



To our Stakeholders,

I am pleased to confirm that EPAM Systems reaffirms its support of the 10 principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment, and Anti-Corruption.

In this annual Communication on Progress we describe our continuous efforts to integrate the Global Compact and its principles into our business strategy, culture and daily operations. We share the information about our efforts in this and other areas of social responsibility on our public website.

Sincerely yours,

A handwritten signature in black ink that reads "A. Dobkin".

Arkadiy Dobkin
CEO
EPAM Systems