



EPAM Certified as a Most Loved Workplace for the Second Year in a Row

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The recognition honors EPAM's commitment to fostering a workplace where employees are valued and provided the resources needed to grow and succeed

NEWTOWN, Pa., June 23, 2022 /PRNewswire/ -- EPAM Systems, Inc. (NYSE: EPAM), a leading digital transformation services and product engineering company, today announced it has become certified as a Most Loved Workplace® for the second consecutive year.

[Learn more about EPAM's commitment at www.epam.com/embracing-employee-culture](http://www.epam.com/embracing-employee-culture)

"We're honored to be recognized once again as a Most Loved Workplace® for cultivating an employee experience where team members are empowered to voice their ideas and help our clients solve their toughest and most complex business challenges," said Larry Solomon, SVP, Chief People Officer at EPAM. "Our employees are the heart of our success. From career development opportunities to professional upskilling learning and development programs, to volunteer and mentorship programs, we are committed to ensuring EPAMers are given the resources they need to thrive in any situation."

EPAM has been recognized as a Top IT services company on Fortune's 100 Fastest-Growing Companies for the last three consecutive years and in 2021, the Company received the LinkedIn Best Culture of Learning award. "We are proud of our entrepreneurial growth culture and are focused on creating continuous learning and development opportunities for our employees who deliver engineering excellence for our clients. EPAM believes in the critical importance of investing in people," continued Larry Solomon.

Backed by Best Practice Institute (BPI) research and analysis, Most Loved Workplaces® certify companies where employees are the happiest and most satisfied at work. EPAM became certified as a Most Loved Workplace based on its scores on the Love of Workplace Index™, which surveyed employees on various elements around employee satisfaction and sentiment, including the level of respect, collaboration, support, and sense of belonging they feel inside the Company. In 2021, EPAM ranked among Newsweek's [Top 100 Most Loved Workplaces](#).

"I started Most Loved Workplaces out of inspiration from my community of people who consciously place love for their employees at the center of their business model," said Louis Carter, the founder, and CEO of BPI and a social/organizational psychologist, thought leader, entrepreneur, and author. Carter's book, "In Great Company: How to Spark Peak Performance by Creating an Emotionally Connected Workplace," identifies the specific areas needed to become a highly respected, reputable organization where people love to work with each other – a Most Loved Workplace.

In its original research that created the Most Loved Workplaces® criteria, Backed by BPI, Most Loved Workplaces surveyed more than 175 companies and more than 3,000 executives across the United States, the Middle East/Northern Africa, and Southeast Asia. They found that productivity rises as employee sentiment increases, with 94 percent of responders saying they did three to four times more work for a company they loved and 95 percent saying they stayed at companies they loved three to four times longer. Most Loved Workplaces certification is the most valid method to determine employee experience and recognize a great workplace.

To view EPAM's Most Loved Workplace profile, visit <https://mostlovedworkplace.com/companies/epam-systems-inc/>.

To learn more about careers at EPAM, visit epam.com/careers.

About EPAM Systems

Since 1993, EPAM Systems, Inc. (NYSE: EPAM) has leveraged its advanced software engineering heritage to become the foremost global digital transformation services provider – leading the industry in digital and physical product development and digital platform engineering services. Through its innovative strategy; integrated advisory, consulting, and design capabilities; and unique 'Engineering DNA,' EPAM's globally deployed hybrid teams help make the future real for clients and communities around the world by powering better enterprise, education and health platforms that connect people, optimize experiences, and improve people's lives. In 2021, EPAM was added to the S&P 500 and included among the list of Forbes Global 2000 companies.

Selected by Newsweek as a 2021 Most Loved Workplace, EPAM's global multi-disciplinary teams serve customers in more than 45 countries across five continents. As a recognized leader, EPAM is listed among the top 15 companies in Information Technology Services on the Fortune 1000 and ranked as the top IT services company on Fortune's 100 Fastest-Growing Companies list for the last three consecutive years. EPAM is also listed among Ad Age's top 25 World's Largest Agency Companies for three consecutive years, and Consulting Magazine named EPAM Continuum a top 20 Fastest-Growing Firm.

Learn more at www.epam.com and follow EPAM on [Twitter](#) and [LinkedIn](#).

Forward-Looking Statements

This press release includes estimates and statements which may constitute forward-looking statements made pursuant to the safe harbor provisions of the Private Securities Litigation Reform Act of 1995, the accuracy of which are necessarily subject to risks, uncertainties, and assumptions as to future events that may not prove to be accurate. Our estimates and forward-looking statements are mainly based on our current expectations and estimates of future events and trends, which affect or may affect our business and operations. These statements may include words such as "may," "will," "should," "believe," "expect," "anticipate," "intend," "plan," "estimate" or similar expressions. Those future events and trends may relate to, among other things, developments relating to on-going hostilities in Ukraine, political and civil unrest or military action in the geographies where we conduct business and operate, developments relating to the on-going COVID-19 pandemic, and the effect that they may have on our revenues, operations, access to capital, profitability and customer demand. Other factors that could cause actual results to differ materially from those expressed or implied include general economic conditions, the risk factors discussed in the Company's most recent Annual Report on Form 10-K and the factors discussed in the Company's Quarterly Report on Form 10-Q, filed on or after the date of this press release, particularly under the headings

"Management's Discussion and Analysis of Financial Condition and Results of Operations" and "Risk Factors" and other filings with the Securities and Exchange Commission. Although we believe that these estimates and forward-looking statements are based upon reasonable assumptions, they are subject to several risks and uncertainties and are made in light of information currently available to us. EPAM undertakes no obligation to update or revise any forward-looking statements, whether as a result of new information, future events, or otherwise, except as may be required under applicable securities law.



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