



[yitgroup.com](https://yitgroup.com)

# GRI report 2021

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# Reporting principles

In 2021 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. We publish the GRI index and reporting principles as attachments to the annual reporting.

YIT has reported in accordance with the reporting principles of the Global Reporting Initiative (GRI) since 2013. In the reporting of 2021, we refer, unless otherwise stated, to the reporting principles of GRI Standard 2016 (GRI-Referenced). The materiality to YIT's operations and the availability of information have been the bases for choosing the reported subjects and indicators.

The comparison of the published content to the GRI Standard 2016 principles is done in the GRI index.

The GRI reporting has not been confirmed by an outside party.

## REPORTING BOUNDARIES

YIT Group includes the parent company YIT Oyj and its subsidiaries that have been defined in the Note 32 of the Consolidated financial statements 2021.

The reporting covers all YIT's operations. The reported information refers to the continuing operations of YIT Group, unless otherwise stated.

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.

## DEFINING THE MATERIAL THEMES

The process of defining the material themes of YIT's sustainable development implemented in 2018 has been reported on page 24 of the Annual Review and on YIT's sustainability website at [yitgroup.com/sustainabilitymanagement](http://yitgroup.com/sustainabilitymanagement). Other key sustainability indicators to YIT's operations can be found on page 33 of the Annual Review.

## THE CALCULATION PRINCIPLES OF INDICATORS

For non-financial information, the figures for 2020 include continuing operations, unless otherwise stated. The detailed calculation principles for key indicators are described on pages 53–54 of the Annual Review.

Emission factors used in the emission calculations are based on the following sources:

- Fuels: Ecoinvent 3.3, 2016
- Propane: INIES 2016
- Electricity (Finland): Statistics Finland 2018 / European Residual Mixes, AIB 2017
- Electricity (other countries): IEA 2017 / European Residual Mixes, AIB 2017
- District heat (Finland): Kaukolämpötilasto 2018
- District heat (other countries): IEA 2017
- District cooling (Finland): Statistics Finland 2011
- Flights: Lipasto 2017, ecoinvent 3.3, 2016
- Waste: Ecoinvent 3.3, 2016

The material themes of sustainable development	Boundaries
<b>Creating sustainable, comfortable and safe urban development by utilising opportunities provided by the circular economy</b>	YIT and society
<b>Compliance with good corporate governance and preventing corruption and the grey economy</b>	YIT
<b>Occupational safety</b>	YIT and subcontractors
<b>Promoting the personnel's occupational well-being and competence development</b>	YIT
<b>Implementing responsible subcontracting and procurement</b>	YIT and subcontractors
<b>Reducing the environmental impact of the YIT's own operations</b>	YIT and society

# GRI content index

We refer, unless otherwise stated, to the reporting principles of GRI Standard 2016 (GRI-Referenced). The scope of reporting in relation to the Standard is described in the Reported column.

Code	GRI content	Location	Reported ● partly ● fully	Additional information
<b>GRI 102: GENERAL DISCLOSURES</b>				
<b>Organisational profile</b>				
102-1	Name of the organization		●	YIT Corporation
102-2	Activities, brands, products, and services	<a href="#">p. 16, 22</a> / YIT Annual Review 2021	●	
102-3	Location of headquarters		●	YIT's headquarters is located in Helsinki, Finland.
102-4	Location of operations	<a href="#">p. 18</a> / YIT Annual Review 2021	●	
102-5	Ownership and legal form	<a href="#">p. 48-49, 62</a> / YIT Annual Review 2021	●	
102-6	Markets served	<a href="#">p. 18</a> / YIT Annual Review 2021	●	
102-7	Scale of the organization	<a href="#">p. 7, 18-22</a> / YIT Annual Review 2021	●	
102-8	Information on employees and other workers	<a href="#">p. 29</a> / YIT Annual Review 2021	●	<div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> <p><b>Permanent and temporary employees</b></p> <ul style="list-style-type: none"> <li>● Permanent women 1,567</li> <li>● Permanent men 4,757</li> <li>● Temporary women 210</li> <li>● Temporary men 554</li> </ul> </div> <div style="text-align: center;"> <p><b>Full-time and part-time employees</b></p> <ul style="list-style-type: none"> <li>● Full-time women 1,664</li> <li>● Full-time men 5,111</li> <li>● Part-time women 113</li> <li>● Part-time men 200</li> </ul> </div> </div>
102-9	Supply chain	<a href="#">p. 16-17</a> / YIT Annual Review 2021	●	
102-10	Significant changes to the organization and its supply chain	<a href="#">p. 18, 22-23, 48-49</a> / YIT Annual Review 2021	●	
102-11	Precautionary Principle or approach	<a href="#">p. 36-44</a> / YIT Annual Review 2021	●	
102-12	External initiatives	<a href="#">p. 24</a> / YIT Annual Review 2021 <a href="#">YIT's sustainability management</a>	●	Among others UN's Sustainable Development Goals (SDG), CDP, Green Building Council Finland, Climate Leadership Coalition, Smart & Clean foundation, climate partner of the City of Helsinki

Code	GRI content	Location	Reported		Additional information
			partly	fully	
102-13	Membership of associations	<a href="#">YIT's sustainability management</a>	●		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, Smart & Clean -foundation
<b>Strategy</b>					
102-14	Statement from senior decision-maker	<a href="#">p. 5-6</a> / YIT Annual Review 2021	●		
102-15	Key impacts, risks and opportunities	<a href="#">p. 16-17, 36-44</a> / YIT Annual Review 2021	●		
<b>Ethics and integrity</b>					
102-16	Values, principles, standards, and norms of behavior	<a href="#">Strategy</a>	●		
102-17	Mechanisms for advice and concerns about ethics	<a href="#">p. 31-32, 36-44</a> / YIT Annual Review 2021 <a href="#">YIT Ethics Channel</a>	◐		
<b>Governance structure</b>					
102-18	Governance structure	<a href="#">p. 146-155</a> / YIT Annual Review 2021	●		
102-19	Delegating authority	<a href="#">p. 24-32, 36</a> / YIT Annual Review 2021	●		
102-20	Executive-level responsibility for economic, environmental, and social topics	<a href="#">p. 24-32, 36</a> / YIT Annual Review 2021 <a href="#">Material themes and management of the themes</a>	●		
102-22	Composition of the highest governance body and its committees	<a href="#">p. 146-155</a> / YIT Annual Review 2021 <a href="#">Board of Directors</a> <a href="#">Committees</a>	●		
102-23	Chair of the highest governance body	<a href="#">p. 146-155</a> / YIT Annual Review 2021	●		
102-24	Nominating and selecting the highest governance body	<a href="#">p. 146-155</a> / YIT Annual Review 2021 <a href="#">Nomination board</a>	●		
102-26	Role of the highest governance body in setting purpose, values and strategy	<a href="#">p. 24-32, 36, 146-155</a> / YIT Annual Review 2021	●		
102-29	Identifying and managing economic, environmental, and social impacts	<a href="#">p. 24-32, 36</a> / YIT Annual Review 2021	●		
102-30	Effectiveness of risk management processes	<a href="#">p. 36, 154</a> / YIT Annual Review 2021	●		
102-31	Review of economic, environmental and social topics	<a href="#">p. 24-32, 36, 146-155</a> / YIT Annual Review 2021	●		
102-32	Highest governance body's role in sustainability reporting	<a href="#">p. 24</a> / Annual Review 2021	●		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.
102-35	Remuneration policies	<a href="#">p. 156-162</a> / YIT Annual Review 2021	◐		

Code	GRI content	Location	Reported		Additional information
			partly	fully	
<b>Stakeholder engagement</b>					
102-40	List of stakeholder groups	<a href="#">Collaboration in society</a>	●		
102-41	Collective bargaining agreements	<a href="#">p. 31-32</a> / YIT Annual Review 2021	●		
102-42	Identifying and selecting stakeholders	<a href="#">Collaboration in society</a>	●		
102-43	Approach to stakeholder engagement	<a href="#">Collaboration in society</a>	●		
102-44	Key topics and concerns raised	<a href="#">Collaboration in society</a>	●		
<b>Reporting practice</b>					
102-45	Entities included in the consolidated financial statements	<a href="#">p. 62, 123</a> / YIT Annual Review 2021	●		
102-46	Defining report content and topic Boundaries	<a href="#">GRI index</a> / Reporting principles	●		
102-47	List of material topics	<a href="#">p. 24</a> / YIT Annual Review 2021 <a href="#">Material themes and management of the themes</a>	●		
102-48	Restatements of information	<a href="#">p. 23</a> / YIT Annual Review 2021	●		Emission data for 2019 and 2020 have been recalculated after deducting the portion of discontinued operations. The recalculation improves the comparability of figures between years.
102-49	Changes in reporting	<a href="#">p. 22-23</a> / YIT Annual Review 2021 <a href="#">GRI index</a> / Reporting principles	●		
102-50	Reporting period		●		The reporting period is the calendar year, 1 January 2021 – 31 December 2021
102-51	Date of most recent report		●		The most recent Report of the Board of Directors and financial statement was published on 18 February 2021
102-52	Reporting cycle		●		The report is published annually.
102-53	Contact point for questions regarding the report	<a href="#">YIT Corporation Contact Information</a> <a href="#">p. 164</a> / YIT Annual Review 2021	●		
102-54	Claims of reporting in accordance with the GRI Standards		●		This GRI report refers to the GRI Standards 2016 Reporting Guidelines (GRI-Referenced)
102-55	GRI content index		●		This GRI content index has been composed referring to 2016 GRI Standards Reporting Guidelines, unless otherwise stated.
102-56	External assurance		●		GRI report has not been subject to third-party assurance.

Code	GRI content	Location	Reported ◐ partly ● fully	Additional information
<b>GRI 103: MANAGEMENT APPROACH</b>				
103-1	Explanation of the material topic and its Boundary	<a href="#">p. 24</a> / YIT Annual Review 2021 <a href="#">Material themes and management themes</a>	●	
103-2	The management approach and its components	<a href="#">p. 24-32</a> / YIT Annual Review 2021 <a href="#">Material themes and management themes</a>	●	
103-3	Evaluation of the management approach	<a href="#">p. 24-32</a> / YIT Annual Review 2021 <a href="#">Material themes and management themes</a>	●	
<b>GRI 200: ECONOMIC STANDARDS</b>				
<b>Economic performance</b>				
201-1	Direct economic value generated and distributed	<a href="#">p. 16, 57, 80-88</a> / YIT Annual Review 2021	●	
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">p. 36-44</a> / YIT Annual Review 2021	◐	
<b>Anti-corruption</b>				
205-1	Operations assessed for risks related to corruption	<a href="#">p. 31-32</a> / YIT Annual Review 2021	◐	
205-2	Communication and training about anti-corruption policies and procedures	<a href="#">p. 31-32</a> / YIT Annual Review 2021	◐	
205-3	Confirmed incidents of corruption and actions taken	<a href="#">p. 31-33</a> / YIT Annual Review 2021	◐	
<b>GRI 300: ENVIRONMENTAL STANDARDS</b>				
<b>Energy</b>				
302-1	Energy consumption within the organization	<a href="#">p. 26, 33</a> / YIT Annual Review 2021	◐	
302-3	Energy intensity	<a href="#">p. 26</a> / YIT Annual Review 2021	◐	
302-4	Reduction of energy consumption	<a href="#">p. 26, 33</a> / YIT Annual Review 2021	◐	
<b>Biodiversity</b>				
304-2	Significant impacts of activities, products, and services on biodiversity	<a href="#">p. 26</a> / YIT Annual Review 2021	◐	

Code	GRI content	Location	Reported		Additional information
			partly	fully	
<b>Emissions</b>					
		<b>Greenhouse gas emissions (tCO<sub>2</sub> e)</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>
		Scope 1	24,356	27,033	28,955
		Scope 2 (market-based)	13,991	20,948	44,026
		Scope 2 (location-based)	29,556	29,963	35,708
		Total (Scope 1 and 2)	38,347	47,981	72,981
		Scope 3 (waste)	4,325	6,543	9,591
		Scope 3 (business flights)	329	576	1,602
		Scope 3 total	4,654	7,119	11,192
		<b>Total (Scope 1, 2 and 3)</b>	<b>43,001</b>	<b>55,100</b>	<b>84,173</b>
		Biogenic emissions (Scope 1)*	720	711	736
		Biogenic emissions (Scope 3)	33	289	77
*figures updated due to emission factor correction.					
305-1	Direct (Scope 1) GHG emissions	<a href="#">p. 26, 33, 53-54</a> / YIT Annual Review 2021	●		
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">p. 26, 33, 53-54</a> / YIT Annual Review 2021	●		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. 26, 33, 53-54</a> / YIT Annual Review 2021	◐		
305-4	GHG emissions intensity	<a href="#">p. 26, 33, 53-54</a> / YIT Annual Review 2021	◐		
305-5	Reduction of GHG emissions	<a href="#">p. 26, 33, 53-54</a> / YIT Annual Review 2021	◐		YIT's target is to reduce relative emissions, i.e. emission intensity in relation to revenue.
<b>Waste</b>					
306-3 (2021)	Waste generated	<a href="#">p. 26, 33, 53-54</a> / YIT Annual Review 2021	◐		
<b>Environmental compliance</b>					
307-1	Non-compliance with environmental laws and regulations		●		No significant fines and sanctions for non-compliance with environmental laws and regulations during the period.
<b>Supplier environmental assessment</b>					
308-2	Negative environmental impacts in the supply chain and actions taken	<a href="#">p. 24-32</a> / YIT Annual Review 2021	◐		



Code	GRI content	Location	Reported ◐ partly ● fully	Additional information
<b>GRI 400: SOCIAL STANDARDS</b>				
<b>Employment</b>				
401-1	New employee hires and employee turnover	<a href="#">p. 29, 31, 33, 53-54</a> / YIT Annual Review 2021	◐	
<b>Occupational health and safety</b>				
403-1 (2018)	Occupational health and safety management system	<a href="#">p. 24, 30-31</a> / YIT Annual Review 2021	◐	
403-2 (2018)	Hazard identification, risk assessment, and incident investigation	<a href="#">p. 29-30</a> / YIT Annual Review 2021	◐	
403-5 (2018)	Worker training on occupational health and safety	<a href="#">p. 30</a> / YIT Annual Review 2021	◐	
403-9	Work-related injuries	<a href="#">p. 30, 33, 53-54</a> / YIT Annual Review 2021	◐	
<b>Training and Education</b>				
404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">p. 31-32</a> / YIT Annual Review 2021	◐	
<b>Non-discrimination</b>				
406-1	Incidents of discrimination and corrective actions taken	<a href="#">p. 33</a> / YIT Annual Review 2021	◐	
<b>Forced or compulsory labor</b>				
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">p. 31-32</a> / YIT Annual Review 2021	◐	
<b>Socioeconomic compliance</b>				
419-1	Non-compliance with laws and regulations in the social and economic area		●	No significant fines and sanctions for non-compliance with social or economic laws and regulations during the period.




YIT is the largest Finnish and a significant North European development and construction company. For 110 years, we have been creating better living environments for our customers: functional homes for sustainable living, future-proof public and commercial buildings and infrastructure for smoother flow of people, businesses and society. We employ 7,000 professionals in ten countries: Finland, Russia, Sweden, Norway, Estonia, Latvia, Lithuania, the Czech Republic, Slovakia and Poland. Our revenue in 2021 was EUR 2.9 billion. YIT Corporation's share is listed on Nasdaq Helsinki Oy. YIT Corporation's share is listed on Nasdaq Helsinki Oy.


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