



YIT

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GRI Report  
2022

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# About YIT's GRI Report

In 2022 YIT's non-financial information is published as a part of the Annual Review. In addition, at YIT's sustainability website there are updated information about YIT's sustainability performance. The Annual Review is published as PDF file in both Finnish and English. 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 2022, 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 2022.

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 [23](#) of the Annual Review and on YIT's website in section Sustainability management

Targets, measures and progress in 2022 related to key sustainability themes can be found on page [24](#) of the Annual Review and calculation principles for key indicators are described on pages [44](#).

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 2022 with reference to the GRI Standards

**GRI 1 USED:** GRI 1: Foundation 2021

Code	GRI content	Location	Additional information
<b>GRI 2: GENERAL DISCLOSURES 2021</b>			
2-1	Organizational details	<a href="#">p. 4</a> / YIT Annual Review 2022	
2-2	Entities included in the organization's sustainability reporting	<a href="#">p. 3</a> / GRI Report	
2-3	Reporting period, frequency and contact point	GRI index	The reporting period is the calendar year, 1 January 2022 to 31 December 2022. The report is published annually. <a href="mailto:sustainability@yit.fi">sustainability@yit.fi</a>
2-4	Restatement of information	<a href="#">p. 26</a> / YIT Annual Review 2022	Emissions for 2021 and 2020 have been recalculated due to the sale of business in Russia.
2-5	External assurance	GRI index	The report has not been externally assured
2-6	Activities, value chain and other business relationships	<a href="#">p. 4–5, 15, 20</a> / YIT Annual Review 2022	<a href="http://www.yitgroup.com/en/sustainability/sustainability-management">www.yitgroup.com/en/sustainability/sustainability-management</a> , Sustainability management / Value creation
2-7	Employees	<a href="#">p. 38–39</a> / YIT Annual Review 2022	
2-8	Workers who are not employees	<a href="#">p. 22, 41–42</a> / YIT Annual Review 2022	
2-9	Governance structure and composition	<a href="#">p. 164, 170</a> / YIT Annual Review 2022	
2-10	Nomination and selection of highest governance bodies	<a href="#">p. 45–47</a> / YIT Annual Review 2022	
2-11	Chair of the highest governance body	<a href="#">p. 164–170</a> / YIT Annual Review 2022	
2-12	Role of the highest governance body in overseeing the management impacts	<a href="#">p. 22</a> / YIT Annual Review 2022	
2-13	Delegation of sustainability for managing impacts	<a href="#">p. 22</a> / YIT Annual Review 2022	
2-14	Role of the highest governance body in sustainability reporting	GRI index	YIT Group's Management Team has approved the material sustainability themes. The reporting topics have been approved by the director responsible for the specific topic. The reporting of non financial information has been approved by the Vice President, ESG. YIT reports non-financial information as part of the Report of the Board of Directors which is signed by the company's Board of Directors.
2-15	Conflicts of interest	<a href="#">p. 42</a> / YIT Annual Review 2022	<a href="#">YIT Code of Conduct</a>
2-16	Communication of critical concerns	<a href="#">p. 41</a> / YIT Annual Review 2022	<a href="#">YIT Ethics Channel</a>
2-17	Collective knowledge of the highest governance body	<a href="#">p. 22</a> / YIT Annual Review 2022	
2-18	Evaluation of the performance of the highest governance body	<a href="#">p. 165</a> / YIT Annual Review 2022	
2-19	Remuneration policies	<a href="#">p. 173–179</a> / YIT Annual Review 2022	
2-20	Process to determine remuneration	<a href="#">p. 45, 174</a> / YIT Annual Review 2022	
2-21	Annual total compensation ratio	GRI index	Omitted for confidentiality reasons
2-22	Statement on sustainable development strategy	<a href="#">p. 6–7</a> / YIT Annual Review 2022	

Code	GRI content	Location	Additional information
2-23	Policy commitments	<a href="#">p. 22, 41–42</a> / YIT Annual Review 2022	
2-24	Embedding policy commitments	<a href="#">p. 41–43</a> / YIT Annual Review 2022	
2-25	Processes to remediate negative impacts	<a href="#">p. 39–42</a> / YIT Annual Review 2022	
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">p. 42–43</a> / YIT Annual Review 2022	
2-27	Compliance with laws and regulations	<a href="#">p. 42–43</a> / YIT Annual Review 2022	
2-28	Membership associations	GRI index	Among others the Confederation of Finnish Construction Industries RT and associations under it, Construction Quality Association (through the membership of Confederation of Finnish Construction Industries RT), Green Building Council Finland, FIBS ry, Climate Leadership Coalition
2-29	Approach to stakeholder engagement	<a href="#">p. 22</a> / YIT Annual Review 2022	<a href="http://www.yitgroup.com/en/sustainability/sustainability-management">www.yitgroup.com/en/sustainability/sustainability-management</a> , Sustainability management / Collaboration in society
2-30	Collective bargaining agreements	GRI index	In Finland 83.5% and in the Group as a whole 63,6 % of the personnel were covered by collective agreements.
<b>GRI 3: Material Topics 2021</b>			
3-1	Process to determine material topics	<a href="#">p. 23</a> / YIT Annual Review 2022	
3-2	List of material topics	<a href="#">p. 23</a> / YIT Annual Review 2022	
3-3	Management of material topics	<a href="#">p. 22–26, 28, 38–43</a> / YIT Annual Review 2022	
<b>GRI 201: Economic Performance 2016</b>			
201-1	Direct economic value generated and distributed	<a href="#">p. 15, 68, 93–101</a> / YIT Annual Review 2022	
202-2	Financial implications and other risks and opportunities due to climate change	<a href="#">p. 28, 49</a> / YIT Annual Review 2022	
<b>GRI 203: Indirect Economic Impacts 2016</b>			
203-2	Significant indirect economic impacts	<a href="#">p. 22</a> / YIT Annual Review 2022	
<b>GRI 205: Anti-corruption 2016</b>			
205-1	Operations assessed for risks related to corruption	<a href="#">p. 50</a> / YIT Annual Review 2022	
205-2	Communication and training about anti-corruption policies and procedures	<a href="#">p. 41–42</a> / YIT Annual Review 2022	
205-3	Confirmed incidents of corruption and actions taken	<a href="#">p. 42</a> / YIT Annual Review 2022	
<b>GRI 207: Tax 2019</b>			
207-1	Approach to tax	<a href="#">p. 43</a> / YIT Annual Review 2022	
<b>GRI 302: Energy 2016</b>			
302-1	Energy consumption within the organization	<a href="#">p. 26</a> / YIT Annual Review 2022	
302-3	Energy intensity	<a href="#">p. 26</a> / YIT Annual Review 2022	
302-4	Reduction of energy consumption	<a href="#">p. 26</a> / YIT Annual Review 2022	

Code	GRI content	Location	Additional information
<b>GRI 304: Biodiversity 2016</b>			
304-2	Significant impacts of activities, products, and services on biodiversity	<a href="#">p. 25</a> / YIT Annual Review 2022	
<b>GRI 305: Emissions 2016</b>			
305-1	Direct (Scope 1) GHG emissions	<a href="#">p. 22, 26, 44</a> / YIT Annual Review 2022	Sources of emission factors: ecoinvent
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">p. 22, 26, 44</a> / YIT Annual Review 2022	Sources of emission factors: AIB European Residual Mixes, IEA, Statistics Finland. YIT reports both market and location-based indicators but uses market-based approach when calculating the total emissions.
305-3	Other indirect (Scope 3) GHG emissions	<a href="#">p. 22, 26, 44</a> / YIT Annual Review 2022	Sources of emission factors: Lipasto, ecoinvent
305-4	GHG emissions intensity	<a href="#">p. 22, 26, 44</a> / YIT Annual Review 2022	
305-5	Reduction of GHG emissions	<a href="#">p. 22, 26, 44</a> / YIT Annual Review 2022	
<b>GRI 306: Waste 2020</b>			
306-3	Waste generated	<a href="#">p. 22, 25</a> / YIT Annual Review 2022	
<b>GRI 308: Supplier Environmental Assessment 2016</b>			
308-2	Negative environmental impacts in the supply chain and actions taken	<a href="#">p. 25</a> / YIT Annual Review 2022	
<b>GRI 401: Employment 2016</b>			
401-1	New employee hires and employee turnover	<a href="#">p. 38, 44</a> / YIT Annual Review 2022	
<b>GRI 403: Occupational Health and Safety 2018</b>			
403-1	Occupational health and safety management system	<a href="#">p. 22</a> / YIT Annual Review 2022	
403-2	Hazard identification, risk assessment, and incident investigation	<a href="#">p. 22, 24, 39–40</a> / YIT Annual Review 2022	
403-3	Occupational health services	<a href="#">p. 40–41</a> / YIT Annual Review 2022	
403-5	Worker training on occupational health and safety	<a href="#">p. 39–40</a> / YIT Annual Review 2022	
403-6	Promotion of worker health	<a href="#">p. 40–41</a> / YIT Annual Review 2022	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">p. 39–41</a> / YIT Annual Review 2022	
403-9	Work-related injuries	<a href="#">p. 39–40</a> / YIT Annual Review 2022	
<b>GRI 404: Training and Education 2016</b>			
404-1	Average hours of training per year per employee	GRI index	6 h / employee
404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">p. 40–41</a> / YIT Annual Review 2022	
<b>GRI 405: Diversity and Equal Opportunity 2016</b>			
405-1	Diversity of governance bodies and employees	<a href="#">p. 39, 163</a> / YIT Annual Review 2022	

Code	GRI content	Location	Additional information
<b>GRI 406: Non-discrimination 2016</b>			
406-1	Incidents of discrimination and corrective actions taken	GRI index	YIT does not tolerate any kind of harassment or bullying in the workplace. All incidents that are raised will be dealt with and corrective action will be taken in accordance with the group guidelines described in the Management System.
<b>GRI 409: Forced or Compulsory Labor 2016</b>			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">p. 41–42</a> / YIT Annual Review 2022	
<b>GRI 414: Supplier Social Assessment 2016</b>			
414-2	Negative social impacts in the supply chain and actions taken	<a href="#">p. 41–42</a> / YIT Annual Review 2022	



YIT is the largest Finnish and a significant North European development and construction company. We develop and build sustainable living environments: functional homes, future-proof public and commercial buildings, infrastructure for smooth mobility, and renewable energy solutions to benefit the climate. We employ around 5,000 professionals in nine countries: Finland, Sweden, Norway, Estonia, Latvia, Lithuania, the Czech Republic, Slovakia and Poland. Our revenue in 2022 was EUR 2.4 billion. YIT Corporation's share is listed on Nasdaq Helsinki. Read more: [www.yitgroup.com](http://www.yitgroup.com)

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