



EPAM Moves Up 10 Positions to #24 on Newsweek's Top 100 Global Most Loved Workplaces List

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3 Years in a Row! The recognition highlights EPAM's commitment to nurturing a workplace culture that promotes employee growth and success.

NEWTOWN, Pa., June 1, 2023 /PRNewswire/ -- [EPAM Systems, Inc.](#) (NYSE: EPAM), a leading digital transformation services and product engineering company, today announced it has earned recognition among Newsweek's list of Top 100 Most Loved Workplaces for the third consecutive year — climbing 10 positions to #24 in 2023, up from #34 in 2022.

"We are thrilled and humbled to receive the prestigious Most Loved Workplace® recognition for the third consecutive year. This noteworthy achievement serves as a testament to our firm commitment to fostering an inclusive and empowered workplace culture," said Larry Solomon, Chief People Officer, SVP at EPAM. "We extend our deepest gratitude to our exceptional teams for their unwavering dedication and hard work. Moving forward, we remain dedicated to further enhancing our workplace, ensuring an environment where every individual can thrive and achieve their full potential."

[Learn more about EPAM's employee culture.](#)

EPAM has teams in more than 50 countries, providing a flexible work environment and various resources for skills development, mentorship and global connections. With unlimited career-enhancing opportunities, community engagement and well-being programs, EPAM's employees are empowered to thrive in their personal and professional lives.

The 2023 Global Top 100 Most Loved Workplaces® is the newest list in the Most Loved Workplace® collaboration with the Best Practice Institute (BPI), a leadership development and benchmark research company. To identify the top 100 companies for the 2023 ranking, companies were assessed and scored according to the following evaluation:

- 35% of the initial score was based on responses to BPI's proprietary Love of Workplace survey.
- 25% was derived from analysis of external public ratings from sites such as Comparably, Careerbliss, Glassdoor, Indeed and Google.
- 40% came from direct interviews with and written responses from company officials.

Following this rigorous assessment, Newsweek conducted further in-depth research on every company included in the list, as well as the top runners-up, to determine the final list of 100 companies and their rankings.

"While workplace dynamics continue to evolve, the power of a positive culture remains constant," said Nancy Cooper, Global Editor in Chief of Newsweek. "The companies featured on the 2023 Global Most Loved Workplaces® list embody this transformative spirit, proving that when companies prioritize their people, success naturally follows."

The results were determined after surveying more than 2 million employees from businesses with workforces varying in size from 30 to more than 10,000. The list recognizes companies that put respect, caring and appreciation for their employees at the center of their business model and, in doing so, have earned the loyalty and respect of the people who work for them.

"Since our initial publication of the Most Loved Workplaces® List in 2021, the workplace landscape has undergone a significant transformation, including shifts like Return to Office, Hybrid Work, The Great Resignation, Quiet Quitting, and Layoffs, among others," said Most Loved Workplace® Founder and CEO Louis Carter. "Throughout these changes, the crucial element consistently tied to the success of a Most Loved Workplace® culture, which attracts and motivates exceptional talent, is cultivating positive and more meaningful connections between companies and employees. This year's featured companies on the Most Loved Workplace® list exemplify this principle, even globally."

For the full Newsweek list of 2023's Top 100 Most Loved Workplaces®, please visit: <https://www.newsweek.com/rankings/global-most-loved-workplaces-2023>.

To view EPAM's Most Loved Workplace profile, visit: 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, 2022 and 2023 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 Statement

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 war in Ukraine and escalation of the war in the surrounding region, political and civil unrest or military action in the geographies where we conduct business and operate, difficult conditions in global capital markets, foreign exchange markets and the broader economy, and the effect that these events may have on our revenues, operations, access to capital, and profitability. 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 Reports on Form 10-Q, 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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