

EPAM SYSTEMS AUDIT CERTIFICATIONS

Certificates / Audit Reports / Appraisals by Regions:

| ISO 27001:2013 | ISAE 3402 TYPE 2 (former SAS 70) | PCI-DSS | CMMI |
|---|--|---|---|
| <p>AMERICAS</p> <ul style="list-style-type: none"> Mexico, Guadalajara United States, Washington D.C. United States, Conshohocken <p>APAC</p> <ul style="list-style-type: none"> China, Shenzhen China, Suzhou India, Hyderabad <p>CEE</p> <ul style="list-style-type: none"> Bulgaria, Sofia Hungary, Budapest Hungary, Debrecen Hungary, Szeged Poland, Gdansk Poland, Krakow <p>CIS</p> <ul style="list-style-type: none"> Belarus, Minsk Kazakhstan, Astana Kazakhstan, Karaganda Ukraine, Kyiv | <p>APAC</p> <ul style="list-style-type: none"> China, Shenzhen <p>CEE</p> <ul style="list-style-type: none"> Bulgaria, Sofia Czech Republic, Prague Hungary, Budapest Hungary, Debrecen Hungary, Szeged Poland, Gdansk Poland, Krakow Poland, Wroclaw <p>CIS</p> <ul style="list-style-type: none"> Belarus, Minsk Russia, St. Petersburg Ukraine, Kyiv | <p>CEE</p> <ul style="list-style-type: none"> Hungary, Budapest Hungary, Szeged <p>CIS</p> <ul style="list-style-type: none"> Belarus, Minsk | <p>APAC</p> <ul style="list-style-type: none"> China, Shenzhen (Level 3) <p>CEE</p> <ul style="list-style-type: none"> Hungary, Budapest (Level 5) Hungary, Szeged (Level 5) Poland, Krakow (Level 5) |
| | <p>Sarbanes-Oxley Act (SOX)</p> <p>EPAM Systems, Inc.</p> <ul style="list-style-type: none"> Audited annually since 2014 | | |

Achievements by Standards:

| Certificates / Audit Reports / Appraisals | Achieved | Locations | Certifying / Auditor Company | Reference |
|---|--|---|------------------------------|--|
| <p>SAS70</p> <p>Auditing Standard, Service Organizations</p> | <p>SAS70 Type II report</p> <p>Date of issue: 30-Nov-2007 Date of issue: 30-Sep-2008 Date of issue: 15-Dec-2009 Date of issue: 15-Dec-2010</p> | <p>EPAM Systems Software Development Centers in Belarus Minsk, Ukraine Kyiv, Hungary Budapest; Global IT in Belarus Minsk</p> | <p>Deloitte Ltd.</p> | <p>The audit reports are available in PDF.</p> |

| Certificates / Audit Reports / Appraisals | Achieved | Locations | Certifying / Auditor Company | Reference |
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| <p>ISAE 3000 (former SAS70) International Standard on Assurance Engagements other than Audits or Reviews of Historical Financial Information</p> | <p>ISAE 3000 Type 2 report Date of issue: 15-Dec-2011</p> | <p>EPAM Systems Software Development Centers in Belarus Minsk, Ukraine Kyiv, Hungary Budapest; Global IT in Belarus Minsk</p> | <p>Deloitte Ltd.</p> | <p>The audit report is available in PDF.</p> |
| <p>ISAE 3402 (former SAS70) International Standard on Assurance Engagements, Assurance Reports on Controls at a Service Organization</p> | <p>ISAE 3402 Type 2 report Date of issue: 15-Dec-2012 Date of issue: 13-Dec-2013 Date of issue: 15-Dec-2014 Date of issue: 14-Dec-2015 Date of issue: 10-Feb-2017 Date of issue: 15-Dec-2017 Date of issue: 15-Dec-2018</p> | <p>EPAM Systems Software Development Centers in Belarus, Minsk Ukraine, Kyiv Bulgaria, Sofia China, Shenzhen Czech Republic, Prague Hungary, Budapest Hungary, Debrecen Hungary, Szeged Poland, Gdansk Poland, Wroclaw Russia, St. Petersburg Kazakhstan, Karaganda Kazakhstan, Astana</p> <p>Particular Offshore Development Centers in China, Shenzhen, Hungary, Budapest, Poland, Gdansk</p> <p>Business Systems and Services in Belarus Minsk</p> | <p>Deloitte Ltd.</p> | <p>The annual audit reports are available in PDF.</p> |
| <p>ISO 27001:2005 Standards for Information Security Management System</p> | <p>Kyiv: Date of issue: 02-Mar-2010 Date of issue: 22-Feb-2013</p> <p>Budapest: Date of issue: 31-May-2011 Date of issue: 07-May-2014</p> <p>Budapest: Date of issue: 04-May-2012 Date of issue: 07-May-2014</p> <p>Szeged: Date of issue: 23-May-2013 Date of issue: 07-May-2014</p> | <p>EPAM Systems Ukraine Kyiv Particular Offshore Development Center</p> <p>EPAM Systems Hungary Budapest Software Development Center</p> <p>EPAM Systems Hungary Budapest Particular Offshore Development Center</p> <p>EPAM Systems Hungary Szeged Software Development Center</p> | <p>Det Norske Veritas</p> | <p>Audit certificates are available at DNV website</p> |

| Certificates / Audit Reports / Appraisals | Achieved | Locations | Certifying / Auditor Company | Reference |
|---|--|--|------------------------------|---|
| ISO 27001:2013 Standards for Information Security Management System | Budapest: Date of issue: 28-Apr-2015 Date of issue: 21-Mar-2016 Date of issue: 18-May-2017 Date of issue: 18-Jun-2018 | EPAM Systems Hungary Budapest Software Development Center | Det Norske Veritas | The certificates are available in PDF. Certifications are valid for 3 years. |
| | Budapest: Date of issue: 28-Apr-2015 Date of issue: 02-Mar-2016 Date of issue: 7-May-2018 | EPAM Systems Hungary Budapest Particular Offshore Development Center | | |
| | Debrecen: Date of issue: 18-May-2017 | EPAM Systems Hungary Debrecen Software Development Center | | |
| | Szeged: Date of issue: 28-Apr-2015 Date of issue: 25-Apr-2016 Date of issue: 18-May-2017 Date of issue: 18-Jun-2018 | EPAM Systems Hungary Szeged Software Development Center | | |
| | Gdansk: Date of issue: 22-Jun-2015 Date of issue: 03-Jun-2016 Date of issue: 7-May-2018 | EPAM Systems Poland Gdansk Particular Offshore Development Center | | |
| | Gdansk: Date of issue: 05-Jun-2015 Date of issue: 03-Jun-2016 Date of issue: 18-May-2017 | EPAM Systems Poland Gdansk Software Development Center | | |
| | Krakow: Date of issue: 05-Jun-2016 Date of issue: 18-May-2017 | EPAM Systems Poland Krakow Software Development Center | | |
| | Shenzhen: Date of issue: 12-Dec-2016 Date of issue: 18-May-2017 | EPAM Systems China Shenzhen Development Center | | |
| | Shenzhen: Date of issue: 12-Dec-2016 Date of issue: 7-May-2018 | EPAM Systems China Shenzhen Particular Offshore Development Center | | |
| | Suzhou: Date of issue: 29-Oct-2018 | EPAM Systems China Suzhou Development Center | | |
| | Hyderabad: Date of issue: 18-May-2016 Date of issue: 18-Jun-2018 | EPAM Systems India Hyderabad Development Center | | |
| | Minsk: Date of issue: 29-Oct-2018 | EPAM Systems Belarus Software Development Centers Business Systems and Services | | |

| Certificates / Audit Reports / Appraisals | Achieved | Locations | Certifying / Auditor Company | Reference |
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| ISO 27001:2013 Standards for Information Security Management System (continued) | Karaganda: Date of issue: 21-Mar-2016 Date of issue: 18-May-2017 | EPAM Systems Kazakhstan Karaganda Software Development Center | Det Norske Veritas | The certificates are available in PDF. Certifications are valid for 3 years. |
| | Astana: Date of issue: 21-Mar-2016 Date of issue: 18-May-2017 | EPAM Systems Kazakhstan Astana Software Development Center | | |
| | Sofia: Date of issue: 05-Jun-2016 Date of issue: 18-May-2017 | EPAM Systems Bulgaria Sofia Software Development Center | | |
| | Guadalajara: Date of issue: 05-Jun-2016 Date of issue: 18-May-2017 | EPAM Systems Mexico Guadalajara Software Development Center | | |
| | Washington D.C.: Date of issue: 25-Oct-2016 Date of issue: 18-May-2017 | EPAM Systems United States Washington D.C. Software Development Center | | |
| | Kyiv: Date of issue: 18-Jun-2018 | EPAM Systems Ukraine Kyiv Software Development Center | | |
| | Conshohocken: Date of issue: 25-Oct-2016 Date of issue: 18-May-2017 | EPAM Systems United States Conshohocken Software Development Center | | |
| ISO-9001:2008 Quality Management ISO-9001:2015 Quality Management | Kazakhstan: Certification date: 14-Dec-2015 | EPAM Systems Kazakhstan, Design, development, manufacture, delivery, maintenance and support of software | MCQM LLP Astana | The certificates are available in PDF. |
| | Moscow: Certification date: 18-Dec-2015 | EPAM Systems Russia, Moscow Design, development, manufacture, delivery, maintenance and support of software | ROSTEST Moscow | |
| | Minsk: Confirmation date: 19-Feb-2014 28-March-2017 | EPAM Systems Belarus Minsk Software design, development, testing, maintenance and support | BelGISS SGS | |
| | Hyderabad: Date of issue: 26-July-2015 Date of issue: 7-June-2018 | EPAM Systems India Hyderabad Development Center | Det Norske Veritas | |

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|--|---|--|--|--|
| CMMI Capability Maturity Model Integration | CMMI-DEV v1.3 Maturity Level 5 Appraisal date: 31-Mar-2017 | EPAM Systems, Krakow Organizational Unit | IAL Software Engineering, s.a | The appraisal is available in PDF. |
| | CMMI-DEV v1.3 Maturity Level 5 Appraisal date: 27-Mar-2014 | EPAM Systems, Hungary Organizational Unit | | |
| | CMMI-DEV v1.3 Maturity Level 3 Appraisal date: 31-Mar-2014 | EPAM Systems, China Shenzhen (Jointech) Particular Offshore Development Center | Zhizhuo | |
| ISO 13485:2016 Medical Devices Quality Management Systems | Minsk: 27-Feb-2017 | EPAM Systems, Belarus, Minsk | Lloyd's Register LRQA | The certificates are available in PDF. |
| | Grodno: 27-Feb-2017 | EPAM Systems, Belarus, Grodno | | |
| PCI-DSS Payment Card Industry Data Security Standard | Minsk: 10-Sep-2018 | EPAM Systems, Belarus, Minsk | AperSky Ltd | The certificates are available in PDF. |
| | Budapest and Szeged: 10-Sep-2018 | EPAM Systems, Hungary Budapest Software Development Center | | |
| | | EPAM Systems, Hungary Szeged Software Development Center | | |
| ISO 14001:2006 Environmental Management Systems | Certificate of Conformity: 10-Feb-2017 | EPAM Systems, Kazakhstan LLP | "Metropolitan Center of Quality and Metrology" LLP | The certificates are available in PDF. |
| ISO 50001:2011 Energy Management Systems | Budapest and Szeged: Date of issue: 10-Apr-2017 | EPAM Systems, Hungary Budapest Software Development Center | Det Norske Veritas | The certificates are available in PDF. |
| | | EPAM Systems, Hungary Szeged Software Development Center | | |