

This certifies that

OÜ Karnando

Registry code: 14140236

PLACEMENT

Rank 3 — Monthly labour cost per employee

COMPANIES COMPARED

Rank 3 of 332 companies

RANKING

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FINANCIAL YEAR

2025

Issued: 2026-08-19

Underlying ranking: <https://infoveeb.ee/en/edetabel/toojoukulu/2025/tegevusala/9622>