



Innovating for patient affordability

To: All Employees Working in Canada
From: Joanne Patriarche, Vice President, HR GSM & Canada Head
Date: October 18, 2022
Re: 2023 Designated Holidays

Provinces excluded from eligibility are indicated below. Local exceptions will be communicated.

Friday December 30, 2022 In Lieu of New Year's Day 2023
Monday February 20\* Family Day
Friday April 7 Good Friday
Monday May 22 Victoria Day
Monday July 3 In Lieu of Canada Day
Monday August 7\*\* Civic Holiday
Monday September 4 Labour Day
Monday October 9 Thanksgiving Day
Saturday November 11\*\*\* Remembrance Day
Monday December 25 Christmas Day
Tuesday December 26 Boxing Day
Friday December 29\*\*\*\* 2023 Apotex Floater Day
Monday January 1, 2024 New Year's Day 2024

Table with 5 columns (Mon-Fri) and 2 sections: ~ December 2023~ and ~ January 2024~. Includes dates and holiday names like CHRISTMAS DAY, BOXING DAY, NEW YEAR'S DAY.

As per the Hours of Work and Overtime Pay policy "Some areas of the business require extended down time due to equipment maintenance needs, special projects, etc. In order to ensure that employees continue to be paid during such closures and to ensure that the business remains appropriately staffed, the organization reserves the right to require employees to utilize paid absences during identified shut down periods." We ask that employees keep this requirement in mind as they plan their vacation schedules for the upcoming year. Information

regarding potential plant shut downs will be communicated at a later date on a site by site basis. Some areas of the business that don't work a traditional Monday to Friday shift, may re-designate some statutory holidays to better accommodate their specific work schedule. ***Any areas not following this holiday calendar must notify Payroll Services.***

\*Ontario, British Columbia, Alberta, New Brunswick, Saskatchewan, Heritage Day in Nova Scotia, Louis Riel Day in Manitoba

\*\*Except for Quebec

\*\*\*Except for Quebec and Ontario

\*\*\*\*Provinces eligible for the Remembrance Day holiday may take the Floater Day (December 29<sup>th</sup>) if they did not take a day for Remembrance Day

Note that Quebec recognizes St. Jean Baptiste Day as a public holiday on June 24<sup>th</sup>.