

OMB APPROVAL table with OMB Number: 3235-0287, Estimated average burden: hours per response: 0.5

Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

Main reporting form fields: 1. Name and Address of Reporting Person (Segert Robert E.), 2. Issuer Name and Ticker (EPAM Systems, Inc. [EPAM]), 3. Date of Earliest Transaction (06/08/2021), 5. Relationship of Reporting Person(s) to Issuer (Director, 10% Owner), 6. Individual or Joint/Group Filing (Form filed by One Reporting Person).

Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned

Table I with 7 columns: Title of Security, Transaction Date, Deemed Execution Date, Transaction Code, Securities Acquired/Disposed, Amount, Ownership Form, Nature of Ownership. Row 1: EPAM Common Stock, 06/08/2021, A, 328(1), A, \$0, 17,665, D.

Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)

Table II with 11 columns: Title of Derivative Security, Conversion or Exercise Price, Transaction Date, Deemed Execution Date, Transaction Code, Number of Derivative Securities, Date Exercisable and Expiration Date, Title and Amount of Securities Underlying Derivative Security, Price of Derivative Security, Number of derivative Securities Beneficially Owned, Ownership Form, Nature of Indirect Beneficial Ownership.

Explanation of Responses:

1. Represents restricted stock units awarded pursuant to the EPAM Systems, Inc. Non-Employee Director Compensation Policy. These restricted stock units will vest on the first anniversary of the grant date.

Remarks:

/s/ Kate Pytlewski as Attorney-in-Fact

06/08/2021

** Signature of Reporting Person Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

* If the form is filed by more than one reporting person, see Instruction 4 (b)(v).

** Intentional misstatements or omissions of facts constitute Federal Criminal Violations See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, see Instruction 6 for procedure.

Persons who respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB Number.