ACCEPTANCE OF TERMS AND CONDITIONS

1. The EPAM Malaysia Hiring Week Program (the "Program") is organized by EPAM Malaysia (the "Organizer").
2. By submitting your CV to EPAM Malaysia, 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. This T&C will regulate the terms and conditions related to the rules related to the cash bonus.
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).
5. The Organizer reserves the right to cancel or suspend the Program before the Program Period as set forth in Article 7 of this T&Cs. Notice of any such cancellations or suspensions will be posted on the Organizer's communication channels (Facebook and Email newsletter).

ELIGIBILITY

6. The Program is open to people who are:

   (a) residing in Malaysia and have a right to work in Malaysia,
   (b) above 18 years of age; and
   (c) who are not employees of the Organizer.

SUBMISSION OF PROGRAM ENTRIES

7. The Program is open for submission of entries from 4th November 2026 to 17th November 2026, 23:59 hours, UTC+8 ("Program Period").
8. The list of accepted vacancies:
   a. **Lead Full Stack Developer (Java, Angular/React, Cloud)** https://careers.epam.com/en/vacancy/lead-full-stack-developer-java-angular-react-cloud-blt73j2wuuupeeo5iip_en
   b. **Senior Full Stack Developer (Java, Angular, Cloud)** https://careers.epam.com/en/vacancy/senior-full-stack-developer-java-angular-cloud-bltukyorac8r85v5cb0_en
   c. **Senior Full Stack Developer (Kotlin + React/Angular)** https://careers.epam.com/en/vacancy/senior-full-stack-developer-kotlin-react-angular-blt3825e5nrh2alwvmk_en
   d. **Senior Data Integration Engineer (Databricks)** https://careers.epam.com/en/vacancy/senior-data-integration-engineer-databricks-blt81b8b2cb0c7db1aa_en
   e. **Senior Data Engineer (Snowflake)** https://careers.epam.com/en/vacancy/senior-data-engineer-snowflake-bltmj3278q9cv810689_en
   f. **Data Engineer (Databricks)** https://careers.epam.com/en/vacancy/data-engineer-databricks-bltokwdymqla5foqcwk_en

9. The bonus payment is a gross amount based on 1 month's base salary and will be subject to all applicable taxes and statutory deductions as per Malaysian law ("Sign-on Bonus").
10. To be eligible for the Sign-on Bonus, you **must meet both of the following conditions:**
    a) Accept our offer within 48 hours of receiving it; and
    b) Pass your probation period;
11. Providing you have met the above conditions, the Sign-on bonus payment will be included in your regular monthly payslip upon successful completion of the above conditions.
12. The right to participate in the Program and any associated Sign-on Bonus is personal to the participant and may not be assigned or transferred.
13. The above bonuses are subject to repayment in full to EPAM Malaysia should an employee who received it:
    a. Resigns from his/her employment with EPAM within the first 6 months of employment, calculated from their start date; or
    b. Takes a long-term, continuous absence from work of 30 calendar days or more.
    c. Is dismissed for misconduct within the first 6 months of employment with EPAM.
14. Questions, comments, or feedback relating to the Program are to be addressed to the Organizer only (wfatamarketingapac@epam.com).

JUDGING ENTRIES AND PRIZES

15. The Organizer reserves the right to disqualify any entry which does not comply with the T&Cs.
16. All decisions by the Organizer relating to the Program are final. The Organizer is not obliged to provide reasons concerning the selection of the winning entries or entertain any appeals whatsoever.
17. Eligible participants who join EPAM Malaysia within 30 calendar days after their Offer Acceptance Date will receive one JBL Tune 770NC wireless headphones (the "Welcome Gift"). "Offer Acceptance Date" means the date the participant signs and returns the offer letter. "Joins" means the participant's actual first working day (the "Start Date"), which must fall on or before the 30th calendar day after the Offer Acceptance Date.
18. To receive the Welcome Gift, the participant must also (a) have submitted their CV during the Program Period, (b) be hired into one of the vacancies listed in Article 8, (c) clear all pre-employment checks, and (d) still be employed by EPAM Malaysia on the date the gift is handed over within 30 calendar days after the Start Date.
19. The Welcome Gift is not exchangeable for cash, cannot be transferred (see Article 12), and is limited to one per participant. Any taxes or other charges arising from the receipt of the gift, where applicable, are the sole responsibility of the recipient.
20. The Organizer may withhold or withdraw providing the Welcome Gift if a participant provides false information in the recruitment process, the offer is withdrawn, the probation period is ended, or the participant does not start employment.

PERSONAL INFORMATION

21. 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 4th November 2026.