

	2024	2025
	EURm	EURm
Revenue mean	2,211.7	2,284.1
Revenue (Low-High)	2,198.8 - 2,222	2,246.6 - 2,319
Organic Growth mean	0.6%	3.2%
Organic Growth (Low-High)	0.1% - 0.9%	2.2% - 4.3%
EBITDA mean	320.2	335.7
EBITDA (Low-High)	314.1 - 323.7	323.4 - 341
Margin mean	14.5%	14.7%
Margin (Low-High)	14.3% - 14.6%	14.4% - 14.8%
Total Net debt mean	885.8	759.3
Total Net Debt (Low-High)	864.6 - 909	726.6 - 807

Consensus published on February 12, 2025 is based on estimates submitted by the broker analysts from Baader Helvea, Kepler Cheuvreux, UBS, Vontobel and ZKB. Consensus for the calendar years 2024 and 2025 is based on five estimates. Consensus will be updated as new data is received.