

	2024	2025
	EURm	EURm
Revenue mean	2,259.7	2,347.7
Revenue (Low-High)	2,256.0 - 2,263.1	2,335.0 - 2,368.5
Organic Growth mean	3.1%	3.9%
Organic Growth (Low-High)	2.5% - 3.5%	3.3% - 4.9%
EBITDA mean	321.5	341.2
EBITDA (Low-High)	320.0 - 323.3	337.8 - 344.1
Margin mean	14.2%	14.5%
Margin (Low-High)	14.2% - 14.3%	14.5% - 14.6%
Total Net debt mean	871.1	737.4
Total Net Debt (Low-High)	837.7 - 892.0	695.3 - 760.0

Consensus published on March 27, 2024 is based on estimates submitted by the broker analysts from ZKB, Stifel, Vontobel and Baader Helvea. Consensus for the calendar years 2024 and 2025 is based on four estimates. Consensus will be updated as new data is received.