

This certifies that

Hairay OÜ

Registry code: 14496482

PLACEMENT

Rank 2 — Monthly labour cost per employee

COMPANIES COMPARED

Rank 2 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>