

STARR

2026 Holiday Schedule – U.S.

The following holidays will be observed at all US locations in 2026:

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|------------------------------------|-----------------|--------------------------|
| New Year's Day | Thursday | January 1, 2026 |
| Day After New Year's Day | Friday | January 2, 2026 |
| Martin Luther King, Jr. Day | Monday | January 19, 2026 |
| Presidents' Day | Monday | February 16, 2026 |
| Memorial Day | Monday | May 25, 2026 |
| Juneteenth | Friday | June 19, 2026 |
| Independence Day (Observed) | Friday | July 3, 2026 |
| Labor Day | Monday | September 7, 2026 |
| Thanksgiving Day | Thursday | November 26, 2026 |
| Day after Thanksgiving Day | Friday | November 27, 2026 |
| Christmas Day | Friday | December 25, 2026 |

All employees hired prior to 2026 will be entitled to one (1) Floating Holiday to be used, with Management's approval, any time in 2026. The number of floating holidays is determined by the number of observed holidays during the year. Traditionally, the combination of both floating holidays and observed holidays totals 11 days.

All employees hired before April 30, 2026, are entitled to two (2) Discretionary Days to be used, with Management's approval, for holidays not included in the above schedule, religious observance or for any other personal reason. Employees hired after April 30, 2026, but before September 1, 2026, are entitled to one (1) Discretionary Day.

Please consult the Employee Handbook for specifics on how unused Floating Holidays and Discretionary Days are treated at the end of the year or upon termination of employment.

In addition, on the following days there will be a 1:00 p.m. early closing:

Wednesday, December 31, 2025
Friday, January 16, 2026
Friday, February 13, 2026
Friday, April 3, 2026 (in observance of Good Friday)
Friday, May 22, 2026
Thursday, June 18, 2026
Thursday, July 2, 2026
Friday, September 4, 2026
Wednesday, November 25, 2026
Thursday, December 24, 2026
Thursday, December 31, 2026