



ILMATIETEEN LAITOS
METEOROLOGISKA INSTITUTET
FINNISH METEOROLOGICAL INSTITUTE

SUSTAINABILITY REPORT OF THE FINNISH METEOROLOGICAL INSTITUTE 2025





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Director General's review

Picture: Veikko Somerpuro



The world around us is changing rapidly. Climate change is progressing, extreme weather phenomena are intensifying and geopolitical uncertainty is increasing. In these circumstances, the importance of reliable information, anticipation and services that support safety is constantly increasing. Society, authorities, companies and citizens need increasingly accurate and up-to-date information to support decision-making and preparedness.

At the Finnish Meteorological Institute, we respond to this need by producing information to safeguard the future. Our operations are based on high-quality research, comprehensive observations and effective services aimed at ensuring that no one is caught out by the weather. For us, sustainability means, above all, impact: we produce information and services that help society make sustainable and safe choices.

In 2025, we updated our strategy, which lays the foundation for the work of the coming years. Cooperation, impact and pioneering lay at the core of our strategy. We develop our services to increasingly better meet the changing needs of customers and society, as well as utilise new technologies and artificial intelligence to produce more accurate forecasts and impact assessments.

During the past year, we significantly strengthened our research infrastructure and international cooperation. Together with the European Space Agency (ESA), we established the Arctic Space Centre for satellite calibration and validation, in Sodankylä, which improves the quality of satellite data and refines information on sources and sinks of carbon dioxide and methane, in particular. We also developed new open tools to support climate change adaptation and participated extensively in international projects aimed at strengthening weather, climate and air quality services around the world.

Sustainability is also visible in the development of our own operations. We monitor our environmental impacts and look for ways to reduce them. At the same time, we strengthen our work community, as competent, innovative and renewing personnel form the basis for our success.

In this report, we explain how, in 2025, we have promoted health and well-being, strengthened the security of society, supported climate action and built strong partnerships in Finland and internationally. Our work is becoming increasingly important in a world with growing uncertainty. That is why we remain committed to providing reliable information and building a sustainable future.

Petteri Taalas

Director General,
Finnish Meteorological Institute

The Finnish Meteorological Institute produces information for a safe tomorrow

The Finnish Meteorological Institute observes and studies the atmosphere, near-Earth space and seas. It also produces services on the weather, sea, climate, air quality and near-Earth space for the needs of public security, business life and citizens. The Finnish Meteorological Institute is an administrative branch of the Ministry of Transport and Communications, and its activities are governed by the Act on the Finnish Meteorological Institute 212/2018.

The Finnish Meteorological Institute employs approximately 745 people (709 person-years in 2025). The headquarters of the Finnish Meteorological Institute is located in Helsinki. It also has other locations in Kuopio, Rovaniemi and Sodankylä. In addition, the Finnish Meteorological Institute carries out sounding activities in Jokioinen.

In addition to the Director General and their Office, the Finnish Meteorological Institute has six branches: Administration; Observing and Information Systems Centre; Weather, Sea and Climate Service Centre; Meteorological and Marine Research Programme; Climate Research Programme; and Space and Earth Observation Centre.

We produce information for a safe tomorrow - so that no one will be caught out by the weather. We are an international leader in our field and offer our competence and expertise for the benefit



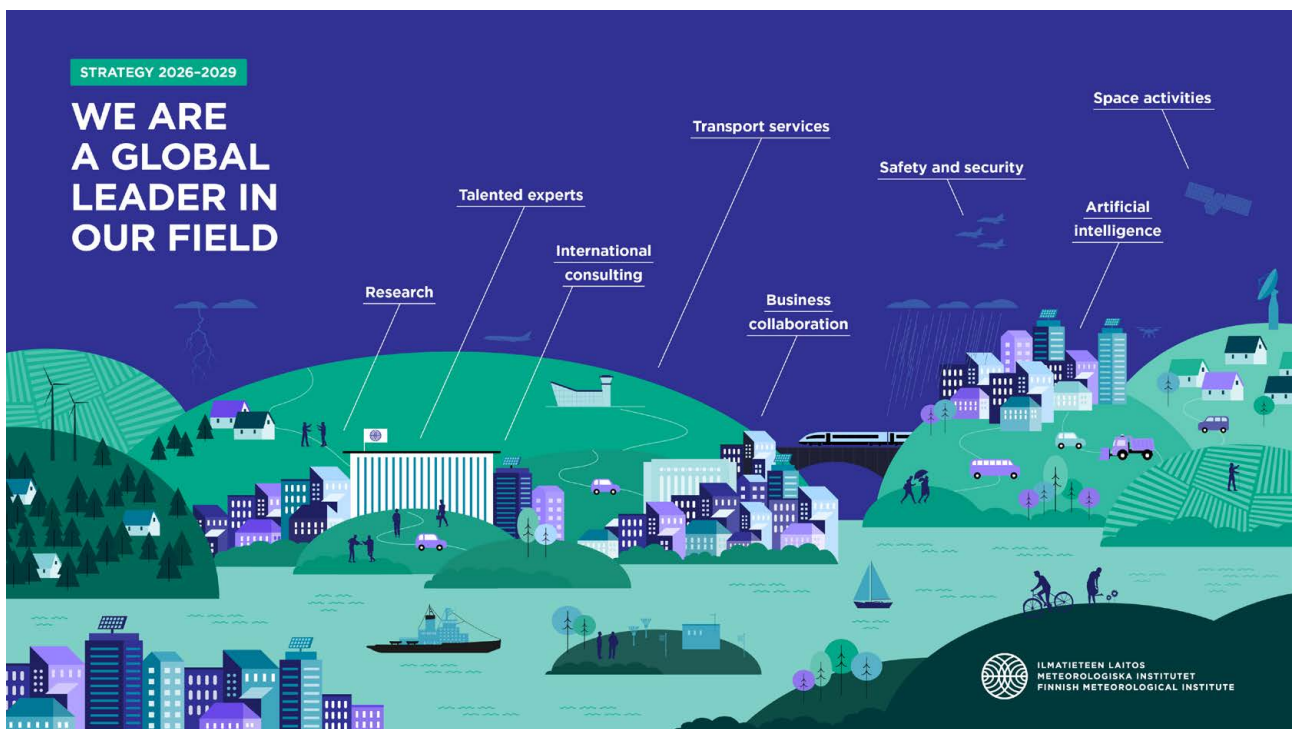
- Director General's office**
 - Head of Cabinet
 - Communications group
- Meteorological and Marine Research programme**
 - Meteorological Research
 - Marine Research
 - Weather and Climate Change Impact Research
- Climate Research Programme**
 - Climate System Research
 - Atmospheric Composition
 - Atmospheric Research Centre of Eastern Finland
- Space and Earth Observation**
 - Earth Observation Research
 - Space Research and Observation Technologies
 - Arctic Space Centre
- Observing and Information Systems Centre**
 - Observation Services
 - ICT and Data Production
 - Service Development
- Weather, Sea and Climate Service Centre**
 - Weather and Safety Centre
 - Customer Services
 - Expert Services
- Administration**
 - Financial
 - Personnel

Organisational Structure (31 December 2025)

of decision-makers, companies and the general public. We utilise artificial intelligence and are continuously improving our tailored impact projections for the changing needs of our customers and society.

We are actively renewing our services and enhancing the level and impact of our research. International cooperation is at the core of our operations, and our goal is to be an international pioneer in the field. We seek leading roles in the international community so that we can influence the development of our field and promote the impact of our operations.

Talented experts, strategic partnerships and responsible management lay the foundation for our success. Our operations are guided by our values: cooperation, impact and pioneering.





Picture: Tuomas Aumala

Sustainability at the Finnish Meteorological Institute

Sustainability and sustainable practices are embedded in the Finnish Meteorological Institute's mission and daily work. We promote financial, social, environmental and research sustainability in our activities. Examples of the activities and results of action related to sustainability at the Finnish Meteorological Institute in 2025 have been compiled in this Sustainability Report.

Experts from all branches of the Finnish Meteorological Institute have participated in the preparation of the Sustainability Report, and it has been approved by the management team of the Finnish Meteorological Institute.

The realisation of sustainability is also reflected in the staff experience: in the 2025 personnel survey, the average score for the sustainability index was 2.88 (on a scale of 1 to 4), and the statement describing the organisation's sustainable activities received a score of 3.19.

The handprint of our activities and the UN Sustainable Development Goals

In the sustainability report, we discuss our activities related to four of the UN Sustainable Development Goals.



Ensure healthy lives and promote well-being for all at all ages (SDG 3)

- SDG 3.9. Significantly reduce the number of deaths and diseases caused by hazardous chemicals and the pollution and contamination of air, water and soil by 2030.



Make cities and human settlements inclusive, safe, resilient and sustainable (SDG 11)

- SDG 11.b By 2020, substantially increase the number of cities and human settlements by adopting and implementing integrated policies and plans towards inclusion, resource efficiency, mitigation of and adaptation to climate change, resilience to disasters, and develop and implement holistic disaster risk management at all levels in line with the Sendai Framework for Disaster Risk Reduction 2015–2030.



Take urgent action to combat climate change and its impacts (SDG 13)

- SDG 13.1: Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.
- SDG 13.2: Integrate climate change measures into national policies, strategies and planning.
- SDG 13.3: Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.



Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development (SDG 17).

- SDG 17.6 Enhance North-South, South-South and triangular regional and international cooperation on and access to science, technology and innovation and enhance knowledge sharing on mutually agreed terms, including through improved coordination among existing mechanisms, in particular at the United Nations level, and through a global technology facilitation mechanism.



Good health and well-being (SDG 3)

The Finnish Meteorological Institute is responsible for numerous statutory tasks related to air quality and related services for authorities, different sectors of society and citizens in Finland. For example, we produce national air quality forecasts and air quality measurement services and assessments for Finnish cities and industry. We collect and share Finland's statutory air quality monitoring data from all measurement networks in our Air Quality in Finland service and as open data.

In addition, we are responsible for the activities of the National Reference Laboratory for Air Quality and the Air Chemistry Laboratory and for monitoring air quality in Finland's background areas far removed from potential sources of emissions as part of international agreements and legislation. Each year, we ensure the correctness of air quality measurements in Finland by means of various comparison measurements and audits. These focus, for example, on ensuring the accuracy of results obtained when measuring fine particles particularly harmful to health.

Air quality measurements related to industry and cities are performed for several customers in Finland. In 2025, the Finnish Meteorological Institute had a total of 32 measuring stations, including background air quality stations. New stations included air quality measurements carried out for the City of Mariehamn, Kuusakoski Oy in Heinola, Outokumpu Chrome Oy in the Kemi mine and Salpakierros Oy in Kujala processing centre.

During 2024, the EU finalised negotiations on the new Ambient Air Quality Directive. The new directive entered into force on 11 December 2024, and the Member States have two years to implement the new requirements in national legislation, by 11 December 2026. The main objective of the new Directive is to reduce air pollution in the EU to achieve a clean and healthy environment for citizens by 2050. This non-pollution target includes stricter air quality standards, increased measurement obligations and communications, as well as improving the legal protection of and compensation for citizens. The Ministry of the Environment relied heavily on the expertise of the Finnish Meteorological Institute in the negotiations on the directive, and during 2025–2026, the Finnish Meteorological Institute has supported the Ministry in the preparation of legislative texts and by preparing a national impact assessment related to the legislative proposal.

The Finnish Meteorological Institute's expertise in air quality is also exported. The aim is to strengthen the ability of developing countries to produce better air quality services for their citizens. The FMI's ex-

expertise in air quality is also exported. The aim is to help developing countries improve air quality services. FMI has implemented air quality projects in more than 30 countries. In 2025, projects were carried out in Ukraine, Moldova, Tajikistan, Kyrgyzstan, Uzbekistan, Indonesia, Rwanda, Kenya and Tanzania.

Our activities in 2025

A new field of research examines the effects of airborne nano- and microplastics



Picture: Adobe Stock

ACINMUA and PlasticFinder projects funded by the Research Council of Finland produce accurate and new research data on the sources, concentrations and behaviour of atmospheric nanoplastics and microplastics in different environments. In the ACINMUA project, the Finnish Meteorological Institute and the Finnish Environment Institute are developing new collection and analysis methods for the reliable detection of nanoplastics and microplastics. The main objective of the PlasticFinder project is to develop, in cooperation with the University of Helsinki, a method for the real-time detection and monitoring of nano- and microplastics, so that their environmental impacts can be assessed more accurately.

Study refines the assessment of the climate impacts of black carbon



Picture: Shutterstock

The Finnish Meteorological Institute participated in an extensive international study that analysed data from more than 200 black carbon measurement series from around the world. The results show that its climate warming effect varies significantly depending on the characteristics of the particles and the measurement methods. The study highlights the importance of comparable measurements, especially as black carbon is included in the new EU Ambient Air Quality Directive. The work will enhance the allocation of emission reductions and climate impact assessments, as well as support the uniformity of ACTRIS infrastructure measurements.

New technology enables real-time pollen monitoring



Picture: Harry Hykko

We are coordinating the EU's Horizon SYLVA project, which develops next-generation technology for near real-time measurement of airborne pollen and other bioaerosols. Measurements are carried out in different climate and vegetation zones from Spain to Pallas in Finland. Automated measurement technology produces up-to-date and comparable data for the needs of health care, agriculture and forestry, for example. The results are openly available and support the development of the European AutoPollen network.



Sustainable cities and communities (SDG 11)

The Finnish Meteorological Institute strives to improve the safety of cities and residential communities by producing information on weather, seas, climate and its change, as well as natural disasters. Warnings about hazardous weather are produced all year round at all times of the day. The information can be used by various actors in society, including those maintaining critical infrastructure. The purpose of the services is to give operators time to prepare and to describe the impacts of harmful and hazardous conditions on their operations.

The Emergency Response Centre of the European Commission makes use of the preparedness information produced as cooperation between the Finnish Meteorological Institute and its European sister institutions in its plans to send humanitarian aid to different locations. The Finnish Meteorological Institute plays a leading role in the coordination of weather forecasts together with the French Meteorological Institute.

The Finnish Meteorological Institute's research activities continuously produce new information to support local and regional adaptation in a changing climate. Among other things, the projects develop climate-related economic preparedness and prepare sector-specific climate risk management reports for such purposes as construction and urban planning, so that changing climate risks are considered in light of the area's specific characteristics.

In addition, the Finnish Meteorological Institute participates in the development of weather and climate models, in order to produce better forecasts for constantly changing conditions.

New mapping tools support climate change adaptation and urban planning



Picture: Tuija Vuorinen

We published two open mapping tools that provide more accurate and up-to-date information on climate change in Finland and urban microclimates. The free tools help municipalities, cities and other operators make informed decisions on adaptation, urban planning and risk management.

Finland's Regional Climate Change Scenarios map presents regional estimates of changes in temperature and precipitation in various scenarios, from the next few years until the end of the century. City Weather Monitoring, on the other hand, shows real-time temperature and humidity observations from different districts, making heat islands and the cooling effect of green areas visible, for example.

The tools have been developed as part of the TAPSI project in cooperation with LähiTapiola. They enhance the society's capacity to prepare for the changing climate through open and local data.

Study refines the assessment of the impacts of sea-level rise on the Finnish coast



Picture: Adobe Stock

In 2025, we published a study assessing the impacts of rising sea levels on flood risks along the Finnish coast. The study based on long observational time series and modelling provides a more precise understanding of how sea level rise, land uplift and extreme weather events together affect coastal water levels in various emission scenarios.

The results support coastal security and climate change adaptation. They are used, for example, in flood mapping, coastal planning and the management of sea flood risks.

The Climate Change in Lapland report supports regional adaptation



Picture: Adobe Stock

In 2025, we published the Climate Change in Lapland – Information for Lapland’s Climate and Energy Strategy report. The report shows that the climate in Lapland has already warmed by about 1.3 degrees, between the climatic reference periods 1961–1990 and 1991–2020, and that Lapland is warming up about twice as fast as the rest of the world on average, especially during wintertime.

The report has been utilised in the preparation of Lapland’s climate and energy strategy, especially in the climate change adaptation plan. Regionally targeted climate information tailored to the needs of specific sectors supports the planning of practical adaptation measures in areas such as tourism, forestry and reindeer husbandry.

Climate action (SDG 13)

The Finnish Meteorological Institute promotes climate change mitigation and adaptation by conducting climate research and developing tools to support the implementation and impact assessment of mitigation and adaptation measures. The Institute’s research data supports decision-making internationally, nationally and locally.

Our research supports climate change mitigation measures, for example, by producing information on the possibilities of carbon sequestration in terrestrial ecosystems. In addition, we promote adaptation to climate change in different sectors of society with the aim of developing an understanding of the urgency, significance and prioritisation of the measures together with operators. In 2025, we actively participated in the activities of the Climate Change Panel, the Nature Panel, the Finnish Forest Bioeconomy Science Panel and the Saami Climate Council. These bodies operate at the interface between science and policy and aim to promote decision-making based on reliable and up-to-date scientific knowledge. As part of these scientific panels, we were involved in preparing several reports that support the preparation of policy measures and in submitting expert opinions to parliamentary committees. The scientific expertise of the Finnish Meteorological Institute was extensively utilised in the panels’ research projects.

We also actively participated in several ministry-funded projects and Government projects that developed climate risk management together with Finnish actors. The work helps to support an effective and knowledge-based climate change adaptation policy.

In 2025, the UN Intergovernmental Panel on Climate Change (IPCC) launched its seventh Assessment Report cycle (AR7), the aim of which is to gather the most recent scientific data on climate

change to support decision-making. The Finnish Meteorological Institute plays an important role in the national IPCC work, as the Director General of the Finnish Meteorological Institute chairs the Finnish IPCC working group appointed by the Ministry of the Environment. Sir Jim Skea, Chair of the IPCC, visited Finland in April and met Finnish climate sector operators.

During the year, information related to climate change was distributed in many ways to various target groups in different channels.

We maintain and develop [the Climateguide.fi website](https://climateguide.fi) together with the Finnish Environment Institute and the Natural Resources Institute Finland. The website provides research-based information on climate change, its impacts, ways of adapting to it and its mitigation.

During the year, several press releases and news items on the impacts of climate change, as well as its mitigation and adaptation, were published on our website, along with related content on our social media channels. We also organised climate change info sessions for Finnish journalists.

We also shared information on climate change in our publicly available [Ilmastokatsaus](#) (“Climate Review”) digital journal, which focuses on monitoring the weather and climate in Finland and the rest of the world. The journal consists of articles explaining current weather phenomena, weather statistics from the past month, as well as more in-depth features on new research findings, mainly in the field of meteorology.

Our activities in 2025

The satellite calibration and validation centre strengthens the reliability of climate data



Picture: Matias Takala

Together with the European Space Agency (ESA), we established the Arctic Space Centre for satellite calibration and validation in Sodankylä. The Centre validates the quality of satellite data by combining satellite and ground-based observations, thereby improving the accuracy of data on sources and sinks of carbon dioxide and methane, in particular.

The Arctic location and the boreal forest and tundra environment make Sodankylä a unique location for validating the quality of satellite data. The Centre will strengthen Finland’s position in international space operations, support the development of new Arctic services and create growth opportunities for Finnish space industry.

The CryoSCOPE project develops solutions to challenges related to melting snow and ice



Picture: Heikki Lihavainen,
Rakesh Hooda

Launched in 2025, the international CryoSCOPE project enhances climate forecasts in cold regions and produces information on the impacts of melting snow, glaciers and permafrost on atmosphere and water systems. The results support decision-making and adaptation and may, for example, improve road safety in winter, optimisation of hydropower and preparedness for extreme phenomena.

The project combines field measurements, satellite observations, as well as artificial intelligence and physics-based modelling. The aim is to improve the accuracy of climate models and promote understanding of the impacts of cryosphere changes, from the local scale to global climate feedbacks.

The Finnish Meteorological Institute leads the international project with 19 partners, funded by the EU's Horizon Europe programme.

Project accelerating climate-smart solutions in agriculture



Picture: Adobe Stock

Launched in 2025, the AGCLIMATE project, funded by Business Finland, is developing science-based solutions for measuring and reducing greenhouse gas emissions from agricultural land. The aim is to improve the monitoring of carbon balances and nitrous oxide emissions from fields and to combine the results with product and farm-specific carbon footprint calculations.

The project led by the Finnish Meteorological Institute is implemented in extensive research and business cooperation. It promotes the development of climate-smart agriculture and helps translate research knowledge to practice. The results will strengthen the knowledge base of decision-making, increase transparency in value chains and create new opportunities for climate-friendly products and services.



Partnerships for the goals (SDG 17)

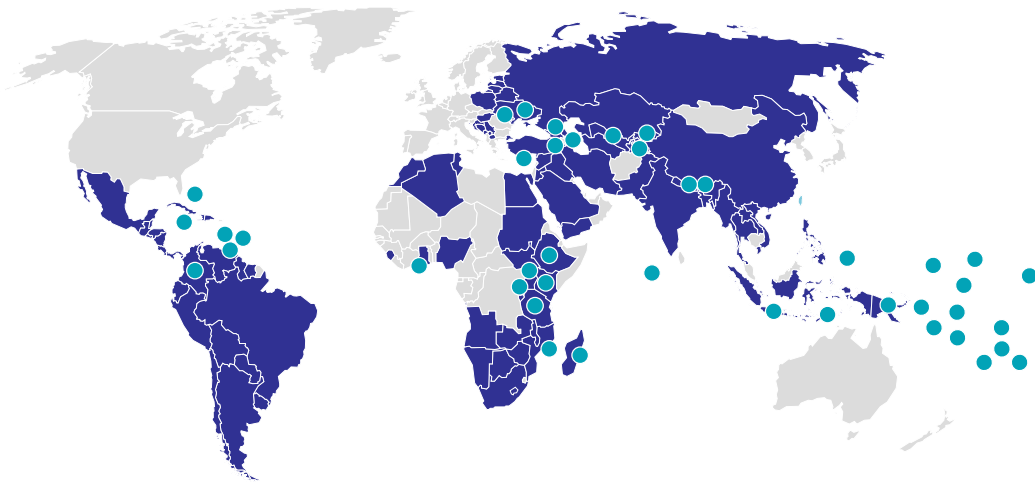
The Finnish Meteorological Institute represents Finland in the World Meteorological Organisation (WMO), which is the UN's specialised agency for matters of weather, climate and water resources, whose tasks include hosting the Intergovernmental Panel on Climate Change (IPCC). The WMO aims to ensure that its 193 member states have access to the best technical and material capacity to provide statutory weather services and the associated warnings. This objective is promoted, in particular, through open and free exchange of weather observation data and products between member states. The Finnish Meteorological Institute plays a key role in producing scientific knowledge to support decision-making, and these forums enable indirect participation in international climate policy, especially through technical solutions. The World Meteorological Congress, in October 2025, provided a central forum for strengthening international cooperation and updating common strategic objectives.

FMI represents Finland in the European Centre for Medium-Range Weather Forecasts (ECMWF) and the European Organisation for the Exploitation of Meteorological Satellites (EUMETSAT). The data and products produced by EUMETSAT satellites form a key basis for ECMWF weather forecasting models and are important for monitoring the environment and climate change. These organisations are central to the production of cost-effective observation and weather forecasting activities in Europe. In 2025, the ECMWF celebrated its 50th anniversary, and its role as a pioneer in global weather forecasting became even stronger. The Centre has also decided to invest in new supercomputer capacity, enabling the development of increasingly advanced AI-based weather models. In this context, the ECMWF introduced its first operational AI-based weather model (Artificial Intelligence Forecasting System, AIFS), which is a significant step towards next-generation weather forecasting.

The Finnish Meteorological Institute is also an active actor in the EU Copernicus services, participating extensively in different service themes from climate change and atmospheric composition monitoring to producing flood and wildfire data. The Institute also participates in the EU Destination Earth project, working together with other countries to develop a digital twin of the Earth. The European Union has entrusted EUMETSAT with responsibility for operating the Sentinel satellite missions of the Copernicus space component for atmospheric, marine, and climate monitoring in cooperation with the European Space Agency (ESA).

Other important international cooperation bodies for the Finnish Meteorological Institute include the European meteorological institutes cooperation network EUMETNET and the Nordic cooperation

Over 100 countries of development co-operation



● Past co-operation projects ● On-going projects 2025-2026

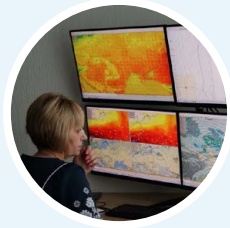
network NORDMET. The new pan-European MeteoGate weather observation exchange portal, developed in cooperation with EUMETNET member states, was introduced in early 2026, and the Finnish Meteorological Institute is responsible for its operation. The pan-European system will significantly improve the open access and consistency of meteorological data in Europe and globally. Open data and open science are key principles of the operations of the Finnish Meteorological Institute.

The Finnish Meteorological Institute's production of operative weather models functions as part of the MetCoOp cooperation, which produces probability forecasts at the kilometre scale and is an example of close operational cooperation between the Finnish, Swedish, Norwegian, Estonian, Lithuanian and Latvian meteorological institutes. The MetCoOp is part of the wider United Weather Centres (UWC) cooperation network, which includes meteorological institutes in a total of 11 countries. In 2025, a significant development was the merger of HIRLAM and UWC consortia, which strengthens European cooperation and makes the use of resources more efficient, especially in the development of numerical weather prediction.

The Finnish Meteorological Institute's research activities are closely linked to international collaboration networks and broadly support scientific cooperation. The Institute actively maintains bilateral relations with its sister institutions and participates in joint development projects. Artificial intelligence offers significant opportunities for improving the accuracy of weather forecasts and increasing the cost-effectiveness of operations. The Finnish Meteorological Institute promotes these developments in close cooperation with its European partners, drawing on shared infrastructures and expertise.

In 2025, the Finnish Meteorological Institute carried out approximately 45 international development projects in over 40 countries. The projects involved exporting expertise and Finnish technology to sister institutions in developing countries so that they would be better equipped to provide services to protect citizens and society in their home countries. Project activities have been growing in recent years, and the project portfolio and funding situation have remained at a record level.

Ukrainian weather and early warning services strengthened



Picture: UHMC

The Finnish Meteorological Institute supported the development of Ukrainian weather services in the four-year UFIM project, which ended in 2025. In cooperation with the Ukrainian Hydrometeorological Centre, the weather observation network was modernised, and a new digital forecasting system was introduced. The system improves the accuracy of forecasts and supports the operational decision-making of authorities, especially civil protection, in hazardous situations.

The project also developed new services for citizens, such as a mobile weather application and online services that help prepare for weather events. In addition, Ukraine's warning data was integrated into the European MeteoAlarm cooperation, which increased the visibility of services and international exchange of information.

In addition to technological development, the project strengthened expertise and communication, as well as created career development opportunities, especially for young women. The cooperation has increased the credibility of the Ukrainian weather service and enhanced the country's capacity to respond to challenges posed by weather and crisis situations.

15 years of atmospheric and ecosystem measurements in South Africa



Picture: Ville Vakkari

In 2025, we celebrated fifteen years of atmospheric and ecosystem research at the Welgegund measurement station in South Africa, in cooperation with the University of Helsinki and the North-West University. The station has become the leading research station for the atmosphere and ecosystems on the African continent, and its observations are the most extensive and versatile in the continent.

Long-term measurements have produced a significant scientific contribution and new knowledge on the interactions between the savanna ecosystem and the atmosphere. The station serves as an important reference for climate change research and will be integrated into the European ICOS greenhouse gas infrastructure in 2026, as the only measurement station on the African continent.

Cooperation with South African partners will continue and lay the foundation for the development of global models and remote sensing.



Picture: Jenni Korpela

The footprint of our activities

Environmental sustainability

The Finnish Meteorological Institute is involved in the WWF Green Office programme. We monitor the negative impacts that our activities have on the environment and develop ways to reduce these impacts. Regularly monitored issues include the energy consumption, waste volumes and paper consumption of the Finnish Meteorological Institute's office building, as well as commuting. New issues to be monitored include hotel stays, cleaning services and plant-based focus in meeting catering.

As part of Senate Properties' carbon neutrality targets, the Dynamicum premises of the Finnish Meteorological Institute in Kumpula, Helsinki, use fossil-free electricity and district heating. In 2025, heat and electricity consumption decreased by approximately 11%, mainly due to lower heating costs. There are solar panels on the roof of the Finnish Meteorological Institute's office, producing 12,900 kWh of electricity in 2025.

The Finnish Meteorological Institute has diverse waste sorting possibilities, and the sorting rate is at a good level. However, in 2025, the sorting rate decreased by 7 percentage points, to only 71.3%, even though the total amount of waste decreased compared to the previous year. The decrease in the sorting rate was mainly due to a significant decrease in the amount of biowaste, while other waste types remained more or less in the previous year's figures.

The consumption of office paper has decreased significantly, thanks to secure printing and electronic documents, and has stabilised to a very low level.

Due to the nature of the Finnish Meteorological Institute's international activities, the largest single source of carbon dioxide emissions is travel, which consists of flight kilometres and hotel stays. In

TOTAL CO₂ EMISSIONS

TOTAL EMISSIONS (+)

1 752.92 tCO₂

Part of the emission factors are carbon dioxide equivalent factors.

EMISSION INTENSITY (+)

2.34 tCO₂

per employee



CONSUMPTION

ENERGY (-)

4.7 million kWh



WATER (+)

4.7 million liters



MOBILITY (-)

8.0 million pkm



PAPER (-)

700 kg



DEVICES (+)

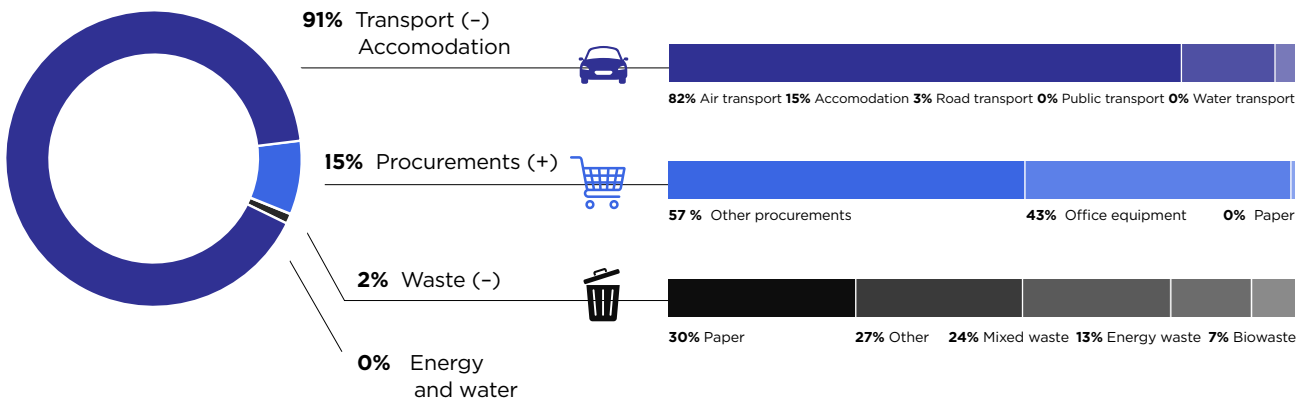
508 pcs

WASTE (-)

67 345 kg



DISTRIBUTION OF EMISSIONS



The image shows the amount of carbon dioxide emissions from the Finnish Meteorological Institute's operations, along with consumption figures and the distribution of emissions by theme. The plus or minus sign in parentheses indicates the change compared to 2024.

2025, air travel decreased for the second year in a row. Compared to 2024, CO₂ emissions from air travel decreased by 13.9%. In accordance with the State Travel Regulations, the recommendation is to take trips shorter than 500 kilometres by train instead of by plane. In 2025, 94% of trips under 500 kilometres were made by train in Finland.

In everyday work at the office, environmentally sustainable choices are promoted with campaigns. The Finnish Meteorological Institute participates in the annual energy saving week, the Earth Hour campaign and the Kilometrikisa cycling competition, among other events. The Finnish Meteorological Institute favours plant-based alternatives for catered meetings, and the impact of the recommendation on catering at meetings is monitored. In 2025, approximately 60% of the catering were plant-based.

Social sustainability

At the Finnish Meteorological Institute, the development of operations and well-being at work are an integral part of everyday activities and work. The 2025 VMBaro job satisfaction survey yielded excellent results once again, as the personnel's overall job satisfaction score was 3.20 (on a scale of 1–4). Themes related to job satisfaction development in 2025 included interaction and communication within the work community, sharing information, competence development, organisation of work and a sense of community.

The personnel strategy of the Finnish Meteorological Institute was completed in 2025. The cornerstones for preparing the strategy were personnel involvement and the openness of the preparations. All members of the personnel were able to participate in the preparation of the strategy through workshops intended for employees and supervisors. The personnel strategy supports and ensures the achievement of the objectives of the Institute's strategy. In addition to the personnel vision, the personnel strategy consists of five personnel policy guidelines.

“Our competent, innovative and renewing personnel help society and our customers to succeed. The common thread is productive work, which is supported by employee well-being, good management and a sense of community.”

Our work is results-driven and productive

- The needs of society and customers determine the direction of our work.
- We use technology to increase productivity.
- We build on strengths. The right people in the right assignments.
- Well-being is high among our personnel.
- Our facility solutions support productive work.

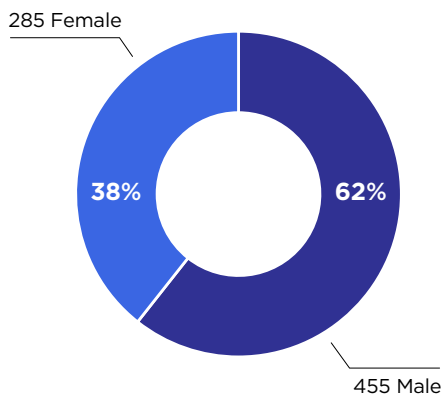
We attract the best experts

- A high level of competence and meaningful work engage employees and make it possible to reach leading international roles.
- We are a responsible and equal workplace.
- We develop management and rewards.

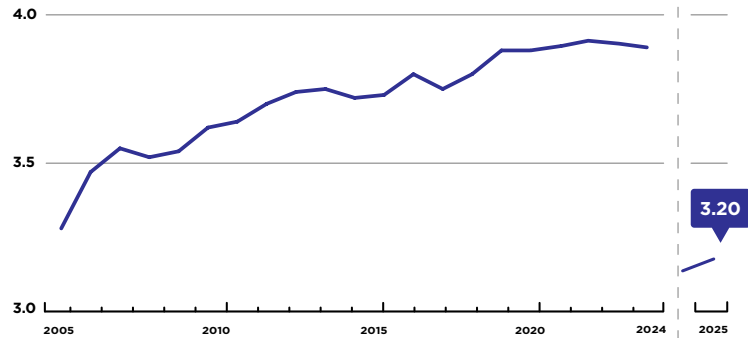
Continuous learning and technology are part of our daily work

- We are at the forefront of introducing new technologies and using AI.
- We develop competence systematically and proactively, focusing on the skills required for commercial endeavours and international success.

GENDER BALANCE



JOB SATISFACTION (1-4)



The scale of the Finnish Meteorological Institute's job satisfaction survey changed in 2025. In 2025, the scale was 1-4, and prior to that 1-5.

We promote productive domestic and international partnerships, a sense of community and teamwork

- We invest in selected partnerships with research organisations, companies and customers.
- We strengthen internal cooperation beyond the boundaries of sectors, units and groups.
- We promote teamwork that improves the productivity of everyday work.

Good management is the foundation of high performance and personnel well-being

- We actively develop management and supervisory work.
- Management takes personnel members' individual abilities into account.

In 2025, we invested in personnel well-being, maintaining work ability, competence development and management in a variety of ways. In order to develop supervisory work and management, a 360-supervisor assessment was carried out for the management team and unit heads, in spring 2025, before the change of organisational term. For those interested in supervisory work, a 'supervisory work as a career opportunity' coaching was organised, and, at the end of 2025, a comprehensive supervisor induction package was launched for supervisors starting in the new organisational term at the beginning of 2026. In cooperation with the Tulanet consortium of research institutes, a survey was carried out for researchers in the early stages of their careers, with the aim of mapping their career aspirations and expectations and developing the work and guidance of researchers. Utilisation of artificial intelligence and the related information security were also key themes for competence development in 2025. The divisions and units also organised joint coaching and other events for their personnel, based on the competence needs in their field. HR offered support to supervisors with everyday HR matters, such as supporting work ability and recruitment.

Vacancies in the Institute are filled either through the internal registration procedure or as a public call for applications. In order to support the career development of personnel, information on vacancies is also communicated internally, and personnel are encouraged to develop their skills also by applying for new positions. Recruitments comply with the central government's joint recruitment process and investments are made in applicant communications. After the cooperation negotiations

in autumn 2024, statutory relocation and re-employment obligations have been taken into account in recruitment processes. Each year, the Finnish Meteorological Institute offers internships to Finnish and international students, as well as short work practice opportunities for secondary school students, non-military service placements and other positions supporting employment as agreed with municipal employment services.

The Finnish Meteorological Institute prepares an equality and non-discrimination plan every two years. The measures of the plan promote equal pay, equal recruitment practices, equal opportunities for career development and professional development, the creation of equal and non-discriminating working opportunities, the balancing of work and private life, and management at different stages of a career. In the 2025 job satisfaction survey, the result of the question “I feel that our organisation treats its personnel fairly and equally” was 3.13, on a scale of 1–4. International cooperation and mobility are characteristic of the activities of the Finnish Meteorological Institute and strategically important. The Institute employs a large number of international employees and approximately 35 representatives of different nationalities. For example, in 2025, materials and processes related to settling in Finland have been updated and developed to support international employees and their units. In addition, the cross-administrative international mobility group established for the Institute in 2024 has established its operations. Investments in issues of international mobility are aimed at ensuring that the Institute is able to attract and retain the best experts internationally, and that international situations are dealt with equally and in compliance with applicable legislation.

Research sustainability

The Finnish Meteorological Institute conducts research in three different sectors: meteorology and marine science, climate and space. The Finnish Meteorological Institute’s research activities support sustainable development, society’s preparedness for changes and decision-making related to climate action.

The Finnish Meteorological Institute is committed to complying with the Code of Conduct for Research Integrity and Procedures for Handling Alleged Violations of Research Integrity (the RI guidelines) produced by the Finnish Advisory Board on Research Integrity (TENK). The Finnish Meteorological Institute has a designated support person for research ethics, who serves as the contact person for questions related to research ethics and provides advice on such matters. The Finnish Meteorological Institute complies with national and European principles of open science in its activities and has invested heavily in the implementation of these principles in recent years. Open science promotes the extensive utilisation of research in society and promotes the efficiency and quality of research.

The Finnish Meteorological Institute continued to apply advanced open science principles in its research work in 2025. We published 413 peer-reviewed scientific publications, of which 393 were openly available. In other words, approximately 95% of our publications were published openly. Many of our computational systems are available as open source code and documentation. Researchers who are at the beginning of their careers are an important part of the Finnish Meteorological Institute’s research community. The purpose of the Early Career Scientist award is to highlight the importance of young researchers for the Finnish Meteorological Institute’s research work and to encourage all researchers during the early part of their career. In 2025, the Finnish Meteor-

ological Institute granted the award to three young researchers who had published outstanding peer-reviewed research articles during the previous year.

The impact of the research was promoted by communicating results to the general public, especially via the website and social media, actively communicating about research topics to the media and collaborating with data users.

Financial sustainability

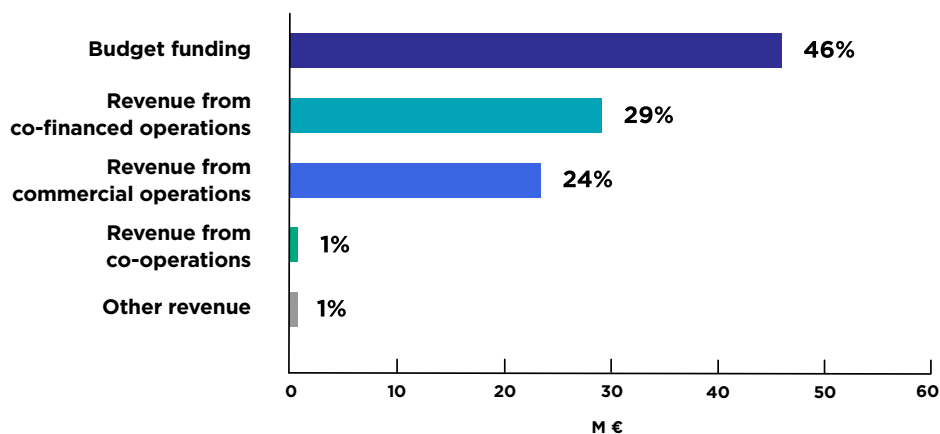
The financial operations of the Finnish Meteorological Institute are governed by the State Budget Act and Decree and the regulations and instructions based on them. In 2025, there were no misconducts concerning the funds or assets of the Finnish Meteorological Institute.

The total expenditure of the Finnish Meteorological Institute was EUR 95.6 million in 2025. Expenditure increased by EUR 2.8 million from the previous year. The increase in revenue was approximately EUR 5.9 million. Revenue increased especially in co-funded activities and paid services. The Finnish Meteorological Institute's financial information is available in more detail in the [financial statements](#).

In addition to the Act on Public Procurement and Concession Contracts, our procurements are guided by the Finnish Meteorological Institute's procurement strategy and procurement rules, which contain guidelines on matters and requirements related to sustainability. Public procurements are an effective way of implementing decisions on sustainability.

We require financial sustainability in our procurements. We require our suppliers to have sufficient financial performance that is measured by, for example, risk class requirements. We also set turnover requirements and monitor the financial performance of our contract suppliers throughout the contract period. Life-cycle costing is applied when calculating total costs and also as a comparison criterion when this is suitable to the nature of the procurement.

FUNDING OF OPERATIONS (TOTAL €95.6 MILLION)



The procurements also support the Finnish Meteorological Institute's Green Office activities. This is also part of our procurement strategy: in line with our action plan, we use our public procurements to support Finland's goal of being carbon neutral by 2035 and implementing the circular economy. We also consider the sustainability of our service contract partners. For example, Compass Group, who provides the restaurant services at Dynamicum, offers the daily option of "climate lunch" and pays particular attention to the origin of the fish they use and to food waste. Another example is cleaning service provider ISS Palvelut Oy, who apply their own sustainability concept in operations and monitor operations with a carbon footprint calculator, among other efforts.

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