

This certifies that

ZEND OÜ

Registry code: 14087223

PLACEMENT

Rank 2 — Monthly labour cost per employee

COMPANIES COMPARED

Rank 2 of 233 companies

RANKING

Muud kaeve- ja mullatööd

FINANCIAL YEAR

2019

Issued: 2026-08-19

Underlying ranking: <https://infoveeb.ee/en/edetabel/toojoukulu/2019/tegevusala/43129>