

### Away Days only happen when teams make them happen.

Here's what you can do to help everyone enjoy the day off.

| Look Ahead                    | Review the Away Days calendar for the month or quarter<br>ahead and plan around the days off. Consider adding team<br>"No Meeting Days" during weeks with Away Days.   |  |  |  |  |
|-------------------------------|--|--|--|--|--|
| Adjust Deadlines              | If a deadline falls on an Away Day, shift the due date to a day<br>early or move the deadline to fall 2 business days after the<br>Away Day.   |  |  |  |  |
| Cancel Recurring<br>Meetings  | Cancel all recurring 1-1s or weekly standing meetings that fall<br>on an Away Day. Avoid rescheduling these meetings to<br>another part of the week. If you're squeezing 5 days of<br>meetings into a short week, you're not doing this right! |  |  |  |  |
|                               | During a week with 2 or more Away Days, try cancelling all 1-1s or weekly standing meetings that week.   |  |  |  |  |
| Turn on Vacation<br>Responder | The evening before an Away Day, set your email vacation responder and turn your status to Away on Mattermost. Remind your team to do the same.   |  |  |  |  |
|                               | Vacation Responder Suggestion  |  |  |  |  |
| Affir                         | 'm currently on a companywide Away Day during which<br>mers have time off from work to rest and relax. I will be<br>k online on [insert date].   |  |  |  |  |
| Enjoy the Away Day            | Whether you're a manager or individual contributor, be a role<br>model for your team and unplug from email and Mattermost.<br>It's On Us!<br>Questions? Contact the Benefits Team.   |  |  |  |  |
|                               | Away Days Guide<br>Work Hard, Rest Hard  |  |  |  |  |



**Each and every team has important work that may be tied to deadlines that aren't flexible.** Every employee may not be offline on every Away Day. However, there's opportunity to keep teams aligned on the program's intention while still operating to keep Affirm moving forward.

The **purpose of Away Days** is to institute regularly scheduled, regional breaks where employees have respite from their computer or if necessary, the ability to get work done without the distraction of back-to-back internal meetings, pings, and email.

Away Days will never be a one-size-fits-all for every team or individual at Affirm. We've received feedback that employees sometimes log on for part of the Away Day because they're most productive without distractions or there's a time sensitive deadline. Even still, they appreciate the mitigation of stress that is usually associated with a typical work day, the ability to have some time off, and the fact that at a company level, we even attempt to provide this level of time away from work.

Away Days as a solution to time off and burnout doesn't work in a silo. Away Days won't make our issues disappear. Our aim is to empower teams to place additional guardrails to curb burnout and tech fatigue. This is why we are encouraging changes on a team level, such as team-specific "No Meeting Days" if this approach works for teams. Managers should encourage employees to take FTO or PTO – especially those with teams that can't follow the Away Days schedule verbatim. Managers also need to check in regularly on direct reports about taking vacation.

**The Away Days calendar is final and not up to team discretion.** Alternate Away Days are not permissible but Affirmers may use FTO or PTO for any alternate dates off. If you have questions, contact benefits@affirm.com.



# **Americas Away Days**

# 2022

### **The Americas** calendar applies to employees in U.S. & Canada

| Away Day   | Jan. 3, 2022  | Away Break | Jun. 16, 2022<br>Except Quebec | No Meeting<br>Day | Nov. 8, 2022                      |  |
|------------|---------------|------------|--------------------------------|-------------------|-----------------------------------|--|
| Away Day   | Jan. 17, 2022 |            | Jun. 17, 2022                  | Away Day          | Nov. 11, 2022                     |  |
| Away Day   | Feb. 21, 2022 | Away Day   | Jun. 24, 2022                  |                   | Canada Only                       |  |
| Away Day   | Feb. 25, 2022 |            | Quebec Only                    | Away Day          | Nov. 24, 2022<br><b>U.S. Only</b> |  |
| Away Day   | Mar. 21, 2022 | Away Break | Jul. 1, 2022<br>Jul. 4, 2022   |                   |                                   |  |
| Away Break | Apr. 15, 2022 | Away Day   | Aug. 1, 2022                   | Away Break        | Dec. 22, 2022<br>Dec. 23, 2022    |  |
| Anay break | Apr. 18, 2022 |            |                                |                   | Dec. 26, 2022<br>Dec. 27, 2022    |  |
| Away Day   | May 23, 2022  | Away Break | Sept. 2, 2022<br>Sept. 5, 2022 | No Meeting        | Dec. 28, 2022                     |  |
| Away Day   | May 30, 2022  | Away Break | Oct. 10, 2022                  | Days              | Dec. 29, 2022                     |  |
|            |               |            | Oct. 11, 2022<br>Oct. 12, 2022 | Away Day          | Dec. 30, 2022                     |  |

| ARY |   |  |   | No Meeting Day  |   |   | Quebec Away Day   |  |   |  |   |  |  |
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| 10  | 11  | 12   | 13  | 14  | 15  |   | 13  | 14   | 15  | 16   | 17  | 18   | 19   |
| 17  | 18  | 19   | 20  | 21  | 22  |   | 20  | 21   | 22  | 23   | 24  | 25   | 26   |
| 24  | 25  | 26   | 27  | 28  | 29  |   | 27  | 28   |   |  |   |  |  |
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| 16  | 17  | 18   | 19  | 20  | 21  |   | 12  | 13   | 14  | 15   | 16  | 17   | 18   |
| 23  | 24  | 25   | 26  | 27  | 28  |   | 19  | 20   | 21  | 22   | 23  | 24   | 25   |
| 23  |   |  |   |   |   |   |   |  |   |  |   |  |  |
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| SEPT | ЕМВ | ER |    |    |    | OCTOBER |    |    |    |    |    |    |    |
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| 18   | 19  | 20 | 21 | 22 | 23 | 24      | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 25   | 26  | 27 | 28 | 29 | 30 |         | 23 | 24 | 25 | 26 | 27 | 28 | 29 |
|      |     |    |    |    |    |         | 30 | 31 |    |    |    |    |    |

\*November 8 = Log up to 4 hours of Voting Time Off in US

\*November 11 = Canada only

\*November 24 = U.S. only

| 1       2       3       4       5         6       7       8       9       10       11       12       3       4         13       14       15       16       17       18       19       10       11         20       21       22       23       24       25       26       17       18 |     |    |    |    |    |    |    |
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| JULY |    |    |    |    |    |    |
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| NOVEMBER |    |    |    |     |     |    |  |  |  |  |  |
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| APRI | L  |    |    |    |    |    |
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| 17   | 18 | 19 | 20 | 21 | 22 | 23 |
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| AUGUST |    |    |    |    |    |    |  |  |  |  |
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| DECEMBER |    |    |    |    |    |    |  |  |  |  |  |
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| 18       | 19 | 20 | 21 | 22 | 23 | 24 |  |  |  |  |  |
| 25       | 26 | 27 | 28 | 29 | 30 | 31 |  |  |  |  |  |



# Europe Away Days

### The Europe calendar applies to employees in Spain & Poland

| Away Day   | Jan. 3, 2022                   | Away Break | Oct. 10, 2022<br>Oct. 11, 2022          |
|------------|--------------------------------|------------|---|
| Away Day   | Jan. 6, 2022                   |            | Oct. 12, 2022                           |
| Away Break | Apr. 14, 2022                  | Away Day   | Nov. 1, 2022                            |
|            | Apr. 15, 2022<br>Apr. 18, 2022 | Away Day   | Nov. 9, 2022<br><mark>Spain Only</mark> |
| Away Break | May 2, 2022<br>May 3, 2022     |            | Nov. 11, 2022<br>Poland Only            |
| Away Day   | May 16, 2022                   | Away Day   | Dec. 6, 2022                            |
| Away Day   | June 16, 2022                  | Away Day   | Dec. 8, 2022                            |
| Away Day   | Jul. 25, 2022                  | Away Day   | Dec. 26, 2022                           |
| Away Day   | Aug. 15, 2022                  |            |   |

#### Away Day

| JANUARY |                                 |   |  |   |  |  |  |  |  |  |  |  |
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| 10      | 11                              | 12  | 13   | 14  | 15   |  |  |  |  |  |  |  |
| 17      | 18                              | 19  | 20   | 21  | 22   |  |  |  |  |  |  |  |
| 24      | 25                              | 26  | 27   | 28  | 29   |  |  |  |  |  |  |  |
| 31      |                                 |   |  |   |  |  |  |  |  |  |  |  |
|         | <b>M</b><br>3<br>10<br>17<br>24 | M         T           3         4           10         11           17         18           24         25 | M         T         W           3         4         5           10         11         12           17         18         19           24         25         26 | M         T         W         T           3         4         5         6           10         11         12         13           17         18         19         20           24         25         26         27 | M         T         W         T         F           3         4         5         6         7           10         11         12         13         14           17         18         19         20         21           24         25         26         27         28 |  |  |  |  |  |  |  |

| MAY |    |    |    |    |    |    |
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| 22  | 23 | 24 | 25 | 26 | 27 | 28 |
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| SEPTEMBER |    |    |    |    |    |    |  |  |  |  |
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| 4         | 5  | 6  | 7  | 8  | 9  | 10 |  |  |  |  |
| 11        | 12 | 13 | 14 | 15 | 16 | 17 |  |  |  |  |
| 18        | 19 | 20 | 21 | 22 | 23 | 24 |  |  |  |  |
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FEBRUARY

| JUNE |    |    |    |    |    |    |  |  |
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| 12   | 13 | 14 | 15 | 16 | 17 | 18 |  |  |
| 19   | 20 | 21 | 22 | 23 | 24 | 25 |  |  |
| 26   | 27 | 28 | 29 | 30 |    |    |  |  |

| ост | OBER | 2  |    |    |    |    |
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| 9   | 10   | 11 | 12 | 13 | 14 | 15 |
| 16  | 17   | 18 | 19 | 20 | 21 | 22 |
| 23  | 24   | 25 | 26 | 27 | 28 | 29 |
| 30  | 31   |    |    |    |    |    |

| MAR | MARCH |    |    |    |    |    |  |  |  |  |
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| 13  | 14    | 15 | 16 | 17 | 18 | 19 |  |  |  |  |
| 20  | 21    | 22 | 23 | 24 | 25 | 26 |  |  |  |  |
| 27  | 28    | 29 | 30 | 31 |    |    |  |  |  |  |

| JULY | ,  |    |    |    |    |    |
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| 17   | 18 | 19 | 20 | 21 | 22 | 23 |
| 24   | 25 | 26 | 27 | 28 | 29 | 30 |
| 31   |    |    |    |    |    |    |

| NO | NOVEMBER |    |    |    |     |    |  |  |  |  |  |
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| 13 | 14       | 15 | 16 | 17 | 18  | 19 |  |  |  |  |  |
| 20 | 21       | 22 | 23 | 24 | 25  | 26 |  |  |  |  |  |
| 27 | 28       | 29 | 30 |    |     |    |  |  |  |  |  |

| APRIL |    |    |    |    |    |    |  |  |  |
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| 10    | 11 | 12 | 13 | 14 | 15 | 16 |  |  |  |
| 17    | 18 | 19 | 20 | 21 | 22 | 23 |  |  |  |
| 24    | 25 | 26 | 27 | 28 | 29 | 30 |  |  |  |
|       |    |    |    |    |    |    |  |  |  |

| AUG | UST |    |    |    |    |    |
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| 21  | 22  | 23 | 24 | 25 | 26 | 27 |
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| DECEMBER |    |    |    |    |    |    |  |  |  |
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| 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 9 = Spain Only \*November 11 = Poland Only



# **Australia Away Days**

# 

| This calendar   | Away Day   | January 3, 2022   | Away Break | July 1 2022<br>July 4, 2022                     |
|-----------------|------------|-------------------|------------|---|
| applies to      | Away Day   | January 26, 2022  | Away Day   | Aug. 1, 2022                                    |
| employees based | Away Day   | February 21, 2022 | Away Break | Sept. 2, 2022                                   |
| in Australia    | Away Day   | February 25, 2022 |            | Sept. 5, 2022                                   |
|                 | Away Day   | March 21, 2022    | Away Break | Oct. 3, 2022<br>Oct. 4, 2022<br>Oct. 5, 2022    |
|                 | Away Break | Apr. 15, 2022     |            | 000. 3, 2022                                    |
|                 |            | Apr. 18, 2022     | Away Day   | Nov. 24, 2022                                   |
|                 | Away Day   | Apr. 25, 2022     | Away Break | Dec. 22, 2022                                   |
|                 | Away Day   | May 23, 2022      |            | Dec. 23, 2022<br>Dec. 26, 2022<br>Dec. 27, 2022 |
|                 | Away Day   | Jun. 10, 2022     |            |   |
|                 |            | Jun. 13, 2022     | Away Day   | Dec. 30, 2022                                   |

#### Away Day

| 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 |    |    |    |    |    |  |  |  |

| MAY |    |    |    |    |    |    |
|-----|----|----|----|----|----|----|
| 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 |    |    |    |    |

| FEBF | RUAR | Y  |    |    |    |    |
|------|------|----|----|----|----|----|
| 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   |    |    |    |    |    |

| JUNI | E  |    |    |    |    |    |
|------|----|----|----|----|----|----|
| 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 |    |    |
|      |    |    |    |    |    |    |

| TEMB | ER                 |                       |  |   |   |
|------|--------------------|-----------------------|--|---|---|
| м    | т                  | w                     | т                                      | F   | s   |
|      |                    |                       | 1                                      | 2   | 3   |
| 5    | 6                  | 7                     | 8                                      | 9   | 10  |
| 12   | 13                 | 14                    | 15                                     | 16  | 17  |
| 19   | 20                 | 21                    | 22                                     | 23  | 24  |
| 26   | 27                 | 28                    | 29                                     | 30  |   |
|      | M<br>5<br>12<br>19 | 5 6<br>12 13<br>19 20 | M T W<br>5 6 7<br>12 13 14<br>19 20 21 | M         T         W         T           1         5         6         7         8           12         13         14         15           19         20         21         22 | M         T         W         T         F           1         2         1         2           5         6         7         8         9           12         13         14         15         16           19         20         21         22         23 |

| 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 |    |    |
|     |      |    |    |    |    |    |
| ост | OBER | 1  |    |    |    |    |
| s   | м    | т  | w  | т  | F  | s  |
|     |      |    |    |    |    | 1  |



| MAR | сн |    |    |    |    |    |
|-----|----|----|----|----|----|----|
| 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 |    |    |

| APRI | L  |    |    |    |    |    |
|------|----|----|----|----|----|----|
| 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 |

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| JULY |    |    |    |    |    |    |
|------|----|----|----|----|----|----|
| 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

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|    | 1  | 2  |    | 1  | 2  | 3  |
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| 7  | 8  | 9  | 7  | 8  | 9  | 10 |
| 14 | 15 | 16 | 14 | 15 | 16 | 17 |
| 21 | 22 | 23 | 21 | 22 | 23 | 24 |
| 28 | 29 | 30 | 28 | 29 | 30 | 31 |
|    |    |    |    |    |    |    |
|    |    |    |    |    |    |    |

AUGUST

S M

| DEC | EMBE | R  |    |    |    |    |
|-----|------|----|----|----|----|----|
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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 | 31 |



## Americas Away Days

## 2021

### The Americas calendar applies to employees in U.S. & Canada

| Away Day   | Jan. 1, 2021  | Away Break        | Jun. 17, 2021<br>Jun. 18, 2021 | Away Day   | Nov. 25, 2021                  |
|------------|---------------|-------------------|--------------------------------|------------|--------------------------------|
| Away Day   | Jan. 18, 2021 | Away Break        | Jul. 1, 2021                   | Away Break | Dec. 23, 2022<br>Dec. 24, 2022 |
| Away Day   | Feb. 15, 2021 |                   | Jul. 2, 2021                   |            | Dec. 27, 2022                  |
| Away Day   | Feb. 19, 2021 | Away Day          | Aug. 2, 2021                   | No Meeting | Dec. 28, 2021<br>Dec. 29, 2021 |
| Away Day   | Mar. 8, 2021  | Away Break        | Sept. 3, 2021<br>Sept. 6, 2021 | Days       |                                |
| Away Break | Apr. 2, 2021  | Away Break        | Oct. 8, 2021                   | Away Day   | Dec. 30, 2021<br>Dec. 31, 2021 |
|            | Apr. 5, 2021  |                   | Oct. 11, 2021                  |            |                                |
| Away Day   | May 24, 2021  | No Meeting<br>Day | Nov. 2, 2021                   |            |                                |
| Away Day   | May 31, 2021  | Away Day          | Nov. 11, 2021<br>Canada Only   |            |                                |

|          | Away     | / Day    |          |          | No M     | leetin | ig Day |     |     |          |          |    |    |    |      |          |          |          |     |          |    |
|----------|----------|----------|----------|----------|----------|--------|--------|-----|-----|----------|----------|----|----|----|------|----------|----------|----------|-----|----------|----|
| JANU     | JARY     |          |          |          |          |        | F      | EBR | UAR | Y        |          |    |    |    | MAR  | СН       |          |          |     |          |    |
| S        | м        | т        | w        | т        | F        | s      |        | s   | м   | т        | w        | т  | F  | s  | s    | м        | т        | w        | т   | F        | s  |
|          |          |          |          |          | 1        | 2      |        |     | 1   | 2        | 3        | 4  | 5  | 6  |      | 1        | 2        | 3        | 4   | 5        | 6  |
| 3        | 4        | 5        | 6        | 7        | 8        | 9      |        | 7   | 8   | 9        | 10       | 11 | 12 | 13 | 7    | 8        | 9        | 10       | 11  | 12       | 13 |
| 10       | 11       | 12       | 13       | 14       | 15       | 16     |        | 14  | 15  | 16       | 17       | 18 | 19 | 20 | 14   | 15       | 16       | 17       | 18  | 19       | 20 |
| 17       | 18       | 19       | 20       | 21       | 22       | 23     | :      | 21  | 22  | 23       | 24       | 25 | 26 | 27 | 21   | 22       | 23       | 24       | 25  | 26       | 27 |
| 24       | 25       | 26       | 27       | 28       | 29       | 30     | 2      | 28  |     |          |          |    |    |    | 28   | 29       | 30       | 31       |     |          |    |
| 31       |          |          |          |          |          |        |        |     |     |          |          |    |    |    |      |          |          |          |     |          |    |
|          |          |          |          |          |          |        |        |     |     |          |          |    |    |    |      |          |          |          |     |          |    |
| MAY      |          | _        |          |          | _        |        |        |     |     | _        |          | _  | _  | _  | JULY |          | _        |          | _   | _        | -  |
| S        | м        | т        | w        | т        | F        | S      |        | S   | м   | т        | w        | т  | F  | S  | S    | м        | т        | w        | т   | F        | S  |
| •        |          |          | _        |          | _        | 1      |        | •   | _   | 1        | 2        | 3  | 4  | 5  |      | _        |          | _        | 1   | 2        | 3  |
| 2        | 3        | 4        | 5        | 6        | 7        | 8      |        | 6   | 7   | 8        | 9        | 10 | 11 | 12 | 4    | 5        | 6        | 7        | 8   | 9        | 10 |
| 9        | 10       | 11       | 12       | 13       | 14       | 15     |        | 13  | 14  | 15       | 16       | 17 | 18 | 19 | 11   | 12       | 13       | 14       | 15  | 16       | 17 |
| 16<br>23 | 17       | 18<br>25 | 19<br>26 | 20<br>27 | 21<br>28 | 22     |        | 20  | 21  | 22<br>29 | 23<br>30 | 24 | 25 | 26 | 18   | 19<br>26 | 20<br>27 | 21<br>28 | 22  | 23<br>30 | 24 |
| 23<br>30 | 24<br>31 | 25       | 26       | 27       | 28       | 29     |        | 27  | 28  | 29       | 30       |    |    |    | 25   | 26       | 27       | 28       | 29  | 30       | 31 |
| 30       | 51       |          |          |          |          |        |        |     |     |          |          |    |    |    |      |          |          |          |     |          |    |
| SEPT     | EMB      | ER       |          |          |          |        | o      | стс | BER |          |          |    |    |    | NOV  | EMB      | R        |          |     |          |    |
| S        | м        | т        | w        | т        | F        | s      |        | s   | м   | т        | w        | т  | F  | s  | s    | м        | т        | w        | т   | F        | s  |
|          |          |          | 1        | 2        | 3        | 4      |        |     |     |          |          |    | 1  | 2  |      | 1        | 2*       | 3        | 4   | 5        | 6  |
| 5        | 6        | 7        | 8        | 9        | 10       | 11     |        | 3   | 4   | 5        | 6        | 7  | 8  | 9  | 7    | 8        | 9        | 10       | 11* | 12       | 13 |
| 12       | 13       | 14       | 15       | 16       | 17       | 18     |        | 10  | 11  | 12       | 13       | 14 | 15 | 16 | 14   | 15       | 16       | 17       | 18  | 19       | 20 |
| 19       | 20       | 21       | 22       | 23       | 24       | 25     | ·      | 17  | 18  | 19       | 20       | 21 | 22 | 23 | 21   | 22       | 23       | 24       | 25  | 26       | 27 |
| 26       | 27       | 28       | 29       | 30       |          |        | 1      | 24  | 25  | 26       | 27       | 28 | 29 | 30 | 28   | 29       | 30       |          |     |          |    |
|          |          |          |          |          |          |        | :      | 31  |     |          |          |    |    |    |      |          |          |          |     |          |    |

\*November 2 = Log up to 4 hours of Voting Time Off in US

\*November 11 = Canada Only

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# Europe Away Days

| The Europe                        | Away Day | Oct. 12, 2021                           | Away Day | Dec. 6, 2021  |
|-----------------------------------|----------|---|----------|---------------|
| calendar applies                  | Away Day | Nov. 1, 2021                            | Away Day | Dec. 8, 2021  |
| to employees in<br>Spain & Poland | Away Day | Nov. 9, 2021<br><mark>Spain Only</mark> | Away Day | Dec. 24, 2021 |
| ·                                 |          | Nov. 11, 2021<br>Poland Only            |          |               |

| SEPT | ЕМВ | ER |    | OCTOBER |    |    |  |    |    |    |    | NOVEMBER |    |    |  |    |    |    |    | DE  | DECEMBER |    |    |    |    |    |    |    |    |
|------|-----|----|----|---------|----|----|--|----|----|----|----|----------|----|----|--|----|----|----|----|-----|----------|----|----|----|----|----|----|----|----|
| s    | м   | т  | w  | т       | F  | s  |  | s  | м  | т  | w  | т        | F  | s  |  | s  | м  | т  | w  | т   | F        | s  | S  | М  | т  | w  | т  | F  | s  |
|      |     |    | 1  | 2       | 3  | 4  |  |    |    |    |    |          | 1  | 2  |  |    | 1  | 2  | 3  | 4   | 5        | 6  |    |    |    | 1  | 2  | 3  | 4  |
| 5    | 6   | 7  | 8  | 9       | 10 | 11 |  | 3  | 4  | 5  | 6  | 7        | 8  | 9  |  | 7  | 8  | 9* | 10 | 11* | 12       | 13 | 5  | 6  | 7  | 8  | 9  | 10 | 11 |
| 12   | 13  | 14 | 15 | 16      | 17 | 18 |  | 10 | 11 | 12 | 13 | 14       | 15 | 16 |  | 14 | 15 | 16 | 17 | 18  | 19       | 20 | 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19   | 20  | 21 | 22 | 23      | 24 | 25 |  | 17 | 18 | 19 | 20 | 21       | 22 | 23 |  | 21 | 22 | 23 | 24 | 25  | 26       | 27 | 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26   | 27  | 28 | 29 | 30      |    |    |  | 24 | 25 | 26 | 27 | 28       | 29 | 30 |  | 28 | 29 | 30 |    |     |          |    | 26 | 27 | 28 | 29 | 30 | 31 | 1  |
|      |     |    |    |         |    |    |  | 31 |    |    |    |          |    |    |  |    |    |    |    |     |          |    |    |    |    |    |    |    |    |

\*November 9 = Spain Only

\*November 11 = Poland Only



### **Australia Away Days**

# 2021

| This calendar                   | Away Break | Oct. 1, 2021<br>Oct. 4, 2021                    | Away Break | Dec. 30, 2021<br>Dec. 31, 2021 |
|---------------------------------|------------|---|------------|--------------------------------|
| applies to                      | Away Day   | Nov. 25, 2021                                   |            |                                |
| employees based<br>in Australia | Away Break | Dec. 24, 2021<br>Dec. 27, 2021<br>Dec. 28, 2021 |            |                                |

| S | M  | Т  | W  | Т  | F  | S   |
|---|----|----|----|----|----|-----|
|   |    |    | 1  | 2  | 3  | 4   |
|   | 6  | 7  | 8  | 9  | 10 | -11 |
| 2 | 13 | 14 | 15 | 16 | 17 | 18  |
| 9 | 20 | 21 | 22 | 23 | 24 | 25  |
|   | 27 | 28 | 29 | 30 |    |     |

| ост | OCTOBER NOVEMBER |    |    |    |    |    |  |    |    |    | DECEMBER |    |    |    |  |    |    |    |    |    |    |    |
|-----|------------------|----|----|----|----|----|--|----|----|----|----------|----|----|----|--|----|----|----|----|----|----|----|
| S   | м                | т  | w  | т  | F  | s  |  | s  | м  | т  | w        | т  | F  | S  |  | s  | м  | т  | w  | т  | F  | s  |
|     |                  |    |    |    | 1  | 2  |  |    | 1  | 2  | 3        | 4  | 5  | 6  |  |    |    |    | 1  | 2  | 3  | 4  |
| 3   | 4                | 5  | 6  | 7  | 8  | 9  |  | 7  | 8  | 9  | 10       | 11 | 12 | 13 |  | 5  | 6  | 7  | 8  | 9  | 10 | 11 |
| 10  | 11               | 12 | 13 | 14 | 15 | 16 |  | 14 | 15 | 16 | 17       | 18 | 19 | 20 |  | 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 17  | 18               | 19 | 20 | 21 | 22 | 23 |  | 21 | 22 | 23 | 24       | 25 | 26 | 27 |  | 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 24  | 25               | 26 | 27 | 28 | 29 | 30 |  | 28 | 29 | 30 |          |    |    |    |  | 26 | 27 | 28 | 29 | 30 | 31 | 1  |
| 31  |                  |    |    |    |    |    |  |    |    |    |          |    |    |    |  |    |    |    |    |    |    |    |

### Notes

### **Americas Calendar:**

• For our employees in Canada, National Day for Truth and Reconciliation (Sept. 30) applies to federally regulated employers. We are provincially regulated and no province has adopted this holiday as a new statutory holiday to date. We recognize the importance of the holiday and employees may use PTO if they would like to commemorate the day.

### **Europe Calendar:**

- Employees based in Poland who join Affirm in 2021 will follow the 2021 Europe calendar.
- Returnly employees based in Spain will follow the Away Days calendar starting January 1, 2022.