

**EPAM SYSTEMS, INC.**  
**A Delaware corporation**  
**(the “Company”)**

**Nominating and Corporate Governance Committee Charter**  
**Adopted January 17, 2012**  
**Amended December 16, 2013**  
**Amended April 16, 2015**  
**As Amended December 10, 2019**

**Purpose**

The Nominating and Corporate Governance Committee (the “Committee”) is created by the Board of Directors of the Company (the “Board”) to:

- review and evaluate the size, composition, function and duties of the Board consistent with its needs;
- recommend criteria for the selection of candidates to the Board and its committees, and identify individuals qualified to become Board members consistent with such criteria, including the consideration of nominees submitted by shareholders;
- recommend to the Board director nominees for election at the next annual or special meeting of shareholders at which directors are to be elected or to fill any vacancies or newly created directorships that may occur between such meetings;
- recommend directors for appointment to Board committees;
- make recommendations to the Board as to determinations of director independence;
- recommend to the Board a candidate for the position of Lead Independent Director of the Board from among the independent members of the Board;
- oversee the evaluation of the Board;
- assist the Board and the Audit Committee in its oversight of the Company’s compliance with legal and regulatory requirements involving Code of Ethical Conduct matters; and
- develop and recommend to the Board the Corporate Governance Guidelines and Code of Ethical Conduct for the Company, oversee compliance with such Guidelines and the Code, and monitor and report to the Board on the status of the Company’s global Compliance program, its compliance initiatives and matters.

## **Membership**

The Committee shall consist of at least three members. The Committee shall be comprised solely of directors deemed by the Board to be independent and who meet independence requirements of the New York Stock Exchange. The Committee, in consultation with the Chairman of the Board and the Lead Independent Director, shall recommend nominees for appointment to the Committee annually and as vacancies or newly created positions occur. Committee members shall be appointed by the Board and may be removed by the Board at any time. The Committee shall recommend to the Board, and the Board shall designate, the Chairman of the Committee.

## **Responsibilities**

In addition to any other responsibilities which may be assigned from time to time by the Board, the Committee is responsible for the following matters.

### *Board/Committee/Lead Independent Director Nominees*

- The Committee shall oversee searches for and identify qualified individuals for membership on the Board.
- The Committee shall recommend to the Board a candidate for the position of Lead Independent Director annually from among the independent members of the Board.
- The Committee shall recommend to the Board criteria for Board and Board committee membership and shall recommend individuals for membership on the Board and its committees. In making its recommendations for Board and committee membership, the Committee shall:
  - review candidates' qualifications for membership on the Board or a committee of the Board (including making a specific determination as to the independence of each candidate) based on the criteria approved by the Board (and taking into account the enhanced independence, financial literacy and financial expertise standards that may be required under law or New York Stock Exchange rules for Audit Committee membership purposes);
  - in evaluating current directors for re-nomination to the Board or re-appointment to any Board committees, assess the performance of such directors;
  - periodically review the composition of the Board and its committees in light of the current challenges and needs of the Board, the Company and each committee, and determine whether it may be appropriate to add or remove individuals after considering issues of judgment, diversity, age, skills, background

- and experience;
- consider rotation of committee members and committee Chairmen, as appropriate; and
- consider any other factors that are set forth in the Company's Corporate Governance Guidelines or are deemed appropriate by the Committee or the Board.

#### *Evaluating the Board and Its Committees*

- At least annually, the Committee shall lead the Board in a self-evaluation to determine whether it and its committees are functioning effectively. The Committee shall oversee the evaluation process and report on such process and the results of the evaluations, including any recommendations for proposed changes, to the Board.
- At least annually, the Committee shall review the evaluations prepared by each Board committee of such committee's performance and consider any recommendations for proposed changes to the Board.

#### *Corporate Governance and Code of Ethical Conduct Matters*

- The Committee shall develop and recommend to the Board the Corporate Governance Guidelines and Code of Ethical Conduct for the Company. At least annually, the Committee shall review and reassess the adequacy of such Corporate Governance Guidelines and Code of Ethical Conduct and recommend any proposed changes to the Board.
- At least annually, the Committee shall review the Lead Independent Director Charter and recommend any proposed changes to the Board.
- The Committee shall be responsible for any tasks assigned to it in the Company's Corporate Governance Guidelines and shall oversee compliance with such Guidelines.
- The Committee shall oversee the Company's compliance with legal and regulatory requirements related to Code of Ethical Conduct matters, the Company's reporting and guidance channels, and the Company's global compliance program, and, together with the Chief Compliance Officer, will report to the full Board on such compliance.
- The Committee shall also review and consider any requests for waivers of the Company's Corporate Governance Guidelines or Code of Business Conduct and Ethics for the Company's directors, executive officers and other senior financial officers, and shall make a recommendation to the Board with respect to such request for a waiver.

- The Committee shall review potential conflicts of interest involving directors, including whether such director or directors may vote on any issue as to which there may be a conflict.
- The Committee shall review, and if appropriate, approve related party transactions in accordance with the Company's Related Person Transaction Policy.

#### *Director Orientation and Continuing Education*

- The Committee shall oversee an orientation and continuing education program for directors meeting the requirements set forth in the Company's Corporate Governance Guidelines.

#### *Reporting to the Board*

- The Committee shall report to the Board periodically.
- The Chairman of the Committee and the Chief Compliance Officer will report to the Board on the status of the Company's compliance program, its compliance initiatives and matters.
- At least annually, the Committee shall evaluate its own performance and report to the Board on such evaluation.
- The Committee shall periodically review and assess the adequacy of this charter and recommend any proposed changes to the Board for approval.

#### **Authority and Delegations**

The Committee has the sole authority to retain and terminate any advisors, including search firms to identify director candidates and legal counsel, including sole authority to approve all such advisors fees and other retention terms.

The Committee may delegate its authority to subcommittees or the Chair of the Committee when it deems appropriate and in the best interests of the Company.

#### **Procedures**

The Committee shall meet as often as it determines is appropriate to carry out its responsibilities under this charter. The Chair of the Committee, in consultation with the other Committee members, shall determine the frequency and length of the Committee meetings and shall set meeting agendas consistent with this charter.