



FAIR bicycle  
Hübscheren 6  
8932 Mettmenstetten  
Switzerland

STUDIO FROM SCRATCH Ltd.  
Glärnischstrasse 297  
8708 Männedorf  
Switzerland

To whom it may  
concern

**Minimal paid vacation at FAIR bicycle & STUDIO FROM SCRATCH Ltd.**  
As of 2024 / 03 / 12

We herewith confirm that the minimal paid vacation to all employees at FAIR bicycle & STUDIO FROM SCRATCH Ltd. is of 20 days (equals 4 weeks) per calendar year.



signature

Marco Giarrana  
founder/owner  
FAIR bicycle &  
STUDIO FROM SCRATCH Ltd.  
2024 / 03 / 12  
Männedorf, Switzerland