

This certifies that

PHOENIX PRO OÜ

Registry code: 12491724

PLACEMENT

Rank 4 — Monthly labour cost per employee

COMPANIES COMPARED

Rank 4 of 76 companies

RANKING

Juuksuri- ja muu iluteenindus

FINANCIAL YEAR

2023

Issued: 2026-08-19

Underlying ranking: <https://infoveeb.ee/en/edetabel/toojoukulu/2023/tegevusala/96021>