

This certifies that

Factor Finance OÜ

Registry code: 11990031

PLACEMENT

Rank 94 — Monthly labour cost per employee

COMPANIES COMPARED

Rank 94 of 58 923 companies

RANKING

Eesti

FINANCIAL YEAR

2021

Issued: 2026-08-19

Underlying ranking: <https://infoveeb.ee/en/edetabel/toojoukulu/2021>