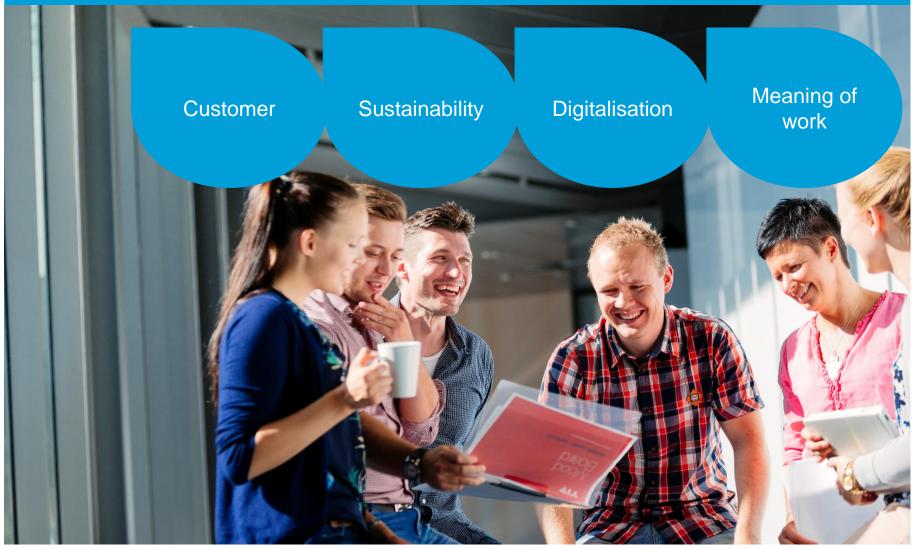


Smart ways to work and happy people

Pii Raulo, SVP, Human Resources Capital Markets Day 2017 September 28, 2017



Trends affecting our business and people





Our focus: Smart ways of working and happy people



Smart ways brought to everyday work, skilled people are a necessity

Examples

- WOW and innovativeness
- Values as base for all people processes
- Partner cooperation (e.g., Partner days)

~1,000

participated in a leadership program

30% more applications

- Quick decision making
- Digital tools
- Best practices
- Successful and diverse recruiting
- Excellent trainee programs
- Building teams with spirit
- Safety and high quality as a base
- Professional project skills and support
- Capabilities for new business models

Office365

access for everyone

82% engagement index

~700 trainees recruited

50% balance with experience and new talents

99% trainees happy

with YIT



Together we can do it.

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