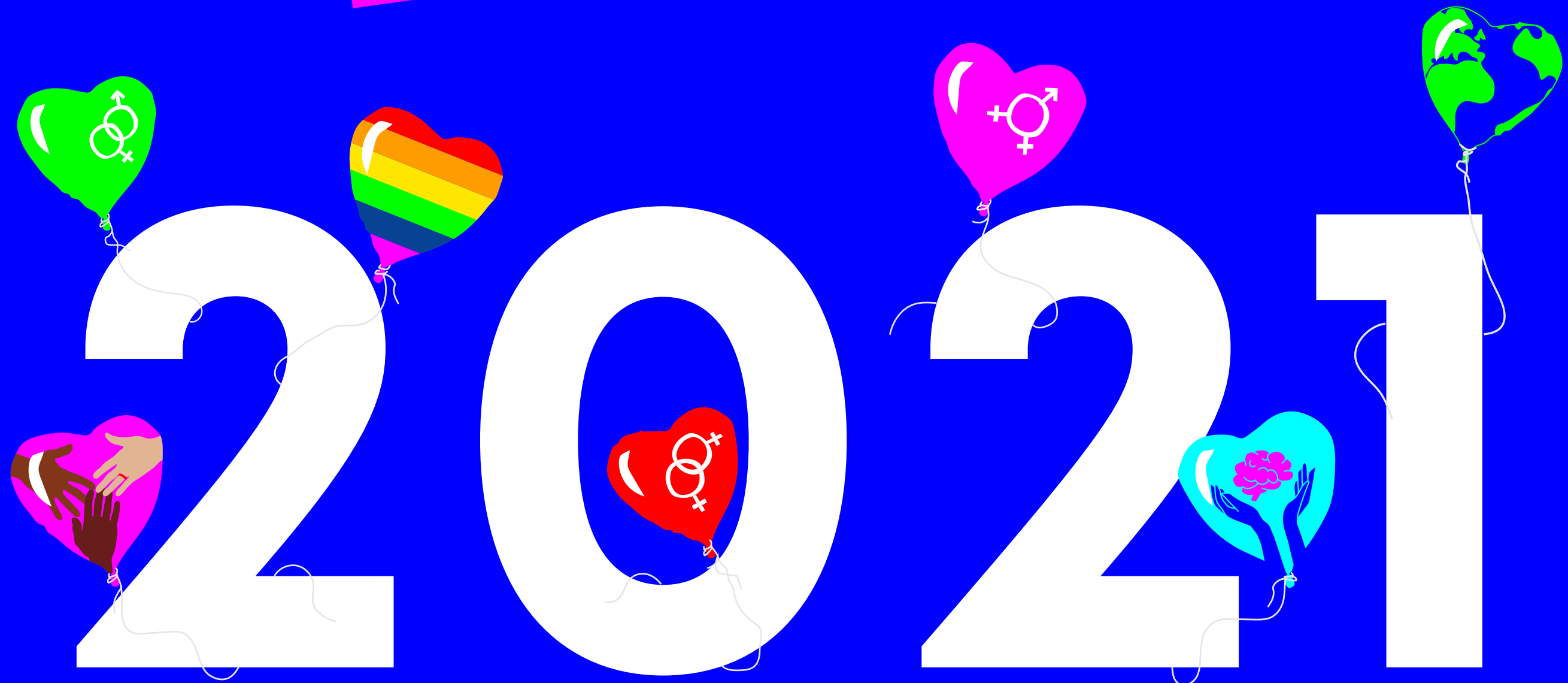


Diversity and Inclusion **calendar** _



This calendar is brought to you by the Global Diversity & Inclusion team of Axel Springer. The dates presented are a collection and are not exhaustive. We deliberately didn't include religious events even though 'Religion & Worldview' is one of our Diversity Dimensions at Axel Springer. If we missed any dates that are important to you, we are happy to hear from you: diversity@axelspringer.com

JANUARY 2021

| Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|------------------------|---------|---|---------------------------|--------|--------------------------|--------|
| 28 | 29 | 30 | 31 | 1 | 2 World Introvert Day | 3 |
| 4 World Braille Day | 5 | 6 | 7 | 8 | 9 | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 International Holocaust Remembrance Day | 28 Data Protection Day | 29 | 30 | 31 |

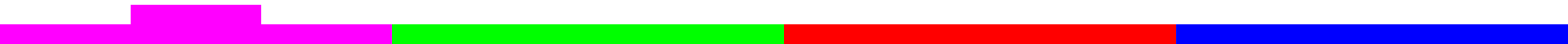
MONTHLY OBSERVANCES

- Dry January: month of alcohol abstinence
- National Slavery and Human Trafficking Prevention Month (US)

| Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|--------|-------------------------|-----------|---|---|-----------------------------------|-----------------------------|
| 1 | 2 | 3 | 4 World Cancer Day | 5 | 6 | 7 |
| 8 | 9 Safer Internet Day | 10 | 11 International Day of Women and Girls in Science | 12 Red Hand Day: International Day against the Use of Child Soldiers | 13 | 14 Saint Valentine's Day |
| 15 | 16 | 17 | 18 | 19 | 20 World Day of Social Justice | 21 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |

MONTHLY OBSERVANCES

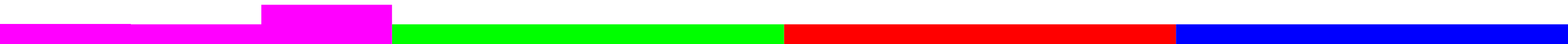
- Race Equality Week, February 1-7
- Lesbian Gay Bisexual Trans History Month
- Women Hirstory Month
- Black History Month (US)



| Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|---|-------------------------|------------------------|----------|--------|----------|---|
| 1 Zero Discrimination Day, International Wheelchair Day | 2 | 3 World Hearing Day | 4 | 5 | 6 | 7 |
| 8 International Women's Day | 9 | 10 | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 International Day for the Elimination of Racial Discrimination, World Down Syndrom Day |
| 22 World Water Day | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 World Bipolar Day | 31 | 1 | 2 | 3 | 4 |

MONTHLY OBSERVANCES

- Prostate Cancer Awareness Month (UK)
- Ovarian Cancer Awareness Month (UK)



| Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|--------|---------|---|-----------------|---------------------------------|----------|-------------------------|
| 29 | 30 | 31 | 1 | 2 World Autism Awareness Day | 3 | 4 |
| 5 | 6 | 7 World Health Day | 8 | 9 | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 Earth Day | 23 | 24 | 25 World Malaria Day |
| 26 | 27 | 28 World Day for Health & Safety at Work | 29 | 30 | 1 | 2 |

MONTHLY OBSERVANCES

- Autism Awareness Month
- Stress Awareness Month
- Parkinson's Awareness Month
- Sexual Assault Awareness Month

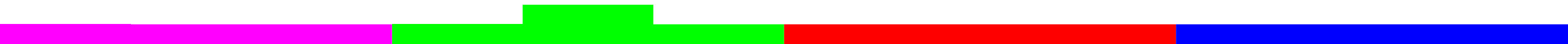
Diversity and Inclusion **calendar** —

MAY 2021

| Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|---|----------------------------|-----------|----------|---|-------------------------------------|--------|
| 26 | 27 | 28 | 29 | 30 | 1 Labor Day | 2 |
| 3 World Press Freedom Day | 4 | 5 | 6 | 7 | 8 | 9 |
| 10 | 11 | 12 | 13 | 14 | 15 International Day of Families | 16 |
| 17 IDAHOBIT (International Day Against Homophobia, Transphobia and Biphobia) | 18 German Diversity Day | 19 | 20 | 21 World Day for Cultural Diversity for Dialogue and Development | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| 31 | | | | | | |

MONTHLY OBSERVANCES

— Mental Health Awareness Month



| Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|-----------------------------|---------------------------------------|-----------|----------|---|--|-----------------------------------|
| 31 | 1 Global Day of Parents | 2 | 3 | 4 International Day of Innocent Children Victims of Aggression | 5 World Environment Day | 6 Visually Impaired People Day |
| 7 | 8 | 9 | 10 | 11 | 12 World Day against Child Labour | 13 |
| 14 World Blood Donor Day | 15 World Elder Abuse Awareness Day | 16 | 17 | 18 | 19 | 20 World Refugee Day |
| 21 World Humanist Day | 22 | 23 | 24 | 25 | 26 International Day Against Drug Abuse and Illicit Trafficking | 27 |
| 28 | 29 | 30 | 1 | 2 | 3 | 4 |

MONTHLY OBSERVANCES

- Motor Neurone Disease Awareness Month
- LGBTQ Pride Month
- Gypsy, Roma and Traveller History Month

| Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|--------|---------|-----------|---------------------------------|---|---|-------------------------------|
| 29 | 30 | 31 | 1 | 2 | 3 | 4 |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 World Population Day |
| 12 | 13 | 14 | 15 World Youth Skills Day | 16 | 17 World Day for International Justice | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 World Day against Traffi- cking Persons, International Day of Friendship | 31 | 1 |

MONTHLY OBSERVANCES

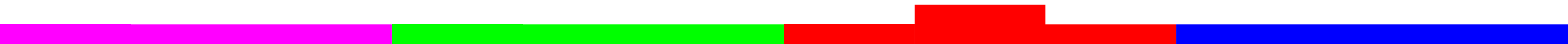
- UV Safety Month
- Make a Difference to Children Month



| Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|--|---------|-----------|------------------------------------|--------|----------|--------|
| 26 | 27 | 28 | 29 | 30 | 31 | 1 |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 9 International Day of the World's Indigenous Peoples | 10 | 11 | 12 International Youth Day | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 World Humanitarian Day | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 | | | | | |

MONTHLY OBSERVANCES

- _ Health & Safety Month
- _ Black Business Month (US)



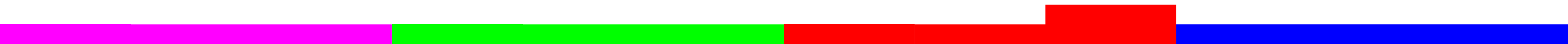
SEPTEMBER

2021

| Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|---------------------|---|--|---|---------------------------------------|----------|--|
| 30 | 31 | 1 | 2 | 3 | 4 | 5 |
| 6 Labor Day (US) | 7 | 8 International Literacy Day | 9 | 10 World Suicide Prevention Day | 11 | 12 |
| 13 | 14 | 15 International Day of Democracy | 16 | 17 | 18 | 19 |
| 20 | 21 Worlds Alzheimer's Day, International Day of Peace | 22 | 23 Bi Visibility Day, International Day of Sign Languages | 24 | 25 | 26 International Day of the Deaf |
| 27 | 28 International Right to Know Day | 29 World Heart Day | 30 | 1 | 2 | 3 |

MONTHLY OBSERVANCES

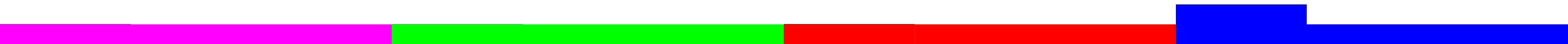
- World Dementia Awareness Month
- Prostate Cancer Awareness Month (US)
- Ovarian Cancer Awareness Month (US)



| Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|---|------------------------------|-----------|----------|---|--|--|
| 27 | 28 | 29 | 30 | 1 International Day of Older Persons | 2 International Day of Non-Violence | 3 |
| 4 | 5 | 6 | 7 | 8 World Sight Day | 9 | 10 World Mental Health Day |
| 11 International Day of the Girl Child | 12 | 13 | 14 | 15 International Day of Rural Women | 16 World Food Day | 17 International Day for the Eradication of Poverty |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 Intersex Awareness Day | 27 | 28 | 29 World Stroke Day | 30 | 31 |

MONTHLY OBSERVANCES

- Breast Cancer Awareness Month
- Down Syndrome Awareness Month
- Black History Month (UK)
- Lupus Awareness Month
- Global Diversity Awareness Month
- National Disability Employment Awareness Month (US)

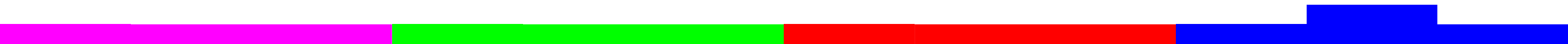


NOVEMBER 2021

| Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|---------------------------------|--------------------------------------|-----------|---|-------------------------------|--|--------------------------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 8 Intersex Day of Solidarity | 9 | 10 | 11 | 12 | 13 World Kindness Day | 14 World Diabetes Day |
| 15 | 16 International Day of Tolerance | 17 | 18 | 19 International Men's Day | 20 Universal Children's Day, Transgender Day of Remembrance | 21 |
| 22 | 23 | 24 | 25 International Day for the Elimination of Violence against women | 26 | 27 | 28 |
| 29 | 30 | 1 | 2 | 3 | 4 | 5 |

MONTHLY OBSERVANCES

- _ Movember Men's Health Awareness Month
- _ Native American Heritage Month (US)



| Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|--|---------|---------------------|---|---|----------------------------------|--------|
| 29 | 30 | 1 World AIDS Day | 2 International Day for the Abolition of Slavery | 3 International Day of Persons with Disabilities | 4 | 5 |
| 6 | 7 | 8 | 9 International Anti-Corruption Day | 10 Human Rights Day | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 International Migrants Day | 19 |
| 20 International Human Solidarity Day | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | 31 | 1 | 2 |

MONTHLY OBSERVANCES

- Universal Month for Human Rights
- AIDS Awareness Month

