2010, EUR

	Board membership	Board meetings	Nomination and Rewards Committees	Audit Committee	Total 2010	Total 2009
Henrik Ehrnrooth	72,000	6,500	2,000	-	80,500	65,000
Eino Halonen	45,000	6,500	2,000	2,000	55,500	62,500
Reino Hanhinen	51,000	6,500	2,000	1,000	60,500	59,500
Antti Herlin	42,000	5,500	2,000	-	49,500	50,500
Kim Gran	42,000	5,000	-	-	47,000	47,000
Satu Huber	42,000	6,500	-	3,000	51,500	39,750
Lauri Ratia	42,000	6,500	-	3,000	51,500	38,250
Teuvo Salminen*	-	-	-	-	-	11,500
Total	336,000	43,000	8,000	9,000	396,000	374,000

*) until March 11, 2009

Proposal for fees for 2011

In its meeting held on January 31, 2011, the Nomination and Rewards Committee made its proposal regarding Board of Directors' fees to the Annual General Meeting to be held on March 11, 2011. The committee proposes that the Board of Directors be paid remuneration in 2011 as follows:

- Chairman EUR 6,600 per month (EUR 79,200 per year)
- Vice Chairman EUR 5,000 per month (EUR 60,000 per year)
- Members EUR 3,900 per month (EUR 46,800 per year)

In addition, it is proposed that a meeting fee of EUR 550 be paid for each Board and committee meeting. Per diems are proposed to be paid for trips in Finland and abroad in accordance with the State's travelling compensation regulations.

Share-based incentive scheme and share option programme

Members of YIT Corporation's Board of Directors are not included in the company's option programmes or share-based incentive scheme.

Management remuneration

The remuneration paid to the Group's Management Board in 2010 comprised of:

- Fixed salary
- Fringe benefits, such as company car and meal benefit
- Annual performance bonus, and
- Long-term incentive schemes, such as sharebased incentive scheme, option scheme and pension benefits

Performance bonuses

The basis of remuneration at YIT Group is the fixed salary, in addition to which most of the Group's salaried employees are included in a performance bonus scheme. The Board of Directors confirms the criteria for the payment of performance bonuses every six months.

The amount of bonuses paid depends on the the realisation of personal key targets, the Group's financial performance as well as the realisation of the unit profitability, growth and development objectives, such as occupational safety targets. Performance and development discussions are an essential part of the management by key results system. In these discussions, employees and their superiors agree on the key objectives and their relative weighting and review the realisation of the previously agreed objectives. The key principles and objectives for the result period influencing the personal performance bonuses are specified at the business group and unit level.

The maximum annual performance bonus paid to the CEO and the Management Board may equal 40–60% of their annual taxable pay excluding the performance bonus.

Share-based incentive scheme

YIT Corporation's Board of Directors decided on March 10, 2010, to implement a share-based incentive scheme to support the company's strategy of profitable growth and supplement the already available incentive schemes. The scheme aims at promoting the employees in determined work, rewarding their good performance and committing them to long-term persistent work. Members of YIT Corporation's Board of Directors are not included in the share-based incentive scheme. The scheme consists of three earnings periods, i.e. the calendar years 2010, 2011 and 2012. Shares will be handed over in 2011, 2012 and 2013 based on the performance the previous year. A total of approximately 700,000 shares can be rewarded annually, of which a maximum of 20,000 to the President and CEO. Furthermore, employees included in the scope of the incentive scheme will receive part of their reward in cash to cover the deferred taxes and other charges ordered by the authorities caused by the share rewards. Employees are obligated to not transfer their shares within two years of having obtained them, i.e. during the commitment period. If the employment of an employee is terminated during the commitment period, the employee must return any shares obtained as rewards to the company free of charge.

Under all circumstances, the Board has the right to amend the bonuses in a reasonable manner. The Board of the company annually decides on the performance criteria and the employees included in the scope of the incentive scheme. In 2010, the share bonus criteria included return on investment and revenue growth. 255 employees were covered in the incentive scheme.

Share option programme

YIT Corporation's share option programme ended on November 30, 2010. The Annual General Meeting in 2006 granted a maximum of 300,000 Series K, 900,000 Series L, 900,000 Series M and 900,000 Series N share options for subscription without consideration. In 2010 shares could be subscribed under the Series N share options between April 1 and November 30, 2010. The programme covered the CEO, his deputy and other management and key personnel in the Group, totalling approximately 350 persons. Members of the Board of Directors were not included in the option scheme.

Information on the share option programme is available on our website at www.yitgroup.com/investors - YIT share - Share options

Pension, retirement age and termination compensation

The contractual retirement age of the CEO, his deputy one of the other members of the Group Management Board is 62. The pension amounts to 60% of salary accounted according to Finnish employment pension law. The statutory retirement ages applies to the rest of the members of Management Board. The contractual period of notice for the CEO and his deputy is six months. If the company terminates the contract, the CEO or his deputy shall also be paid separate compensation amounting to 12 months' salary.

Remuneration paid to the CEO and Management Board in 2010

In addition to fixed salary, the fringe benefits CEO Juhani Pitkakoski included a company car and meal benefit. In 2010 the CEO 's salary (fixed salary + fringe benefits) increased by 13%. The performance bonus paid is based on the Group's financial performance and personal key results set by the Board of Directors. The performance bonus paid in 2010 corresponded to the monthly salary of approximately 5 months.

The bonuses paid to the CEO in 2010 totalled EUR 183,634. Of this amount, EUR 96,821 was paid according to 2009 results and EUR 86,813 according to 2010 results. The bonuses paid to other members of the Group Management Board in 2010 totalled EUR 331,464, of which EUR 172,256 was paid according to 2009 results and EUR 158,208 according to 2010 results.

YIT Corporation's share option programme ended on November 30, 2010, and therefore the CEO of YIT Corporation or his deputy did not hold options at the end of 2010. They were not rewarded shares, either, as shares will be rewarded as part of the share-based incentive scheme implemented in 2010 for the first time in 2011.

Up-to-date ownership data on YIT's website at www.yitgroup.com/investors - Major shareholders- Insiders' ownership in YIT

REMUNERATION PAID TO THE CEO AND MANAGEMENT BOARD IN 2010, EUR

	Fixed salary	Fringe benefits	Bonuses paid	Option income	2010 total	2009 total
President and CEO	473,556	11,558	183,634	-	668,747	542,859
Other members of the Group Management Board, total	1,227,897	83,516	331,464	-	1,642,877	1,697,960

Includes the members' total remuneration from the period they were members of the Group Management Board.