

# Holiday Calender - 2024 (WD - 288) Operation Division - Team Member

	JANUARY						
S	М	Т	W	Т	F	S	
	1	2	3	4	5	6	
7	8	9	10	11	12	13	
14	15	16	17	18	19	20	
21	22	23	24	25	26	27	
28	29	30	31				

FEBRUARY						
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25	26	27	28	29		

		MAI	RCH			25	74
S	M	Т	W	T	F	S	
31					1	2	
3	4	5	6	7	8	9	
10	11	12	13	14	15	16	
17	18	19	20	21	22	23	
24(	25	26	27	28	29	30	

	LIST O	F HOLIDAYS	
S.No.	Holiday	Date	Day
1	Republic Day	26 January 2024	Friday
2	Holi	25 March 2024	Monday
3	Independence Day	15 August 2024	Thursday
4	Raksha Bandan	19 August 2024	Monday
5	Janamastami	26 August 2024	Monday
6	Gandhi Jayanti	02 October 2024	Wednesday
7	Diwali	01 November 2024	Friday
8	Goverdhan Puja	02 November 2024	Saturday
9	Bhai Dooj	04 November 2024	Monday
10	Guru Nanak's B'day	15 November 2024	Friday

APRIL						
S	M	Т	W	Т	F	S
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14	15	16	17	18	19	20
21	22	23	24	25	26	27
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	MAY						
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26	27	28	29	30	31		

73	24	JUNE							
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	1						30		
	(8)	7	6	5	4	3	2		
	15	14	13	12	11	10	9		
	22	21	20	19	18	17	16		
	29	28	27	26	25	24	23		

	S	hutdown	
S.No.	From	То	Total Day
1	25 December 2024	31 December 2024	6

	JULY						
S	М	Т	W	Т	F	S	
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7	8	9	10	11	12	13	
14	15	16	17	18	19	20	
21	22	23	24	25	26	27	
28	29	30	31				

AUGUST						
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11	12	13	14 (	15)	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

	5	SEPTE	MBE	R		24	74
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1	2	3	4	5	6	7	
8	9	10	11	12	13	14	
15	16	17	18	19	20	21	
22	23	24	25	26	27	28	
29	30						

2nd Saturday Adjustment						
S.No.	Saturday Working	Off Date	Off Day			
1	13 January 2024	27 January 2024	Saturday			
2	10 February 2024	11 April 2024	Thursday			
3	09 March 2024	12 April 2024	Friday			
4	10 August 2024	25 December 2024	Wednesday			
5	09 November 2024	26 December 2024	Thursday			
6	14 December 2024	27 December 2024	Friday			

	OCTOBER							
S	М	Т	W	T	F	S		
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20	21	22	23	24	25	26		
27	28	29	30	31				

	NOVEMBER								
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- 4	22.0			(	(1)	2			
3	(4)	5	6	7	8	9			
10	11	12	13	14	(15)	16			
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24	25	26	27	28	29	30			

	1	20	67				
S	M	Т	W	Т	F	S	
1	2	3	4	5	6	7	
8	9	10	11	12	13	14	
15	16	17	18	19	20	21	
22	23	24	25	26	27	28	
29	30 (	31					

Quarter	<b>Total Days</b>	Working Days		
Q-1	91	74		
Q-2	91	73		
Q-3	92	74		
Q-4	92	67		
Total	366	288		

National/Festival Holiday

Off in lieu of 2nd Saturday Working

Shutdown Leave

भविष्य के लिए बिना कोई उधाहरण के दिनांक 28.12.2024 से 31.12.2024 तक वार्षिक रख रखाव के लिए प्लांट में अवकाश रहेगा। बाजार की मांग के अनुसार वार्षिक रख रखाव के लिए वर्ष 2024 में इसकी पुनर्समीक्षा की जाएगी

Ghanshyam Singh

**Head - Employee Relations** 



### Holiday Calendar - 2024 | Other Divisions - EAST (WD - 252)

JANUARY								
s	M T W T F							
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	APRIL								
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MAY									
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23	24	25	26	27	28	29	

JULY								
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AUGUST										
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15	16	17	18	19	20	21	
22	23	24	25	26	27	28	
29	30	31					

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National Holidays
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Common Festival Holidays

Working Saturday adjustmer

State Festival Holidays

		List of	f Holidays	
S.No.	Holiday name	Date	Day	Region
1	Republic Day	26 January 2024	Friday	All Regions - National Holiday
2	Maha Shivaratri	08 March 2024	Friday	State Holiday only (North, East & West)
3	Holi	25 March 2024	Monday	All Regions - Common Holiday
4	Independence Day	15 August 2024	Thursday	All Regions - National Holiday
5	Raksha Bandhan	19 August 2024	Monday	All Regions - Common Holiday
6	Janamastami	26 August 2024	Monday	All Regions - Common Holiday
7	Gandhi Jayanti	02 October 2024	Wednesday	All Regions - National Holiday
8	Maha Ashtami	11 October 2024	Friday	State Holiday only (East)
9	Diwali	01 November 2024	Friday	All Regions - Common Holiday
10	Chhath Puja	07 November 2024	Thursday	State Holiday only (East)

	State Holid	ays		State Names
North	Maha Shivaratri	Bhai Dooj	Guru Nanak's B'day	Haryana, Punjab, Rajasthan, Uttar Pradesh, Madhya Pradesh
East	Maha Shivaratri	Maha Ashtami	Chhath Puja	Bihar, Jharkhand, Odisha, West Bengal, Chhattisgarh
West	Maha Shivaratri	May Day	Ganesh Chaturthi	Gujarat, Maharashtra
South	Pongal	May Day	Ganesh Chaturthi	Karnataka, Tamil Nadu, Telangana

	2nd Saturday Adjustr	ment for all locations	
S.No.	Saturday Working	Off Date	Off Day
1	10 February 2024	12 April 2024	Friday
2	10 August 2024	25 December 2024	Wednesday
3	09 November 2024	26 December 2024	Thursday
4	14 December 2024	27 December 2024	Friday

Quarter	Total Days	Working Days
Q-1	91	63
Q-2	91	64
Q-3	92	64
Q-4	92	61
Total	366	252

Total 10 Festival Holidays at all locations in a calendar year : 3 National Holidays + 4 Common Festival Holidays + 3 State Holidays. All Regional offices will follow state specific festival holidays.

Division Applicability

Agri Machinery Business Division, International Sales and Service, Emerging Sales and Service, Research and Development, Construction Equipment Business (applicable for Sales, Service, Spare parts, Sales Excellence and Marketing), Railway Equipment Business (applicable for Sales, Service and R&D), Corporate Planning, Human Resources & General Affairs



#### Holiday Calendar - 2024 | Other Divisions - WEST (WD - 252)

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	1	T 2	W 3	4	5	S 6				Т	W	1	2	S 3		1	M 2	T 3	W 4	T 5	6	S 7	63
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7 14 21	1 8 15 22	T 2 9 16 23	W 3 10 17 24	4 11 18	5 12 19	S 6 13 20		4 11 18	5 12 <b>19</b>	T 6 13 20	W 7 14 21	1 8 15	9 16 23	\$ 3 10 17 24		1 8 15 22	M 2 9 16 23	T 3 10 17	W 4 11 18	T 5 12 19	6 13 20	S 7 14 21	63
7 14 21	1 8 15 22 29	T 2 9 16 23 30	W 3 10 17 24	4 11 18 25	5 12 19	S 6 13 20		4 11 18	5 12 19 26	T 6 13 20	7 14 21 28	1 8 <b>15</b> 22 29	9 16 23	\$ 3 10 17 24		1 8 15 22	M 2 9 16 23 30	T 3 10 17 24	W 4 11 18	T 5 12 19 26	6 13 20	S 7 14 21	63
7 14 21	1 8 15 22 29	T 2 9 16 23 30	W 3 10 17 24 31	4 11 18 25	5 12 19	S 6 13 20 27		4 11 18	5 12 19 26	T 6 13 20 27	7 14 21 28	1 8 <b>15</b> 22 29	9 16 23	S 3 10 17 24 31		1 8 15 22	M 2 9 16 23 30	T 3 10 17 24	W 4 11 18 25	T 5 12 19 26	6 13 20	S 7 14 21 28	
7 14 21 28	1 8 15 22 29	T 2 9 16 23 30	W 3 10 17 24 31	4 11 18 25	5 12 19 26	S 6 13 20 27 22		4 11 18 25	5 12 19 26	T 6 13 20 27	W 7 14 21 28 MBEI	1 8 15 22 29	2 9 16 23 30	S 3 10 17 24 31		1 8 15 22 29	M 2 9 16 23 30	T 3 10 17 24	W 4 11 18 25	T 5 12 19 26	6 13 20 27	\$ 7 14 21 28	
7 14 21 28	1 8 15 22 29	T 2 9 16 23 30 CTC	W 3 10 17 24 31  OBEI	4 11 18 25	5 12 19 26	\$ 6 13 20 27 22 \$		4 11 18 25	5 12 19 26	T 6 13 20 27	W 7 14 21 28 MBEI	1 8 15 22 29	2 9 16 23 30	\$ 3 10 17 24 31 21 \$		1 8 15 22 29	M 2 9 16 23 30 D	T 3 10 17 24	W 4 11 18 25 MBE	T 5 12 19 26 R T	6 13 20 27	\$ 7 14 21 28 20 \$	
7 14 21 28	1 8 15 22 29 M	T 2 9 16 23 30 T 1	W 3 10 17 24 31  OBEI W 2	4 11 18 25 <b>R</b> T	5 12 19 26 F 4	\$ 6 13 20 27 22 \$ 5		4 11 18 25	5 12 19 26	T 6 13 20 27 NOVE	W 7 14 21 28 WBEI	1 8 15 22 29	2 9 16 23 30 F	\$ 3 10 17 24 31 21 \$ 2		1 8 15 22 29 S 1	M 2 9 16 23 30 D	T 3 10 17 24 ECE T 3	W 4 11 18 25 W 4	T 5 12 19 26 <b>R</b> T 5	6 13 20 27 F 6	\$ 7 14 21 28 20 \$ 7	
7 14 21 28 S	1 8 15 22 29 M	T 2 9 16 23 30 T 1 1 8	W 3 10 17 24 31	4 11 18 25 T 3 10	5 12 19 26 F 4 11	\$ 6 13 20 27 22 \$ 5 12		4 11 18 25 S	5 12 19 26 M	T 6 13 20 27 NOVE T 5	W 7 14 21 28 WBEI W 6	1 8 15 22 29 T	2 9 16 23 30 F 1	\$ 3 10 17 24 31 21 \$ 2 9		1 8 15 22 29 S 1 8	M 2 9 16 23 30 M 2 9	T 3 10 17 24  ECE T 3 10	W 4 11 18 25 W 4 11	T 5 12 19 26 FR T 5 12	6 13 20 27 F 6 13	\$ 7 14 21 28 20 \$ 7 14	

Common Festival Holidays

	List of Holidays									
S.No.	Holiday name	Date	Day	Region						
1	Republic Day	26 January 2024	Friday	All Regions - National Holiday						
2	Maha Shivaratri	08 March 2024	Friday	State Holiday only (North, East & West)						
3	Holi	25 March 2024	Monday	All Regions - Common Holiday						
4	May Day	01 May 2023	Wednesday	State Holiday only (West & South )						
5	Independence Day	15 August 2024	Thursday	All Regions - National Holiday						
6	Raksha Bandhan	19 August 2024	Monday	All Regions - Common Holiday						
7	Janamastami	26 August 2024	Monday	All Regions - Common Holiday						
8	Ganesh Chaturthi	06 September 2024	Friday	State Holiday only (West & South)						
9	Gandhi Jayanti	02 October 2024	Wednesday	All Regions - National Holiday						
10	Diwali	01 November 2024	Friday	All Regions - Common Holiday						

	State Holid	State Names		
North	Maha Shivaratri	Bhai Dooj	Guru Nanak's B'day	Haryana, Punjab, Rajasthan, Uttar Pradesh, Madhya Pradesh
East	Maha Shivaratri	Maha Ashtami	Chhath Puja	Bihar, Jharkhand, Odisha, West Bengal, Chhattisgarh
West	Maha Shivaratri	May Day	Ganesh Chaturthi	Gujarat, Maharashtra
South	Pongal	May Day	Ganesh Chaturthi	Karnataka, Tamil Nadu, Telangana

	2nd Saturday Adjustment for all locations									
S.No. Saturday Working Off Date Off Day										
1	10 February 2024	12 April 2024	Friday							
2	10 August 2024	25 December 2024	Wednesday							
3	09 November 2024	26 December 2024	Thursday							
4	14 December 2024	27 December 2024	Friday							

Quarter	Total Days	Working Days
Q-1	91	63
Q-2	91	63
Q-3	92	63
Q-4	92	63
Total	366	252

Total 10 Festival Holidays at all locations in a calendar year : 3 National Holidays + 4 Common Festival Holidays + 3 State Holidays. All Regional offices will follow state specific festival holidays.

Division Applicability

National Holidays

State Festival Holidays

Agri Machinery Business Division, International Sales and Service, Emerging Sales and Service, Research and Development, Construction Equipment Business (applicable for Sales, Service, Spare parts, Sales Excellence and Marketing), Railway Equipment Business (applicable for Sales, Service and R&D), Corporate Planning, Human Resources & General Affairs

Working Saturday adjustment



State Festival Holidays

## **Escorts Kubota Limited**

### Holiday Calendar - 2024 | Other Divisions - NORTH (WD - 252)

63	19			КСН	MAI			: I I	22		1	UAR)	FEBR			22		′	JARY	JANU		
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	7 14 21	6 13 20	T 5 12 19 26	W 4 11 18 25	T 3 10 17	M 2 9 16 23 30	1 8 15 22		\$ 3 10 17 24	9 16 23	1 8 <b>15</b> 22 29	7 14 21 28	T 6 13 20	5 12 <b>19</b> <b>26</b>	4 11 18	S 6 13 20	5 12 19	4 11 18 25	W 3 10 17 24 31	T 2 9 16 23	1 8 15 22 29	7 14 21
	\$ 7 14 21 28 20 \$	6 13 20 27	T 5 12 19 26 R	W 4 11 18 25 <b>MBE</b> W	T 3 10 17 24 ECE	M 2 9 16 23 30 D	1 8 15 22 29		S 3 10 17 24 31	2 9 16 23 30	1 8 <b>15</b> 22 29	7 14 21 28	T 6 13 20 27	5 12 <b>19</b> <b>26</b>	4 11 18	S 6 13 20 27 27	5 12 19 26 F	4 11 18 25 <b>R</b>	W 3 10 17 24 31	T 2 9 16 23 30 CCTC	1 8 15 22 29	7 14 21
	\$ 7 14 21 28 20 \$ 7	6 13 20 27 F 6	T 5 12 19 26 <b>R</b> T 5	W 4 11 18 25 W 4	T 3 10 17 24 ECE T 3	M 2 9 16 23 30 D M 2	1 8 15 22 29 S		\$ 3 10 17 24 31 19 \$ \$ 2	2 9 16 23 30 F	1 8 15 22 29	W 7 14 21 28 WBEF	T 6 13 20 27 NOVE	5 12 19 26	4 11 18 25	\$ 6 13 20 27 27 22 \$ 5 5	5 12 19 26 F 4	4 11 18 25 <b>R</b> T	W 3 10 17 24 31	T 2 9 16 23 30 CCTC	1 8 15 22 29 M	7 14 21 28
	\$ 7 14 21 28 20 \$ 7 14	6 13 20 27 F 6 13	T 5 12 19 26 <b>R</b> T 5 12	W 4 11 18 25 W 4 11	T 3 10 17 24  ECE T 3 10	M 2 9 16 23 30 D M 2 9	1 8 15 22 29 S 1 8		\$ 3 10 17 24 31 19 \$ \$ 2 9	2 9 16 23 30 F 1	1 8 15 22 29 T	W 7 14 21 28 W 6	T 6 13 20 27 NOVE	5 12 19 26 M	4 11 18 25 S	S 6 13 20 27 22 S 5 12	5 12 19 26 F 4 11	4 11 18 25 <b>R</b> T 3 10	W 3 10 17 24 31 <b>DBEF</b> W 2 9	T 2 9 16 23 30 T 1 1 8	1 8 15 22 29 M	7 14 21 28 S
	\$ 7 14 21 28 20 \$ 7 14 21	6 13 20 27 F 6 13 20	T 5 12 19 26 T 5 12 19 19	W 4 11 18 25 W 4 11 18	T 3 10 17 24  ECE T 3 10 17	M 2 9 16 23 30 M 2 9 16	1 8 15 22 29 S 1 8 15		\$ 3 10 17 24 31 S 2 9 16	2 9 16 23 30 F 1 8	1 8 15 22 29 7 14	W 7 14 21 28 WBEF W 6 13	T 6 13 20 27 NOVE T 5 12	5 12 19 26 M	4 11 18 25 S	\$ 6 13 20 27 27 \$ 5 12 19	5 12 19 26 F 4 11	4 11 18 25 <b>T</b> 3 10	W 3 10 17 24 31  W 2 9 16	T 2 9 16 23 30 T 1 8 15	1 8 15 22 29 M 7 14	7 14 21 28 S 6 13
6	\$ 7 14 21 28 20 \$ 7 14	6 13 20 27 F 6 13	T 5 12 19 26 <b>R</b> T 5 12	W 4 11 18 25 W 4 11	T 3 10 17 24  ECE T 3 10	M 2 9 16 23 30 D M 2 9	1 8 15 22 29 S 1 8		\$ 3 10 17 24 31 19 \$ \$ 2 9	2 9 16 23 30 F 1	1 8 15 22 29 T	W 7 14 21 28 W 6	T 6 13 20 27 NOVE	5 12 19 26 M	4 11 18 25 S	S 6 13 20 27 22 S 5 12	5 12 19 26 F 4 11	4 11 18 25 <b>R</b> T 3 10	W 3 10 17 24 31 <b>DBEF</b> W 2 9	T 2 9 16 23 30 T 1 1 8	1 8 15 22 29 M	7 14 21 28 S

	List of Holidays										
S.No.	S.No. Holiday name Date Day Region										
1	Republic Day	26 January 2024	Friday	All Regions - National Holiday							
2	Maha Shivaratri	08 March 2024	Friday	State Holiday only (North, East & West)							
3	Holi	25 March 2024	Monday	All Regions - Common Holiday							
4	Independence Day	15 August 2024	Thursday	All Regions - National Holiday							
5	Raksha Bandhan	19 August 2024	Monday	All Regions - Common Holiday							
6	Janamastami	26 August 2024	Monday	All Regions - Common Holiday							
7	Gandhi Jayanti	02 October 2024	Wednesday	All Regions - National Holiday							
8	Diwali	01 November 2024	Friday	All Regions - Common Holiday							
9	Bhai Dooj	04 November 2024	Monday	State Holiday only (North)							
10	Guru Nanak's B'day	15 November 2024	Friday	State Holiday only (North)							

	State Holid	State Names		
North	Maha Shivaratri	Bhai Dooj	Guru Nanak's B'day	Haryana, Punjab, Rajasthan, Uttar Pradesh, Madhya Pradesh
East	Maha Shivaratri	Maha Ashtami	Chhath Puja	Bihar, Jharkhand, Odisha, West Bengal, Chhattisgarh
West	Maha Shivaratri	May Day	Ganesh Chaturthi	Gujarat, Maharashtra
South	Pongal	May Day	Ganesh Chaturthi	Karnataka, Tamil Nadu, Telangana

	2nd Saturday Adjustment for all locations									
S.No. Saturday Working Off Date Off Day										
1	10 February 2024	12 April 2024	Friday							
2	10 August 2024	25 December 2024	Wednesday							
3	09 November 2024	26 December 2024	Thursday							
4	14 December 2024	27 December 2024	Friday							

Quarter	Total Days	Working Days
Q-1	91	63
Q-2	91	64
Q-3	92	64
Q-4	92	61
Total	366	252

Total 10 Festival Holidays at all locations in a calendar year: 3 National Holidays + 4 Common Festival Holidays + 3 State Holidays. All Regional offices will follow state specific festival holidays.

Division Agri Machinery Business Division, International Sales and Service, Emerging Sales and Service, Research and Development, Construction Equipment Business (applicable for Sales, Service, Spare parts, Sales Excellence and Marketing), Railway Equipment Business (applicable for Sales, Service and R&D), Corporate Planning, Human Resources & General Affairs



# Holiday Calender - 2024 | Operation Division (WD - 280)

	24					
S	М	S				
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

FEBRUARY									
S	М	Т	W	Т	F	S			
				1	2	3			
4	5	6	7	8	9	10			
11	12	13	14	15	16	17			
18	19	20	21	22	23	24			
25	26	27	28	29					

		24	72				
S	М	Т	W	Т	F	S	
31					1	2	
3	4	5	6	7	8	9	
10	11	12	13	14	15	16	
17	18	19	20	21	22	23	
24	25	26	27	28	29	30	

	List of Festival Holidays					
S.No.	Holiday	Date	Day			
1	Republic Day	26 January 2024	Friday			
2	Holi	25 March 2024	Monday			
3	Independence Day	15 August 2024	Thursday			
4	Raksha Bandan	19 August 2024	Monday			
5	Janamastami	26 August 2024	Monday			
6	Gandhi Jayanti	02 October 2024	Wednesday			
7	Diwali	01 November 2024	Friday			
8	Goverdhan Puja	02 November 2024	Saturday			
9	Bhai Dooj	04 November 2024	Monday			
10	Guru Nanak's B'day	15 November 2024	Friday			

	22					
s	М	Т	W	Т	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

MAY						25
S	М	Т	W	Т	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

	JUNE						70
S	М	Т	W	Т	F	S	
30						1	
2	3	4	5	6	7	8	
9	10	11	12	13	14	15	
16	17	18	19	20	21	22	
23	24	25	26	27	28	29	

23 71

SEPTEMBER

10 11 12 13 19

17 18

W Т 4 5

2nd Saturday Adjustment						
S.No.	Saturday Working	Off Date	Off Day			
1	13 January 2024	27 January 2024	Saturday			
2	10 February 2024	11 April 2024	Thursday			
3	09 March 2024	12 April 2024	Friday			
4	10 August 2024	25 December 2024	Wednesday			
5	09 November 2024	26 December 2024	Thursday			
6	14 December 2024	27 December 2024	Friday			

	25					
S	М	Т	W	Т	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

		AUG	UST			23
S	М	Т	W	Т	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

	20	-	2	2	4	2	1
						30	29
	22		R	MBE	ECE	D	
	S	F	Т	W	Т	М	S
1	7	6	5	4	3	2	1
1	14	13	12	11	10	9	8
1	21	20	19	18	17	16	15
1	28	27	26	25	24	23	22

	24					
S	М	Т	W	Т	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

NOVEMBER						
S	М	Т	W	Т	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

	DECEMBER						67
S	М	Т	W	Т	F	S	
1	2	3	4	5	6	7	
8	9	10	11	12	13	14	
15	16	17	18	19	20	21	
22	23	24	25	26	27	28	
29	30	31					

	National	Holidays
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Quarter	Total Days	Working Days
Q-1	91	72
Q-2	91	70
Q-3	92	71
Q-4	92	67
Total	366	280

Total 10 Festival Holidays at all locations in a calendar year: 3 National Holidays + 4 Common Festival Holidays + 3 State Holidays. All Regional offices will follow state specific festival holidays.

Division Applicability Operation Division (for Agri and Construction), Quality Assurance Division , Manufacturing, Quality, Strategic Sourcing and Supply Chain at Railway Equipment Business Division