

This certifies that

Smartup Grupp OÜ

Registry code: 11638941

PLACEMENT

Rank 3 — Monthly labour cost per employee

COMPANIES COMPARED

Rank 3 of 103 companies

RANKING

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FINANCIAL YEAR

2025

Issued: 2026-08-19

Underlying ranking: <https://infoveeb.ee/en/edetabel/toojoukulu/2025/tegevusala/43329>