

This certifies that

Smartup Grupp OÜ

Registry code: 11638941

PLACEMENT

Rank 5 — Monthly labour cost per employee

COMPANIES COMPARED

Rank 5 of 105 companies

RANKING

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FINANCIAL YEAR

2023

Issued: 2026-08-18

Underlying ranking: <https://infoveeb.ee/en/edetabel/toojoukulu/2023/tegevusala/43329>