

Section I. India Holiday Calendar List – CY 2025

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

- **8 Fixed Holidays**
- **2 Optional Holidays**

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

FIXED HOLIDAY LIST - 2025 (Bangalore)			
S No.	Occasion of Leave	Date (DD/MM/YYYY)	Day
1	New Year's Day	01/01/2025	Wednesday
2	Makarasankranti	14/01/2025	Tuesday
3	Eid-UI-Fitr (Ramzan)	31/03/2025	Monday
4	May Day	01/05/2025	Thursday
5	Independence Day	15/08/2025	Friday
6	Gandhi Jayanthi	02/10/2025	Thursday
7	Deepavali Balipadyami	22/10/2025	Wednesday
8	Christmas	25/12/2025	Thursday

HOLIDAYS ON WEEKEND LIST - 2025 (Bangalore)			
S No.	Occasion of Leave	Date (DD/MM/YYYY)	Day
1	Republic Day	26/01/2025	Sunday
2	Ugadi Festival	30/03/2025	Sunday
3	Sri Rama Navami	06/04/2025	Sunday
4	Bakrid	07/06/2025	Saturday
5	Last Day of Moharam	06/07/2025	Sunday
6	Yajur Upakarma	09/08/2025	Saturday
7	Sri Krishna Janmashtami	16/08/2025	Saturday
8	Brahma Shri Narayana Guru Jayanti	07/09/2025	Sunday
9	Tula Sankaramana	18/10/2025	Saturday
10	Kannada Rajyothsava	01/11/2025	Saturday
11	Kanakadasa Jayanthi	08/11/2025	Saturday

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

FIXED HOLIDAY LIST - 2025 (Chennai)			
S No.	Occasion of Leave	Date (DD/MM/YYYY)	Day
1	New Year's Day	01/01/2025	Wednesday
2	Eid-UI-Fitr (Ramzan)	31/03/2025	Monday
3	Tamil New Year's Day	14/04/2025	Monday
4	May Day	01/05/2025	Thursday
5	Independence Day	15/08/2025	Friday
6	Gandhi Jayanthi	02/10/2025	Thursday
7	Deepavali	20/10/2025	Monday
8	Christmas	25/12/2025	Thursday

HOLIDAYS ON WEEKEND LIST - 2025 (Chennai)			
S No.	Occasion of Leave	Date (DD/MM/YYYY)	Day
1	Republic Day	26/01/2025	Sunday
2	Telugu New Year's Day	30/03/2025	Sunday
3	Bakrid (Idul Azha)	07/06/2025	Saturday
4	Muharram	06/07/2025	Sunday
5	Krishna Jayanthi	16/08/2025	Saturday

FIXED HOLIDAY LIST - 2025 (Gurugram)			
S No.	Occasion of Leave	Date (DD/MMM/YYYY)	Day
1	New Year's Day	01/01/2025	Wednesday
2	Maha Shivaratri	26/02/2025	Wednesday
3	Holi	14/03/2025	Friday
4	Eid-UI-Fitr (Ramzan)	31/03/2025	Monday
5	Independence Day	15/08/2025	Friday
6	Gandhi Jayanthi/Durga Puja Dasami	02/10/2025	Thursday
7	Deepavali	21/10/2025	Tuesday
8	Christmas	25/12/2025	Thursday

HOLIDAYS ON WEEKEND LIST - 2025 (Gurugram)

S No.	Occasion of Leave	Date (DD/MM/YYYY)	Day
1	Republic Day	26/01/2025	Sunday
2	S. Bhagat Singh's Martyrdom Day	23/03/2025	Sunday
3	Ram Navami	06/04/2025	Sunday
4	Bakrid / Eid al Adha	07/06/2025	Saturday
5	Haryali Teej	27/07/2025	Sunday
6	Raksha Bandhan	09/08/2025	Saturday
7	Janmashtami	16/08/2025	Saturday
8	Haryana Day	01/11/2025	Saturday
9	Guru Gobind Singh Jayanti	27/12/2025	Saturday

FIXED HOLIDAY LIST - 2025 (Kolkata)

S No.	Occasion of Leave	Date (DD/MM/YYYY)	Day
1	New Year's Day	01/01/2025	Wednesday
2	Eid-Ul-Fitr (Ramzan)	31/03/2025	Monday
3	Bengali New Year's Day	15/04/2025	Tuesday
4	May Day	01/05/2025	Thursday
5	Independence Day	15/08/2025	Friday
6	Gandhi Jayanti/ Durga Puja Dasami	02/10/2025	Thursday
7	Deepavali / Kali Puja	20/10/2025	Monday
8	Christmas	25/12/2025	Thursday

HOLIDAYS ON WEEKEND LIST - 2025 (Kolkata)

S No.	Occasion of Leave	Date (DD/MM/YYYY)	Day
1	Birthday of Swami Vivekananda	12/01/2025	Sunday
2	Republic day	26/01/2025	Sunday
3	Saraswati Puja [Sree Panchami]	02/02/2025	Sunday
4	Day after Doljatra	15/03/2025	Saturday

5	Id-Ud-Zoha (Bakrid)	07/06/2025	Saturday
6	Muharram	06/07/2025	Sunday
7	Rakhi Bandhan	09/08/2025	Saturday
8	Durga Puja, Maha Panchami	27/09/2025	Saturday
9	Durga Puja, Maha Shashthi	28/09/2025	Sunday

FIXED HOLIDAY LIST - 2025 (Pune)

S No.	Occasion of Leave	Date (DD/MM/YYYY)	Day
1	New Year's Day	01/01/2025	Wednesday
2	Eid-UI-Fitr (Ramzan)	31/03/2025	Monday
3	Maharashtra Din	01/05/2025	Thursday
4	Independence Day	15/08/2025	Friday
5	Ganesh Chaturthi	27/08/2025	Wednesday
6	Gandhi Jayanthi	02/10/2025	Thursday
7	Diwali	22/10/2025	Wednesday
8	Christmas	25/12/2025	Thursday

HOLIDAYS ON WEEKEND LIST - 2025 (Pune)

S No.	Occasion of Leave	Date (DD/MM/YYYY)	Day
1	Ram Navami	06/04/2025	Sunday
2	Bakri EID (Id-Uz-Zuha)	07/06/2025	Saturday
3	Moharam	06/07/2025	Sunday

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

Optional Holiday List 2025			
S No	Occasion of Leave	Date (DD/MM/YYYY)	Day
1	Guru Gobind Singh Jayanti	06/01/2025	Monday
2	Thiruvalluvar Day	15/01/2025	Wednesday
3	Uzhavar Thirunal	16/01/2025	Thursday
4	Netaji's Birthday	23/01/2025	Thursday
5	Vasant Panchami	03/02/2025	Monday
6	Thai Poosam	11/02/2025	Tuesday
7	Shab-e-Barath	14/02/2025	Friday
8	Maha Shivratri	26/02/2025	Wednesday
9	Holi Festival	13/03/2025	Thursday
10	Holi (Second Day) / Doljatra	14/03/2025	Friday
11	Shab-e-Quadar	27/03/2025	Thursday
12	Jumat-ul-Wida	28/03/2025	Friday
13	Mahaveer Jayanthi / Mahavir Janmakalyanak	10/04/2025	Thursday
14	Dr. B.R.Ambedkar's Birthday	14/04/2025	Monday
15	Good Friday	18/04/2025	Friday
16	Basava Jayanthi Akshaya Tritiya	30/04/2025	Wednesday
17	Birthday of Rabindranath Tagore	09/05/2025	Friday
18	Buddha Pournima	12/05/2025	Monday
19	Rathayatra	27/06/2025	Friday
20	Shaheed Udham Singh's Martyrdom Day	31/07/2025	Thursday
21	Varamahalakshmi Vrata	08/08/2025	Friday
22	Vinayakar Chaturthi / Ganesh Chaturthi / Varasiddhi Vinayaka Vrata	27/08/2025	Wednesday
23	Milad-un-Nabi / Onam Festival	05/09/2025	Friday
24	Durga Puja, Maha Chaturthi	26/09/2025	Friday
25	Durga Puja, Maha Saptami	29/09/2025	Monday

26	Durga Puja, Maha Astami	30/09/2025	Tuesday
27	Ayutha Pooja / Mahanavami Ayudhapooja / Vijayadasami / Durga Puja Maha Nabami	01/10/2025	Wednesday
28	Additional Day for Durga Puja	03/10/2025	Friday
29	Lakshmi Puja	06/10/2025	Monday
30	Maharshi Valmiki Jayanthi / Additional Day for Lakshmi Puja	07/10/2025	Tuesday
31	Deepavali / Naraka Chaturdashi / Kali Puja	20/10/2025	Monday
32	Diwali Amavasya	21/10/2025	Tuesday
33	Diwali / Deepavali Balipadyami / Additional Day for Kali Puja	22/10/2025	Wednesday
34	Chhat Puja	27/10/2025	Monday
35	Additional Day for Chhat Puja	28/10/2025	Tuesday
36	Guru Nanak Jayanti	05/11/2025	Wednesday
37	Huttari Festival	05/12/2025	Friday
38	Shaheed Udam Singh Jayanti	26/12/2025	Friday