

Section I. India Holiday Calendar List – CY 2024

Employee is entitled to **10 India Holidays**, out of which

- **8 fixed holidays**
- **2 optional holidays**

Fixed Holidays: There will be **8 Fixed Holidays**, based on the city out of which the employee operates.

| FIXED HOLIDAY LIST - 2024 (Bangalore) | | | |
|---------------------------------------|----------------------|------------|-----------|
| Sl. No. | Occasion of Leave | Date | Day |
| 1 | Republic Day | 26/01/2024 | Friday |
| 2 | Eid-UI-Fitr (Ramzan) | 11/04/2024 | Thursday |
| 3 | May Day | 01/05/2024 | Wednesday |
| 4 | Independence Day | 15/08/2024 | Thursday |
| 5 | Gandhi Jayanthi | 02/10/2024 | Wednesday |
| 6 | Ayudha pooja | 11/10/2024 | Friday |
| 7 | Kannada Rajyotsava | 01/11/2024 | Friday |
| 8 | Christmas | 25/12/2024 | Wednesday |

| HOLIDAYS ON WEEKEND LIST - 2024 (Bangalore) | | | |
|---|----------------------|------------|----------|
| Sl. No. | Occasion of Leave | Date | Day |
| 1 | Vinayakar Chathurthi | 07/09/2024 | Saturday |
| 2 | Diwali | 02/11/2024 | Saturday |
| 3 | Shab-e-Qadar | 06/04/2024 | Saturday |
| 4 | Onam | 15/09/2024 | Sunday |

***Note – The Bangalore Holiday calendar will be applicable for employees working out of any other location than mentioned above.**

| FIXED HOLIDAY LIST - 2024 (Chennai) | | | |
|-------------------------------------|----------------------|------------|-----------|
| Sl. No. | Occasion of Leave | Date | Day |
| 1 | Pongal | 15/01/2024 | Monday |
| 2 | Republic Day | 26/01/2024 | Friday |
| 3 | Eid-UI-Fitr (Ramzan) | 11/04/2024 | Thursday |
| 4 | May Day | 01/05/2024 | Wednesday |
| 5 | Independence Day | 15/08/2024 | Thursday |
| 6 | Gandhi Jayanthi | 02/10/2024 | Wednesday |
| 7 | Diwali | 31/10/2024 | Thursday |
| 8 | Christmas | 25/12/2024 | Wednesday |

| HOLIDAYS ON WEEKEND LIST - 2024 (Chennai) | | | |
|---|----------------------|------------|----------|
| Sl. No. | Occasion of Leave | Date | Day |
| 1 | Tamil New Year's Day | 14/04/2024 | Sunday |
| 2 | Mahaveer Jayanthi | 21/04/2024 | Sunday |
| 3 | Vinayakar Chathurthi | 7/9/2024 | Saturday |
| 4 | Onam | 15/09/2024 | Sunday |
| 5 | Vijaya Dasami | 12/10/2024 | Saturday |

| FIXED HOLIDAY LIST - 2024 (Gurugram) | | | |
|--------------------------------------|---|------------|-----------|
| Sl. No. | Occasion of Leave | Date | Day |
| 1 | Republic Day | 26/01/2024 | Friday |
| 2 | Holi | 25/03/2024 | Monday |
| 3 | Eid-ul-Fitr/Ramadan | 11/04/2024 | Thursday |
| 4 | Ram Navami | 17/04/2024 | Wednesday |
| 5 | Independence Day | 15/08/2024 | Thursday |
| 6 | Gandhi Jayanthi | 02/10/2024 | Wednesday |
| 7 | Diwali / Kannada Rajyotsava/Haryana Day | 01/11/2024 | Friday |
| 8 | Christmas | 25/12/2024 | Wednesday |

| HOLIDAYS ON WEEKEND LIST - 2024 (Gurugram) | | | |
|--|------------------------------------|------------|----------|
| Sl. No. | Occasion of Leave | Date | Day |
| 1 | Guru Ravidas Jayanti | 24/02/2024 | Saturday |
| 2 | S. Bhagat Singh's Martyrdom Day | 23/03/2024 | Saturday |
| 3 | Dr Ambedkar Jayanti | 14/04/2024 | Sunday |
| 4 | Mahavir Jayanti | 21/04/2024 | Sunday |
| 5 | Maharana Pratap Jayanti | 09/06/2024 | Sunday |
| 6 | Sant Guru Kabir Jayanti | 22/06/2024 | Saturday |
| 7 | Vijaya Dashami | 13/10/2024 | Sunday |
| 8 | Deepavali Holiday | 02/11/2024 | Saturday |

| FIXED HOLIDAY LIST - 2024 (Pune) | | | |
|----------------------------------|---|------------|-----------|
| Sl. No. | Occasion of Leave | Date | Day |
| 1 | Republic Day | 26/01/2024 | Friday |
| 2 | Chhatrapati Shivaji Maharaj Jayanti | 19/02/2024 | Monday |
| 3 | Eid-ul-Fitr/Ramadan | 11/04/2024 | Thursday |
| 4 | May Day/Maharashtra Day | 01/05/2024 | Wednesday |
| 5 | Independence Day | 15/08/2024 | Thursday |
| 6 | Gandhi Jayanthi | 02/10/2024 | Wednesday |
| 7 | Diwali / Kannada Rajyotsava/Haryana Day | 01/11/2024 | Friday |
| 8 | Christmas | 25/12/2024 | Wednesday |

| HOLIDAYS ON WEEKEND LIST - 2024 (Pune) | | | |
|--|--------------------------------|------------|----------|
| Sl. No. | Occasion of Leave | Date | Day |
| 1 | Dr. Babasaheb Ambedkar Jayanti | 14/04/2024 | Sunday |
| 2 | Mahavir Janma kalyanak | 21/04/2024 | Sunday |
| 3 | Ganesh Chaturthi | 07/09/2024 | Saturday |
| 4 | Vijayadashami | 12/10/2024 | Saturday |
| 5 | Diwali (Bali Pratipada) | 02/11/2024 | Saturday |

Optional Holidays: Employee can select up to a maximum of **2** Optional Holidays out of the below List.

| OPTIONAL HOLIDAY LIST - 2024 | | | |
|------------------------------|--|------------|-----------|
| Sl. No. | Occasion of Leave | Date | Day |
| 1 | New Year's Day | 01/01/2024 | Monday |
| 2 | Makara Sankranti Festival/Pongal | 15/01/2024 | Monday |
| 3 | Thiruvalluvar Day | 16/01/2024 | Tuesday |
| 4 | Uzhavar Thirunal | 17/01/2024 | Wednesday |
| 5 | Thai Poosam | 25/01/2024 | Thursday |
| 6 | Maha Shivaratri | 08/03/2024 | Friday |
| 7 | Holi | 25/03/2024 | Monday |
| 8 | Good Friday | 29/03/2024 | Friday |
| 9 | Jumat-ul-Wida | 05/04/2024 | Friday |
| 10 | Ugadi Festival/Gudhi Padwa/Telugu New Year's Day | 09/04/2024 | Tuesday |
| 11 | Ram Navami | 17/04/2024 | Wednesday |
| 12 | Basava Jayanthi/Akshaya Tritiya | 10/05/2024 | Friday |
| 13 | Buddha Poonima | 23/05/2024 | Thursday |
| 14 | Bakri ID (Id-Uz-Zuha) | 17/06/2024 | Monday |
| 15 | Last Day of Moharam | 17/07/2024 | Wednesday |
| 16 | Varamahalakshmi Vrata | 16/08/2024 | Friday |
| 17 | Rug-Upakarma/Yajur Upakarma | 19/08/2024 | Monday |
| 18 | Brahma Shri Naryana Guru Jayanthi | 20/08/2024 | Tuesday |
| 19 | Sri Krishna Janmashtami | 26/08/2024 | Monday |
| 20 | Swarna Gowri Vrata | 06/09/2024 | Friday |
| 21 | Milad-un-Nabi | 16/09/2024 | Monday |
| 22 | Vishwakarma Jayanthi | 17/09/2024 | Tuesday |
| 23 | Dasara/Mahanavami/Ayudhapooja | 11/10/2024 | Friday |
| 24 | Maharishi Valmiki Jayanti, | 17/10/2024 | Thursday |
| 25 | Naraka Chaturdashi | 31/10/2024 | Thursday |
| 26 | Guru Nanak Jayanthi | 15/11/2024 | Friday |
| 27 | Kanakadasa Jayanthi | 18/11/2024 | Monday |
| 28 | Christmas Eve | 24/12/2024 | Tuesday |