

This certifies that

Factor Finance OÜ

Registry code: 11990031

PLACEMENT

Rank 6 — Monthly labour cost per employee

COMPANIES COMPARED

Rank 6 of 34 073 companies

RANKING

Harju maakond

FINANCIAL YEAR

2025

Issued: 2026-08-19

Underlying ranking: <https://infoveeb.ee/en/edetabel/toojoukulu/2025/maakond/harju>