

This certifies that

**ZEND OÜ**

Registry code: 14087223

PLACEMENT

**Rank 2 — Monthly labour cost per employee**

COMPANIES COMPARED

Rank 2 of 263 companies

RANKING

Muud kaeve- ja mullatööd

FINANCIAL YEAR

2021

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Issued: 2026-08-19

Underlying ranking: <https://infoveeb.ee/en/edetabel/toojoukulu/2021/tegevusala/43129>