



FAIR bicycle  
Hübscheren 6  
8932 Mettmenstetten  
Switzerland

STUDIO FROM SCRATCH Ltd.  
Glärnischstrasse 297  
8708 Männedorf  
Switzerland

To whom it may  
concern

**Minimal wages at FAIR bicycle & STUDIO FROM SCRATCH Ltd.**

As of 2024 / 03 / 12

We herewith confirm that the gross minimal wage paid monthly to any employee at FAIR bicycle & STUDIO FROM SCRATCH Ltd. is of 4333.-CHF.



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signature

Marco Giarrana  
founder/owner  
FAIR bicycle &  
STUDIO FROM SCRATCH Ltd.  
2024 / 02 / 12  
Männedorf, Switzerland