

This certifies that

Karma Ventures OÜ

Registry code: 12651926

PLACEMENT

Rank 3 — Monthly labour cost per employee

COMPANIES COMPARED

Rank 3 of 66 companies

RANKING

Finantsnõustamine

FINANCIAL YEAR

2025

Issued: 2026-08-19

Underlying ranking: <https://infoveeb.ee/en/edetabel/toojoukulu/2025/tegevusala/66191>