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**UNITED STATES  
SECURITIES AND EXCHANGE COMMISSION**  
Washington, D.C. 20549

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**SCHEDULE 14A**  
Proxy Statement Pursuant to Section 14(a) of the  
Securities Exchange Act of 1934  
(Amendment No. )

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Filed by the Registrant

Filed by a party other than the Registrant

Check the appropriate box:

- Preliminary Proxy Statement
- Confidential, for Use of the Commission Only (as permitted by Rule 14a-6(e)(2))
- Definitive Proxy Statement
- Definitive Additional Materials
- Soliciting Material under § 240.14a-12

**EPAM Systems, Inc.**  
(Name of Registrant as Specified In Its Charter)

(Name of Person(s) Filing Proxy Statement, if other than the Registrant)

Payment of Filing Fee (Check the appropriate box):

- No fee required
- Fee paid previously with preliminary materials
- Fee computed on table in exhibit required by Item 25(b) per Exchange Act Rules 14a-6(i)(1) and 0-11
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P.O. BOX 8016, CARY, NC 27512-9903

**EPAM Systems, Inc.  
Important Notice Regarding the Availability  
of Proxy Materials**

**Stockholders Meeting to be held on  
June 2, 2023**

**For Stockholders of record as of April 10, 2023**

**This communication presents only an overview of the more complete proxy materials that are available to you on the Internet. This is not a ballot. You cannot use this notice to vote your shares. We encourage you to access and review all of the important information contained in the proxy materials before voting.**

**To view the proxy materials, and to obtain directions to attend the meeting, go to: [www.proxydocs.com/EPAM](http://www.proxydocs.com/EPAM)**

**To vote your proxy while visiting this site, you will need the 12 digit control number in the box below.**

Under United States Securities and Exchange Commission rules, proxy materials do not have to be delivered in paper. Proxy materials can be distributed by making them available on the internet.



**For a convenient way to view proxy materials and VOTE go to  
[www.proxydocs.com/EPAM](http://www.proxydocs.com/EPAM)**

**Have the 12 digit control number located in the shaded box above available when you access the website and follow the instructions.**

*If you want to receive a paper or e-mail copy of the proxy material, you must request one. There is no charge to you for requesting a copy. In order to receive a paper package in time for this year's meeting, you must make this request on or before May 23, 2023.*

*To order paper materials, use one of the following methods.*



**INTERNET  
[www.investorelections.com/EPAM](http://www.investorelections.com/EPAM)**

When requesting via the Internet or telephone you will need the 12 digit control number located in the shaded box above.



**TELEPHONE  
(866) 648-8133**



**\* E-MAIL  
[paper@investorelections.com](mailto:paper@investorelections.com)**

*\* If requesting material by e-mail, please send a blank e-mail with the 12 digit control number (located above) in the subject line. No other requests, instructions OR other inquiries should be included with your e-mail requesting material.*

**EPAM Systems, Inc.**

**Meeting Type:** Annual Meeting of Stockholders

**Date:** Friday, June 2, 2023

**Time:** 10:00 AM, Eastern Time

**Place:** Annual Meeting to be held live via the Internet - please visit [www.proxydocs.com/EPAM](http://www.proxydocs.com/EPAM) for more details.

**You must register to attend the meeting online and participate at [www.proxydocs.com/EPAM](http://www.proxydocs.com/EPAM)**

**SEE REVERSE FOR FULL AGENDA**

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**EPAM Systems, Inc.**  
**Annual Meeting of Stockholders**

**FOR ON PROPOSAL 1, 2, AND 3.**

**PROPOSAL**

1. To elect three Class II directors to hold office for a three-year term or until their successors are elected and qualified.
  - 1.01 Eugene Roman
  - 1.02 Jill Smart
  - 1.03 Ronald Vargo
2. To ratify the appointment of Deloitte & Touche LLP as our independent registered public accounting firm for the year ending December 31, 2023.
3. To approve, on an advisory and non-binding basis, the compensation for our named executive officers as disclosed in this Proxy Statement.
4. To transact such other business as may properly come before the Annual Meeting.