

This certifies that

Factor Finance OÜ

Registry code: 11990031

PLACEMENT

Rank 73 — Monthly labour cost per employee

COMPANIES COMPARED

Rank 73 of 65 642 companies

RANKING

Eesti

FINANCIAL YEAR

2023

Issued: 2026-08-20

Underlying ranking: <https://infoveeb.ee/en/edetabel/toojoukulu/2023>