



Remuneration Report  
**2024**





# YIT Corporation's Remuneration Report for 2024

YIT Corporation's Remuneration Report is based on the Finnish Corporate Governance Code 2025 of the Securities Market Association and provides the details of the remuneration paid to members of the Board of Directors, President and CEO, and his Deputy.

The remuneration of the Board of Directors and the President and CEO followed the principles of the YIT Remuneration Policy 2020–2023 approved at the Annual General Meeting on 12 March 2020 up until 13 March 2024 and from there onwards YIT Remuneration Policy 2024–2027 approved at the Annual General Meeting on 14 March 2024.

The aim of the Remuneration Policy is to strengthen YIT's competitiveness, long-term financial success and sustainable shareholder value creation by attracting, retaining and motivating talents to drive YIT's strategy. Remuneration is performance-based, transparent, fair and promotes behaviors aligned with the desired YIT culture.

The strategic priorities and the Remuneration Policy are the basis for the elements of our remuneration. Base pay and benefits are at a competitive level to recruit, motivate and retain talents. The level of these elements is benchmarked regularly with market practices. The short-term and long-term incentive plans support increasing shareholder value, driving financial performance and strategic transformation, as well as success with our customers and sustainability-related targets.

Based on 2024 performance, no short-term incentive payments are made. With long-term incentive plan (LTIP) and earning periods 2022–2024, 2023–2025 and 2024–2026 the KPI performance development has been modest. Of the LTIP KPIs of different earning periods, sustainability metrics (Science Based Target initiative, scope 1-2 for 2022-2024 and for 2023-2025 and scope 1-3 for 2024-2026) have developed positively as in previous years, whereas absolute TSR metrics have remained below their target levels.

The Board has made on 9 February 2023 and 19 December 2023 interim exceptions as defined under the Remuneration Policy by introducing a separate, fixed-term incentive plan for years 2023 and 2024 related to the company's strategic transformation program. This incentive plan applies to the President and CEO and other key persons.

## REMUNERATION DEVELOPMENT

YIT's strategy emphasises growth and resilience, industry-leading profitability and return on assets and customer focused value creation for our stakeholders. Development in the area of sustainability has been supported with the means of remuneration for a long time already. According to our Code of Conduct we recruit employees based on their competence and potential, focus on work safety and support our employees' well-being and development on the long term.

The details in table below are presented on an accrual basis.

| <b>President and CEO (EUR)<sup>1</sup></b>                | <b>2024</b> | <b>2023<sup>2</sup></b> | <b>2022</b> | <b>2021</b> | <b>2020<sup>3</sup></b> |
|---|-------------|-------------------------|-------------|-------------|-------------------------|
| Heikki Vuorenmaa, CEO 28 Nov 2022 onwards <sup>2</sup>    | 688,105     | 732,683                 | 47,575      |             |                         |
| Markku Moilanen, CEO from 1 Apr 2021 to 27 Nov 2022       |             | 0                       | 2,317,317   | 547,497     |                         |
| Antti Inkilä, Interim CEO from 23 Oct 2020 to 31 Mar 2021 |             |                         | 0           | 180,280     | 91,143                  |
| Kari Kauniskangas, CEO to 22 Oct 2020                     |             |                         |             | 0           | 1,655,303               |
|   |             |                         |             |             |                         |
| <b>Board of Directors (EUR)</b>                           | <b>2024</b> | <b>2023<sup>4</sup></b> | <b>2022</b> | <b>2021</b> | <b>2020<sup>3</sup></b> |
| YIT Board of Directors <sup>4</sup>                       | 548,757     | 651,482                 | 812,064     | 777,600     | 751,000                 |
|   |             |                         |             |             |                         |
| <b>Employee average remuneration (EUR)</b>                | <b>2024</b> | <b>2023</b>             | <b>2022</b> | <b>2021</b> | <b>2020<sup>3</sup></b> |
| YIT Employee <sup>5</sup>                                 | 56,947      | 52,834                  | 55,243      | 51,986      | 44,213                  |

<sup>1</sup> Remuneration details in this table do not include supplementary pension.

<sup>2</sup> The President and CEO decided to decrease his salary with an amount equal to 2 weeks pay to contribute to the company's cost reduction and efficiency development efforts.

<sup>3</sup> COVID-19 pandemic-related temporary lay-offs and cost saving measures impact the 2020 figures.

<sup>4</sup> The Board decided to decrease their annual fixed fee by 10 % to contribute to the company's cost reduction and efficiency development efforts.

<sup>5</sup> Calculated by dividing total salary and rewards costs by the average number of the employees. Pension and other social costs paid by the employer are not included in these figures. Employee average remuneration in 2022-2024 reflects continuous operations. The 2020–2021 figures have not been restated.

## FINANCIAL KEY METRICS (IFRS)

| Revenue (EURm)                 | 2024  | 2023  | 2022  | 2021  | 2020 <sup>1</sup> |
|--------------------------------|-------|-------|-------|-------|-------------------|
| YIT                            | 1,820 | 2,163 | 2,403 | 2,652 | 3,069             |
| Operating profit (EURm)        | 2024  | 2023  | 2022  | 2021  | 2020 <sup>1</sup> |
| YIT                            | -55   | 51    | 102   | 56    | 35                |
| Order book (EURm) <sup>2</sup> | 2024  | 2023  | 2022  | 2021  | 2020 <sup>1</sup> |
| YIT                            | 2,941 | 3,157 | 3,702 | 3,847 | 3,528             |

YIT has restated financial information for the 2021 comparative period reflecting the reporting of sold Russian businesses as discontinued operations. The balance sheet and cash flow statement for the previous comparative periods were not restated.

<sup>1</sup> Sales of the Pavement business to Peab in 2020 contributes to the decrease in Order book and Revenue numbers and has a one-time positive impact on Operating profit in 2020.

<sup>2</sup> Comparability is affected by the sale of Russian businesses. The comparative periods' figures before 2021 have not been restated.

## REMUNERATION OF THE BOARD OF DIRECTORS

The Annual General Meeting decides on the annual remuneration of the Board of Directors and the Board Committees. Based on the decision of the Annual General Meeting on 14 March 2024, the members of the Board were required to acquire YIT corporation shares from a regulated market (Nasdaq Helsinki Ltd) with an amount equal to 40% of their fixed fee. The shares in question were purchased directly on behalf of the members of the Board within a two-week period following the disclosure of the first quarterly report of 2024. In addition to a fixed fee, the Board members were paid based on their positions as the chair or members of the Board Committees.

Fixed fees decided by the Annual General Meeting on 14 March 2024

- Chair of the Board: EUR 105,000
- Vice chair of the Board and chairs of the committees unless the same person serves as chair or vice chair of the Board: EUR 73,500
- Members of the Board: EUR 52,500

In addition, EUR 800 per meeting has been paid to members of the Board located in Finland, and EUR 2,000 per meeting to the members of the Board located in Europe outside Finland. The same fees have also been paid for the Board committee meetings for the committee members. As decided by the Annual General Meeting, same fees are paid also when meeting is held via electronic remote connections or by telephone. The chair of the Board and the chairs of the permanent and interim committees have been paid a fee of EUR 1,600 per meeting.

Travel-related costs in the home country and abroad have been reimbursed, and daily allowances have been paid according to YIT's Travel Policy and rules set by the tax authorities.

The remuneration paid to the members of the Board of Directors for the calendar year 2024 totals EUR 548 757 (EUR 651,482 in 2023). None of the Board members has an employment relationship or service contract with YIT Group, and they are not covered by YIT Group's short- or long-term incentive plans or supplementary pension plans. Board remuneration in total and YIT shares purchased with the set proportion of the fixed fee are disclosed in the tables below.

## BOARD OF DIRECTORS' FEES IN TOTAL (EUR)

| Member of the Board                  | Position                | Fixed Fee      | Board meeting fees <sup>1</sup> | Committee meeting fees | Total 2024     | Total 2023     | Total 2022     | Total 2021     | Total 2020     |
|--------------------------------------|-------------------------|----------------|---------------------------------|------------------------|----------------|----------------|----------------|----------------|----------------|
| Jyri Luomakoski                      | Chair of the Board      | 105,630        | 18,400                          | 12,800                 | 136,830        | 90,573         | 67,236         | 0              | 0              |
| Casimir Lindholm                     | Vice Chair of the Board | 73,941         | 8,800                           | 17,600                 | 100,341        | 90,573         | 68,836         | 0              | 0              |
| Anders Dahlblom                      | Member of the Board     | 52,815         | 7,200                           | 9,600                  | 69,615         | 0              | 0              | 0              | 0              |
| Sami Laine                           | Member of the Board     | 52,815         | 9,600                           | 12,800                 | 74,415         | 69,152         | 27,969         | 0              | 0              |
| Kerttu Tuomas                        | Member of the Board     | 73,941         | 9,600                           | 8,800                  | 92,341         | 90,573         | 91,570         | 0              | 0              |
| Leena Vainiomäki                     | Member of the Board     | 52,815         | 8,800                           | 6,400                  | 68,015         | 0              | 0              | 0              | 0              |
| Previous members of the Board, total |                         | 0              | 2,400                           | 4,000                  | 6,400          | 310,610        | 556,453        | 777,600        | 751,000        |
| <b>Total</b>                         |                         | <b>411,957</b> | <b>64,800</b>                   | <b>72,000</b>          | <b>548,757</b> | <b>651,482</b> | <b>812,064</b> | <b>777,600</b> | <b>751,000</b> |

## SHARES PURCHASED WITH FIXED FEES (NUMBER OF SHARES)

| Member of the Board                  | Position                | YIT shares purchased in 2024 | YIT shares purchased in 2023 | YIT shares purchased in 2022 | YIT shares purchased in 2021 | YIT shares purchased in 2020 |
|--------------------------------------|-------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|
| Jyri Luomakoski                      | Chair of the Board      | 21,252                       | 11,652                       | 5,367                        | 0                            | 0                            |
| Casimir Lindholm                     | Vice Chair of the Board | 14,877                       | 11,652                       | 5,367                        | —                            | —                            |
| Anders Dahlblom                      | Member of the Board     | 10,626                       | —                            | —                            | —                            | —                            |
| Sami Laine                           | Member of the Board     | 10,626                       | 8,323                        | 3,363                        | —                            | —                            |
| Kerttu Tuomas                        | Member of the Board     | 14,877                       | 11,652                       | 7,514                        | —                            | —                            |
| Leena Vainiomäki                     | Member of the Board     | 10,626                       | 0                            | 0                            | 0                            | 0                            |
| Previous members of the Board, total |                         | 0                            | 33,292                       | 39,860                       | 35,871                       | 37,310                       |
| <b>Total</b>                         |                         | <b>82,884</b>                | <b>76,571</b>                | <b>61,471</b>                | <b>35,871</b>                | <b>37,310</b>                |

<sup>1</sup> No meeting fees were paid when decisions were made per capsulam.

## REMUNERATION OF THE PRESIDENT AND CEO

YIT's Board of Directors decides on the remuneration, benefits and other terms of the service contract of the President and CEO. The President and CEO's remuneration consists of a fixed base salary, fringe benefits, an annual short-term incentive plan, a long-term incentive plan and a supplementary pension plan. In addition, the Board has decided on a fixed-term incentive plan for 2023 and 2024 in relation to the Group's strategic transformation program. The same remuneration components also form the total remuneration for the Deputy to the President and CEO.

Heikki Vuorenmaa started as the President and CEO of the YIT Corporation on 28 November 2022. Antti Inkilä has been the Deputy to the President and CEO from 1 August 2021 to 31 December 2024.

According to the Remuneration Policy, the President and CEO is paid for performance, hence variable pay components at their target level form more than half and at their maximum level more than two thirds of his remuneration mix. Variable pay components refer here to the short- and long-term incentives and the fixed-term incentive plan related to the Group's strategic transformation program.

## ANNUAL SHORT-TERM INCENTIVES (ANNUAL STIP)

The President and CEO's short-term incentive earning opportunity in the earning period 2024 was at the target level 45% and at the maximum level 90% of the annual fixed base salary (including fringe benefits). The role-based earning opportunities for the 2023 and 2024 earning periods are stated below.

### Earning opportunity

| Role                                     | 2024   |         | 2023   |         |
|--|--------|---------|--------|---------|
|  | Target | Maximum | Target | Maximum |
| President and CEO <sup>1</sup>           | 45.0%  | 90.0%   | 45.0%  | 90.0%   |
| Deputy to President and CEO <sup>2</sup> | 25.0%  | 50.0%   | 25.0%  | 50.0%   |

<sup>1</sup> Heikki Vuorenmaa since 28 November 2022.

<sup>2</sup> Antti Inkilä from 1 August 2021 to 31 December 2024.

## CEO Annual STIP metrics and results 2024

| KPI                                  | Weight      | Performance |
|--------------------------------------|-------------|-------------|
| Adjusted Operating Profit            | 40.0%       | 0.0%        |
| Operative Cash Flow                  | 40.0%       | 0.0%        |
| Customer Satisfaction                | 10.0%       | 74.0%       |
| Work Safety                          | 10.0%       | 95.0%       |
| Group's Net Result as on/off trigger |             | Off         |
| <b>Total</b>                         | <b>100%</b> |             |

## CEO Annual STIP metrics and results 2023

| KPI   | Weight      | Performance |
|---|-------------|-------------|
| Adjusted Operating Profit                           | 40.0%       | 0.0%        |
| Operative Cash Flow                                 | 40.0%       | 0.0%        |
| Customer satisfaction                               | 10.0%       | 58.3%       |
| Work Safety   | 10.0%       | 69.0%       |
| Group's Adjusted Operating Profit as on/off trigger |             | Off         |
| <b>Total</b>  | <b>100%</b> |             |

## Paid and to-be-paid Annual STIP payments

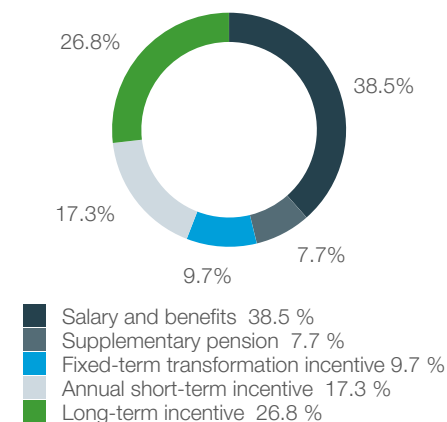
| Role                                     | To be paid in 2025 | Paid in 2024 |
|--|--------------------|--------------|
| President and CEO <sup>1</sup>           | 0                  | 0            |
| Deputy to President and CEO <sup>2</sup> | 0                  | 0            |

<sup>1</sup> Heikki Vuorenmaa since 28 November 2022.

<sup>2</sup> Antti Inkilä from 1 August 2021 to 31 December 2024.

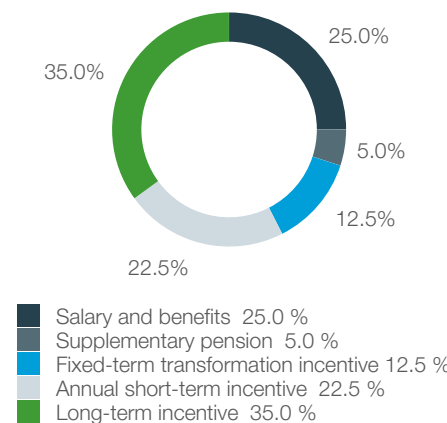
## CEO REMUNERATION MIX (TARGET, EURm<sup>1</sup>)

At the target level, the total rewards of the President and CEO add up to EUR 1.30 million, of which fixed pay constitutes 46.2 %, and variable pay 53.8 %.



## CEO REMUNERATION MIX (MAX, EURm<sup>1</sup>)

At the maximum level, the total rewards of the President and CEO add up to EUR 2,00 million, of which fixed pay constitutes 30.0 %, and variable pay 70.0 %.



<sup>1</sup> Long-term incentive earning opportunity at the target and the maximum level is calculated with a rate of € 2.50/YIT share.

## INCENTIVE PLAN RELATED TO STRATEGIC TRANSFORMATION PROGRAM

The Board of Directors decided on 9 February 2023 and 19 December 2023 on a fixed-term incentive plan for the key personnel for 2023 and 2024. The purpose of the plan is to accelerate the progress with the goals set for the strategic transformation program making the company's operations more efficient and improving its competitiveness. The plan metrics, earning opportunities and payments made or to be made accordingly are presented in the tables below.

| 2024   |        |         |        |
|--|--------|---------|--------|
| Metric                                       | Weight | Trigger | Result |
| Fixed Costs Savings                          | 25%    | Yes     | 50.0%  |
| Capital Release                              | 30%    | Yes     | 100.0% |
| Total Benefits of the Transformation Program | 25%    | No      | 45.7%  |
| Transformation Progress in the Organization  | 20%    | No      | 100.0% |

| Name             | Role                        | 2024   |       |        |         | 2023   |       |        |         |
|------------------|-----------------------------|--------|-------|--------|---------|--------|-------|--------|---------|
|                  |                             | Target | Max   | Result | Payment | Target | Max   | Result | Payment |
| Heikki Vuorenmaa | President and CEO           | 25.0%  | 50.0% | 37.0%  | 185,701 | 25.0%  | 50.0% | 50.0%  | 251,202 |
| Antti Inkilä     | Deputy to President and CEO | 15.0%  | 30.0% | 22.2%  | 81,116  | 10.0%  | 20.0% | 20.0%  | 109,728 |

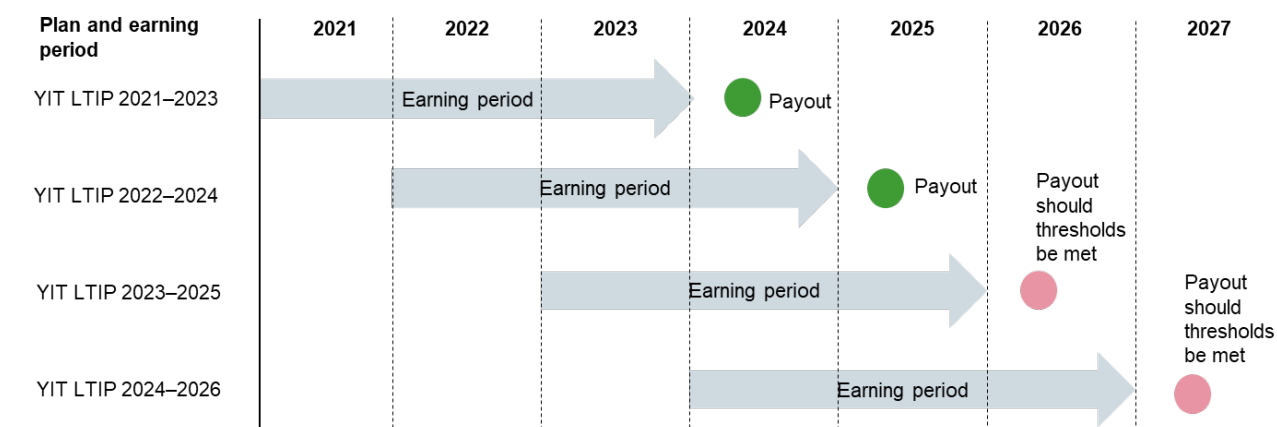
## LONG-TERM INCENTIVES

YIT has long-term incentive plan (abbreviated LTIP) in use to drive strategic transformation and long-term financial performance and to retain key persons.

In 2020, The Board of Directors decided to establish a Performance Share Plan type of LTIP with three-year earning periods, of which the third runs from 1 January 2022 to 31 December 2024, the fourth from 1 January 2023 to 31 December 2025 and the fifth from 1 January 2024 to 31 December 2026. The share reward from the 2021-2023 earning period was paid in 2024. The potential share rewards from the 2022-2024 earning period will be made in 2025, from the 2023-2025 earning period in 2026, and from the 2024-2026 earning period in 2027.

The Deputy to President and CEO Antti Inkilä received a share payment of 12,800 gross shares on 5 May 2024 based on the 2020-2022 earning period's performance metrics ROCE, Absolute TSR and Emissions Reduction Index. He has earned a reward of 8,400 gross shares based on the 2022-2024 earning period's performance metrics ROCE, Absolute TSR and Emissions Reduction Index. This reward is due for payment in May 2025.

## Long-term incentive plans



## Long-term incentive plan metrics and results

| Plan and earning period | KPI                          | Weight | Overall performance   |
|-------------------------|------------------------------|--------|---|
| YIT LTIP 2024-2026      | Absolute TSR                 | 90%    | Results can be assessed and disclosed after the earning period end. |
|                         | Sustainability (Environment) | 10%    |   |
| YIT LTIP 2023-2025      | Absolute TSR                 | 90%    | Results can be assessed and disclosed after the earning period end. |
|                         | Sustainability (Environment) | 10%    |   |
| YIT LTIP 2022-2024      | Absolute TSR                 | 90%    | 10%   |
|                         | Sustainability (Environment) | 10%    |   |
| YIT LTIP 2021-2023      | ROCE                         | 45%    | 10%   |
|                         | Absolute TSR                 | 45%    |   |
|                         | Sustainability (Environment) | 10%    |   |

## PRESIDENT AND CEO'S SUPPLEMENTARY PENSION

The President and CEO of YIT has a supplementary defined contribution pension scheme. The same pension scheme also applies to the Deputy to the President and CEO. The annual contribution of the plan was 20% of the fixed base salary in 2020–2024.

The contributions made to the supplementary pension scheme are disclosed in the table below.

| Pension contributions (EUR) |   | 2024    | 2023    | 2022    | 2021    | 2020   |
|-----------------------------|---|---------|---------|---------|---------|--------|
| Heikki Vuorenmaa            | President and CEO 28 Nov 2022 onwards                 | 100,481 | 100,481 |         |         |        |
| Markku Moilanen             | President and CEO 1 Apr 2021 to 27 Nov 2022           |         | 61,806  | 135,973 | 109,499 |        |
| Antti Inkilä                | Interim President and CEO 23 Oct 2020 to 31 Mar 2021  |         |         |         | 24,000  | 11,535 |
| Kari Kauniskangas           | President and CEO to 22 Oct 2020                      |         |         |         |         | 98,598 |
| Antti Inkilä <sup>1</sup>   | Deputy to President and CEO 1 Aug 2021 to 31 Dec 2024 | 73,376  | 73,376  | 73,376  | 40,000  |        |
| Ilkka Salonen               | Deputy to President and CEO to 31 Jul 2021            |         |         |         | 37,243  | 63,845 |

<sup>1</sup> The supplementary pension plan contribution of 2024 includes also the proportion paid during the notice period.

## TERMINATION COMPENSATION

The former Deputy to the President and CEO, Antti Inkilä, is paid the following final salary and severance payments according to his service contract. The payable sums were confirmed in 2024 in connection with the termination of the contract. The payment of the notice pay started on 10 December 2024 and it ends on 9 June 2025. The other elements of final salary and severance payments are made during 2025–2026. The total payable amounts are disclosed in the table below.

| Remuneration element   | EUR, thousands |
|--|----------------|
| Salary from notice period (6 months) <sup>1</sup>                                    | 241.5          |
| Salary from non-compete period (6 months)  | 182.9          |
| 6-month severance payment  | 182.9          |
| Annual Short-term Incentive Plan, 2024 earnings                                      | 0.0            |
| Fixed-term incentive plan related to strategic transformation program, 2024 earnings | 81.1           |
| Long-term Incentive Plan   | 21.0           |
| <b>Total</b>   | <b>709.4</b>   |

The former YIT President and CEO Markku Moilanen is paid the following final salary and severance payments according to his service contract. The payable sums were confirmed in 2022 in connection with the termination of the contract. The payment of the notice pay started on 1 December 2022 and ended on 31 May 2023. The other elements of final salary and severance payments are made during 2022–2024. The total payable amounts are disclosed in the table below.

| Remuneration element                              | EUR, thousands |
|---|----------------|
| Salary from notice period (6 months) <sup>1</sup> | 436            |
| 12-month severance payment                        | 742            |
| Annual Short-term Incentive Plan, 2022 earnings   | 434            |
| Long-term Incentive Plan                          | 0              |
| <b>Total</b>                                      | <b>1,612.0</b> |

<sup>1</sup> Includes supplementary pension

<sup>2</sup> The value of the payment from Long-term Incentive Plan is calculated with € 2.50/YIT share.

## SUMMARY OF AGGREGATED REMUNERATION

Details in the table below are presented on a payment basis

| Name                         | Position                               | 2024          |          |           |                                    |                      |                |         | 2023                       |          |           |                       |                      |                | 2022      | 2021      | 2020    |           |
|------------------------------|--|---------------|----------|-----------|------------------------------------|----------------------|----------------|---------|----------------------------|----------|-----------|-----------------------|----------------------|----------------|-----------|-----------|---------|-----------|
|                              |  | Annual salary | Benefits | Severance | Short-term incentives <sup>1</sup> | Long-term incentives | Suppl. pension | Total   | Annual salary <sup>2</sup> | Benefits | Severance | Short-term incentives | Long-term incentives | Suppl. pension | Total     | Total     | Total   | Total     |
| Heikki Vuorenmaa             | CEO 28 Nov 2022 onwards                | 502,164       | 240      | 0         | 251,202                            | 0                    | 100,481        | 854,087 | 481,241                    | 240      |           |                       |                      | 100,481        | 581,961   | 55,948    |         |           |
| Markku Moilanen <sup>3</sup> | CEO 1 Apr 2021 to 27 Nov 2022          | 0             | 0        | 247,352   | 0                                  | 0                    | 0              | 247,352 | 0                          | 0        | 803,892   | 434,040               |                      | 61,806         | 1,299,738 | 2,599,475 | 656,996 |           |
| Antti Inkilä                 | Interim CEO 23 Oct 2020 to 31 Mar 2021 |               |          |           |                                    |                      |                |         |                            |          |           |                       |                      |                |           |           | 207,911 | 102,678   |
| Kari Kauniskangas            | CEO to 22 Oct 2020                     |               |          |           |                                    |                      |                |         |                            |          |           |                       |                      |                |           |           |         | 1,901,595 |
| Antti Inkilä                 | Deputy to CEO to 31 Dec 2024           | 344,647       | 17,144   | 27,081    | 109,728                            | 25,919               | 69,037         | 593,555 | 349,324                    | 20,809   | 0         | 96,550                | 7,478                | 73,376         | 547,538   | 646,856   | 197,419 |           |
| Ilkka Salonen                | Deputy to CEO to 31 Jul 2021           |               |          |           |                                    |                      |                |         |                            |          |           |                       |                      |                |           |           | 244,291 | 486,761   |

<sup>1</sup> Based on the incentive plan related to the strategic transformation program payments will be made in April 2025, EUR 185,701 for the President and CEO and EUR 81,116 for the Deputy to the President and CEO. No payments are made from the short-term incentive plan for the President and CEO or for the Deputy to the President and CEO based on the 2024 performance.

<sup>2</sup> In 2023, the President and CEO and the Deputy to the President and CEO decided to decrease their salaries with an amount equal to 2 weeks pay to contribute to the company's cost reduction and efficiency development efforts.

<sup>3</sup> The payments made to former President and CEO Markku Moilanen after the termination of his contract are reported in this table under 2022, 2023 and 2024. In YIT Remuneration Report 2022, this entire amount was reported in the column 'Severance'.

YIT expects its President and CEO to hold ownership in the company. The long-term incentive program aligns business strategy with the interests of the company owners and the interests of the President and CEO. The following table discloses the number of YIT shares earned from the long-term incentive program by the President and CEO, and the Deputy to the President and CEO, and the earning opportunities they have from the ongoing long-term incentive programs.

| Name             | Position                    | Number of YIT shares earned but not yet transferred <sup>1</sup> | Performance share earning opportunity at target level <sup>2</sup> | Performance share earning opportunity at maximum level <sup>2</sup> |
|------------------|-----------------------------|--|--|---|
| Heikki Vuorenmaa | President and CEO           | —  | 280,000  | 700,000   |
| Antti Inkilä     | Deputy to President and CEO | 8,400  | 0  | 0   |

<sup>1</sup> Earnings from YIT LTIP 2022–2024 earning period are due in 2025. These are gross amounts before any taxes and other payments

<sup>2</sup> YIT LTIP 2023–2025 and 2024–2026 total target and maximum earning opportunity disclosed. LTIP 2023-2025 maximum is three times target, LTIP 2024-2026 maximum two times target. These are gross amounts before any taxes and other payments.

<sup>3</sup> Antti Inkilä has been the Deputy to the President and CEO from 1 August 2021 to 31 December 2024.





We build and develop sustainable living environments: functional and attractive homes, future-proof public and commercial buildings, infrastructure to support the green transition as well as industrial, production, and energy facilities to support our customers' processes. YIT's vision is to be the expert partner in developing sustainable homes, spaces and cities – for a good life. There are approximately 4,100 professionals in our team and our revenue in 2024 was EUR 1.8 billion. YIT Corporation's shares are listed on Nasdaq Helsinki.

Read more: [www.yitgroup.com](http://www.yitgroup.com)

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