

| | 2024 | 2025 |
|---------------------------|-----------------|-----------------|
| | EURm | EURm |
| Revenue mean | 2,211.3 | 2,283.4 |
| Revenue (Low-High) | 2,198.8 - 2,222 | 2,246.6 - 2,319 |
| Organic Growth mean | 0.6% | 3.1% |
| Organic Growth (Low-High) | 0.1% - 0.9% | 2.1% - 4.3% |
| EBITDA mean | 317.3 | 333.2 |
| EBITDA (Low-High) | 313.9 - 320.3 | 323.4 - 341 |
| Margin mean | 14.3% | 14.6% |
| Margin (Low-High) | 14.3% - 14.4% | 14.4% - 14.7% |
| Total Net debt mean | 863.9 | 735.5 |
| Total Net Debt (Low-High) | 739 - 909 | 605 - 807 |

Consensus published on November 18, 2024 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.