

This certifies that

Karma Ventures II OÜ

Registry code: 16247754

PLACEMENT

Rank 4 — Monthly labour cost per employee

COMPANIES COMPARED

Rank 4 of 66 companies

RANKING

Finantsnõustamine

FINANCIAL YEAR

2025

Issued: 2026-08-19

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