



EPAM Recognized as a Best Place to Work Across the World

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Top Recognitions Received from Glassdoor, Built In, Great Place to Work® and kununu

NEWTOWN, Pa., Jan. 11, 2023 /PRNewswire/ — [EPAM Systems, Inc.](#) (NYSE: EPAM), a leading digital transformation services and product engineering company, today announced that it has been rated as a top employer in several of its locations—including the United States, Germany, Switzerland and Poland—by Glassdoor, Built In, kununu and Great Place to Work.

To learn about career opportunities at EPAM, visit www.epam.com/careers.

"We are proud to be recognized as a top employer by so many respected organizations – demonstrating our dedication to our entrepreneurial growth culture, our people and to doing the right things as a company to make a positive social impact," said Larry Solomon, SVP, Chief People Officer at EPAM. "As the home of the modern engineer, we're committed to fostering a culture of trust, inclusivity and adaptability to empower our teams and deliver value to our clients and communities worldwide. In today's rapidly changing market, we are continually adapting and transforming ourselves in real-time to align with market demand. We continually strive to bring value to EPAMers through merit-based performance recognitions, health and wellness packages, purpose-driven work, continuing education programs and career advancement opportunities."

- **EPAM Named [Glassdoor's](#) Top 100 Best Places to Work in 2023 and Employees' Choice Award Winner** Glassdoor's 2023 Best Places to Work winners were determined using company reviews shared by company employees between October 2021-2022 for each of Glassdoor's nine workplace attributes. These include overall company rating, career opportunities, compensation and benefits, culture and values, diversity and inclusion, senior management, work-life balance, recommendations to a friend and a six-month business outlook.

"The past year brought extreme highs and lows for job seekers and employees, but despite an increasingly uncertain job market, Glassdoor data shows there are still companies hyper-focused on creating outstanding employee experiences," said Christian Sutherland-Wong, Glassdoor Chief Executive Officer. "It's encouraging to see companies doubling down on employee mental health and wellbeing, diversity and inclusion, competitive benefits and flexible work environments as we head into 2023. I sincerely congratulate all of the Best Places to Work winners."

- **EPAM USA Named [Built In's](#) 2023 Best Places to Work and Best Large Places to Work** Built In determines the winners of Best Places to Work based on an algorithm using company data about compensation and benefits. To reflect the benefits candidates are searching for more frequently on Built In, the program also weighs criteria like remote and flexible work opportunities, programs for diversity, equity and inclusion and other people-first cultural offerings. EPAM was named a Built In U.S. Best Large Place to Work and was featured as a Best Place to Work in all the major U.S. tech hubs, including Austin, Boston, Chicago, Los Angeles, New York City, San Diego, San Francisco, Seattle and Washington DC.

"It's my honor to congratulate this year's Best Places to Work winners," says Sheridan Orr, Chief Marketing Officer, Built In. "These exemplary companies understand their people are their most valuable asset, and they've stepped up to meet the modern professional's new expectations, including the desire to work for companies that deliver purpose, growth and inclusion. These winners set the stage for a human-centered future of work, and we can't wait to see that future unfold."

- **EPAM Poland is [Great Place to Work Certified™](#)**

For the second consecutive year, EPAM has been named a Great Place to Work® in Poland.

Great Place to Work® helps organizations quantify their culture and produce better business results by creating a high-trust work experience for all employees. Their benchmark data is used to recognize Great Place to Work-Certified™ companies in more than 60 countries, including the 100 Best Companies to Work For®.

- **EPAM Germany and Switzerland Receive the [kununu Top 2023 Company Seal](#)**

For the second year in a row, EPAM has received the "Top Company" seal from kununu. The seal is given to top-rated companies on the employer review platform across employee rating scores, reviews, salaries and culture, with only the top five percent recognized. Since 2018 and 2017, respectively, employees have consistently rated EPAM with an average of 4.2 points in [Germany](#) and 4.0 points in [Switzerland](#) —higher ratings than the IT industry average of 3.8 points.

"We congratulate EPAM and all the companies that showed a dedication to providing their employees with a supportive and fulfilling work environment and qualified for the Top Company 2023 seal," said Dario Wilding, Senior Manager Communications, kununu. "EPAM ranks among the best employers in the IT industry in overall employee ratings, and we are happy to recognize their commitment to striving for continuous improvement as an employer."

These awards follow on the heels of EPAM's several other prestigious 2022 recognitions, including, but not limited to:

- [Newsweek Top 100 Most Loved Workplace](#)
- [Most Loved Workplace®](#)
- [Top 2022 Company Seal](#)
- [Family Friendly Workplace](#)
- [Most Caring Company and Best Companies to Work](#)
- [Great Place to Work](#)
- [2022 Best Places to Work](#)

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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 and 2022 Most Loved Workplace, EPAM's global multi-disciplinary teams serve customers in more than 50 countries across six continents. As a recognized leader, EPAM is listed among the top 15 companies in Information Technology Services on the Fortune 1000 and ranked four times as the top IT services company on Fortune's 100 Fastest Growing Companies list. 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 the invasion of 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 based on 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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