# 2021 Global Holidays

## AMERICAS REGION
- Brazil ...................................................................................................................... 1
- Canada (Alberta) ...................................................................................................... 2
- Canada (British Columbia) ....................................................................................... 3
- Canada (Nova Scotia) .............................................................................................. 4
- Canada (Ontario) ..................................................................................................... 5
- Canada (Quebec) ..................................................................................................... 6
- Chile .......................................................................................................................... 7
- Colombia .................................................................................................................. 8
- Mexico ....................................................................................................................... 9
- United States .......................................................................................................... 10

## EMEA REGION
- Armenia ................................................................................................................... 11
- Austria ..................................................................................................................... 12
- Belgium .................................................................................................................... 13
- Czech Republic ....................................................................................................... 14
- Denmark .................................................................................................................. 15
- Finland ..................................................................................................................... 16
- France ...................................................................................................................... 17
- Germany .................................................................................................................. 18
- Ireland ..................................................................................................................... 19
- Israel ......................................................................................................................... 20
- Italy (Milan) ............................................................................................................. 21
- Italy (Rome) ........................................................................................................... 22
- Moldova .................................................................................................................... 23
- Netherlands ............................................................................................................. 24
- Norway .................................................................................................................... 25
- Poland ....................................................................................................................... 26
- Romania ................................................................................................................... 27
- South Africa .......................................................................................................... 28
- Spain (Barcelona) .................................................................................................... 29
Spain (Madrid) ........................................................................................................... 30
Sweden ......................................................................................................................... 31
Switzerland (Basel) ...................................................................................................... 32
Switzerland (Zurich) .................................................................................................... 33
United Arab Emirates ................................................................................................. 34
UK (England & Wales) ................................................................................................. 35
UK (Scotland) ................................................................................................................ 36

**JAPAC REGION**

Australia (Australian Capital Territory) ....................................................................... 37
Australia (New South Wales) ........................................................................................ 38
Australia (Queensland) ................................................................................................. 39
Australia (South Australia) ............................................................................................ 40
Australia (Victoria) ....................................................................................................... 41
China ............................................................................................................................... 42
Hong Kong .................................................................................................................... 43
India (Chennai/Bangalore) ............................................................................................ 44
India (Mumbai) ............................................................................................................... 45
India (Noida) ................................................................................................................... 46
India (New Delhi) ......................................................................................................... 47
Japan ............................................................................................................................... 48
Korea (Seoul) .................................................................................................................. 49
New Zealand ................................................................................................................. 50
Singapore ........................................................................................................................ 51
Taiwan ............................................................................................................................. 52
Brazil

2021 Paid Holiday & Break Schedule

<table>
<thead>
<tr>
<th>Holiday</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Year's Day</td>
<td>Friday, January 1, 2021</td>
</tr>
<tr>
<td>Carnival</td>
<td>Monday, February 15, 2021</td>
</tr>
<tr>
<td>Carnival</td>
<td>Tuesday, February 16, 2021</td>
</tr>
<tr>
<td>Ash Wednesday</td>
<td>Wednesday, February 17, 2021</td>
</tr>
<tr>
<td>Good Friday</td>
<td>Friday, April 2, 2021</td>
</tr>
<tr>
<td>Tiradentes Day</td>
<td>Tuesday, April 21, 2021</td>
</tr>
<tr>
<td>Labor Day (in lieu of Saturday 5/1)</td>
<td>Friday, April 30, 2021</td>
</tr>
<tr>
<td>Corpus Christi Day</td>
<td>Thursday, June 3, 2021</td>
</tr>
<tr>
<td>Revolution of 1932 (Sao Paulo only holiday)</td>
<td>Friday, July 9, 2021</td>
</tr>
<tr>
<td>Independence Day</td>
<td>Tuesday, September 7, 2021</td>
</tr>
<tr>
<td>Lady of Aparecida</td>
<td>Tuesday, October 12, 2021</td>
</tr>
<tr>
<td>All Soul's Day</td>
<td>Tuesday, November 2, 2021</td>
</tr>
<tr>
<td>Republic Proclamation Day</td>
<td>Monday, November 15, 2021</td>
</tr>
<tr>
<td>Black Consciousness Day (in lieu of Saturday 11/20)</td>
<td>Friday, November 19, 2021</td>
</tr>
<tr>
<td>Christmas Eve Holiday</td>
<td>Friday, December 24, 2021</td>
</tr>
<tr>
<td>Christmas Day Holiday (in lieu of Saturday 12/25)</td>
<td>Monday, December 27, 2021</td>
</tr>
<tr>
<td>New Year's Eve Holiday</td>
<td>Friday, December 31, 2021</td>
</tr>
<tr>
<td>New Year's Day 2022* (in lieu of Sunday 1/1/2022)</td>
<td>Monday, January 3, 2022</td>
</tr>
</tbody>
</table>

*Falls under the 2022 calendar year holidays.
Canada (Alberta)

2021 Paid Holiday & Break Schedule

New Year's Day
Family Day
Good Friday
Victoria Day
Canada Day
Company Paid Time (Summer Break)
Vacation Day (Summer Break)
Vacation Day (Summer Break)
Vacation Day (Summer Break)
Vacation Day (Summer Break)
Vacation Day (Summer Break)
Civic Day
Labor Day
Thanksgiving Day
Remembrance Day Observed
Christmas Eve Holiday (Winter Break)
Christmas Day Holiday (Winter Break) (in lieu of Saturday 12/25)
Boxing Day Holiday (Winter Break) (in lieu of Sunday 12/26)
Company Paid Time (Winter Break)
Company Paid Time (Winter Break)
Company Paid Time (Winter Break)
New Year’s Day 2022* (Winter Break) (in lieu of Sunday 1/1/2022)

Company Break Periods – During 2021, Adobe plans to have two company scheduled break periods as noted below.

Summer Break
July 5 – July 9, 2021. This includes one company paid day (July 4) and four vacation days (July 6, 7, 8, & 9). The days taken that are not company paid will count against employee’s annual vacation entitlement and will be deducted from future accruals, if necessary.

Winter Break
December 24, 2021 – January 3, 2022*. These are all Company paid holidays or Company paid time off (including Christmas Eve/Day, Boxing Day, and New Year’s Day).

If an employee is not able to take time off during the summer and/or winter break for any business reason, their manager will work with the employee to arrange alternative additional time off, subject to business needs.

* Monday, January 3, is a company paid holiday that will fall under the 2022 calendar year holidays
Canada (British Columbia)
2021 Paid Holiday & Break Schedule

New Year's Day  
Friday, January 1, 2021
Family Day  
Monday, February 15, 2021
Good Friday  
Friday, April 2, 2021
Victoria Day  
Monday, May 24, 2021
Canada Day  
Thursday, July 1, 2021
Company Paid Time (Summer Break)  
Monday, July 5, 2021
Vacation Day (Summer Break)  
Tuesday, July 6, 2021
Vacation Day (Summer Break)  
Wednesday, July 7, 2021
Vacation Day (Summer Break)  
Thursday, July 8, 2021
Vacation Day (Summer Break)  
Friday, July 9, 2021
Civic Day  
Monday, August 2, 2021
Labor Day  
Monday, September 6, 2021
Thanksgiving Day  
Monday, October 11, 2021
Remembrance Day Observed  
Thursday, November 11, 2021
Christmas Eve Holiday (Winter Break)  
Friday, December 24, 2021
Christmas Day Holiday (Winter Break) (in lieu of Saturday 12/25)  
Monday, December 27, 2021
Boxing Day Holiday (Winter Break) (in lieu of Sunday 12/26)  
Tuesday, December 28, 2021
Company Paid Time (Winter Break)  
Wednesday, December 29, 2021
Company Paid Time (Winter Break)  
Thursday, December 30, 2021
Company Paid Time (Winter Break)  
Friday, December 31, 2021
New Year's Day 2022* (Winter Break) (in lieu of Sunday 1/1/2022)  
Monday, January 3, 2022

Company Break Periods – During 2021, Adobe plans to have two company scheduled break periods as noted below.

Summer Break
July 5 – July 9, 2021. This includes one company paid day (July 4) and four vacation days (July 6, 7, 8, & 9). The days taken that are not company paid will count against employee's annual vacation entitlement and will be deducted from future accruals, if necessary.

Winter Break
December 24, 2021 – January 3, 2022*. These are all Company paid holidays or Company paid time off (including Christmas Eve/Day, Boxing Day, and New Year's Day).

If an employee is not able to take time off during the summer and/or winter break for any business reason, their manager will work with the employee to arrange alternative additional time off, subject to business needs.

* Monday, January 3, is a company paid holiday that will fall under the 2022 calendar year holidays
Canada (Nova Scotia)

2021 Paid Holiday & Break Schedule

New Year’s Day
Family Day
Good Friday
Victoria Day
Canada Day
Company Paid Time (Summer Break)
Vacation Day (Summer Break)
Vacation Day (Summer Break)
Vacation Day (Summer Break)
Vacation Day (Summer Break)
Vacation Day (Summer Break)
Civic Day
Labor Day
Thanksgiving Day
Christmas Eve Holiday (Winter Break)
Christmas Day Holiday (Winter Break) (in lieu of Saturday 12/25)
Boxing Day Holiday (Winter Break) (in lieu of Sunday 12/26)
Company Paid Time (Winter Break)
Company Paid Time (Winter Break)
Company Paid Time (Winter Break)
New Year’s Day 2022* (Winter Break) (in lieu of Sunday 1/1/2022)

Company Break Periods – During 2021, Adobe plans to have two company scheduled break periods as noted below.

Summer Break
July 5 – July 9, 2021. This includes one company paid day (July 4) and four vacation days (July 6, 7, 8, & 9). The days taken that are not company paid will count against employee's annual vacation entitlement and will be deducted from future accruals, if necessary.

Winter Break
December 24, 2021 – January 3, 2022 *. These are all Company paid holidays or Company paid time off (including Christmas Eve/Day, Boxing Day, and New Year's Day).

If an employee is not able to take time off during the summer and/or winter break for any business reason, their manager will work with the employee to arrange alternative additional time off, subject to business needs.

* Monday, January 3, is a company paid holiday that will fall under the 2022 calendar year holidays
Canada (Ontario)

2021 Paid Holiday & Break Schedule

<table>
<thead>
<tr>
<th>Holiday</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Year's Day</td>
<td>Friday, January 1, 2021</td>
</tr>
<tr>
<td>Family Day</td>
<td>Monday, February 15, 2021</td>
</tr>
<tr>
<td>Good Friday</td>
<td>Friday, April 2, 2021</td>
</tr>
<tr>
<td>Victoria Day</td>
<td>Monday, May 24, 2021</td>
</tr>
<tr>
<td>Canada Day</td>
<td>Thursday, July 1, 2021</td>
</tr>
<tr>
<td>Company Paid Time (Summer Break)</td>
<td>Monday, July 5, 2021</td>
</tr>
<tr>
<td>Vacation Day (Summer Break)</td>
<td>Tuesday, July 6, 2021</td>
</tr>
<tr>
<td>Vacation Day (Summer Break)</td>
<td>Wednesday, July 7, 2021</td>
</tr>
<tr>
<td>Vacation Day (Summer Break)</td>
<td>Thursday, July 8, 2021</td>
</tr>
<tr>
<td>Vacation Day (Summer Break)</td>
<td>Friday, July 9, 2021</td>
</tr>
<tr>
<td>Civic Day</td>
<td>Monday, August 2, 2021</td>
</tr>
<tr>
<td>Labor Day</td>
<td>Monday, September 6, 2021</td>
</tr>
<tr>
<td>Thanksgiving Day</td>
<td>Monday, October 11, 2021</td>
</tr>
<tr>
<td>Christmas Eve Holiday (Winter Break)</td>
<td>Friday, December 24, 2021</td>
</tr>
<tr>
<td>Christmas Day Holiday (Winter Break) (in lieu of Saturday 12/25)</td>
<td>Monday, December 27, 2021</td>
</tr>
<tr>
<td>Boxing Day Holiday (Winter Break) (in lieu of Sunday 12/26)</td>
<td>Tuesday, December 28, 2021</td>
</tr>
<tr>
<td>Company Paid Time (Winter Break)</td>
<td>Wednesday, December 29, 2021</td>
</tr>
<tr>
<td>Company Paid Time (Winter Break)</td>
<td>Thursday, December 30, 2021</td>
</tr>
<tr>
<td>Company Paid Time (Winter Break)</td>
<td>Friday, December 31, 2021</td>
</tr>
<tr>
<td>New Year's Day 2022* (Winter Break) (in lieu of Sunday 1/1/2022)</td>
<td>Monday, January 3, 2022</td>
</tr>
</tbody>
</table>

**Company Break Periods** – During 2021, Adobe plans to have two company scheduled break periods as noted below.

### Summer Break
July 5 – July 9, 2021. This includes one company paid day (July 4) and four vacation days (July 6, 7, 8, & 9). The days taken that are not company paid will count against employee’s annual vacation entitlement and will be deducted from future accruals, if necessary.

### Winter Break
December 24, 2021 – January 3, 2022 *. These are all Company paid holidays or Company paid time off (including Christmas Eve/Day, Boxing Day, and New Year’s Day).

If an employee is not able to take time off during the summer and/or winter break for any business reason, their manager will work with the employee to arrange alternative additional time off, subject to business needs.

* Monday, January 3, is a company paid holiday that will fall under the 2022 calendar year holidays
Canada (Quebec)
2021 Paid Holiday & Break Schedule

New Year's Day  
Good Friday  
Easter Monday  
Victoria Day  
St. Jean Baptiste Day  
Canada Day  
Company Paid Time (Summer Break)  
Vacation Day (Summer Break)  
Vacation Day (Summer Break)  
Vacation Day (Summer Break)  
Vacation Day (Summer Break)  
Company Paid Time (Winter Break)  
Company Paid Time (Winter Break)  
Company Paid Time (Winter Break)  
Company Paid Time (Winter Break)  
New Year’s Day 2022* (Winter Break) (in lieu of Sunday 1/1/2022)  

Company Break Periods – During 2021, Adobe plans to have two company scheduled break periods as noted below.

Summer Break
July 5 – July 9, 2021. This includes one company paid day (July 4) and four vacation days (July 6, 7, 8, & 9). The days taken that are not company paid will count against employee’s annual vacation entitlement and will be deducted from future accruals, if necessary.

Winter Break
December 24, 2021 – January 3, 2022 *. These are all Company paid holidays or Company paid time off (including Christmas Eve/Day, Boxing Day, and New Year’s Day).

If an employee is not able to take time off during the summer and/or winter break for any business reason, their manager will work with the employee to arrange alternative additional time off, subject to business needs.

* Monday, January 3, is a company paid holiday that will fall under the 2022 calendar year holidays
Chile

2021 Paid Holiday & Break Schedule

New Year’s Day
Good Friday
Labor Day (in lieu of Saturday 5/1)
Navy Day
Saint Peter and Saint Paul
Our Lady of Mount Carmel
Assumption of Mary (in lieu of Sunday, 8/15)
National Day (in lieu of Saturday 9/18)
Columbus Day
Reformation Day (in lieu of Sunday 10/31)
All Saints Day
Inmaculate Conception Day
Christmas Eve Holiday
Christmas Day Holiday (in lieu of Saturday 12/25)
New Year’s Eve Holiday
New Year’s Day 2022* (in lieu of Sunday 1/1/2022)

Friday, January 1, 2021
Friday, April 2, 2021
Friday, April 30, 2021
Friday, May 21, 2021
Monday, June 28, 2021
Friday, July 16, 2021
Monday, August 16, 2021
Friday, September 17, 2021
Monday, October 11, 2021
Friday, October 29, 2021
Monday, November 1, 2021
Wednesday, December 8, 2021
Friday, December 24, 2021
Monday, December 27, 2021
Friday, December 31, 2021
Monday, January 3, 2022

*Falls under the 2022 calendar year holidays.
Colombia

2021 Paid Holiday & Break Schedule

- New Year's Day: Friday, January 1, 2021
- Epiphany: Monday, January 11, 2021
- St. Joseph's Day: Monday, March 22, 2021
- Maundy Thursday: Thursday, April 1, 2021
- Good Friday: Friday, April 2, 2021
- Labor Day (in lieu of Saturday 5/1): Friday, April 30, 2021
- Ascension Day: Monday, May 17, 2021
- Corpus Christi: Monday, June 7, 2021
- Sacred Heart: Monday, June 14, 2021
- Saint Peter and Saint Paul: Tuesday, July 20, 2021
- Independence Day: Monday, August 6, 2021
- Battle of Boyacá (in lieu of Saturday 8/7): Monday, August 16, 2021
- Assumption of Mary: Monday, October 18, 2021
- Columbus Day: Monday, November 1, 2021
- All Saints' Day: Monday, November 15, 2021
- Independence of Cartagena: Wednesday, December 8, 2021
- Feast of the Immaculate Conception: Friday, December 24, 2021
- Christmas Day Holiday (in lieu of Saturday 12/25): Monday, December 27, 2021
- New Year's Eve Holiday: Friday, December 31, 2021
- New Year's Day 2022* (in lieu of Sunday 1/1/2022): Monday, January 3, 2022

*Falls under the 2022 calendar year holidays.
Mexico

2021 Paid Holiday & Break Schedule

New Year's Day
Constitution Day
Birthday of Benito Juárez
Maundy Thursday
Good Friday
Labor Day (in lieu of Saturday 5/1)
Puebla’s Battle Day (Cinco de Mayo)
Independence Day (in lieu of Sep 16)
All Saints Day
Revolution Day
Christmas Eve Holiday
Christmas Day Holiday (in lieu of Saturday 12/25)
PTO Required
PTO Required
PTO Required
New Year's Eve Holiday
New Year's Day 2022* (in lieu of Sunday 1/1/2022)

Friday, January 1, 2021
Monday, February 1, 2021
Monday, March 15, 2021
Thursday, April 1, 2021
Friday, April 2, 2021
Friday, April 30, 2021
Wednesday, May 5, 2021
Thursday, September 16, 2021
Monday, November 1, 2021
Monday, November 15, 2021
Friday, December 24, 2021
Monday, December 27, 2021
Tuesday, December 28, 2021
Wednesday, December 29, 2021
Thursday, December 30, 2021
Friday, December 31, 2021
Monday, January 3, 2022

*Falls under the 2022 calendar year holidays.
# United States

## 2021 Paid Holiday & Break Schedule

<table>
<thead>
<tr>
<th>Holiday</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Year's Day</td>
<td>Friday, January 1, 2021</td>
</tr>
<tr>
<td>Martin Luther King Day</td>
<td>Monday, January 18, 2021</td>
</tr>
<tr>
<td>President's Day</td>
<td>Monday, February 15, 2021</td>
</tr>
<tr>
<td>Memorial Day</td>
<td>Monday, May 31, 2021</td>
</tr>
<tr>
<td>Fourth of July Holiday</td>
<td>Monday, July 5, 2021</td>
</tr>
<tr>
<td>Summer Holiday</td>
<td>Tuesday, July 6, 2021</td>
</tr>
<tr>
<td>Company Paid Time or PTO (Summer Break)</td>
<td>Wednesday, July 7, 2021</td>
</tr>
<tr>
<td>Company Paid Time or PTO (Summer Break)</td>
<td>Thursday, July 8, 2021</td>
</tr>
<tr>
<td>Company Paid Time or PTO (Summer Break)</td>
<td>Friday, July 9, 2021</td>
</tr>
<tr>
<td>Labor Day</td>
<td>Monday, September 6, 2021</td>
</tr>
<tr>
<td>Thanksgiving Day</td>
<td>Thursday, November 25, 2021</td>
</tr>
<tr>
<td>Thanksgiving Holiday</td>
<td>Friday, November 26, 2021</td>
</tr>
<tr>
<td>Christmas Eve Holiday</td>
<td>Friday, December 24, 2021</td>
</tr>
<tr>
<td>Christmas Day Holiday</td>
<td>Monday, December 27, 2021</td>
</tr>
<tr>
<td>Company Paid Time or PTO (Winter Break)</td>
<td>Tuesday, December 28, 2021</td>
</tr>
<tr>
<td>Company Paid Time or PTO (Winter Break)</td>
<td>Wednesday, December 29, 2021</td>
</tr>
<tr>
<td>Company Paid Time or PTO (Winter Break)</td>
<td>Thursday, December 30, 2021</td>
</tr>
<tr>
<td>New Year's Eve</td>
<td>Friday, December 31, 2021</td>
</tr>
<tr>
<td>New Year's Day 2022*</td>
<td>Monday, January 3, 2022</td>
</tr>
</tbody>
</table>

### Company Break Periods

During 2021, Adobe plans to have two company break periods as noted below.

#### Summer Break

July 5 – July 9, 2021, including two paid holidays (July 5-6):

- **Exempt employees** will be paid their regular base salary (including holiday pay).
- **Overtime eligible employees** will be paid through holiday pay and the use of PTO.
  - PTO will be pre-loaded on your timecard in Workday for July 7, 8, & 9 and the hours will be deducted from your PTO balance. If you **do not** work, you **do not** need to submit a timecard.
  - If you work during the break, instructions on how to submit your timecard will be provided by Employee Experience.

#### Winter Break

December 24, 2021 – January 3, 2022*, including four paid holidays (December 24, 27, 31, & January 3*):

- **Exempt employees** will be paid their regular base salary (including holiday pay).
- **Overtime eligible employees** will be paid through holiday pay and the use of PTO.
  - PTO will be pre-loaded on your timecard in Workday for December 28, 29, 30 and the hours will be deducted from your PTO balance. If you **do not** work, you **do not** need to submit a timecard.
  - If you work during the break, instructions on how to submit your timecard will be provided by Employee Experience.

*Monday, January 3, 2022 is a company paid holiday that will fall under the 2022 calendar year holidays.*
Armenia

2021 Paid Holiday & Break Schedule

Holidays start in April 2021 due to new location acquisition.

Genocide Memorial Day (in lieu of April 24)  
Labor Day (in lieu of May 1)  
Victory Day (in lieu of May 9)  
Republic Day  
Constitution Day  
Independence Day  
New Year’s Eve

Friday, April 23, 2021  
Friday, April 30, 2021  
Monday, May 10, 2021  
Friday, May 28, 2021  
Monday, July 5, 2021  
Tuesday, September 21, 2021  
Friday, December 31, 2021

*Falls under the 2022 calendar year holidays.
Austria

2021 Paid Holiday & Break Schedule

New Year’s Day
Epiphany
Easter Monday
Labour Day (in lieu of May 1)
Ascencion Day
Whit Monday
Corpus Christi
Assumption Day (in lieu of August 15)
National Day
All Saints’ Day
Immaculate Conception Day
Christmas Day (in lieu of December 25)
St. Stephens Day (in lieu of December 26)
Winter Break (Employee Funded/PTO)
Winter Break (Employee Funded/PTO)
Winter Break (Employee Funded/PTO)
New Year’s Day 2022* (in lieu of January 1)

Friday, January 1, 2021
Wednesday, January 6, 2021
Monday, April 5, 2021
Friday, April 30, 2021
Thursday, May 13, 2021
Monday, May 24, 2021
Thursday, June 3, 2021
Monday, August 16, 2021
Tuesday, October 26, 2021
Monday, November 1, 2021
Wednesday, December 8, 2021
Friday, December 24, 2021
Monday, December 27, 2021
Tuesday, December 28, 2021
Wednesday, December 29, 2021
Thursday, December 30, 2021
Friday, December 31, 2021

*Falls under the 2022 calendar year holidays.
Belgium

2021 Paid Holiday & Break Schedule

<table>
<thead>
<tr>
<th>Holiday</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Year's Day</td>
<td>Friday, January 1, 2021</td>
</tr>
<tr>
<td>Easter Monday</td>
<td>Monday, April 5, 2021</td>
</tr>
<tr>
<td>Labour Day (in lieu of May 1)</td>
<td>Friday, April 30, 2021</td>
</tr>
<tr>
<td>Ascension Day</td>
<td>Thursday, May 13, 2021</td>
</tr>
<tr>
<td>Whit Monday</td>
<td>Monday, May 24, 2021</td>
</tr>
<tr>
<td>Independence Day</td>
<td>Wednesday, July 21, 2021</td>
</tr>
<tr>
<td>Assumption Day (in lieu of August 15)</td>
<td>Monday, August 16, 2021</td>
</tr>
<tr>
<td>All Saints Day</td>
<td>Monday, November 1, 2021</td>
</tr>
<tr>
<td>Armistice Day</td>
<td>Thursday, November 11, 2021</td>
</tr>
<tr>
<td>Christmas Day (in lieu of December 25)</td>
<td>Friday, December 24, 2021</td>
</tr>
<tr>
<td>Winter Break (second day of Christmas)</td>
<td>Monday, December 27, 2021</td>
</tr>
<tr>
<td>Winter Break (Employee Funded/PTO)</td>
<td>Tuesday, December 28, 2021</td>
</tr>
<tr>
<td>Winter Break (Employee Funded/PTO)</td>
<td>Wednesday, December 29, 2021</td>
</tr>
<tr>
<td>Winter Break Holiday (New Year's Eve; in lieu of December 31)</td>
<td>Thursday, December 30, 2021</td>
</tr>
<tr>
<td>New Year's Day 2022* (in lieu of January 1)</td>
<td>Friday, December 31, 2021</td>
</tr>
</tbody>
</table>

*Falls under the 2022 calendar year holidays.*
Czech Republic
2021 Paid Holiday & Break Schedule

New Year’s Day
Good Friday
Easter Monday
Labour Day (in lieu of May 1)
Liberation Day (in lieu of May 8)
St. Cyril & Methodius
Jan Hus Day
St. Wenceslas Day
Foundation of the independent CZ State
Struggle for Freedom and Democracy
Christmas Eve
Christmas Day (in lieu of December 25)
St. Stephen’s Day (in lieu of December 26)
Winter Break (Employee Funded/PTO)
Winter Break (Employee Funded/PTO)
New Year’s Day 2022* (in lieu of January 1)

Friday, January 1, 2021
Friday, April 2, 2021
Monday, April 5, 2021
Friday, April 30, 2021
Friday, May 7, 2021
Monday, July 5, 2021
Tuesday, July 6, 2021
Tuesday, September 28, 2021
Thursday, October 28, 2021
Wednesday, November 17, 2021
Friday, December 24, 2021
Monday, December 27, 2021
Tuesday, December 28, 2021
Wednesday, December 29, 2021
Thursday, December 30, 2021
Friday, December 31, 2021

*Falls under the 2022 calendar year holidays.
Denmark

2021 Paid Holiday & Break Schedule

- New Year’s Day: Friday, January 1, 2021
- Maundy Thursday: Thursday, April 1, 2021
- Good Friday: Friday, April 2, 2021
- Easter Monday: Monday, April 5, 2021
- Prayer Day: Tuesday, April 6, 2021
- Ascension Day: Friday, April 30, 2021
- Whit Monday: Monday, May 3, 2021
- Constitution Day (in lieu of June 5): Friday, June 4, 2021
- Christmas Eve: Friday, December 24, 2021
- Second Day of Christmas: Saturday, December 25, 2021
- Christmas Day (in lieu of December 25): Friday, December 26, 2021
- Winter Break (Employee Funded/PTO): Wednesday, December 29, 2021
- Winter Break (in lieu of New Year’s Eve): Thursday, December 30, 2021
- New Year’s Day 2022* (in lieu of January 1): Friday, December 31, 2021

*Falls under the 2022 calendar year holidays.
Finland

2021 Paid Holiday & Break Schedule

- New Year’s Day: Friday, January 1, 2021
- Epiphany: Wednesday, January 6, 2021
- Good Friday: Friday, April 2, 2021
- Second Easter Day: Monday, April 5, 2021
- Vappu (in lieu of May 1): Friday, April 30, 2021
- Ascension Day: Thursday, May 13, 2021
- Midsummer Eve: Friday, June 25, 2021
- All Saints’ Day (in lieu of November 6): Friday, November 5, 2021
- Independence Day: Monday, December 6, 2021
- Christmas Eve: Friday, December 24, 2021
- Second Day of Christmas: Tuesday, December 28, 2021
- Winter Break (Employee Funded/PTO): Wednesday, December 29, 2021
- Winter Break (Employee Funded/PTO): Thursday, December 30, 2021
- New Year’s Day 2022* (in lieu of January 1): Friday, December 31, 2021

*Falls under the 2022 calendar year holidays.
France

2021 Paid Holiday & Break Schedule

New Year's Holiday
Easter Monday
Labour Day (in lieu of May 1)
Armistice Day 1945/Victory Day (in lieu of May 8)
Ascension Day
Whit Monday (Day Worked/PTO)
Bastille Day
Assumption Day (in lieu of August 15)
All Saints Day
Armistice Day
Christmas Day (in lieu of December 25)
Winter Break (Employee Funded/RTT)
Winter Break (Employee Funded/RTT)
Winter Break (in lieu of New Year's Eve)
New Year's Day 2022* (in lieu of January 1)

Friday, January 1, 2021
Monday, April 5, 2021
Friday, April 30, 2021
Friday, May 7, 2021
Thursday, May 13, 2021
Monday, May 24, 2021
Wednesday, July 14, 2021
Monday, August 16, 2021
Monday, November 1, 2021
Thursday, November 11, 2021
Friday, December 24, 2021
Monday, December 27, 2021
Tuesday, December 28, 2021
Wednesday, December 29, 2021
Thursday, December 30, 2021
Friday, December 31, 2021

*Falls under the 2022 calendar year holidays.
Germany

2021 Paid Holiday & Break Schedule

New Year's Day
Epiphany
International Women's Day
Good Friday
Easter Monday
Labour Day (in lieu of May 1)
Ascencion Day
Whit Monday
Corpus Christi
Assumption Day (in lieu of August 15)
German Unity Day (in lieu of October 3)
All Saints Day (Reformation Day on October 31)
Christmas Day (in lieu of December 25)
St. Stephens Day (in lieu of December 26)
Winter Break (Employee Funded/PTO)
Winter Break (Employee Funded/PTO)
Winter Break (Employee Funded/PTO)
New Year's Day 2022* (in lieu of January 1)

Friday, January 1, 2021
Wednesday, January 6, 2021
Monday, March 8, 2021
Friday, April 2, 2021
Monday, April 5, 2021
Friday, April 30, 2021
Thursday, May 13, 2021
Monday, May 24, 2021
Thursday, June 3, 2021
Monday, August 16, 2021
Monday, October 4, 2021
Monday, November 1, 2021
Friday, December 24, 2021
Monday, December 27, 2021
Tuesday, December 28, 2021
Wednesday, December 29, 2021
Thursday, December 30, 2021
Friday, December 31, 2021

*Falls under the 2022 calendar year holidays.
## Ireland

### 2021 Paid Holiday & Break Schedule

<table>
<thead>
<tr>
<th>Holiday</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Year's Holiday</td>
<td>Friday, January 1, 2021</td>
</tr>
<tr>
<td>St. Patrick's Day</td>
<td>Wednesday, March 17, 2021</td>
</tr>
<tr>
<td>Good Friday (Company funded)</td>
<td>Friday, April 2, 2021</td>
</tr>
<tr>
<td>Easter Monday</td>
<td>Monday, April 5, 2021</td>
</tr>
<tr>
<td>May Bank Day</td>
<td>Monday, May 3, 2021</td>
</tr>
<tr>
<td>June Bank Holiday</td>
<td>Monday, June 7, 2021</td>
</tr>
<tr>
<td>August Bank Holiday</td>
<td>Monday, August 2, 2021</td>
</tr>
<tr>
<td>October Bank Holiday</td>
<td>Monday, October 25, 2021</td>
</tr>
<tr>
<td>Christmas Eve</td>
<td>Friday, December 24, 2021</td>
</tr>
<tr>
<td>Christmas Day (in lieu of December 25)</td>
<td>Monday, December 27, 2021</td>
</tr>
<tr>
<td>St. Stephen's Day (in lieu of December 26)</td>
<td>Tuesday, December 28, 2021</td>
</tr>
<tr>
<td>Winter Break (Employee Funded/PTO)</td>
<td>Wednesday, December 29, 2021</td>
</tr>
<tr>
<td>Company Holiday (in lieu of New Year's Eve)</td>
<td>Thursday, December 30, 2021</td>
</tr>
<tr>
<td>New Year's Day 2022* (in lieu of January 1)</td>
<td>Friday, December 31, 2021</td>
</tr>
</tbody>
</table>

*Falls under the 2022 calendar year holidays.*
Israel

2021 Paid Holidays

Company Holiday (Purim) (in lieu of February 26)
Pesach Passover (begins)
Pesach Passover (end) (in lieu of April 3)
Independence Day (Yom HaZikaron)
Victory Day (Yom HaAtzmaut)
Pentecost (Shavuot)
Fast of Ninth of Av
Jewish New Year (Rosh Hashana)
Jewish New Year (Rosh Hashana)
Day of Atonement (Yom Kippur)
Feast of Tabernacles Eve (Sukkot)
Simchat Torah

Thursday, February 25, 2021
Sunday, March 28, 2021
Sunday, April 4, 2021
Wednesday, April 14, 2021
Thursday, April 15, 2021
Monday, May 17, 2021
Sunday, July 18, 2021
Tuesday, September 7, 2021
Wednesday, September 8, 2021
Thursday, September 16, 2021
Tuesday, September 21, 2021
Tuesday, September 28, 2021

*The Working Days are Sunday-Thursday
## Italy (Milan)

### 2021 Paid Holiday & Break Schedule

<table>
<thead>
<tr>
<th>Holiday</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Year’s Day</td>
<td>Friday, January 1, 2021</td>
</tr>
<tr>
<td>Epiphany</td>
<td>Wednesday, January 6, 2021</td>
</tr>
<tr>
<td>Easter Monday</td>
<td>Monday, April 5, 2021</td>
</tr>
<tr>
<td>Liberation Day (in lieu of April 25)</td>
<td>Monday, April 26, 2021</td>
</tr>
<tr>
<td>Labour Day (in lieu of May 1)</td>
<td>Friday, April 30, 2021</td>
</tr>
<tr>
<td>Republic Day</td>
<td>Wednesday, June 2, 2021</td>
</tr>
</tbody>
</table>

**Summer Break (Employee Funded PTO/ROL)**

Employees are required to take two consecutive weeks PTO/ROL in July or August

<table>
<thead>
<tr>
<th>Holiday</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assumption Day (in lieu of August 15)</td>
<td>Monday, August 16, 2021</td>
</tr>
<tr>
<td>All Saints’ Day</td>
<td>Monday, November 1, 2021</td>
</tr>
<tr>
<td>Feast of St. Ambrose</td>
<td>Tuesday, December 7, 2021</td>
</tr>
<tr>
<td>Immaculate Conception</td>
<td>Wednesday, December 8, 2021</td>
</tr>
<tr>
<td>Christmas Day (in lieu of December 25)</td>
<td>Friday, December 24, 2021</td>
</tr>
<tr>
<td>St. Stephens Day (in lieu of Saturday, December 26)</td>
<td>Monday, December 27, 2021</td>
</tr>
<tr>
<td>Winter Break (Employee Funded/PTO)</td>
<td>Tuesday, December 28, 2021</td>
</tr>
<tr>
<td>Winter Break (Employee Funded/PTO)</td>
<td>Wednesday, December 29, 2021</td>
</tr>
<tr>
<td>Winter Break (Employee Funded/PTO)</td>
<td>Thursday, December 30, 2021</td>
</tr>
<tr>
<td>New Year’s Day 2022* (in lieu of January 1)</td>
<td>Friday, December 31, 2021</td>
</tr>
</tbody>
</table>

*Falls under the 2022 calendar year holidays.*
Italy (Rome)

2021 Paid Holiday & Break Schedule

New Year’s Day
Epiphany
Easter Monday
Liberation Day (in lieu of April 25)
Labour Day (in lieu of May 1)
Republic Day

Friday, January 1, 2021
Wednesday, January 6, 2021
Monday, April 5, 2021
Monday, April 26, 2021
Friday, April 30, 2021
Wednesday, June 2, 2021

Summer Break (Employee Funded PTO/ROL)
Employees are required to take two consecutive weeks PTO/ROL in July or August

St. Peter and St. Paul
Assumption Day (in lieu of August 15)
All Saints’ Day
Immaculate Conception
Christmas Day (in lieu of December 25)
St. Stephens Day (in lieu of December 26)
Winter Break (Employee Funded/PTO)
Winter Break (Employee Funded/PTO)
Winter Break (Employee Funded/PTO)
New Year’s Day 2022* (in lieu of January 1)

Tuesday, June 29, 2021
Monday, August 16, 2021
Monday, November 1, 2021
Wednesday, December 8, 2021
Friday, December 24, 2021
Monday, December 27, 2021
Tuesday, December 28, 2021
Wednesday, December 29, 2021
Thursday, December 30, 2021
Friday, December 31, 2021

*Falls under the 2022 calendar year holidays.
# Moldova

## 2021 Paid Holiday & Break Schedule

<table>
<thead>
<tr>
<th>Holiday</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Year's Day</td>
<td>Friday, January 1, 2021</td>
</tr>
<tr>
<td>Orthodox Christmas</td>
<td>Thursday, January 7, 2021</td>
</tr>
<tr>
<td>Orthodox Christmas Holiday</td>
<td>Friday, January 8, 2021</td>
</tr>
<tr>
<td>International Women's Day</td>
<td>Monday, March 8, 2021</td>
</tr>
<tr>
<td>Labour Day (in lieu of May 1)</td>
<td>Friday, April 30, 2021</td>
</tr>
<tr>
<td>Orthodox Easter Monday</td>
<td>Monday, May 3, 2021</td>
</tr>
<tr>
<td>Memorial Easter Monday</td>
<td>Monday, May 10, 2021</td>
</tr>
<tr>
<td>Victory &amp; Commemoration Day (in lieu of May 9)</td>
<td>Monday, May 10, 2021</td>
</tr>
<tr>
<td>Independence Day</td>
<td>Friday, August 27, 2021</td>
</tr>
<tr>
<td>National Language Day</td>
<td>Tuesday, August 31, 2021</td>
</tr>
<tr>
<td>City Day</td>
<td>Thursday, October 14, 2021</td>
</tr>
<tr>
<td>Christmas Day (in lieu of December 25)</td>
<td>Friday, December 24, 2021</td>
</tr>
<tr>
<td>Second Day of Christmas (Company day)</td>
<td>Monday, December 27, 2021</td>
</tr>
<tr>
<td>Winter Break (Employee Funded/PTO)</td>
<td>Tuesday, December 28, 2021</td>
</tr>
<tr>
<td>Winter Break (Employee Funded/PTO)</td>
<td>Wednesday, December 29, 2021</td>
</tr>
<tr>
<td>Winter Break (Employee Funded/PTO)</td>
<td>Thursday, December 30, 2021</td>
</tr>
<tr>
<td>New Year’s Day 2022* (in lieu of January 1)</td>
<td>Friday, December 31, 2021</td>
</tr>
</tbody>
</table>

*Falls under the 2022 calendar year holidays.*
Netherlands
2021 Paid Holiday & Break Schedule

<table>
<thead>
<tr>
<th>Holiday</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Year's Day</td>
<td>Friday, January 1, 2021</td>
</tr>
<tr>
<td>Good Friday</td>
<td>Friday, April 2, 2021</td>
</tr>
<tr>
<td>Easter Monday</td>
<td>Monday, April 5, 2021</td>
</tr>
<tr>
<td>King's Day</td>
<td>Tuesday, April 27, 2021</td>
</tr>
<tr>
<td>Liberation Day</td>
<td>Wednesday, May 5, 2021</td>
</tr>
<tr>
<td>Ascension Day</td>
<td>Thursday, May 13, 2021</td>
</tr>
<tr>
<td>Whit Monday</td>
<td>Monday, May 24, 2021</td>
</tr>
<tr>
<td>Christmas Day (In lieu of December 25)</td>
<td>Friday, December 24, 2021</td>
</tr>
<tr>
<td>Second Day of Christmas</td>
<td>Monday, December 27, 2021</td>
</tr>
<tr>
<td>Winter Break (Employee Funded/PTO)</td>
<td>Tuesday, December 28, 2021</td>
</tr>
<tr>
<td>Winter Break (Company Holiday)</td>
<td>Wednesday, December 29, 2021</td>
</tr>
<tr>
<td>New Year's Eve (in lieu of December 31)</td>
<td>Thursday, December 30, 2021</td>
</tr>
<tr>
<td>New Year's Day 2022* (in lieu of January 1)</td>
<td>Friday, December 31, 2021</td>
</tr>
</tbody>
</table>

*Falls under the 2022 calendar year holidays.
Norway

2021 Paid Holiday & Break Schedule

New Year's Day
Maundy Thursday
Good Friday
Easter Monday
Labour Day (in lieu of May 1)
Ascencion Day
Constitution Day
Whit Monday
Christmas Day (in lieu of December 25)
Boxing Day (in lieu of December 26)
Winter Break (Employee Funded/PTO)
Winter Break (Employee Funded/PTO)
Winter Break (New Year's Eve; in lieu of December 31)
New Year's Day 2022* (in lieu of January 1)

Friday, January 1, 2021
Thursday, April 1, 2021
Friday, April 2, 2021
Monday, April 5, 2021
Friday, April 30, 2021
Thursday, May 13, 2021
Monday, May 17, 2021
Monday, May 24, 2021
Friday, December 24, 2021
Monday, December 27, 2021
Tuesday, December 28, 2021
Wednesday, December 29, 2021
Thursday, December 30, 2021
Friday, December 31, 2021

*Falls under the 2022 calendar year holidays.
Poland
2021 Paid Holiday & Break Schedule

New Year's Day
Epiphany
Easter Monday
Labour Day (in lieu of May 1)
Constitution Day
Corpus Christi
Assumption Day (in lieu of August 15)
All Saints' Day
Independence Day
Christmas Day (in lieu of December 25)
St. Stephens Day (in lieu of December 26)
Winter Break (Employee Funded/PTO)
Winter Break (Employee Funded/PTO)
Winter Break (New Year's Eve; in lieu of December 31)
New Year's Day 2022* (in lieu of January 1)

Friday, January 1, 2021
Wednesday, January 6, 2021
Monday, April 5, 2021
Friday, April 30, 2021
Monday, May 3, 2021
Thursday, June 3, 2021
Monday, August 16, 2021
Monday, November 1, 2021
Thursday, November 11, 2021
Friday, December 24, 2021
Monday, December 27, 2021
Tuesday, December 28, 2021
Wednesday, December 29, 2021
Thursday, December 30, 2021
Friday, December 31, 2021

*Falls under the 2022 calendar year holidays.
Romania

2021 Paid Holiday & Break Schedule

New Year's Day
Day After New Year's Day (in lieu of January 2)
Unification Day (in lieu of January 24)
Orthodox Easter Friday
Orthodox Easter Monday
Labour Day (in lieu of May 1)
International Children's Day
Whit Monday
Saint Mary's Day (in lieu of August 15)
Feast of St. Andrews
National Day
Christmas Day (in lieu of December 25)
Second Day of Christmas (in lieu of December 26)
Winter Break (Employee Funded/PTO)
Winter Break (Employee Funded/PTO)
Winter Break (Employee Funded/PTO)
New Year's Day 2022* (in lieu of January 1)
Day After New Year's Day 2021* (in lieu of January 2)

Friday, January 1, 2021
Monday, January 4, 2021
Monday, January 25, 2021
Friday, April 30, 2021
Monday, May 3, 2021
Tuesday, May 4, 2021
Tuesday, June 1, 2021
Monday, June 21, 2021
Monday, August 16, 2021
Tuesday, November 30, 2021
Wednesday, December 1, 2021
Friday, December 24, 2021
Monday, December 27, 2021
Tuesday, December 28, 2021
Wednesday, December 29, 2021
Thursday, December 30, 2021
Friday, December 31, 2021
Monday, January 3, 2022

*Falls under the 2022 calendar year holidays.
South Africa

2021 Paid Holiday & Break Schedule

- New Year's Day
- Human Rights Day (in lieu of March 21)
- Good Friday
- Family Day
- Freedom Day
- Worker's Day (in lieu of May 1)
- Youth Day
- National Women's Day
- Heritage Day
- Day of Reconciliation
- Christmas Day (in lieu of December 25)
- Day of Goodwill (in lieu of December 26)
- Winter Break (Employee Funded/PTO)
- Winter Break (Employee Funded/PTO)
- Winter Break (Employee Funded/PTO)
- New Year's Day 2022* (in lieu of January 1)

*Falls under the 2022 calendar year holidays.
Spain (Barcelona)
2021 Paid Holiday & Break Schedule

New Year's Day
Epiphany
Good Friday
Easter Monday
Labour Day (in lieu of May 1)
Whit Monday
Saint John
Assumption Day (in lieu of August 15)
National Day of Catalonia (in lieu of September 11)
Feast of Mary, Mother of Mercer
Hispanic Day
All Saints’ Day
Constitution Day
Immaculate Conception
Christmas Day (in lieu of December 25)
St. Stephens Day (in lieu of December 26)
Winter Break (Employee Funded/PTO)
Winter Break (Employee Funded/PTO)
Winter Break (Employee Funded/PTO)
New Year's Day 2022* (in lieu of January 1)

Friday, January 1, 2021
Wednesday, January 6, 2021
Friday, April 2, 2021
Friday, April 5, 2021
Friday, April 30, 2021
Monday, May 24, 2021
Thursday, June 24, 2021
Monday, August 16, 2021
Friday, September 10, 2021
Friday, September 24, 2021
Tuesday, October 12, 2021
Monday, November 1, 2021
Monday, December 6, 2021
Wednesday, December 8, 2021
Friday, December 24, 2021
Monday, December 27, 2021
Tuesday, December 28, 2021
Wednesday, December 29, 2021
Thursday, December 30, 2021
Friday, December 31, 2021

*Falls under the 2022 calendar year holidays.
Spain (Madrid)

2021 Paid Holiday & Break Schedule

New Year's Day
Epiphany
San Jose
Holy Thursday
Good Friday
Labour Day (in lieu of May 1)
Day of Madrid
Feast Day of St Isidore (in lieu of May 15)
Assumption Day (in lieu of August 15)
Hispanic Day
All Saints’ Day
Lady of the Almudena
Constitution Day
Immaculate Conception
Christmas Day (in lieu of December 25)
Winter Break (Company Holiday)
Winter Break (Company Holiday)
Winter Break (Employee Funded/PTO)
Winter Break (Employee Funded/PTO)
New Year's Day 2022* (in lieu of January 1)

Friday, January 1, 2021
Wednesday, January 6, 2021
Friday, March 19, 2021
Thursday, April 1, 2021
Friday, April 2, 2021
Friday, April 30, 2021
Monday, May 3, 2021
Friday, May 14, 2021
Monday, August 16, 2021
Monday, October 12, 2021
Monday, November 1, 2021
Tuesday, November 9, 2021
Monday, December 6, 2021
Wednesday, December 8, 2021
Friday, December 24, 2021
Monday, December 27, 2021
Tuesday, December 28, 2021
Wednesday, December 29, 2021
Thursday, December 30, 2021
Friday, December 31, 2021

*Falls under the 2022 calendar year holidays.
Sweden
2021 Paid Holiday & Break Schedule

- New Year’s Day: Friday, January 1, 2021
- Epiphany: Wednesday, January 6, 2021
- Good Friday: Friday, April 2, 2021
- Easter Monday: Monday, April 5, 2021
- Labour Day (in lieu of May 1): Friday, April 30, 2021
- Ascencion Day: Thursday, May 13, 2021
- Midsummer’s Eve: Friday, June 25, 2021
- All Saints’ Day (in lieu of Nov 6): Friday, November 5, 2021
- Christmas Eve: Friday, December 24, 2021
- Second Day of Christmas (in lieu of December 26): Tuesday, December 28, 2021
- Winter Break (Employee Funded/PTO): Thursday, December 30, 2021
- New Year’s Eve (in lieu of Dec. 31): Friday, December 31, 2021
- New Year’s Day 2022* (in lieu of January 1): Friday, December 31, 2021

*Falls under the 2022 calendar year holidays.
Switzerland (Basel)
2021 Paid Holiday & Break Schedule

New Year’s Day
Berchtold Day (in lieu of January 2)
Company Holiday (Carnival)
Company Holiday (Carnival)
Good Friday
Easter Monday
Labour Day (in lieu of May 1)
Ascencion Day
Whit Monday
National Day (in lieu of August 1)
Christmas Day (in lieu of December 25)
St. Stephens Day (in lieu of December 26)
Winter Break (Employee Funded/PTO)
Winter Break (Employee Funded/PTO)
Winter Break (in lieu of New Year’s Eve)
New Year’s Day 2022 (in lieu of January 1)

Friday, January 1, 2021
Monday, January 4, 2021
Monday, February 22, 2021
Tuesday, February 23, 2021
Friday, April 2, 2021
Monday, April 5, 2021
Friday, April 30, 2021
Thursday, May 13, 2021
Monday, May 24, 2021
Monday, August 2, 2021
Friday, December 24, 2021
Monday, December 27, 2021
Tuesday, December 28, 2021
Wednesday, December 29, 2021
Thursday, December 30, 2021
Friday, December 31, 2021

*Falls under the 2022 calendar year holidays.
Switzerland (Zurich)
2021 Paid Holiday & Break Schedule

New Year's Day
Berchtold Day (in lieu of January 2)
Good Friday
Easter Monday
Sechseläuten
Labour Day (in lieu of May 1)
Ascension Day
Whit Monday
National Day (in lieu of August 1)
Knabenschüsse
Christmas Day (in lieu of December 25)
St. Stephens Day (in lieu of December 26)
Winter Break (Employee Funded/PTO)
Winter Break (Employee Funded/PTO)
Winter Break (in lieu of New Year's Eve)
New Year's Day 2022 (in lieu of January 1)

Friday, January 1, 2021
Monday, January 4, 2021
Friday, April 2, 2021
Monday, April 5, 2021
Monday, April 19, 2021
Friday, April 30, 2021
Thursday, May 13, 2021
Monday, May 24, 2021
Monday, August 2, 2021
Monday, September 13, 2021
Friday, December 24, 2021
Monday, December 27, 2021
Tuesday, December 28, 2021
Wednesday, December 29, 2021
Thursday, December 30, 2021
Friday, December 31, 2021

*Falls under the 2022 calendar year holidays.
United Arab Emirates
2021 Public Holidays

New Year’s Day (in lieu of January 1)  
Sunday, January 3, 2021
Eid Al Fitr Holiday*  
Tuesday, May 11, 2021
Eid Al Fitr /DMS*  
Wednesday, May 12, 2021
Eid Al Fitr /DMS*  
Thursday, May 13, 2021
Eid Al Fitr /DMS* (in lieu of May 14)  
Sunday, May 16, 2021
Eid Al Fitr /DMS* (in lieu of May 15)  
Monday, May 17, 2021
Afrah Day  
Monday, July 19, 2021
Eid Al Adha*  
Tuesday, July 20, 2021
Eid Al Adha*  
Wednesday, July 21, 2021
Eid Al Adha  
Thursday, July 22, 2021
Al-Hijra New Year Day  
Monday, August 9, 2021
Commemoration Day  
Wednesday, December 1, 2021
National Day  
Thursday, December 2, 2021
National Day (in lieu of December 3)  
Sunday, December 5, 2021
New Year’s Day 2022* (in lieu of January 1)  
Sunday, January 2, 2022

*Falls under the 2022 calendar year holidays.

**The working days are Sunday-Thursday
UK (England & Wales)
2021 Paid Holiday & Break Schedule

New Year's Day
Good Friday
Easter Monday
Early May Bank Holiday
Spring Bank Holiday
Summer Bank Holiday
Christmas Day (in lieu of December 25)
Boxing Day (in lieu of December 26)
Winter Break (Company Day)
Winter Break (Company Day)
Winter Break (Company Day)
Winter Break (New Year's Eve)
New Year's Day 2022* (in lieu of January 1)

Friday, January 1, 2021
Friday, April 2, 2021
Monday, April 5, 2021
Monday, May 3, 2021
Monday, May 31, 2021
Monday, August 30, 2021
Friday, December 24, 2021
Monday, December 27, 2021
Tuesday, December 28, 2021
Wednesday, December 29, 2021
Thursday, December 30, 2021
Friday, December 31, 2021
Monday, January 3, 2022

*Falls under the 2022 calendar year holidays.
UK (Scotland)

2021 Paid Holiday & Break Schedule

New Year's Day
Day After New Year's Day (in lieu of January 2)
Good Friday
Early May Bank Holiday
Spring Bank Holiday
August Bank Holiday
St. Andrews Day
Christmas Day (in lieu of December 25)
Boxing Day (in lieu of December 26)
Winter Break (Company Day)
Winter Break (Company Day)
Winter Break (New Year's Eve)
New Year's Day 2022* (in lieu of January 1)

Friday, January 1, 2021
Monday, January 4, 2021
Friday, April 2, 2021
Monday, May 3, 2021
Monday, May 31, 2021
Monday, August 2, 2021
Tuesday, November 30, 2021
Monday, December 27, 2021
Tuesday, December 28, 2021
Wednesday, December 29, 2021
Thursday, December 30, 2021
Friday, December 31, 2021
Monday, January 3, 2022

*Falls under the 2022 calendar year holidays.
Australia (Australian Capital Territory)
2021 Paid Holiday & Break Schedule

New Year’s Day  
Australia Day  
Canberra Day  
Good Friday  
Easter Monday  
Anzac Day (in lieu of April 25)  
Reconciliation Day  
Queen’s Birthday  
Labour Day  
Christmas Day (in lieu of December 25)  
Boxing Day (in lieu of December 26)  
PTO  
PTO  
PTO  
New Year’s Day 2022* (in lieu of January 1)

Friday, January 1, 2021
Tuesday, January 26, 2021
Monday, March 8, 2021
Friday, April 2, 2021
Monday, April 5, 2021
Monday, April 26, 2021
Monday, May 31, 2021
Monday, June 14, 2021
Monday, October 4, 2021
Monday, December 27, 2021
Tuesday, December 28, 2021
Wednesday, December 29, 2021
Thursday, December 30, 2021
Friday, December 31, 2021
Monday, January 3, 2022

*Falls under the 2022 calendar year holidays.
Australia (New South Wales)
2021 Paid Holiday & Break Schedule

New Year's Day
Australia Day
Good Friday
Easter Monday
Anzac Day (in lieu of April 25)
Queen's Birthday
Labour Day
Christmas Day (in lieu of December 25)
Boxing Day (in lieu of December 26)
PTO
PTO
PTO
New Year's Day 2022* (in lieu of January 1)

Friday, January 1, 2021
Tuesday, January 26, 2021
Friday, April 2, 2021
Monday, April 5, 2021
Monday, April 26, 2021
Monday, June 14, 2021
Monday, October 4, 2021
Monday, December 27, 2021
Tuesday, December 28, 2021
Wednesday, December 29, 2021
Thursday, December 30, 2021
Friday, December 31, 2021
Monday, January 3, 2022

*Falls under the 2022 calendar year holidays.
# Australia (Queensland)

## 2021 Paid Holiday & Break Schedule

<table>
<thead>
<tr>
<th>Holiday</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Year's Day</td>
<td>Friday, January 1, 2021</td>
</tr>
<tr>
<td>Australia Day</td>
<td>Tuesday, January 26, 2021</td>
</tr>
<tr>
<td>Good Friday</td>
<td>Friday, April 2, 2021</td>
</tr>
<tr>
<td>Easter Monday</td>
<td>Monday, April 5, 2021</td>
</tr>
<tr>
<td>Anzac Day (in lieu of April 25)</td>
<td>Monday, April 26, 2021</td>
</tr>
<tr>
<td>Labour Day</td>
<td>Monday, May 3, 2021</td>
</tr>
<tr>
<td>Royal Qld Show</td>
<td>Wednesday, August 11, 2021</td>
</tr>
<tr>
<td>Queen's Birthday</td>
<td>Monday, October 4, 2021</td>
</tr>
<tr>
<td>Christmas Day (in lieu of December 25)</td>
<td>Monday, December 27, 2021</td>
</tr>
<tr>
<td>Boxing Day (in lieu of December 26)</td>
<td>Tuesday, December 28, 2021</td>
</tr>
<tr>
<td>PTO</td>
<td>Wednesday, December 29, 2021</td>
</tr>
<tr>
<td>PTO</td>
<td>Thursday, December 30, 2021</td>
</tr>
<tr>
<td>PTO</td>
<td>Friday, December 31, 2021</td>
</tr>
<tr>
<td>New Year's Day 2022* (in lieu of January 1)</td>
<td>Monday, January 3, 2022</td>
</tr>
</tbody>
</table>

*Falls under the 2022 calendar year holidays.*
Australia (South Australia)
2021 Paid Holiday & Break Schedule

New Year’s Day
Australia Day
Adelaide Cup Day
Good Friday
Easter Monday
Anzac Day (in lieu of April 25)
Queen's Birthday
Labour Day
Christmas Day (in lieu of December 25)
Boxing Day (in lieu of December 26)
PTO
PTO
PTO
New Year’s Day 2022* (in lieu of January 1)

Friday, January 1, 2021
Tuesday, January 26, 2021
Monday, March 8, 2021
Friday, April 2, 2021
Monday, April 5, 2021
Monday, April 26, 2021
Monday, June 14, 2021
Monday, October 4, 2021
Monday, December 27, 2021
Tuesday, December 28, 2021
Wednesday, December 29, 2021
Thursday, December 30, 2021
Friday, December 31, 2021
Monday, January 3, 2022

*Falls under the 2022 calendar year holidays.
JAPAC REGION

Australia (Victoria)

2021 Paid Holiday & Break Schedule

<table>
<thead>
<tr>
<th>Holiday</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Year's Day</td>
<td>Friday, January 1, 2021</td>
</tr>
<tr>
<td>Australia Day</td>
<td>Tuesday, January 26, 2021</td>
</tr>
<tr>
<td>Labour Day</td>
<td>Monday, March 8, 2021</td>
</tr>
<tr>
<td>Good Friday</td>
<td>Friday, April 2, 2021</td>
</tr>
<tr>
<td>Easter Monday</td>
<td>Monday, April 5, 2021</td>
</tr>
<tr>
<td>Anzac Day (in lieu of April 25)</td>
<td>Monday, April 26, 2021</td>
</tr>
<tr>
<td>Queen's Birthday</td>
<td>Monday, June 14, 2021</td>
</tr>
<tr>
<td>Friday before the AFL Grand Final</td>
<td>Subject to AFL Schedule</td>
</tr>
<tr>
<td>Melbourne Cup Day</td>
<td>Tuesday, November 2, 2021</td>
</tr>
<tr>
<td>Christmas Day (in lieu of December 25)</td>
<td>Monday, December 27, 2021</td>
</tr>
<tr>
<td>Boxing Day (in lieu of December 26)</td>
<td>Tuesday, December 28, 2021</td>
</tr>
<tr>
<td>PTO</td>
<td>Wednesday, December 29, 2021</td>
</tr>
<tr>
<td>PTO</td>
<td>Thursday, December 30, 2021</td>
</tr>
<tr>
<td>PTO</td>
<td>Friday, December 31, 2021</td>
</tr>
<tr>
<td>New Year's Day 2022* (in lieu of January 1)</td>
<td>Monday, January 3, 2022</td>
</tr>
</tbody>
</table>

*Falls under the 2022 calendar year holidays.
China
2021 Paid Holiday & Break Schedule

New Year’s Day
Lunar Chinese New Year
Lunar Chinese New Year
Lunar Chinese New Year
Lunar Chinese New Year
Lunar Chinese New Year
Lunar Chinese New Year *In exchange for Sunday February 7 being a Work Day
Lunar Chinese New Year *In exchange for Saturday February 20 being a Work Day
Women’s Day (Half Day; Female Employees Only)
Qing Ming Festival (in lieu of Sunday, April 4)
Labour Day *In exchange for Sunday April 25 being a Work Day
Labour Day / Youth Day (Half Day; Employees Under Age 28 Only)
Labour Day *In exchange for Saturday May 8 being a Work Day
Dragon Boat Festival
Chinese Mid-Autumn Festival *In exchange for Saturday September 18 being a Work Day
Chinese Mid-Autumn Festival
National Day
National Day
National Day
National Day
National Day *In exchange for Sunday September 26 being a Work Day
National Day *In exchange for Saturday October 9 being a Work Day
New Year’s Day 2022*

*Falls under the 2022 calendar year holidays.
## Hong Kong

### 2021 Paid Holiday & Break Schedule

<table>
<thead>
<tr>
<th>Holiday</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Year’s Day</td>
<td>Friday, January 1, 2021</td>
</tr>
<tr>
<td>Lunar Chinese New Year</td>
<td>Friday, February 12, 2021</td>
</tr>
<tr>
<td>Lunar Chinese New Year (in lieu of Saturday, February 13)</td>
<td>Monday, February 15, 2021</td>
</tr>
<tr>
<td>Lunar Chinese New Year (in lieu of Sunday, February 14)</td>
<td>Tuesday, February 16, 2021</td>
</tr>
<tr>
<td>Good Friday</td>
<td>Friday, April 2, 2021</td>
</tr>
<tr>
<td>Ching Ming Festival (in lieu of Sunday, April 4)</td>
<td>Monday, April 5, 2021</td>
</tr>
<tr>
<td>Easter Monday (in lieu of Monday, April 5)</td>
<td>Tuesday, April 6, 2021</td>
</tr>
<tr>
<td>Labour Day (in lieu of Saturday, May 1)</td>
<td>Friday, April 30, 2021</td>
</tr>
<tr>
<td>Birthday of Buddha</td>
<td>Wednesday, May 19, 2021</td>
</tr>
<tr>
<td>Tuen Ng Festival</td>
<td>Monday, June 14, 2021</td>
</tr>
<tr>
<td>Hong Kong SAR Establishment Day</td>
<td>Thursday, July 1, 2021</td>
</tr>
<tr>
<td>Day following Chinese Mid-Autumn Festival</td>
<td>Wednesday, September 22, 2021</td>
</tr>
<tr>
<td>National Day</td>
<td>Friday, October 1, 2021</td>
</tr>
<tr>
<td>Chung Yeung Festival</td>
<td>Thursday, October 14, 2021</td>
</tr>
<tr>
<td>Christmas Day (in lieu of Saturday, December 25)</td>
<td>Friday, December 24, 2021</td>
</tr>
<tr>
<td>Boxing Day (in lieu of Sunday, December 26)</td>
<td>Monday, December 27, 2021</td>
</tr>
<tr>
<td>New Year’s Day 2022* (in lieu of Saturday, January 1)</td>
<td>Friday, December 31, 2021</td>
</tr>
</tbody>
</table>

*Falls under the 2022 calendar year holidays.*
India (Chennai/Bangalore)
2021 Paid Holiday & Break Schedule

New Year’s Day 2021  
Sankranti  
Republic Day  
Good Friday  
Ugadi  
Id-Ul-Fitr  
Bakrid  
Ganesh Chathurti  
Maha Navami/Vijaya Dashmi  
Kannada Rajyotsava  
Diwali  
Diwali  
Winter Shutdown  
Winter Shutdown  
Winter Shutdown  
Winter Shutdown  
Winter Shutdown  
New Year’s Day 2022*

Friday, January 1, 2021  
Thursday, January 14, 2021  
Tuesday, January 26, 2021  
Friday, April 2, 2021  
Tuesday, April 13, 2021  
Friday, May 14, 2021  
Wednesday, July 21, 2021  
Friday, September 10, 2021  
Friday, October 15, 2021  
Monday, November 1, 2021  
Thursday, November 4, 2021  
Friday, November 5, 2021  
Friday, December 24, 2021  
Monday, December 27, 2021  
Tuesday, December 28, 2021  
Wednesday, December 29, 2021  
Thursday, December 30, 2021  
Friday, December 31, 2021  
Monday, January 3, 2022

*Falls under the 2022 calendar year holidays.
India (Mumbai)

2021 Paid Holiday & Break Schedule

New Year's Day 2021
Republic Day
Holi
Good Friday
Dr. Ambedkar Jayanti
Id-Ul-Fitr
Bakrid
Ganesh Chaturthi
Maha Navami/Vijaya Dashmi
Diwali
Diwali
Guru Nanak Jayanti
Winter Shutdown
Winter Shutdown
Winter Shutdown
Winter Shutdown
New Year's Day 2022*

Friday, January 1, 2021
Tuesday, January 26, 2021
Monday, March 29, 2021
Friday April 2, 2021
Wednesday, April 14, 2021
Friday, May 14, 2021
Wednesday, July 21, 2021
Friday, September 10, 2021
Friday, October 15, 2021
Thursday, November 4, 2021
Friday, November 5, 2021
Friday, November 19, 2021
Friday, December 24, 2021
Monday, December 27, 2021
Tuesday, December 28, 2021
Wednesday, December 29, 2021
Thursday, December 30, 2021
Friday, December 31, 2021
Monday, January 3, 2022

*Falls under the 2022 calendar year holidays.
India (Noida)

2021 Paid Holiday & Break Schedule

New Year’s Day 2021 Friday, January 1, 2021
Republic Day Tuesday, January 26, 2021
Holi Monday, March 29, 2021
Good Friday Friday, April 2, 2021
Dr. Ambedkar Jayanti Wednesday, April 14, 2021
Ram Navami Wednesday, April 21, 2021
Id-Ul-Fitr Friday, May 14, 2021
Bakrid Wednesday, July 21, 2021
Maha Navami/Vijaya Dashmi Friday, October 15, 2021
Diwali Thursday, November 4, 2021
Diwali Friday, November 5, 2021
Guru Nanak Jayanti Friday, November 19, 2021
Winter Shutdown Friday, December 24, 2021
Winter Shutdown Monday, December 27, 2021
Winter Shutdown Tuesday, December 28, 2021
Winter Shutdown Wednesday, December 29, 2021
Winter Shutdown Thursday, December 30, 2021
Winter Shutdown Friday, December 31, 2021
New Year’s Day 2022* Monday, January 3, 2022

*Falls under the 2022 calendar year holidays.
India (New Delhi)
2021 Paid Holiday & Break Schedule

New Year's Day 2021
Republic Day
Holi
Good Friday
Dr. Ambedkar Jayanti
Ram Navami
Id-Ul-Fitr
Bakrid
Maha Navami/Vijaya Dashmi
Diwali
Diwali
Guru Nanak Jayanti
Winter Shutdown
Winter Shutdown
Winter Shutdown
Winter Shutdown
Winter Shutdown
New Year's Day 2022*

Friday, January 1, 2021
Tuesday, January 26, 2021
Monday, March 29, 2021
Friday, April 2, 2021
Wednesday, April 14, 2021
Wednesday, April 21, 2021
Friday, May 14, 2021
Wednesday, July 21, 2021
Friday, October 15, 2021
Thursday, November 4, 2021
Friday, November 5, 2021
Friday, November 19, 2021
Friday, December 24, 2021
Monday, December 27, 2021
Tuesday, December 28, 2021
Wednesday, December 29, 2021
Thursday, December 30, 2021
Friday, December 31, 2021
Monday, January 3, 2022

*Falls under the 2022 calendar year holidays.
# 2021 Paid Holiday & Break Schedule

<table>
<thead>
<tr>
<th>Holiday</th>
<th>Date (Year)</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Year’s Day 元日</td>
<td>Friday, January 1, 2021</td>
</tr>
<tr>
<td>Adobe Paid Holiday アドビ有給休暇</td>
<td>Monday, January 4, 2021</td>
</tr>
<tr>
<td>Coming of Age Day 成人の日</td>
<td>Monday, January 11, 2021</td>
</tr>
<tr>
<td>National Foundation Day 建国記念の日</td>
<td>Thursday, February 11, 2021</td>
</tr>
<tr>
<td>Emperor’s Birthday 天皇誕生日</td>
<td>Tuesday, February 23, 2021</td>
</tr>
<tr>
<td>Vernal Equinox Day (in lieu of Saturday, March 20) 春分の日</td>
<td>Friday, March 19, 2021</td>
</tr>
<tr>
<td>Showa Day 昭和の日 （ゴールディンウィーク期間）</td>
<td>Thursday, April 29, 2021</td>
</tr>
<tr>
<td>Adobe Paid Holiday アドビ有給休暇</td>
<td>Friday, April 30, 2021</td>
</tr>
<tr>
<td>Constitution Day 憲法記念日 （ゴールディンウィーク期間）</td>
<td>Monday, May 3, 2021</td>
</tr>
<tr>
<td>Green Day みどりの日 （ゴールディンウィーク期間）</td>
<td>Tuesday, May 4, 2021</td>
</tr>
<tr>
<td>Children’s Day こどもの日 （ゴールディンウィーク期間）</td>
<td>Wednesday, May 5, 2021</td>
</tr>
<tr>
<td>Marine Day (Moved for Olympics) 海の日</td>
<td>Thursday, July 22, 2021</td>
</tr>
<tr>
<td>Health-Sports Day 体育の日</td>
<td>Friday, July 23, 2021</td>
</tr>
<tr>
<td>Mountain Day (in lieu of Sunday, August 8) 山の日</td>
<td>Monday, August 9, 2021</td>
</tr>
<tr>
<td>Respect for Aged Day 敬老の日</td>
<td>Monday, September 20, 2021</td>
</tr>
<tr>
<td>Autumnal Equinox Day 秋分の日</td>
<td>Thursday, September 23, 2021</td>
</tr>
<tr>
<td>National Culture Day 文化の日</td>
<td>Wednesday, November 3, 2021</td>
</tr>
<tr>
<td>Labor Thanksgiving Day 勤労感謝の日</td>
<td>Tuesday, November 23, 2021</td>
</tr>
<tr>
<td>Adobe Paid Holiday アドビ有給休暇</td>
<td>Monday, December 27, 2021</td>
</tr>
<tr>
<td>Adobe Paid Holiday アドビ有給休暇</td>
<td>Tuesday, December 28, 2021</td>
</tr>
<tr>
<td>Adobe Paid Holiday アドビ有給休暇</td>
<td>Wednesday, December 29, 2021</td>
</tr>
<tr>
<td>Adobe Paid Holiday アドビ有給休暇</td>
<td>Thursday, December 30, 2021</td>
</tr>
<tr>
<td>New Year’s Day 2022* (in lieu of Saturday, January 1) 元日</td>
<td>Friday, December 31, 2021</td>
</tr>
<tr>
<td>Adobe Paid Holiday アドビ有給休暇</td>
<td>Monday, January 3, 2022</td>
</tr>
<tr>
<td>Adobe Paid Holiday アドビ有給休暇</td>
<td>Tuesday, January 4, 2022</td>
</tr>
</tbody>
</table>

*Falls under the 2022 calendar year holidays.*
## Korea (Seoul)

### 2021 Paid Holiday & Break Schedule

<table>
<thead>
<tr>
<th>Holiday</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Year's Day</td>
<td>Friday, January 1, 2021</td>
</tr>
<tr>
<td>PTO</td>
<td>Monday, February 8, 2021</td>
</tr>
<tr>
<td>PTO</td>
<td>Tuesday, February 9, 2021</td>
</tr>
<tr>
<td>Korean New Year (in lieu of Saturday, February 13)</td>
<td>Wednesday, February 10, 2021</td>
</tr>
<tr>
<td>Korean New Year</td>
<td>Thursday, February 11, 2021</td>
</tr>
<tr>
<td>Korean New Year</td>
<td>Friday, February 12, 2021</td>
</tr>
<tr>
<td>Independence Movement Day</td>
<td>Monday, March 1, 2021</td>
</tr>
<tr>
<td>Labor Day (in lieu of Saturday, May 1)</td>
<td>Friday, April 30, 2021</td>
</tr>
<tr>
<td>Children's Day</td>
<td>Wednesday, May 5, 2021</td>
</tr>
<tr>
<td>Buddha's Day</td>
<td>Wednesday, May 19, 2021</td>
</tr>
<tr>
<td>Memorial Day (in lieu of Sunday, June 6)</td>
<td>Monday, June 7, 2021</td>
</tr>
<tr>
<td>National Liberation Day (in lieu of Sunday, August 15)</td>
<td>Monday, August 16, 2021</td>
</tr>
<tr>
<td>Harvest Festival Holiday</td>
<td>Monday, September 20, 2021</td>
</tr>
<tr>
<td>Harvest Festival Holiday</td>
<td>Tuesday, September 21, 2021</td>
</tr>
<tr>
<td>Harvest Festival Holiday</td>
<td>Wednesday, September 22, 2021</td>
</tr>
<tr>
<td>PTO</td>
<td>Thursday, September 23, 2021</td>
</tr>
<tr>
<td>See Note (was PTO day)*</td>
<td>Friday, September 24, 2021</td>
</tr>
<tr>
<td>National Foundation Day (in lieu of Sunday, October 3)</td>
<td>Monday, October 4, 2021</td>
</tr>
<tr>
<td>Hangul Day (in lieu of Saturday, October 9)</td>
<td>Monday, October 11, 2021</td>
</tr>
<tr>
<td>Christmas Day (in lieu of Saturday, December 25)</td>
<td>Friday, December 24, 2021</td>
</tr>
<tr>
<td>New Year's Day 2022** (in lieu of Saturday, January 1)</td>
<td>Friday, December 31, 2021</td>
</tr>
</tbody>
</table>

* Normally employee will need to use their PTO on this day but since Adobe global day falls on the same date, we will not deduct the PTO balance on this date in 2021

**Falls under the 2022 calendar year holidays.
New Zealand
2021 Paid Holiday & Break Schedule

New Year’s Day
Day after New Year’s Day (in lieu of Saturday, January 2)
Waitangi Day (in lieu of Saturday, February 6)
Good Friday
Easter Monday
Anzac Day (in lieu of Sunday, April 25)
Queen’s Birthday
Labour Day
Christmas Day (in lieu of December 25)
Boxing Day (in lieu of December 26)
PTO
PTO
PTO
New Year’s Day 2022* (in lieu of January 1)

Friday, January 1, 2021
Monday, January 4, 2021
Monday, February 8, 2021
Friday, April 2, 2021
Monday, April 5, 2021
Monday, April 26, 2021
Monday, June 7, 2021
Monday, October 25, 2021
Monday, December 25, 2021
Tuesday, December 28, 2021
Wednesday, December 29, 2021
Thursday, December 30, 2021
Friday, December 31, 2021
Monday, January 3, 2022

*Falls under the 2022 calendar year holidays.
Singapore
2021 Paid Holiday & Break Schedule

New Year’s Day
Lunar Chinese New Year
Lunar Chinese New Year (in lieu of February 13)
Good Friday
Labour Day (in lieu of May 1)
Hari Raya Pausa,
Vesak Day
Hari Raya Haji
National Day
Deepavali
Christmas Day (in lieu of December 25)
New Year’s Day 2022* (in lieu of January 1)

Friday, January 1, 2021
Friday, February 12, 2021
Monday, February 15, 2021
Friday, April 2, 2021
Friday, April 30, 2021
Thursday, May 13, 2021
Wednesday, May 26, 2021
Tuesday, July 20, 2021
Monday, August 9, 2021
Thursday, November 4, 2021
Friday, December 24, 2021
Friday, December 31, 2021

*Falls under the 2022 calendar year holidays.
Taiwan

2021 Paid Holiday & Break Schedule

<table>
<thead>
<tr>
<th>Holiday</th>
<th>Date(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Year’s Day</td>
<td>Friday, January 1, 2021</td>
</tr>
<tr>
<td>Lunar Chinese New Year</td>
<td>Thursday, February 11, 2021</td>
</tr>
<tr>
<td>Lunar Chinese New Year</td>
<td>Friday, February 12, 2021</td>
</tr>
<tr>
<td>Lunar Chinese New Year (in lieu of Saturday, February 13)</td>
<td>Monday, February 15, 2021</td>
</tr>
<tr>
<td>Lunar Chinese New Year (in lieu of Sunday, February 14)</td>
<td>Tuesday, February 16, 2021</td>
</tr>
<tr>
<td>Memorial Day (in lieu of Sunday, February 28)</td>
<td>Monday, March 1, 2021</td>
</tr>
<tr>
<td>Children’s Day (in lieu of Sunday, April 4)</td>
<td>Friday, April 2, 2021</td>
</tr>
<tr>
<td>Tomb Sweeping Day (in lieu of Sunday, April 4)</td>
<td>Monday, April 5, 2021</td>
</tr>
<tr>
<td>Labor Day (in lieu of Saturday, May 1)</td>
<td>Friday, April 30, 2021</td>
</tr>
<tr>
<td>Tuen Ng Festival</td>
<td>Monday, June 14, 2021</td>
</tr>
<tr>
<td>Chinese Mid-Autumn Festival</td>
<td>Tuesday, September 21, 2021</td>
</tr>
<tr>
<td>National Day (in lieu of Sunday, October 10)</td>
<td>Monday, October 11, 2021</td>
</tr>
<tr>
<td>New Year’s Day 2022* (in lieu of Saturday, January 1)</td>
<td>Friday, December 31, 2021</td>
</tr>
</tbody>
</table>

*Falls under the 2022 calendar year holidays.