

	2023 (17m)	2024 (12m)
	EURm	EURm
Revenue mean	3,015.1	2,245.2
Revenue (Low-High)	2,950 - 3,037.9	2,222 - 2,269.6
Organic Growth mean	16.3%	4.2%
Organic Growth (low-high)	15% -18.1%	2.3% - 6.7%
EBITDA mean	391.8	302.7
EBITDA (low-high)	385 - 399.9	297.5 - 313.2
Margin mean	13.0%	13.5%
Margin (low-high)	12.7%-13.2%	13.4%-13.8%
Total Net Debt mean	989.1	882.9
Total Net Debt (low-high)	971.0 - 1016.6	853.0 - 924.3

The following broker analysts from ZKB, UBS, Stifel, Vontobel and Baader submitted information on which the published consensus is based. Consensus for the 17 month 2023 year is based on five estimates. Consensus for the calendar year 2024 is based on four estimates only. Consensus will be updated as new data is received.