

This certifies that

Factor Finance OÜ

Registry code: 11990031

PLACEMENT

Rank 74 — Monthly labour cost per employee

COMPANIES COMPARED

Rank 74 of 55 522 companies

RANKING

Eesti

FINANCIAL YEAR

2020

Issued: 2026-08-19

Underlying ranking: <https://infoveeb.ee/en/edetabel/toojoukulu/2020>