<epam>

And

ACCEPTANCE OF TERMS AND CONDITIONS

1. The EPAM Vietnam Hire-to-Train (H2T) Program (the “Program”) is organized by EPAM Vietnam (the “Organizer”).
2. By submitting your CV to EPAM Vietnam, you confirm that you have read, understood and agree to be bound by these terms and conditions, including any amendments thereto (the “T&Cs”).
3. These T&Cs govern the participation requirements, employment arrangements and Sign-on Bonus conditions applicable to the Program.
4. The Organizer reserves the right to amend the T&Cs from time to time and modify the Program at its sole discretion at any time. Notice of any such amendments, cancellations or suspensions will be posted on the Organizer's communication channels (Facebook and Email newsletter).

ELIGIBILITY

5. The Program is open to individuals who are:
   (a) Residing in Vietnam and have the right to work in Vietnam;
   (b) Above 18 years of age; and
   (c) Not current employees of the Organizer.

APPLICATIONS

6. Applications for the Program will be accepted until January 31, 2027, at 23:59 (UTC+7) (the “Application Period”).
7. The Program applies to designated Hire-to-Train positions in Vietnam listed on the https://careers.epam.com/en/jobs/vietnam. The Organizer reserves the right to add or remove eligible positions during the Application Period. Any such change does not affect a candidate who has already received an employment offer for a position.

EMPLOYEMENT AND PROGRAM PARTICIPATION

8. Candidates who successfully complete the recruitment and selection process and accept an employment offer under the Program will be employed by EPAM Vietnam under the following arrangements:

(a) A one-year employment contract, which includes a 60-day probationary period. Employee benefits will be provided in accordance with the employment offer and EPAM Vietnam's applicable policies.

(b) Participation in the training activities and client interviews as part of the H2T Program.

SIGN-ON BONUS

9. The Sign-on Bonus is a gross amount equivalent to one (1) month of the participant's base salary, as stated in the employment offer, and is subject to all applicable taxes and statutory deductions under Vietnamese law (the "Sign-on Bonus").
10. To be eligible for the Sign-on Bonus, participants must meet all of the following conditions:
    (a) Accept the employment offer in writing within two (2) calendar days of its issuance;
    (b) Successfully onboard with EPAM Vietnam between February 15, 2027, and February 28, 2027;
    (c) Successfully complete the probationary period and remain continuously employed with EPAM Vietnam until the Sign-on Bonus payment date; and
    (d) Be successfully assigned to a client project within the first twelve (12) months of continuous employment with EPAM Vietnam, with the assignment formally confirmed in writing through EPAM's internal systems.
11. The Sign-on Bonus will be paid in the next applicable payroll cycle following confirmation of the participant's successful client project assignment and fulfilment of all eligibility conditions set out in Article 10.

GENERAL CONDITIONS

12. The Organizer reserves the right to verify applicants' and participants' eligibility and to reject applications or disqualify participants who fail to meet the requirements set out in these T&Cs.
13. All decisions made by the Organizer regarding the administration and implementation of the Program will be made in accordance with these T&Cs and applicable EPAM Vietnam policies.
14. Any matters not expressly covered by these T&Cs will be handled by the Organizer in accordance with applicable laws and EPAM Vietnam's internal policies.
15. Questions, comments or feedback relating to the Program should be addressed to the Organizer at wfatamarketingapac@epam.com.

PERSONAL INFORMATION

16. You agree that the Organizer may collect, use, process and disclose your personal data and/or the referral personal data (including but not limited to the name, LinkedIn and/or Facebook handles and profile pictures) as provided to the Organizer in accordance with EPAM's Applicant Privacy Notice found at https://www.epam.com/applicant-privacy-notice.

Version dated November 6, 2026.