



Corporate Responsibility



QUICK FACTS

At EPAM, we believe all that all of our stakeholders, including our shareholders, benefit from pursuing a responsible Environmental, Social and Governance (ESG) agenda. It is important to us that our employees, clients, partners and investors know we will speak up for our principles and work to bring about a more equal and sustainable world.

As we have observed and evaluated the ESG landscape over the past year, we have built EPAM's ESG framework with the goal of empowering communities with social, economic and environmental support in mind.

We embody these principles by sharing our creative talents and innovations with the world around us. Our employees are empowered to create a global network of impact, powered by local connections.



EPAM Recognized as a 2022
Top 100 Barron's Most Sustainable Company

Environment

We are reducing our own environmental footprint where we believe it matters the most as an organization with a strong sense of social purpose. We are embarking on a journey to cut emissions, improve energy efficiency, identify and create climate change action.



INNOVATION

Chosen as a Top 10 App in Google's Android Development Challenge, EPAM's artificial intelligence (AI)-powered, recommendation-generating digital assistant, Trashly, demonstrates both social value and machine learning (ML).



CARBON NEUTRALITY

With EPAM's Carbon Footprint Calculator, we make it easy for people to understand what their current personal carbon contributions are—and how to make simple lifestyle changes to reduce them.



GREEN FACILITIES

We champion environmental responsibility in our operations, committing to build all new offices according to the conservation standards of the most widely used green building rating system in the world, **Leadership in Energy and Environmental Design (LEED)**.



SUSTAINABLE RESOURCE & WASTE MANAGEMENT

We reuse, recycle and upcycle our end-of-life electronics and computers responsibly in partnership with Sims Recycling Solutions.

Embracing a Dynamic & Inclusive Culture

At EPAM, we are driven to empower our employees to lead socially responsible educational, environmental and community initiatives for the greater good. We act as one team, value collaboration and celebrate our differences as a strength.



DIVERSITY & INCLUSION

We are committed to cultivating an inclusive and diverse workplace so we can deliver the most creative and cutting-edge solutions and ideas.



RECOGNITION OF OUR EMPLOYMENT CULTURE



Newsweek's Top 100 Most Loved Workplaces® in 2021



EPAM Singapore & Poland are *Great Place to Work Certified™* in 2021-22



Named a *2021 Top 100 Tech Culture Champion* in the UK



Recognized by PwC as a *2021 Top 3 Most Attractive Employer* in Hungary



EPAM Mexico received the *Awards of Happiness*, in 2021



EPAM India, Mexico & Vietnam are *Great Place to Work Certified™* in 2022-23



Recognized by BuiltIn as one of the *Best Places to Work* for NYC & the Bay Area in 2021 & 2022



EPAM Poland recognized a *Best IT Employer* by Computerworld in 2021 & 2022



Recognized as a *Top 2022 Company* in Germany by Kununu

Embracing a Dynamic & Inclusive Culture

LEARNING & DEVELOPMENT

We invest in helping our employees build the skills needed to Engineer The Future. By creating a continuous learning culture, we support, encourage and offer EPAMers around the world opportunities to stay on the cutting edge of tech upskilling and soft skill development.

Each year, EPAMers around the world enroll in our L&D programs. They learn new technologies, career skills, and programming languages and have access to a formalized mentoring and development program.



LINKEDIN
TALENT AWARDS

BEST
CULTURE
OF LEARNING
(2021)



LinkedIn Learning

We continuously invest in new programs and upskilling certifications to augment our internal training curriculum. With our L&D courses, LinkedIn Learning library and regional EPAM Emerging Engineering Academies & Labs, we empower our employees with accessible, scalable resources for personal and professional development.

WOMEN IN STEM

Our goal is to establish a more diverse workforce, share industry expertise with impactful community initiatives and commit our voice publicly to empower women all over the world and help expand the community of women technology professionals.

 **TECHNOVATION**

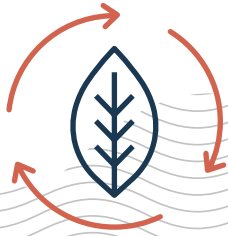
We sponsored the Technovation Girls Summit in Mexico to help foster innovation, creativity, and a love of learning for girls in tech and give them the opportunity to learn the skills they need to become the next leaders in tech, especially in projects that help solve local community needs and positively impact the world around them.

I AM
Remarkable

We are proud to join Google's IamRemarkable initiative, an empowerment movement that brings together women and men to discuss how to best advocate for themselves in the workplace by recognizing what makes them unique and how they can share their success.



Acting for Good in Our Communities



SOCIAL RESPONSIBILITY

Driven by our values, our corporate social responsibility goals align with the United Nation's Sustainable Development Goals (SDGs) and are guided by ISO 26000, a set of standards that direct businesses on how to operate responsibly.

We have gained valuable knowledge from our work over the past seven years through a close analysis of the effect of our community initiatives, and continue to expand to further our positive impact.

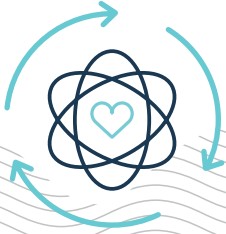


EDUCATION

EPAMers have dedicated **30,000+** volunteer hours in 27 locations to global mentorship, training and teaching programs this year.



Acting for Good in Our Communities



INITIATIVES AT WORK

EPAMers have dedicated **more than 750,000 hours** for mentorship, training and teaching. We are making a global impact with our education initiatives and programs:



27

COUNTRIES



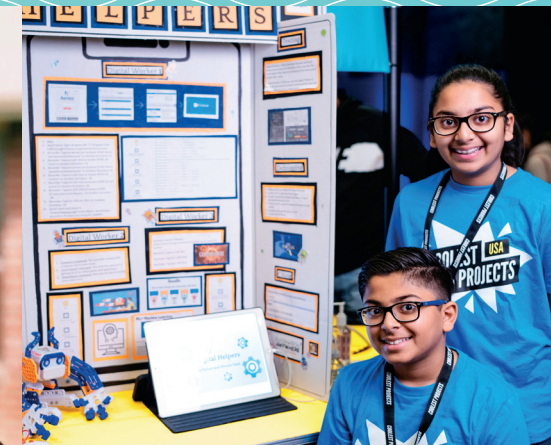
39,000+

STUDENTS



2,200+

MENTORS



Acting for Good in Our Communities



PARTNERS & JOINT PROGRAMS

We pledge to empower an additional 5,000 students with high-tech skills and global opportunities by 2025. To do so, we have the honor of working with and sponsoring partner organizations on joint education and development programs.



RASPBERRY PI

We're proud to have helped the Raspberry Pi Foundation continue providing over 60,000 young people with access to free learning resources to learn how to code and get creative with technology through their Pi Day 2021 matching campaign and activities.



COOLEST PROJECTS

Partnering together, EPAM and our clients Liberty Global and Virgin Media supported the 2021 Raspberry Pi Foundation's Coolest Projects online showcase with more than 1,000 young technologists and creators from 39 countries—and look forward to continuing our work together in 2022!



BIMA DIGITAL DAY

Together with Liberty Global and ITV, we sponsored the 2021 #BIMADigitalDay where students from the UK competed in a nationwide digital challenge to create solutions that help fight food poverty.

IN ADDITION, WE ALSO SUPPORT A VARIETY OF THE WORLD'S LEADING ORGANIZATIONS AIMED AT MAKING THE WORLD A MORE EQUITABLE PLACE FOR ALL.

Our Partners



At EPAM, we are committed to having a positive impact on our customers, our employees and our communities.

Learn more at epam.com/esg.