

	<b>2025</b>	<b>2026</b>
	EURm	EURm
Revenue mean	2,237.7	2,280.1
Revenue (Low-High)	2,220 - 2,271.6	2,242.1 - 2,342.7
Organic Growth mean	2.1%	1.9%
Organic Growth (Low-High)	1.2% - 3.5%	0.4% - 3.2%
EBITDA mean	302.3	315.7
EBITDA (Low-High)	300 - 308.6	300 - 324.9
Margin mean	13.5%	13.8%
Margin (Low-High)	13.4% - 13.8%	13.4% - 14.2%
Total Net debt mean	806.7	717.6
Total Net Debt (Low-High)	721 - 926	667 - 801

Consensus published on December 3, 2025 is based on estimates submitted by the broker analysts from AlphaValue, Berenberg, Kepler Cheuvreux, ODDO BHF, UBS, Vontobel and ZKB. Consensus for the calendar years 2025 and 2026 is based on seven estimates. Consensus will be updated as new data is received.