		W	
PA	ND	OR	

DKK million	Q3 2025				FY 2025					
	Average	Median	High	Low	# of contr.	Average	Median	High	Low	# of contr.
Reported revenue	6,322	6,335	6,469	6,227	14	33,104	33,116	33,583	32,600	16
Revenue growth, local currency, %	7%	7%	10%	6%	12	8%	8%	9%	6%	13
Organic growth, %	6%	6%	9%	5%	12	7%	7%	8%	5%	13
Like-for-Like, %	3%	2%	5%	2%	12	4%	4%	5%	3%	13
Gross profit	4,982	4,982	5,078	4,876	14	26,193	26,198	26,594	25,875	16
Gross margin, %	78.8%	78.7%	79.6%	78.3%	14	79.1%	79.1%	79.7%	78.7%	16
Operating profit (EBIT)	870	871	914	789	14	7,871	7,921	8,155	7,455	16
EBIT margin, %	13.8%	13.8%	14.4%	12.5%	14	23.8%	23.9%	24.3%	22.8%	16
Net profit	488	497	531	400	14	5,273	5,294	5,495	4,956	15
Earnings per share, basic	6.4	6.4	6.9	5.2	13	68	68	71	65	15
Dividend per share	n/a					22	22	25	20	16
Free cash flow*	n/a					4,216	4,517	5,393	1,984	11

DKK million	FY 2026				FY 2027					
	Average	Median	High	Low	# of contr.	Average	Median	High	Low	# of contr.
Reported revenue	35,284	35,300	36,605	33,936	16	37,703	37,630	39,899	35,274	16
Revenue growth, local currency, %	7%	7%	10%	4%	13	7%	7%	10%	3%	13
Organic growth, %	6%	6%	9%	4%	13	6%	6%	8%	3%	13
Like-for-Like, %	4%	4%	6%	1%	13	4%	4%	5%	2%	13
Gross profit	27,580	27,597	28,698	26,683	16	29,330	29,220	30,882	27,751	16
Gross margin, %	78.2%	78.1%	79.1%	77.4%	16	77.8%	77.8%	78.8%	76.4%	16
Operating profit (EBIT)	8,453	8,512	8,886	7,809	16	9,026	9,108	9,473	8,174	16
EBIT margin, %	24.0%	24.1%	24.5%	22.9%	16	23.9%	24.1%	24.7%	22.9%	16
Net profit	5,643	5,706	6,069	5,137	15	6,095	6,150	6,524	5,345	15
Earnings per share, basic	77	78	82	69	15	87	88	96	77	15
Dividend per share	24	24	30	18	16	26	26	35	18	16
Free cash flow*	5,438	5,123	7,380	3,728	11	6,028	6,144	7,378	4,126	11

\*Including lease payments

Estimates based on Visible Alpha consensus dated 02.09.2025

<u>Disclaimer</u>: The above consensus estimates have been calculated by Pandora based on (i) information provided by Visible Alpha to Pandora, and (ii) estimates collected by Pandora and made by independent analysts who cover Pandora. Please note that any opinions, estimates or forecasts regarding Pandora's performance made by analysts (and therefore the average estimate numbers) are theirs and do not represent opinions, forecasts or predictions of Pandora or its management. Pandora does not by its reference above or distribution imply its endorsement of or concurrence with such information, conclusions or recommendations.

Furthermore, the information above is provided "as is" and "as available" without warranty of any kind. Use of any data is at a user's own risk and Pandora and Visible Alpha disclaims any liability for use of the data. Although the information is obtained or compiled from reliable sources Pandora and Visible Alpha neither can nor do guarantee or make any representation or warranty, either express or implied, as to the accuracy, validity, sequence, timeliness, completeness or continued availability of any information or data, including third-party content, made available herein. In no event shall Pandora and Visible Alpha be liable for any decision made or action or inaction taken in reliance on any information or data, including third-party content. Pandora and Visible Alpha further explicitly disclaims, to the fullest extent permitted by applicable law, any warranty of any kind, whether express or implied, including warranties of merchantability, fitness for a particular purpose and non-infringement.

Figures are in million DKK, except for EPS and Dividend per share which are in DKK.