### 2020 Global Holidays

#### AMERICAS REGION
- Bermuda
- Brazil
- Canada (Alberta)
- Canada (British Columbia)
- Canada (Nova Scotia)
- Canada (Ontario)
- Canada (Quebec)
- Chile
- Colombia
- Mexico
- United States

#### EMEA REGION
- Austria
- Belgium
- Czech Republic
- Denmark
- Finland
- France
- Germany
- Ireland
- Israel
- Italy (Milan)
- Italy (Rome)
- Moldova
- Netherlands
- Norway
- Poland
- Romania
- South Africa
- Spain (Barcelona)
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Bermuda

2020 Paid Holiday & Break Schedule

New Year’s Day
Good Friday
Bermuda Day
National Heroes’ Day
PTO Required (Summer Break)
PTO Required (Summer Break)
PTO Required (Summer Break)
PTO Required (Summer Break)
Adobe Paid Holiday (Summer Break)
Emancipation Day
Somers’ Day
Labor Day
Remembrance Day
Christmas Eve Holiday
Christmas Day Holiday
Boxing Day (in lieu of Saturday, December 26)
PTO Required (Winter Break)
PTO Required (Winter Break)
New Year’s Eve Holiday
New Year’s Day 2021*

Wednesday, January 01, 2020
Wednesday, April 01, 2020
Friday, May 29, 2020
Monday, June 15, 2020
Monday, June 29, 2020
Tuesday, June 30, 2020
Wednesday, July 01, 2020
Thursday, July 02, 2020
Friday, July 03, 2020
Thursday, July 30, 2020
Friday, July 30, 2020
Friday, July 31, 2020
Monday, September 07, 2020
Wednesday, November 11, 2020
Thursday, December 24, 2020
Friday, December 25, 2020
Monday, December 28, 2020
Tuesday, December 29, 2020
Wednesday, December 30, 2020
Thursday, December 31, 2020
Friday, January 01, 2021

*Falls under the 2021 calendar year holidays.
Brazil
2020 Paid Holiday & Break Schedule

<table>
<thead>
<tr>
<th>Holiday</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Year's Day</td>
<td>Wednesday, January 01, 2020</td>
</tr>
<tr>
<td>Carnival</td>
<td>Monday, February 24, 2020</td>
</tr>
<tr>
<td>Carnival</td>
<td>Tuesday, February 25, 2020</td>
</tr>
<tr>
<td>Ash Wednesday</td>
<td>Wednesday, February 26, 2020</td>
</tr>
<tr>
<td>Good Friday</td>
<td>Friday, April 10, 2020</td>
</tr>
<tr>
<td>Tiradentes Day</td>
<td>Tuesday, April 21, 2020</td>
</tr>
<tr>
<td>Labor Day</td>
<td>Friday, May 01, 2020</td>
</tr>
<tr>
<td>Corpus Christi Day</td>
<td>Thursday, June 11, 2020</td>
</tr>
<tr>
<td>Revolution of 1932 (Sao Paulo only holiday)</td>
<td>Thursday, July 09, 2020</td>
</tr>
<tr>
<td>Independence Day</td>
<td>Monday, September 07, 2020</td>
</tr>
<tr>
<td>Lady of Aparecida</td>
<td>Monday, October 12, 2020</td>
</tr>
<tr>
<td>All Soul's Day</td>
<td>Monday, November 02, 2020</td>
</tr>
<tr>
<td>Republic Proclamation Day (in lieu of Sunday, November 15)</td>
<td>Monday, November 16, 2020</td>
</tr>
<tr>
<td>Christmas Eve Holiday</td>
<td>Thursday, December 24, 2020</td>
</tr>
<tr>
<td>Christmas Day Holiday</td>
<td>Friday, December 25, 2020</td>
</tr>
<tr>
<td>New Year's Eve Holiday</td>
<td>Thursday, December 31, 2020</td>
</tr>
<tr>
<td>New Year's Day 2021*</td>
<td>Friday, January 01, 2021</td>
</tr>
</tbody>
</table>

*Falls under the 2021 calendar year holidays.
Canada (Alberta)
2020 Paid Holiday & Break Schedule

New Year’s Day
Family Day
Good Friday
Victoria Day
Vacation Day (Summer Break)
Vacation Day (Summer Break)
Canada Day (Summer Break)
Company Paid Time (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)
Boxing Day Holiday (Winter Break) (in lieu of Saturday, December 26)
Company Paid Time (Winter Break)
Company Paid Time (Winter Break)
Company Paid Time (Winter Break)
New Year’s Day 2021*

Wednesday, January 01, 2020
Monday, February 17, 2020
Friday, April 10, 2020
Monday, May 18, 2020
Monday, June 29, 2020
Tuesday, June 30, 2020
Wednesday, July 01, 2020
Thursday, July 02, 2020
Friday, July 03, 2020
Monday, August 03, 2020
Monday, September 07, 2020
Monday, October 12, 2020
Wednesday, November 11, 2020
Thursday, December 24, 2020
Friday, December 25, 2020
Monday, December 28, 2020
Tuesday, December 29, 2020
Wednesday, December 30, 2020
Thursday, December 31, 2020
Friday, January 01, 2021

Company Break Periods – During 2020, Adobe plans to have two company scheduled break periods as noted below.

Summer Break
June 29 – July 3, 2020. This includes two company paid days (July 1-2) and three vacation days (June 29,30, July 3). 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, 2020 – January 1, 2020 *. 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, his/her manager will work with the employee to arrange alternative additional time off for reason, his/her manager will work with the employee, subject to business needs.

* Monday, January 1, is a company paid holiday that will fall under the 2021 calendar year holidays
Canada (British Columbia)

2020 Paid Holiday & Break Schedule

<table>
<thead>
<tr>
<th>Holiday</th>
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</thead>
<tbody>
<tr>
<td>New Year’s Day</td>
<td>Wednesday, January 01, 2020</td>
</tr>
<tr>
<td>Family Day</td>
<td>Monday, February 17, 2020</td>
</tr>
<tr>
<td>Good Friday</td>
<td>Friday, April 10, 2020</td>
</tr>
<tr>
<td>Victoria Day</td>
<td>Monday, May 18, 2020</td>
</tr>
<tr>
<td>Vacation Day (Summer Break)</td>
<td>Monday, June 29, 2020</td>
</tr>
<tr>
<td>Vacation Day (Summer Break)</td>
<td>Tuesday, June 30, 2020</td>
</tr>
<tr>
<td>Canada Day (Summer Break)</td>
<td>Wednesday, July 01, 2020</td>
</tr>
<tr>
<td>Company Paid Time (Summer Break)</td>
<td>Thursday, July 02, 2020</td>
</tr>
<tr>
<td>Vacation Day (Summer Break)</td>
<td>Friday, July 03, 2020</td>
</tr>
<tr>
<td>Civic Day</td>
<td>Monday, August 03, 2020</td>
</tr>
<tr>
<td>Labor Day</td>
<td>Monday, September 07, 2020</td>
</tr>
<tr>
<td>Thanksgiving Day</td>
<td>Monday, October 12, 2020</td>
</tr>
<tr>
<td>Remembrance Day Observed</td>
<td>Wednesday, November 11, 2020</td>
</tr>
<tr>
<td>Christmas Eve Holiday (Winter Break)</td>
<td>Thursday, December 24, 2020</td>
</tr>
<tr>
<td>Christmas Day Holiday (Winter Break)</td>
<td>Friday, December 25, 2020</td>
</tr>
<tr>
<td>Boxing Day Holiday (Winter Break)</td>
<td>Monday, December 28, 2020</td>
</tr>
<tr>
<td>Company Paid Time (Winter Break)</td>
<td>Tuesday, December 29, 2020</td>
</tr>
<tr>
<td>Company Paid Time (Winter Break)</td>
<td>Wednesday, December 30, 2020</td>
</tr>
<tr>
<td>Company Paid Time (Winter Break)</td>
<td>Thursday, December 31, 2020</td>
</tr>
<tr>
<td>New Year’s Day 2021*</td>
<td>Friday, January 01, 2021</td>
</tr>
</tbody>
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**Company Break Periods** – During 2020, Adobe plans to have two company scheduled break periods as noted below.

**Summer Break**
June 29 – July 3, 2020. This includes two company paid days (July 1-2) and three vacation days (June 29, 30, July 3). 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, 2020 – January 1, 2020 *. 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, his/her manager will work with the employee to arrange alternative additional time off for reason, his/her manager will work with the employee, subject to business needs.

* Monday, January 1, is a company paid holiday that will fall under the 2021 calendar year holidays
Canada (Nova Scotia)
2020 Paid Holiday & Break Schedule

New Year's Day
Family Day
Good Friday
Victoria Day
Vacation Day (Summer Break)
Vacation Day (Summer Break)
Canada Day (Summer Break)
Company Paid Time (Summer Break)
Vacation Day (Summer Break)
Civic Day
Labor Day
Thanksgiving Day
Christmas Eve Holiday (Winter Break)
Christmas Day Holiday (Winter Break)
Boxing Day Holiday (Winter Break) (in lieu of Saturday, December 26)
Company Paid Time (Winter Break)
Company Paid Time (Winter Break)
Company Paid Time (Winter Break)
New Year's Day 2021*

Wednesday, January 01, 2020
Monday, February 17, 2020
Friday, April 10, 2020
Monday, May 18, 2020
Monday, June 29, 2020
Tuesday, June 30, 2020
Wednesday, July 01, 2020
Thursday, July 02, 2020
Friday, July 03, 2020
Monday, August 03, 2020
Monday, September 07, 2020
Monday, October 12, 2020
Thursday, December 24, 2020
Friday, December 25, 2020
Monday, December 28, 2020
Thursday, December 29, 2020
Wednesday, December 30, 2020
Thursday, December 31, 2020
Friday, January 01, 2021

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**Winter Break**
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* Monday, January 1, is a company paid holiday that will fall under the 2021 calendar year holidays
Canada (Ontario)

2020 Paid Holiday & Break Schedule

New Year’s Day
Family Day
Good Friday
Victoria Day
Vacation Day (Summer Break)
Vacation Day (Summer Break)
Canada Day (Summer Break)
Company Paid Time (Summer Break)
Vacation Day (Summer Break)
Civic Day
Labor Day
Thanksgiving Day
Christmas Eve Holiday (Winter Break)
Christmas Day Holiday (Winter Break)
Boxing Day Holiday (Winter Break) (in lieu of Saturday, December 26)
Company Paid Time (Winter Break)
Company Paid Time (Winter Break)
Company Paid Time (Winter Break)
New Year’s Day 2021*

Wednesday, January 01, 2020
Monday, February 17, 2020
Friday, April 10, 2020
Monday, May 18, 2020
Monday, June 29, 2020
Tuesday, June 30, 2020
Wednesday, July 01, 2020
Thursday, July 02, 2020
Friday, July 03, 2020
Monday, August 03, 2020
Monday, September 07, 2020
Monday, October 12, 2020
Thursday, December 24, 2020
Friday, December 25, 2020
Monday, December 28, 2020
Tuesday, December 29, 2020
Wednesday, December 30, 2020
Thursday, December 31, 2020
Friday, January 01, 2021

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Winter Break
December 24, 2020 – January 1, 2020 *. 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, his/her manager will work with the employee to arrange alternative additional time off for reason, his/her manager will work with the employee, subject to business needs.

* Monday, January 1, is a company paid holiday that will fall under the 2021 calendar year holidays
# Canada (Quebec)
## 2020 Paid Holiday & Break Schedule

<table>
<thead>
<tr>
<th>Holiday</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Year's Day</td>
<td>Wednesday, January 01, 2020</td>
</tr>
<tr>
<td>Good Friday</td>
<td>Friday, April 10, 2020</td>
</tr>
<tr>
<td>Easter Monday</td>
<td>Monday, April 13, 2020</td>
</tr>
<tr>
<td>Victoria Day</td>
<td>Monday, May 18, 2020</td>
</tr>
<tr>
<td>St. Jean Baptiste Day</td>
<td>Wednesday, June 24, 2020</td>
</tr>
<tr>
<td>Vacation Day (Summer Break)</td>
<td>Monday, June 29, 2020</td>
</tr>
<tr>
<td>Vacation Day (Summer Break)</td>
<td>Tuesday, June 30, 2020</td>
</tr>
<tr>
<td>Canada Day (Summer Break)</td>
<td>Wednesday, July 01, 2020</td>
</tr>
<tr>
<td>Company Paid Time (Summer Break)</td>
<td>Thursday, July 02, 2020</td>
</tr>
<tr>
<td>Vacation Day (Summer Break)</td>
<td>Friday, July 03, 2020</td>
</tr>
<tr>
<td>Labor Day</td>
<td>Monday, September 07, 2020</td>
</tr>
<tr>
<td>Thanksgiving Day</td>
<td>Monday, October 12, 2020</td>
</tr>
<tr>
<td>Christmas Eve Holiday (Winter Break)</td>
<td>Thursday, December 24, 2020</td>
</tr>
<tr>
<td>Christmas Day Holiday (Winter Break)</td>
<td>Friday, December 25, 2020</td>
</tr>
<tr>
<td>Boxing Day Holiday (Winter Break) (in lieu of Saturday, December 26)</td>
<td>Monday, December 28, 2020</td>
</tr>
<tr>
<td>Company Paid Time (Winter Break)</td>
<td>Tuesday, December 29, 2020</td>
</tr>
<tr>
<td>Company Paid Time (Winter Break)</td>
<td>Wednesday, December 30, 2020</td>
</tr>
<tr>
<td>Company Paid Time (Winter Break)</td>
<td>Thursday, December 31, 2020</td>
</tr>
<tr>
<td>New Year's Day 2021*</td>
<td>Friday, January 01, 2021</td>
</tr>
</tbody>
</table>

### Company Break Periods – During 2020, Adobe plans to have two company scheduled break periods as noted below.

#### Summer Break
June 29 – July 3, 2020. This includes two company paid days (July 1-2) and three vacation days (June 29, 30, July 3). 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, 2020 – January 1, 2020 *. 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, his/her manager will work with the employee to arrange alternative additional time off for reason, his/her manager will work with the employee, subject to business needs.

* Monday, January 1, is a company paid holiday that will fall under the 2021 calendar year holidays
Chile

2020 Paid Holiday & Break Schedule

New Year's Day
Good Friday
Labor Day
Navy Day
Saint Peter and Saint Paul
Our Lady of Mount Carmel
Assumption of Mary (in lieu of Saturday, August 15)
National Day
Columbus Day
Reformation Day (in lieu of Saturday October 31)
All Saints Day (in lieu of Sunday, November 1)
Inmaculate Conception Day
Christmas Eve Holiday
Christmas Day Holiday
New Year's Eve Holiday
New Year's Day 2021*

Wednesday, January 01, 2020
Friday, April 10, 2020
Friday, May 01, 2020
Thursday, May 21, 2020
Monday, June 29, 2020
Thursday, July 16, 2020
Friday, August 14, 2020
Friday, August 14, 2020
Monday, October 12, 2020
Friday, August 14, 2020
Monday, October 12, 2020
Friday, October 30, 2020
Monday, November 02, 2020
Tuesday, December 08, 2020
Thursday, December 24, 2020
Friday, December 25, 2020
Thursday, December 31, 2020
Friday, January 01, 2021

*Falls under the 2021 calendar year holidays.
## Colombia

### 2020 Paid Holiday & Break Schedule

<table>
<thead>
<tr>
<th>Holiday</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Year’s Day</td>
<td>Wednesday, January 01, 2020</td>
</tr>
<tr>
<td>Epiphany</td>
<td>Monday, January 06, 2020</td>
</tr>
<tr>
<td>St Joseph’s Day</td>
<td>Monday, March 23, 2020</td>
</tr>
<tr>
<td>Maundy Thursday</td>
<td>Thursday, April 09, 2020</td>
</tr>
<tr>
<td>Good Friday</td>
<td>Friday, April 10, 2020</td>
</tr>
<tr>
<td>Labor Day</td>
<td>Friday, May 01, 2020</td>
</tr>
<tr>
<td>Ascension Day</td>
<td>Monday, May 25, 2020</td>
</tr>
<tr>
<td>Corpus Christi</td>
<td>Monday, June 15, 2020</td>
</tr>
<tr>
<td>Sacred Heart</td>
<td>Monday, June 22, 2020</td>
</tr>
<tr>
<td>Saint Peter and Saint Paul</td>
<td>Monday, June 29, 2020</td>
</tr>
<tr>
<td>Independence Day</td>
<td>Monday, July 20, 2020</td>
</tr>
<tr>
<td>Battle of Boyacá</td>
<td>Friday, August 07, 2020</td>
</tr>
<tr>
<td>Assumption of Mary</td>
<td>Monday, August 17, 2020</td>
</tr>
<tr>
<td>Columbus Day</td>
<td>Monday, October 12, 2020</td>
</tr>
<tr>
<td>All Saints’ Day</td>
<td>Monday, November 02, 2020</td>
</tr>
<tr>
<td>Independence of Cartagena</td>
<td>Monday, November 16, 2020</td>
</tr>
<tr>
<td>Feast of the Immaculate Conception</td>
<td>Tuesday, December 8, 2020</td>
</tr>
<tr>
<td>Christmas Eve Holiday</td>
<td>Thursday, December 24, 2020</td>
</tr>
<tr>
<td>Christmas Day Holiday</td>
<td>Friday, December 25, 2020</td>
</tr>
<tr>
<td>New Year’s Eve Holiday</td>
<td>Thursday, December 31, 2020</td>
</tr>
<tr>
<td>New Year’s Day 2021*</td>
<td>Friday, January 01, 2021</td>
</tr>
</tbody>
</table>

*Falls under the 2021 calendar year holidays.*
Mexico

2020 Paid Holiday & Break Schedule

New Year’s Day
Constitution Day
Birthday of Benito Juárez
Maundy Thursday
Good Friday
Labor Day
Puebla’s Battle Day
Independence Day (in lieu of Sep 16)
All Saints Day (in lieu of Sunday, November 1)
Revolution Day
Christmas Eve Holiday
Christmas Day Holiday
PTO Required
PTO Required
PTO Required
New Year’s Eve Holiday
New Year’s Day 2021*

Wednesday, January 01, 2020
Wednesday, February 05, 2020
Monday, March 16, 2020
Thursday, April 09, 2020
Friday, April 10, 2020
Friday, May 01, 2020
Tuesday, May 05, 2020
Wednesday, September 16, 2020
Monday, November 02, 2020
Friday, November 20, 2020
Thursday, December 24, 2020
Friday, December 25, 2020
Monday, December 28, 2020
Tuesday, December 29, 2020
Wednesday, December 30, 2020
Thursday, December 31, 2020
Friday, January 01, 2021

*Falls under the 2020 calendar year holidays.
United States

2020 Paid Holiday & Break Schedule

Wednesday, January 1   New Year’s Day
Monday, January 20     Martin Luther King Day
Monday, February 17    President's Day
Monday, May 25         Memorial Day
Monday, June 29        Summer Holiday
Tuesday, June 30       Company Paid Time or PTO (Summer Break)
Wednesday, July 1      Company Paid Time or PTO (Summer Break)
Thursday, July 2       Company Paid Time or PTO (Summer Break)
Friday, July 3         Fourth of July Holiday
Monday, September 7    Labor Day
Thursday, November 26  Thanksgiving Day
Friday, November 27    Thanksgiving Holiday
Thursday, December 24  Christmas Eve Holiday
Friday, December 25    Christmas Day Holiday
Monday, December 28    Company Paid Time or PTO (Winter Break)
Tuesday, December 29   Company Paid Time or PTO (Winter Break)
Wednesday, December 30 Company Paid Time or PTO (Winter Break)
Thursday, December 31 New Year’s Eve Holiday
Friday, January 1, 2021* New Year’s Day Holiday

Company Break Periods
During 2020, Adobe plans to have two company break periods as noted below.

Summer Break
June 29 – July 3, 2020, including two paid holidays (June 29, July 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 June 30 & July 1, 2 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, 2020 – January 1, 2021*, including four paid holidays (December 24, 25, 31, &
January 1*):

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.

*Friday, January 1, 2021 is a company paid holiday that will fall under the 2021 calendar year
holidays.
Austria

2020 Paid Holiday & Break Schedule

New Year's Day
Epiphany
Easter Monday
Labour Day
Ascension Day
Whit Monday
Corpus Christi
Assumption Day (in lieu of August 15)
National Day
All Saints' Day (in lieu of November 1)
Immaculate Conception Day
Christmas Day
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 2021*

Wednesday, January 01, 2020
Monday, January 06, 2020
Monday, April 13, 2020
Friday, May 01, 2020
Thursday, May 21, 2020
Monday, June 01, 2020
Thursday, June 11, 2020
Friday, August 14, 2020
Monday, October 26, 2020
Monday, November 02, 2020
Tuesday, December 08, 2020
Friday, December 25, 2020
Monday, December 28, 2020
Tuesday, December 29, 2020
Wednesday, December 30, 2020
Thursday, December 31, 2020
Friday, January 01, 2021

*Falls under the 2021 calendar year holidays.
# Belgium

## 2020 Paid Holiday & Break Schedule

<table>
<thead>
<tr>
<th>Holiday</th>
<th>Date</th>
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</thead>
<tbody>
<tr>
<td>New Year's Day</td>
<td>Wednesday, January 01, 2020</td>
</tr>
<tr>
<td>Easter Monday</td>
<td>Monday, April 13, 2020</td>
</tr>
<tr>
<td>Labour Day</td>
<td>Friday, May 01, 2020</td>
</tr>
<tr>
<td>Ascension Day</td>
<td>Thursday, May 21, 2020</td>
</tr>
<tr>
<td>Whit Monday</td>
<td>Monday, June 01, 2020</td>
</tr>
<tr>
<td>Independence Day</td>
<td>Tuesday, July 21, 2020</td>
</tr>
<tr>
<td>Assumption Day (in lieu of August 15)</td>
<td>Friday, August 14, 2020</td>
</tr>
<tr>
<td>All Saints Day (in lieu of November 1)</td>
<td>Monday, November 02, 2020</td>
</tr>
<tr>
<td>Armistice Day</td>
<td>Wednesday, November 11, 2020</td>
</tr>
<tr>
<td>Christmas Day</td>
<td>Friday, December 25, 2020</td>
</tr>
<tr>
<td>Winter Break (2nd day of Christmas)</td>
<td>Monday, December 28, 2020</td>
</tr>
<tr>
<td>Winter Break (Employee Funded/PTO)</td>
<td>Tuesday, December 29, 2020</td>
</tr>
<tr>
<td>Winter Break (Employee Funded/PTO)</td>
<td>Wednesday, December 30, 2020</td>
</tr>
<tr>
<td>Winter Break Holiday (New Year's Eve)</td>
<td>Thursday, December 31, 2020</td>
</tr>
<tr>
<td>New Year's Day 2021*</td>
<td>Friday, January 01, 2021</td>
</tr>
</tbody>
</table>

*Falls under the 2021 calendar year holidays.*
Czech Republic
2020 Paid Holiday & Break Schedule

New Year’s Day
Good Friday
Easter Monday
Labour day
Liberation Day
St Cyril & Methodius (in lieu of Sunday, July 5)
Jan Hus Day
St. Wenceslas Day
Foundation of the independent CZ State
Struggle for Freedom and Democracy
Christmas Eve
Christmas Day
St Stephen’s 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 2021*

Wednesday, January 01, 2020
Friday, April 10, 2020
Monday, April 13, 2020
Friday, May 01, 2020
Friday, May 08, 2020
Friday, July 03, 2020
Monday, July 06, 2020
Monday, September 28, 2020
Wednesday, October 28, 2020
Tuesday, November 17, 2020
Thursday, December 24, 2020
Friday, December 25, 2020
Monday, December 28, 2020
Tuesday, December 29, 2020
Wednesday, December 30, 2020
Thursday, December 31, 2020
Friday, January 01, 2021

*Falls under the 2021 calendar year holidays.
Denmark

2020 Paid Holiday & Break Schedule

<table>
<thead>
<tr>
<th>Holiday</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Year’s Day</td>
<td>Wednesday, January 01, 2020</td>
</tr>
<tr>
<td>Maundy Thursday</td>
<td>Thursday, April 09, 2020</td>
</tr>
<tr>
<td>Good Friday</td>
<td>Friday, April 10, 2020</td>
</tr>
<tr>
<td>Easter Monday</td>
<td>Monday, April 13, 2020</td>
</tr>
<tr>
<td><strong>Summer Break 2020 (Employee Funded PTO)</strong></td>
<td>Employees are required to take 17 PTO days between May and August</td>
</tr>
<tr>
<td>Prayer Day</td>
<td>Friday, May 08, 2020</td>
</tr>
<tr>
<td>Ascension Day</td>
<td>Thursday, May 21, 2020</td>
</tr>
<tr>
<td>Whit Monday</td>
<td>Monday, June 01, 2020</td>
</tr>
<tr>
<td>Constitution Day</td>
<td>Friday, June 05, 2020</td>
</tr>
<tr>
<td>Christmas Eve</td>
<td>Thursday, December 24, 2020</td>
</tr>
<tr>
<td>Christmas Day</td>
<td>Friday, December 25, 2020</td>
</tr>
<tr>
<td>Second Day of Christmas</td>
<td>Monday, December 28, 2020</td>
</tr>
<tr>
<td>Winter Break (Employee Funded/PTO)</td>
<td>Tuesday, December 29, 2020</td>
</tr>
<tr>
<td>Winter Break (Employee Funded/PTO)</td>
<td>Wednesday, December 30, 2020</td>
</tr>
<tr>
<td>Winter Break (New Year’s Eve)</td>
<td>Thursday, December 31, 2020</td>
</tr>
<tr>
<td>New Year’s Day 2021*</td>
<td>Friday, January 01, 2021</td>
</tr>
</tbody>
</table>

*Falls under the 2021 calendar year holidays.*
Finland

2020 Paid Holiday & Break Schedule

New Year's Day
Epiphany
Good Friday
Second Easter Day
Vappu
Ascension Day
Midsummer Eve
Midsummer Day (in lieu of Saturday, June 20)
All Saints' Day (in lieu of 31)
Independence Day (in lieu of December 6)
Christmas Eve
Christmas Day
Second Day of Christmas
Winter Break (Employee Funded/PTO)
Winter Break (Employee Funded/PTO)
Winter Break (Employee Funded/PTO)
New Year's Day 2021*

Wednesday, January 01, 2020
Monday, January 06, 2020
Friday, April 10, 2020
Monday, April 13, 2020
Friday, May 01, 2020
Thursday, May 21, 2020
Friday, June 19, 2020
Monday, June 22, 2020
Friday, June 19, 2020
Monday, June 22, 2020
Friday, October 30, 2020
Monday, December 07, 2020
Thursday, December 24, 2020
Friday, December 25, 2020
Monday, December 28, 2020
Tuesday, December 29, 2020
Wednesday, December 30, 2020
Thursday, December 31, 2020
Friday, January 01, 2021

*Falls under the 2021 calendar year holidays.
France

2020 Paid Holiday & Break Schedule

New Year's Holiday
Easter Monday
Labour Day
Armistice Day 1945/Victory Day
Ascension Day
Whit Monday (Day Worked/PTO)
Bastille Day
Assumption Day (in lieu of August 15)
All Saints Day (in lieu of November 1)
Armistice Day
Christmas Day
Winter Break (Employee Funded/RTT)
Winter Break (Employee Funded/RTT)
Winter Break (Employee Funded/RTT)
Winter Break (New Year’s Eve)
New Year's Day 2021*

Wednesday, January 01, 2020
Monday, April 13, 2020
Friday, May 01, 2020
Friday, May 08, 2020
Thursday, May 21, 2020
Monday, June 01, 2020
Tuesday, July 14, 2020
Friday, August 14, 2020
Monday, November 02, 2020
Wednesday, November 11, 2020
Friday, December 25, 2020
Monday, December 28, 2020
Tuesday, December 29, 2020
Wednesday, December 30, 2020
Thursday, December 31, 2020
Friday, January 01, 2021

*Falls under the 2021 calendar year holidays.
# Germany

## 2020 Paid Holiday & Break Schedule

<table>
<thead>
<tr>
<th>Holiday</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Year’s Day</td>
<td>Wednesday, January 01, 2020</td>
</tr>
<tr>
<td>Epiphany</td>
<td>Monday, January 06, 2020</td>
</tr>
<tr>
<td>International Women’s day (in lieu of March 8)</td>
<td>Monday, March 09, 2020</td>
</tr>
<tr>
<td>Good Friday</td>
<td>Friday, April 10, 2020</td>
</tr>
<tr>
<td>Easter Monday</td>
<td>Monday, April 13, 2020</td>
</tr>
<tr>
<td>Labour Day</td>
<td>Friday, May 01, 2020</td>
</tr>
<tr>
<td>Ascencion Day</td>
<td>Monday, May 04, 2020</td>
</tr>
<tr>
<td>Whit Monday</td>
<td>Friday, May 08, 2020</td>
</tr>
<tr>
<td>Corpus Christi</td>
<td>Sunday, May 10, 2020</td>
</tr>
<tr>
<td>Assumption Day (in lieu of August 15)</td>
<td>Friday, June 12, 2020</td>
</tr>
<tr>
<td>German Unity Day (in lieu of October 3)</td>
<td>Monday, November 02, 2020</td>
</tr>
<tr>
<td>All Saints Day (Sunday, November 1 for Reformation Day)</td>
<td>Monday, November 02, 2020</td>
</tr>
<tr>
<td>Christmas Day</td>
<td>Friday, December 25, 2020</td>
</tr>
<tr>
<td>St Stephens Day (in lieu of December 26)</td>
<td>Monday, December 28, 2020</td>
</tr>
<tr>
<td>Winter Break (Employee Funded/PTO)</td>
<td>Tuesday, December 29, 2020</td>
</tr>
<tr>
<td>Winter Break (Employee Funded/PTO)</td>
<td>Wednesday, December 30, 2020</td>
</tr>
<tr>
<td>Winter Break (Employee Funded/PTO)</td>
<td>Thursday, December 31, 2020</td>
</tr>
<tr>
<td>New Year’s Day 2021*</td>
<td>Friday, January 01, 2021</td>
</tr>
</tbody>
</table>

*Falls under the 2021 calendar year holidays.*
Ireland

2020 Paid Holiday & Break Schedule

New Year's Holiday
St. Patrick's Day
Good Friday
Easter Monday
May Bank Day
June Bank Holiday
August Bank Holiday
October Bank Holiday
Christmas Eve
Christmas Day
St. Stephen's Day (in lieu of December 26)
Winter Break (Employee Funded/PTO)
Winter Break (Employee Funded/PTO)
New Year's Eve
New Year's Day 2021*

Wednesday, January 01, 2020
Tuesday, March 17, 2020
Friday, April 10, 2020
Monday, April 13, 2020
Monday, May 04, 2020
Monday, June 01, 2020
Monday, August 03, 2020
Monday, October 26, 2020
Thursday, December 24, 2020
Friday, December 25, 2020
Monday, December 28, 2020
Tuesday, December 29, 2020
Wednesday, December 30, 2020
Thursday, December 31, 2020
Friday, January 01, 2021

*Falls under the 2021 calendar year holidays.
Israel
2020 Paid Holidays

Company Holiday (Purim)       Tuesday, March 10, 2020
Pesach Passover (begins)      Thursday, April 09, 2020
Pesach Passover (end)         Thursday, April 16, 2020
Independence Day             Thursday, April 09, 2020
Victory Day                  Thursday, April 09, 2020
Pentecost                    Wednesday, April 29, 2020
Fast of Ninth of Av          Sunday, May 31, 2020
Jewish New Year (Rosh Hashana)   Friday, May 08, 2020
Jewish New Year (Rosh Hashana) (in lieu of September 19) Thursday, July 30, 2020
Day of Atonement (Yom Kippur) Friday, September 18, 2020
Feast of Tabernacles Eve (Sukkot) (in lieu of October 3) Sunday, September 20, 2020
Simchat Torah                Monday, September 28, 2020

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

## 2020 Paid Holiday & Break Schedule

<table>
<thead>
<tr>
<th>Holiday</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Year's Day</td>
<td>Wednesday, January 01, 2020</td>
</tr>
<tr>
<td>Epiphany</td>
<td>Monday, January 06, 2020</td>
</tr>
<tr>
<td>Easter Monday</td>
<td>Monday, April 13, 2020</td>
</tr>
<tr>
<td>Liberation Day (in lieu of Saturday, April 25)</td>
<td>Friday, April 24, 2020</td>
</tr>
<tr>
<td>Labour day</td>
<td>Friday, May 01, 2020</td>
</tr>
<tr>
<td>Republic Day</td>
<td>Tuesday, June 02, 2020</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 Saturday, August 15)</td>
<td>Friday, August 14, 2020</td>
</tr>
<tr>
<td>All Saints' Day (in lieu of Sunday, November 1)</td>
<td>Monday, November 02, 2020</td>
</tr>
<tr>
<td>Feast of St Ambrose</td>
<td>Monday, December 07, 2020</td>
</tr>
<tr>
<td>Immaculate Conception</td>
<td>Tuesday, December 08, 2020</td>
</tr>
<tr>
<td>Christmas Day</td>
<td>Friday, December 25, 2020</td>
</tr>
<tr>
<td>St. Stephens Day (in lieu of Saturday, December 26)</td>
<td>Monday, December 28, 2020</td>
</tr>
</tbody>
</table>

**Winter Break (Employee Funded/PTO)**

<table>
<thead>
<tr>
<th>Holiday</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Winter Break (Employee Funded/PTO)</td>
<td>Tuesday, December 29, 2020</td>
</tr>
<tr>
<td>Winter Break (Employee Funded/PTO)</td>
<td>Wednesday, December 30, 2020</td>
</tr>
<tr>
<td>Winter Break (Employee Funded/PTO)</td>
<td>Thursday, December 31, 2020</td>
</tr>
<tr>
<td>New Year's Day 2021*</td>
<td>Friday, January 01, 2021</td>
</tr>
</tbody>
</table>

*Falls under the 2021 calendar year holidays.*
Italy (Rome)

2020 Paid Holiday & Break Schedule

New Year's Day
Epiphany
Easter Monday
Liberation Day (in lieu of Saturday, April 25)
Labour day
Republic Day
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 Saturday, August 15)
All Saints' Day (in lieu of Sunday, November 1)
Immaculate Conception
Christmas Day
St. Stephens Day (in lieu of Saturday, December 26)
Winter Break (Employee Funded/PTO)
Winter Break (Employee Funded/PTO)
Winter Break (Employee Funded/PTO)
New Year's Day 2021*

Wednesday, January 01, 2020
Monday, January 06, 2020
Monday, April 13, 2020
Friday, April 24, 2020
Friday, May 01, 2020
Tuesday, June 02, 2020
Monday, June 29, 2020
Friday, August 14, 2020
Monday, November 02, 2020
Tuesday, December 08, 2020
Friday, December 25, 2020
Monday, December 28, 2020
Tuesday, December 29, 2020
Wednesday, December 30, 2020
Thursday, December 31, 2020
Friday, January 01, 2021

*Falls under the 2021 calendar year holidays.
Moldova

2020 Paid Holiday & Break Schedule

New Year's Day
Orthodox Christmas
Orthodox Christmas Holiday
International Women's Day (in lieu of Sunday, March 8)
Orthodox Easter Monday
Memorial Easter Monday
Labour Day
Victory & Commemoration Day (in lieu of Saturday, May 9)
Children’s Day
Independence Day
National Language Day
City Day
Christmas Day
Second Day of Christmas (Company day)
Winter Break (Employee Funded/PTO)
Winter Break (Employee Funded/PTO)
Winter Break (Employee Funded/PTO)
New Year's Day 2021*

Wednesday, January 01, 2020
Monday, January 06, 2020
Tuesday, January 07, 2020
Monday, March 09, 2020
Monday, April 20, 2020
Monday, April 27, 2020
Friday, May 01, 2020
Friday, May 08, 2020
Monday, June 01, 2020
Thursday, August 27, 2020
Monday, August 31, 2020
Wednesday, October 14, 2020
Friday, December 25, 2020
Monday, December 28, 2020
Tuesday, December 29, 2020
Wednesday, December 30, 2020
Thursday, December 31, 2020
Friday, January 01, 2021

*Falls under the 2021 calendar year holidays.
Netherlands

2020 Paid Holiday & Break Schedule

New Year's Day
Good Friday
Easter Monday
Kings Day
National Remembrance Day
Ascension Day
Whit Monday
Christmas Eve
Christmas Day
Second Day of Christmas
Winter Break (Employee Funded/PTO)
Winter Break (Company Holiday)
New Year's Eve
New Year's Day 2021*

Wednesday, January 01, 2020
Friday, April 10, 2020
Monday, April 13, 2020
Monday, April 27, 2020
Tuesday, May 05, 2020
Thursday, May 21, 2020
Monday, June 01, 2020
Thursday, December 24, 2020
Friday, December 25, 2020
Monday, December 28, 2020
Tuesday, December 29, 2020
Wednesday, December 30, 2020
Thursday, December 31, 2020
Friday, January 01, 2021

*Falls under the 2021 calendar year holidays.
Norway
2020 Paid Holiday & Break Schedule

New Year's Day
Maundy Thursday
Good Friday
Easter Monday
Labour day
Constitution Day (in lieu of Sunday, May 17)
Ascencion Day
Whit Monday
Christmas Eve
Christmas Day
Boxing Day (in lieu of Saturday, December 26)
Winter Break (Employee Funded/PTO)
Winter Break (Employee Funded/PTO)
New Year's Eve
New Year's Day 2021*

Wednesday, January 01, 2020
Thursday, April 09, 2020
Friday, April 10, 2020
Monday, April 13, 2020
Friday, May 01, 2020
Monday, May 18, 2020
Thursday, May 21, 2020
Monday, June 01, 2020
Thursday, December 24, 2020
Friday, December 25, 2020
Monday, December 28, 2020
Tuesday, December 29, 2020
Wednesday, December 30, 2020
Thursday, December 31, 2020
Friday, January 01, 2021

*Falls under the 2021 calendar year holidays.
Poland

2020 Paid Holiday & Break Schedule

New Year’s Day
Epiphany
Easter Monday
Labour day
Constitution Day (in lieu of Sunday, May 3)
Corpus Christi
Assumption Day (in lieu of Saturday, August 15)
All Saints’ Day (in lieu of Sunday, November 1)
Independence Day
Christmas Day
St. Stephens Day (in lieu of Saturday, December 26)
Winter Break (Employee Funded/PTO)
Winter Break (Employee Funded/PTO)
New Year’s Eve
New Year’s Day 2021*

Wednesday, January 01, 2020
Monday, January 06, 2020
Monday, April 13, 2020
Friday, May 01, 2020
Monday, May 04, 2020
Thursday, June 11, 2020
Friday, August 14, 2020
Monday, November 02, 2020
Wednesday, November 11, 2020
Friday, December 25, 2020
Monday, December 28, 2020
Tuesday, December 29, 2020
Wednesday, December 30, 2020
Thursday, December 31, 2020
Friday, January 01, 2021

*Falls under the 2021 calendar year holidays.
Romania

2020 Paid Holiday & Break Schedule

<table>
<thead>
<tr>
<th>Holiday</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Year’s Day</td>
<td>Wednesday, January 01, 2020</td>
</tr>
<tr>
<td>Day After New Year’s Day</td>
<td>Thursday, January 02, 2020</td>
</tr>
<tr>
<td>Unification Day</td>
<td>Friday, January 24, 2020</td>
</tr>
<tr>
<td>Orthodox Easter Friday</td>
<td>Friday, April 17, 2020</td>
</tr>
<tr>
<td>Orthodox Easter Monday</td>
<td>Monday, April 20, 2020</td>
</tr>
<tr>
<td>Labour Day</td>
<td>Friday, May 01, 2020</td>
</tr>
<tr>
<td>International Children’s Day</td>
<td>Monday, June 01, 2020</td>
</tr>
<tr>
<td>Whit Monday</td>
<td>Monday, June 08, 2020</td>
</tr>
<tr>
<td>Saint Mary’s Day (in lieu of Saturday, August 15)</td>
<td>Friday, August 14, 2020</td>
</tr>
<tr>
<td>Feast of St Andrews</td>
<td>Monday, November 30, 2020</td>
</tr>
<tr>
<td>National Day</td>
<td>Tuesday, December 01, 2020</td>
</tr>
<tr>
<td>Christmas Day</td>
<td>Friday, December 25, 2020</td>
</tr>
<tr>
<td>Second Day of Christmas (in lieu of Saturday, December 26)</td>
<td>Monday, December 28, 2020</td>
</tr>
<tr>
<td>Winter Break (Employee Funded/PTO)</td>
<td>Tuesday, December 29, 2020</td>
</tr>
<tr>
<td>Winter Break (Employee Funded/PTO)</td>
<td>Wednesday, December 30, 2020</td>
</tr>
<tr>
<td>Winter Break (Employee Funded/PTO)</td>
<td>Thursday, December 31, 2020</td>
</tr>
<tr>
<td>New Year’s Day 2021*</td>
<td>Friday, January 01, 2021</td>
</tr>
<tr>
<td>Day After New Year’s Day 2021* (in lieu of Saturday, January 2)</td>
<td>Monday, January 04, 2021</td>
</tr>
</tbody>
</table>

*Falls under the 2021 calendar year holidays.
South Africa
2020 Paid Holiday & Break Schedule

New Year's Day
Human Rights Day (in lieu of Saturday, March 21)
Good Friday
Family Day
Freedom Day
Worker's Day
Youth Day
National Women's Day (in lieu of Sunday, August 9)
Heritage Day
Day of Reconciliation
Christmas Day
Day of Goodwill (in lieu of Saturday, December 26)
Winter Break (Employee Funded/PTO)
Winter Break (Employee Funded/PTO)
Winter Break (Employee Funded/PTO)
New Year's Day 2021*

Wednesday, January 01, 2020
Friday, March 20, 2020
Friday, April 10, 2020
Monday, April 13, 2020
Monday, April 27, 2020
Friday, May 01, 2020
Tuesday, June 16, 2020
Monday, August 10, 2020
Thursday, September 24, 2020
Wednesday, December 16, 2020
Friday, December 25, 2020
Monday, December 28, 2020
Tuesday, December 29, 2020
Wednesday, December 30, 2020
Thursday, December 31, 2020
Friday, January 01, 2021

*Falls under the 2021 calendar year holidays.
Spain (Barcelona)

2020 Paid Holiday & Break Schedule

New Year’s Day
Epiphany
Good Friday
Easter Monday
Labour Day
Whit Monday
Saint John
Assumption Day (in lieu of Saturday, August 15)
National Day of Catalonia
Feast of Mary, Mother of Mercer
Hispanic Day
All Saints’ Day (in lieu of Sunday, November 1)
Constitution Day (in lieu of Sunday, December 6)
Immaculate Conception
Christmas Day
St Stephens Day (in lieu of Saturday, December 26)
Winter Break (Employee Funded/PTO)
Winter Break (Employee Funded/PTO)
Winter Break (Employee Funded/PTO)
New Year’s Day 2021*

Wednesday, January 01, 2020
Monday, January 06, 2020
Friday, April 10, 2020
Monday, April 13, 2020
Friday, May 01, 2020
Monday, June 01, 2020
Wednesday, June 24, 2020
Friday, August 14, 2020
Friday, September 11, 2020
Thursday, September 24, 2020
Monday, October 12, 2020
Monday, November 02, 2020
Monday, December 07, 2020
Tuesday, December 08, 2020
Friday, December 25, 2020
Monday, December 28, 2020
Tuesday, December 29, 2020
Wednesday, December 30, 2020
Thursday, December 31, 2020
Friday, January 01, 2021

*Falls under the 2021 calendar year holidays.
Spain (Madrid)
2020 Paid Holiday & Break Schedule

New Year's Day
Epiphany
Holy Thursday
Good Friday
Labour Day
Madrid Regional Holiday (in lieu of Saturday, May 2)
Madrid Regional Holiday (Feast Day of St Isidore)
Assumption Day (in lieu of Saturday, August 15)
Hispanic Day
All Saints' Day (in lieu of Sunday, November 1)
Lady of the Almudena
Constitution Day (in lieu of Sunday, December 6)
Immaculate Conception
Christmas Day
Winter Break (Employee Funded/PTO)
Winter Break (Employee Funded/PTO)
Winter Break (Employee Funded/PTO)
Winter Break (Employee Funded/PTO)
New Year's Day 2021*

Wednesday, January 01, 2020
Monday, January 06, 2020
Thursday, April 09, 2020
Friday, April 10, 2020
Friday, May 01, 2020
Monday, May 04, 2020
Friday, May 15, 2020
Friday, August 14, 2020
Monday, October 12, 2020
Monday, November 02, 2020
Monday, November 09, 2020
Monday, December 07, 2020
Tuesday, December 08, 2020
Friday, December 25, 2020
Monday, December 28, 2020
Tuesday, December 29, 2020
Wednesday, December 30, 2020
Thursday, December 31, 2020
Friday, January 01, 2021

*Falls under the 2021 calendar year holidays.
Sweden

2020 Paid Holiday & Break Schedule

New Year’s Day
Epiphany (in lieu of January 6)
Good Friday
Easter Monday
Labour Day
Ascension Day
National Day (in lieu of Saturday, June 6)
Midsummer’s Eve
All Saints’ Day (in lieu of Sunday, November 1)
Christmas Eve
Christmas Day
Second Day of Christmas
Winter Break (Employee Funded/PTO)
Winter Break (Employee Funded/PTO)
New Year’s Eve
New Year’s Day 2021*

Wednesday, January 01, 2020
Monday, January 06, 2020
Friday, April 10, 2020
Monday, April 13, 2020
Friday, May 01, 2020
Thursday, May 21, 2020
Friday, June 05, 2020
Friday, June 19, 2020
Monday, November 02, 2020
Thursday, December 24, 2020
Friday, December 25, 2020
Monday, December 28, 2020
Tuesday, December 29, 2020
Wednesday, December 30, 2020
Thursday, December 31, 2020
Friday, January 01, 2021

*Falls under the 2021 calendar year holidays.
Switzerland (Basel)
2020 Paid Holiday & Break Schedule

New Year's Day
Berchtold Day
Company Holiday (Carnival)
Company Holiday (Carnival)
Good Friday
Easter Monday
Labour Day
Ascencion Day
Whit Monday
National Day (in lieu of Saturday, August 1)
Christmas Day
St Stephens Day (in lieu of Saturday, December 26)
Winter Break (Employee Funded/PTO)
Winter Break (Employee Funded/PTO)
New Year's Eve
New Year's Day 2021

Wednesday, January 01, 2020
Thursday, January 02, 2020
Monday, March 02, 2020
Tuesday, March 03, 2020
Friday, April 10, 2020
Monday, April 13, 2020
Friday, April 10, 2020
Monday, April 13, 2020
Friday, May 01, 2020
Thursday, May 21, 2020
Monday, June 01, 2020
Friday, July 31, 2020
Friday, December 25, 2020
Monday, December 28, 2020
Tuesday, December 29, 2020
Wednesday, December 30, 2020
Thursday, December 31, 2020
Friday, January 01, 2021

*Falls under the 2021 calendar year holidays.
Switzerland (Zurich)
2020 Paid Holiday & Break Schedule

New Year’s Day
Berchtold Day
Good Friday
Easter Monday
Sechseläuten
Labour Day
Ascencion Day
Whit Monday
National Day (in lieu of Saturday, August 1)
Knabenschiessen
Christmas Day
St Stephens Day (in lieu of Saturday, December 26)
Winter Break (Employee Funded/PTO)
Winter Break (Employee Funded/PTO)
New Year’s Eve
New Year’s Day 2021*

Wednesday, January 01, 2020
Thursday, January 02, 2020
Friday, April 10, 2020
Monday, April 13, 2020
Monday, April 20, 2020
Friday, May 01, 2020
Thursday, May 21, 2020
Monday, June 01, 2020
Friday, July 31, 2020
Monday, September 14, 2020
Friday, December 25, 2020
Monday, December 28, 2020
Tuesday, December 29, 2020
Wednesday, December 30, 2020
Thursday, December 31, 2020
Friday, January 01, 2021

*Falls under the 2021 calendar year holidays.
United Arab Emirates
2020 Public Holidays

New Year’s Day
Eid Al Fitr Holiday (in lieu of Saturday, May 23)
Eid Al Fitr /DMS*
Eid Al Fitr /DMS*
Afrah Day
Eid Al Adha (in lieu of Friday, July 31)
Eid Al Adha (in lieu of Saturday, August 1)
Eid Al Adha (in lieu of Sunday, August 2)
Al-Hijra New Year Day
Commemoration Day
National Day
National Day Holiday
New Year’s Day 2021*

Wednesday, January 01, 2020
Tuesday, May 21, 2019
Sunday, May 24, 2020
Monday, May 25, 2020
Tuesday, May 26, 2020
Thursday, July 30, 2020
Sunday, August 02, 2020
Monday, August 03, 2020
Tuesday, August 04, 2020
Sunday, August 23, 2020
Tuesday, December 01, 2020
Wednesday, December 02, 2020
Thursday, December 03, 2020
Friday, January 01, 2021

*Falls under the 2021 calendar year holidays.

**The working days are Sunday-Thursday
UK (England & Wales)
2020 Paid Holiday & Break Schedule

New Year's Day
Good Friday
Easter Monday
Early May Bank Holiday
Spring Bank Holiday
Summer Bank Holiday
Christmas Eve
Christmas Day
Boxing Day (in lieu of December 26)
Winter Break (Company Day)
Winter Break (Company Day)
New Year's Eve
New Year's Day 2021*

Wednesday, January 01, 2020
Friday, April 10, 2020
Monday, April 13, 2020
Friday, May 08, 2020
Monday, May 25, 2020
Monday, August 31, 2020
Thursday, December 24, 2020
Friday, December 25, 2020
Monday, December 28, 2020
Tuesday, December 29, 2020
Wednesday, December 30, 2020
Thursday, December 31, 2020
Friday, January 01, 2021

*Falls under the 2021 calendar year holidays.
EMEA REGION

UK (Scotland)
2020 Paid Holiday & Break Schedule

New Year’s Day
Day After New Year’s Day
Good Friday
Early May Bank Holiday
Spring Bank Holiday
August Bank Holiday
St Andrews Day
Christmas Day
Boxing Day (in lieu of Saturday, December 26)
Winter Break (Company Day)
Winter Break (Company Day)
New Year’s Eve
New Year’s Day 2021*

Wednesday, January 01, 2020
Thursday, January 02, 2020
Friday, April 10, 2020
Friday, May 08, 2020
Monday, May 25, 2020
Monday, August 03, 2020
Monday, November 30, 2020
Friday, December 25, 2020
Monday, December 28, 2020
Tuesday, December 29, 2020
Wednesday, December 30, 2020
Thursday, December 31, 2020
Friday, January 01, 2021

*Falls under the 2020 calendar year holidays.
## Australia (Australian Capital Territory)

### 2020 Paid Holiday & Break Schedule

<table>
<thead>
<tr>
<th>Holiday</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Year's Day</td>
<td>Wednesday, January 01, 2020</td>
</tr>
<tr>
<td>Australia Day (in lieu of Saturday, January 26)</td>
<td>Monday, January 27, 2020</td>
</tr>
<tr>
<td>Canberra Day</td>
<td>Monday, March 09, 2020</td>
</tr>
<tr>
<td>Good Friday</td>
<td>Friday, April 10, 2020</td>
</tr>
<tr>
<td>Easter Monday</td>
<td>Monday, April 13, 2020</td>
</tr>
<tr>
<td>Anzac Day (in lieu of Saturday, April 25)</td>
<td>Monday, April 27, 2020</td>
</tr>
<tr>
<td>Reconciliation Day</td>
<td>Monday, June 01, 2020</td>
</tr>
<tr>
<td>Queen's Birthday</td>
<td>Monday, June 08, 2020</td>
</tr>
<tr>
<td>Labour Day</td>
<td>Monday, October 05, 2020</td>
</tr>
<tr>
<td>Christmas Day</td>
<td>Friday, December 25, 2020</td>
</tr>
<tr>
<td>Boxing Day (in lieu of Saturday, December 26)</td>
<td>Monday, December 28, 2020</td>
</tr>
<tr>
<td>PTO</td>
<td>Tuesday, December 29, 2020</td>
</tr>
<tr>
<td>PTO</td>
<td>Wednesday, December 30, 2020</td>
</tr>
<tr>
<td>PTO</td>
<td>Thursday, December 31, 2020</td>
</tr>
<tr>
<td>New Year's Day 2021*</td>
<td>Friday, January 01, 2021</td>
</tr>
</tbody>
</table>

*Falls under the 2021 calendar year holidays.*
Australia (New South Wales)
2020 Paid Holiday & Break Schedule

New Year’s Day
Australia Day (in lieu of Saturday, January 26)
Good Friday
Easter Monday
Anzac Day (in lieu of Saturday, April 25)
Queen’s Birthday
Labour Day
Christmas Day
Boxing Day (in lieu of Saturday, December 26)
PTO
PTO
PTO
New Year’s Day 2021*

Wednesday, January 01, 2020
Monday, January 27, 2020
Friday, April 10, 2020
Monday, April 13, 2020
Monday, April 27, 2020
Monday, June 08, 2020
Monday, October 05, 2020
Friday, December 25, 2020
Monday, December 28, 2020
Tuesday, December 29, 2020
Wednesday, December 30, 2020
Thursday, December 31, 2020
Friday, January 01, 2021

*Falls under the 2021 calendar year holidays.
# JAPAC REGION

**Australia (Queensland)**

## 2020 Paid Holiday & Break Schedule

<table>
<thead>
<tr>
<th>Holiday</th>
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</tr>
</thead>
<tbody>
<tr>
<td>New Year's Day</td>
<td>Wednesday, January 01, 2020</td>
</tr>
<tr>
<td>Australia Day (in lieu of Saturday, January 26)</td>
<td>Monday, January 27, 2020</td>
</tr>
<tr>
<td>Good Friday</td>
<td>Friday, April 10, 2020</td>
</tr>
<tr>
<td>Easter Monday</td>
<td>Monday, April 13, 2020</td>
</tr>
<tr>
<td>Anzac Day (in lieu of Saturday, April 25)</td>
<td>Monday, April 27, 2020</td>
</tr>
<tr>
<td>Labour Day</td>
<td>Monday, May 04, 2020</td>
</tr>
<tr>
<td>Royal Qld Show</td>
<td>Wednesday, August 12, 2020</td>
</tr>
<tr>
<td>Queen's Birthday</td>
<td>Monday, October 05, 2020</td>
</tr>
<tr>
<td>Christmas Day</td>
<td>Friday, December 25, 2020</td>
</tr>
<tr>
<td>Boxing Day (in lieu of Saturday, December 26)</td>
<td>Monday, December 28, 2020</td>
</tr>
<tr>
<td>PTO</td>
<td>Tuesday, December 29, 2020</td>
</tr>
<tr>
<td>PTO</td>
<td>Wednesday, December 30, 2020</td>
</tr>
<tr>
<td>PTO</td>
<td>Thursday, December 31, 2020</td>
</tr>
<tr>
<td>New Year's Day 2021*</td>
<td>Friday, January 01, 2021</td>
</tr>
</tbody>
</table>

*Falls under the 2021 calendar year holidays.*
Australia (Victoria)
2020 Paid Holiday & Break Schedule

New Year’s Day
Australia Day (in lieu of Sunday, January 26)
Labour Day
Good Friday
Easter Monday
Anzac Day (in lieu of Saturday, April 25)
Queen’s Birthday
Friday before the AFL Grand Final
Melbourne Cup Day
Christmas Day
Boxing Day (in lieu of Saturday, December 26)
PTO
PTO
PTO
New Year’s Day 2021*

Wednesday, January 01, 2020
Monday, January 27, 2020
Monday, March 09, 2020
Friday, April 10, 2020
Monday, April 13, 2020
Monday, April 27, 2020
Monday, June 08, 2020
Friday before the AFL Grand Final
Tuesday, November 03, 2020
Friday, December 25, 2020
Monday, December 28, 2020
Tuesday, December 29, 2020
Wednesday, December 30, 2020
Thursday, December 31, 2020
Friday, January 01, 2021

*Falls under the 2021 calendar year holidays.
China

2020 Paid Holiday & Break Schedule

New Year's Day
Lunar Chinese New Year
  *In exchange for Saturday Feb 2 being a work day
Lunar Chinese New Year
Lunar Chinese New Year
Lunar Chinese New Year
Lunar Chinese New Year
  *In exchange for Sunday Feb 3 being a work day
Lunar Chinese New Year
Lunar Chinese New Year
Women's Day (in lieu of Sunday, March 8)
  (half day; female employees only)
Qing Ming Festival
  (in lieu Saturday, April 4)
Labour Day
Dragon Boat Festival
Chinese Mid-Autumn Festival
National Day
National Day
National Day
National Day
  *In exchange for Sunday Sep 29 being a work day
National Day
National Day
National Day
  *In exchange for Saturday Oct 12 being a work day
New Year's Day 2021*

Wednesday, January 1, 2020
Friday, January 24, 2020
Monday, January 27, 2020
Tuesday, January 28, 2020
Wednesday, January 29, 2020
Thursday, January 30, 2020
Friday, January 31, 2020
Monday, March 9, 2020
Friday, April 3, 2020
Friday, May 1, 2020
Thursday, June 25, 2020
Thursday, October 1, 2020
Friday, October 2, 2020
Saturday, October 3, 2020
Sunday, October 4, 2020
Monday, October 5, 2020
Tuesday, October 6, 2020
Wednesday, October 7, 2020
Thursday, October 8, 2020
Friday, January 1, 2021

*Falls under the 2021 calendar year holidays.
Hong Kong

2020 Paid Holiday & Break Schedule

New Year’s Day
Lunar Chinese New Year (in lieu of Saturday, January 25)
Lunar Chinese New Year
Lunar Chinese New Year (in lieu of Sunday, January 26)
Ching Ming Festival (in lieu of Saturday, April 4)
Good Friday
Easter Monday
Birthday of Buddha
Labour Day
Tuen Ng Festival
Hong Kong SAR Establishment Day
National Day
Day following Chinese Mid-Autumn Festival
Chung Yeung Festival
Christmas Day
Boxing Day (in lieu Saturday, December 26)
New Year’s Day 2021*

Wednesday, January 1, 2020
Friday, January 24, 2020
Monday, January 27, 2020
Tuesday, January 28, 2020
Friday, April 3, 2020
Friday, April 10, 2020
Monday, April 13, 2020
Thursday, April 30, 2020
Friday, May 1, 2020
Thursday, June 25, 2020
Wednesday, July 1, 2020
Thursday, October 1, 2020
Friday, October 2, 2020
Monday, October 26, 2020
Friday, December 25, 2020
Monday, December 28, 2020
Friday, January 1, 2021

*Falls under the 2021 calendar year holidays.
India (Chennai/Bangalore)
2020 Paid Holiday & Break Schedule

New Year’s Day 2020          Wednesday, 1 January 2020
Makar Sankranti             Wednesday, 15 January 2020
Maha Shivratri               Friday, 21 February 2020
Ugadi                        Wednesday, 25 March 2020
Good Friday                  Friday, 10 April 2020
Labour Day/Maharashtra Day   Friday, 1 May 2020
Id-Ul-Fitr                   Monday, 25 May 2020
Gandhi Jayanti               Friday, 2 October 2020
Ayudha Puja/Maha Navami/Vijaya Dashmi
Deepawali                    Friday, 23 October 2020
Deepawali
Winter Shutdown
Christmas
Winter Shutdown
Winter Shutdown
Winter Shutdown
Winter Shutdown
New Year’s Day*

*Falls under the 2021 calendar year holidays.
India (Mumbai)
2020 Paid Holiday & Break Schedule

New Year's Day 2020    Wednesday, 1 January 2020
Maha Shivratri     Friday, 21 February 2020
Holi      Monday, 9 March 2020
Good Friday     Friday, 10 April 2020
Labour Day/Maharashtra Day     Friday, 1 May 2020
Id-Ul-Fitr     Monday, 25 May 2020
Gandhi Jayanti     Friday, 2 October 2020
Ayudha Puja/Maha Navami/Vijaya Dashmi     Friday, 23 October 2020
Deepawali     Thursday, 12 November 2020
Deepawali     Friday, 13 November 2020
Guru Nanak Jayanti     Monday, 30 November 2020
Winter Shutdown     Thursday, 24th December 2020
Christmas     Friday, 25th December 2020
Winter Shutdown     Monday, 28th December 2020
Winter Shutdown     Tuesday, 29th December 2020
Winter Shutdown     Wednesday, 30th December 2020
Winter Shutdown     Thursday, 31st December 2020
New Year's Day*     Friday, 1st January 2021

*Falls under the 2021 calendar year holidays.
India (Noida)
2020 Paid Holiday & Break Schedule

New Year's Day 2020
Maha Shivratri
Holi
Rama Navami
Good Friday
Id-Ul-Fitr
Gandhi Jayanti
Ayudha Puja/Maha Navami/Vijaya Dashmi
Deepawali
Deepawali
Guru Nanak Jayanti
Winter Shutdown
Christmas
Winter Shutdown
Winter Shutdown
Winter Shutdown
Winter Shutdown
New Year's Day*

Wednesday, 1 January 2020
Friday, 21 February 2020
Monday, 9 March 2020
Thursday, 2 April 2020
Friday, 10 April 2020
Monday, 25 May 2020
Friday, 2 October 2020
Friday, 23 October 2020
Thursday, 12 November 2020
Friday, 13 November 2020
Monday, 30 November 2020
Thursday, 24th December 2020
Friday, 25th December 2020
Monday, 28th December 2020
Tuesday, 29th December 2020
Wednesday, 30th December 2020
Thursday, 31st December 2020
Friday, 1st January 2021

*Falls under the 2021 calendar year holidays.
India (New Delhi)

2020 Paid Holiday & Break Schedule

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<td>New Year's Day 2020</td>
<td>Wednesday, 1 January 2020</td>
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<tr>
<td>Maha Shivratri</td>
<td>Friday, 21 February 2020</td>
</tr>
<tr>
<td>Holi</td>
<td>Monday, 9 March 2020</td>
</tr>
<tr>
<td>Rama Navami</td>
<td>Thursday, 2 April 2020</td>
</tr>
<tr>
<td>Good Friday</td>
<td>Friday, 10 April 2020</td>
</tr>
<tr>
<td>Id-Ui-Fitr</td>
<td>Monday, 25 May 2020</td>
</tr>
<tr>
<td>Gandhi Jayanti</td>
<td>Friday, 2 October 2020</td>
</tr>
<tr>
<td>Ayudha Puja/Maha Navami/Vijaya Dashmi</td>
<td>Friday, 23 October 2020</td>
</tr>
<tr>
<td>Deepawali</td>
<td>Thursday, 12 November 2020</td>
</tr>
<tr>
<td>Deepawali</td>
<td>Friday, 13 November 2020</td>
</tr>
<tr>
<td>Guru Nanak Jayanti</td>
<td>Monday, 30 November 2020</td>
</tr>
<tr>
<td>Winter Shutdown</td>
<td>Thursday, 24th December 2020</td>
</tr>
<tr>
<td>Christmas</td>
<td>Friday, 25th December 2020</td>
</tr>
<tr>
<td>Winter Shutdown</td>
<td>Monday, 28th December 2020</td>
</tr>
<tr>
<td>Winter Shutdown</td>
<td>Tuesday, 29th December 2020</td>
</tr>
<tr>
<td>Winter Shutdown</td>
<td>Wednesday, 30th December 2020</td>
</tr>
<tr>
<td>Winter Shutdown</td>
<td>Thursday, 31st December 2020</td>
</tr>
<tr>
<td>New Year’s Day*</td>
<td>Friday, 1st January 2021</td>
</tr>
</tbody>
</table>

*Falls under the 2021 calendar year holidays.
Japan
2020 Paid Holiday & Break Schedule

New Year's Day 元日 Wednesday, January 01, 2020
Adobe Paid Holiday アドビ有給休暇 Thursday, January 02, 2020
Adobe Paid Holiday アドビ有給休暇 Friday, January 03, 2020
Coming of Age Day 成人の日 Monday, January 13, 2020
National Foundation Day 建国記念の日 Tuesday, February 11, 2020
Emperor's Birthday (in lieu of Sunday, February 23) 天皇誕生日 Monday, February 24, 2020
Vernal Equinox Day 春分の日 Friday, March 20, 2020
Showa Day 昭和の日 (ゴールディンウィーク期間) Wednesday, April 29, 2020
Adobe Paid Holiday アドビ有給休暇 Thursday, April 30, 2020
Adobe Paid Holiday アドビ有給休暇 Friday, May 01, 2020
Green Day みどりの日 (ゴールディンウィーク期間) Monday, May 04, 2020
Children's Day こどもの日 (ゴールディンウィーク期間) Tuesday, May 05, 2020
Constitution Day (in lieu of Sunday, May 3) 憲法記念日 (ゴールディンウィーク期間) Wednesday, May 06, 2020
Marine Day 海の日 Thursday, July 23, 2020
Spots Day 体育の日 Friday, July 24, 2020
Mountain Day 山の日 Monday, August 10, 2020
Respect for Aged Day 敬老の日 Monday, September 21, 2020
Autumnal Equinox Day 秋分の日 Tuesday, September 22, 2020
National Culture Day 文化の日 Tuesday, November 03, 2020
Labor Thanksgiving day 勤労感謝の日 Monday, November 23, 2020
Adobe Paid Holiday アドビ有給休暇 Monday, December 28, 2020
Adobe Paid Holiday アドビ有給休暇 Tuesday, December 29, 2020
Adobe Paid Holiday アドビ有給休暇 Wednesday, December 30, 2020
Adobe Paid Holiday アドビ有給休暇 Thursday, December 31, 2020
New Year's Day 2021* 元日 Friday, January 01, 2021
Adobe Paid Holiday* アドビ有給休暇 Monday, January 04, 2021

*Falls under the 2021 calendar year holidays.
Korea (Seoul)

2020 Paid Holiday & Break Schedule

New Year's Day
Korean New Year Holiday
Korean New Year (in lieu of Saturday, January 25)
Korean New Year (in lieu of Sunday, January 26)
PTO
PTO
PTO
Independence Movement Day (in lieu of Sunday, March 1)
General Election
Buddha's Day
Labor Day
Children's Day
Memorial Day (in lieu of Saturday, June 6)
National Liberation Day (in lieu of Saturday, August 15)
PTO
PTO
Harvest Festival Holiday
Harvest Festival Holiday
Harvest Festival Holiday
National Foundation Day (in lieu of Saturday, October 3)
Hangul Day
Christmas Day
New Year's Day 2021*

Wednesday, January 01, 2020
Friday, January 24, 2020
Monday, January 27, 2020
Tuesday, January 28, 2020
Wednesday, January 29, 2020
Thursday, January 30, 2020
Friday, January 31, 2020
Monday, March 02, 2020
Wednesday, April 15, 2020
Thursday, April 30, 2020
Friday, May 01, 2020
Tuesday, May 05, 2020
Friday, June 05, 2020
Friday, August 14, 2020
Monday, September 28, 2020
Tuesday, September 29, 2020
Wednesday, September 30, 2020
Thursday, October 01, 2020
Friday, October 02, 2020
Monday, October 05, 2020
Friday, October 09, 2020
Friday, December 25, 2020
Friday, January 01, 2021

*Falls under the 2021 calendar year holidays.
New Zealand
2020 Paid Holiday & Break Schedule

New Year’s Day
Day after New Year’s Day
Waitangi Day
Good Friday
Easter Monday
Anzac Day (in lieu of Saturday, April 25)
Queen’s Birthday
Labour Day
Christmas Day
Boxing Day (in Lieu of Saturday, December 26)
PTO
PTO
PTO
New Year’s Day 2021*

Wednesday, January 01, 2020
Thursday, January 02, 2020
Thursday, February 06, 2020
Friday, April 10, 2020
Monday, April 13, 2020
Monday, April 27, 2020
Monday, June 01, 2020
Monday, October 26, 2020
Monday, December 28, 2020
Monday, December 27, 2020
Monday, December 26, 2020
Monday, December 25, 2020
Monday, December 29, 2020
Wednesday, December 30, 2020
Thursday, December 31, 2020
Friday, January 01, 2021

*Falls under the 2021 calendar year holidays.
Singapore
2020 Paid Holiday & Break Schedule

New Year's Day
Lunar Chinese New Year (in lieu of Saturday, January 25)
Lunar Chinese New Year (in lieu of Sunday, January 26)
Good Friday
Labour Day
Vesak Day
Hari Raya Pausa (in lieu of Sunday, May 24)
Hari Raya Haji
National Day (in lieu of Sunday, August 9)
Deepavali (in lieu of Saturday, November 14)
Christmas Day
New Year's Day 2021*

Wednesday, January 01, 2020
Friday, January 24, 2020
Monday, January 27, 2020
Friday, April 10, 2020
Friday, May 01, 2020
Thursday, May 07, 2020
Monday, May 25, 2020
Friday, July 31, 2020
Monday, August 10, 2020
Friday, November 13, 2020
Friday, December 25, 2020
Friday, January 01, 2021

*Falls under the 2021 calendar year holidays.
Taiwan
2020 Paid Holiday & Break Schedule

New Year’s Day
Lunar Chinese New Year
Lunar Chinese New Year
Lunar Chinese New Year (in lieu of Saturday, January 25)
Lunar Chinese New Year (in lieu of Sunday, January 26)
Memorial Day
Children’s day (in lieu of Saturday, April 4)
Tomb Sweeping Day (in lieu of Saturday, April 4)
Labor Day
Tuen Ng Festival
Chinese Mid-Autumn Festival
National Day (in lieu of Saturday, October 10)
New Year’s Day 2021*

Wednesday, January 01, 2020
Thursday, January 23, 2020
Friday, January 24, 2020
Monday, January 27, 2020
Tuesday, January 28, 2020
Friday, February 28, 2020
Friday, April 03, 2020
Monday, April 06, 2020
Friday, May 01, 2020
Thursday, June 25, 2020
Thursday, October 01, 2020
Friday, October 09, 2020
Friday, January 01, 2021

*Falls under the 2021 calendar year holidays.