



Occupational Health and Safety Principles

Public



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1 Occupational Health and Safety Principles

Occupational health and safety are an essential part of our values, culture cornerstones and daily operations at YIT. We show our commitment, take responsibility and are proactive regardless of the task or role. We want to offer a safe and healthy working and living environment to our personnel, partners, customers and other stakeholders. Safety and personnel well-being guide what we do. We strive to better take into account the occupational health and safety aspects in our partner selection. We believe that deviations are preventable, and we can learn from them.

Therefore, we especially emphasise proactive measures in our operations. Our goal is that everyone cares about their own health, wellbeing, and safety as well as that of others.

Occupational health and safety objectives and actions are a part of our strategy and annual plan, which are the responsibility of top management. The company's Board of Directors and the management teams of the Group, segments and divisions monitor the realization of the plans and achievement of the objectives regularly in different management forums. Regular site tours by management are also a part of systematic monitoring and a means to implement a strong attitude towards safety.

In order to promote occupational health and safety in practice, we are committed to:

- Creating proactive health and safety measures in cooperation with our personnel and stakeholders
- Offering comprehensive induction training and regular training in order to ensure sufficient competence
- Complying with laws and official regulations and our internal health and safety instructions
- Developing our work ability and safety management processes and practices
- Encouraging our personnel to develop open communication with their own example
- Cooperating actively with our stakeholders to improve occupational health and safety
- Addressing shortcomings without delay

We expect compliance with these principles in all our operations not just from our own employees but also from our partners.

Occupational Health and Safety Principles were approved by the YIT Group Leadership Team on December 11, 2025.



Together we can do it.

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