

PROPOSALS OF YIT CORPORATION'S BOARD OF DIRECTORS AND THE SHAREHOLDERS' NOMINATION BOARD TO THE ANNUAL GENERAL MEETING TO BE HELD ON APRIL 3, 2025

Resolution on the measures warranted by the profit shown on the adopted balance sheet and the distribution of dividend

The Board of Directors proposes that no dividend be paid based on the balance sheet to be adopted for the financial year 2024.

Resolution on the remuneration of the Chairperson, Vice Chairperson and members of the Board of Directors and the remuneration of the Nomination Board

The Shareholders' Nomination Board proposes that the members of the Board of Directors be paid the following fixed annual fees corresponding to the previous year's fees for the term of office ending at the conclusion of the next Annual General Meeting:

- Chairperson of the Board: EUR 105,000;
- Vice Chairperson of the Board and Chairpersons of the permanent Committees: EUR 73,500, unless the same person is Chairperson of the Board or Vice Chairperson of the Board; and
- members: EUR 52,500.

In addition, the Shareholders' Nomination Board proposes that, based on the resolution of the Annual General Meeting, 40% of the fixed annual fee shall be paid in YIT Corporation shares to be purchased on the Board members' behalf at a price determined in public trading from a regulated market (Nasdaq Helsinki Ltd). The shares will be purchased within two weeks of the publication of the interim report for the period 1 January–31 March 2025 or on the first possible date under applicable law. The Company will pay any costs related to the purchase of Company shares.

The Nomination Board recommends that members of the Board of Directors do not transfer the shares awarded to them as a fixed annual fee until their term on the Board expires. The Nomination Board views that long-term oriented and increasing share ownership by the members of the Board of Directors benefits all shareholders.

The Nomination Board further proposes that the members of the Board and its permanently and temporarily appointed committees be paid a meeting fee of EUR 800 per meeting, also for meetings of the Board and its committees held via electronic remote connections or by telephone.

It is proposed that, as in the previous year, the Chairperson of the Board and the Chairpersons of the permanent and temporarily appointed committees be paid a meeting fee of EUR 1,600 per meeting. Per diems are proposed to be paid for trips in Finland and abroad in accordance with YIT Corporation's and tax authorities' travelling compensation regulations.

In addition, the Nomination Board proposes that, as in the previous year, the members of the Shareholders' Nomination Board, including the expert member, be paid a meeting fee of EUR 800 per Board meeting and the Chairperson of the Shareholders' Nomination Board be paid EUR 1,600 per Board meeting.

Resolution on the number of members of the Board of Directors

The Shareholders' Nomination Board proposes that a Chairperson, a Vice Chairperson and four (4) ordinary members be elected to the Company's Board of Directors.

Election of the Chairperson, Vice Chairperson and members of the Board of Directors

The Shareholders' Nomination Board proposes that Jyri Luomakoski be re-elected as Chairperson and

Casimir Lindholm be re-elected as Vice Chairperson, Anders Dahlblom, Sami Laine, Kerttu Tuomas and Leena Vainiomäki be re-elected as members for a term of office ending at the conclusion of the next Annual General Meeting following their election.

Resolution on the remuneration of the auditor

The Board of Directors proposes on recommendation of the Audit Committee that the auditor's fee will be paid according to the invoice approved by the company.

Election of the auditor

The Board of Directors proposes on recommendation of the Audit Committee that Ernst & Young Oy, Authorized Public Accountants, be elected as the company's auditor for a term of office ending at the conclusion of the next Annual General Meeting following their election, with Mikko Ryttilähti, APA, serving as the chief auditor.

Resolution on the remuneration of the sustainability auditor

The Board of Directors proposes on recommendation of the Audit Committee that the sustainability auditor's fee be paid according to the invoice approved by the company.

Election of the sustainability auditor

The Board of Directors proposes on recommendation of the Audit Committee that Ernst & Young Oy, Authorized Public Accountants, be elected as the Company's sustainability auditor for a term of office ending at the conclusion of the next Annual General Meeting following their election, with Mikko Ryttilähti, APA, serving as the chief sustainability auditor.

Authorization of the Board of Directors to resolve on the repurchase of own shares

The Board of Directors proposes that the Annual General Meeting authorize the Board of Directors to resolve on the repurchase of the Company's own shares using the Company's unrestricted equity under the following terms and conditions:

A maximum of 23,000,000 Company shares may be purchased, corresponding to approximately 10% of all Company shares. However, the number of shares held by the Company may not represent more than 10% of all shares in the Company. This number includes all the treasury shares held by the Company and its subsidiaries in the manner provided for in chapter 15, section 11(1) of the Limited Liability Companies Act.

The Board of Directors is authorized to resolve how Company shares are purchased. Company shares may be purchased at a price determined by public trading on the day of purchase or at a price otherwise determined at the market. Shares may be purchased in a proportion other than that of the shares held by the shareholders.

The Board of Directors proposes that the authorization shall revoke the authorization to repurchase the Company's own shares issued by the Annual General Meeting on March 14, 2024. The Board of Directors proposes that the authorization be valid until June 30, 2026.

Authorization of the Board of Directors to resolve on share issues

The Board of Directors proposes that the Annual General Meeting authorize the Board of Directors to resolve on share issues under the following terms and conditions:

The authorization may be used in full or in part by issuing shares in the Company in one or more tranches so that the maximum number of shares issued is a total of 23,000,000, corresponding to approximately 10% of all Company shares.

The Board of Directors is authorized to resolve on all terms and conditions of the share issue. The Board of Directors may also resolve on a directed share issue in deviation from the shareholders' pre-emptive

subscription rights. Shares can be issued for subscription with or without consideration.

Based on the authorization, the Board of Directors may also resolve on a share issue without consideration to the Company itself so that the number of shares held by the Company after the share issue represents a maximum of 10% of all shares in the Company. This number includes all the treasury shares held by the Company and its subsidiaries in the manner provided for in chapter 15, section 11(1) of the Limited Liability Companies Act.

The Board of Directors proposes that the authorization shall revoke the authorization to resolve on share issues issued by the Annual General Meeting on March 14, 2024. The Board of Directors proposes that the authorization be valid until June 30, 2026.