

# **EPAM SYSTEMS, INC.**

**Reported by**

## **SHEKHTER ELAINA**

### **FORM 4**

(Statement of Changes in Beneficial Ownership)

Filed 03/18/25 for the Period Ending 03/15/25

Address	41 UNIVERSITY DRIVE SUITE 202 NEWTOWN, PA, 18940
Telephone	(267) 759-9000
CIK	0001352010
Symbol	EPAM
SIC Code	7371 - Services-Computer Programming Services
Industry	IT Services & Consulting
Sector	Technology
Fiscal Year	12/31

# FORM 4

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

Check this box to indicate that a transaction was made pursuant to a contract, instruction or written plan that is intended to satisfy the affirmative defense conditions of Rule 10b5-1(c). See Instruction 10.

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

### STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP OF SECURITIES

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

1. Name and Address of Reporting Person <sup>*</sup> <b>Shekhter Elaina</b>  <b>C/O EPAM SYSTEMS, INC., 41 UNIVERSITY DRIVE SUITE 202</b>  <b>NEWTOWN, PA 18940</b>			2. Issuer Name and Ticker or Trading Symbol <b>EPAM Systems, Inc. [ EPAM ]</b>					5. Relationship of Reporting Person(s) to Issuer (Check all applicable)  Director <input type="checkbox"/> 10% Owner <input type="checkbox"/> X Officer (give title below) <input type="checkbox"/> Other (specify below) <b>SVP, Chief Marketing Officer</b>				
(Last)	(First)	(Middle)	3. Date of Earliest Transaction (MM/DD/YYYY) <b>3/15/2025</b>					6. Individual or Joint/Group Filing (Check Applicable Line)  X Form filed by One Reporting Person <input type="checkbox"/> Form filed by More than One Reporting Person				
(Street)												
(City)	(State)	(Zip)										

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

1. Title of Security (Instr. 3)	2. Trans. Date	2A. Deemed Execution Date, if any	3. Trans. Code (Instr. 8)		4. Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)			5. Amount of Securities Beneficially Owned Following Reported Transaction(s) (Instr. 3 and 4)			6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)
			Code	V	Amount	(A) or (D)	Price					
EPAM Common Stock	3/15/2025		F		153 <sup>(1)</sup>	D	\$182.73				8,681	D
EPAM Common Stock	3/15/2025		F		154 <sup>(1)</sup>	D	\$182.73				8,527	D
EPAM Common Stock	3/15/2025		F		129 <sup>(1)</sup>	D	\$182.73				8,398	D
EPAM Common Stock	3/15/2025		F		82 <sup>(1)</sup>	D	\$182.73				8,316	D
EPAM Common Stock	3/15/2025		A		5,368 <sup>(2)</sup>	A	\$0				13,684	D

**Table II - Derivative Securities Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)**

1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Trans. Date	3A. Deemed Execution Date, if any	4. Trans. Code (Instr. 8)	5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)	6. Date Exercisable and Expiration Date		7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4)		8. Price of Derivative Security (Instr. 5)	9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4)	10. Ownership Form of Derivative Security: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)	
						Code	V	(A)	(D)	Date Exercisable	Expiration Date	Title	Amount or Number of Shares	

#### Explanation of Responses:

- (1) These shares were withheld by the Issuer to satisfy the tax withholding requirement arising from the vesting of restricted stock units granted to the reporting person under the Issuer's Long Term Incentive Plan.
- (2) Represents restricted stock units that are scheduled to vest as to 25% of the shares on each of March 15, 2026, 2027, 2028, and 2029.

#### Reporting Owners

Reporting Owner Name / Address	Relationships			
	Director	10% Owner	Officer	Other
<b>Shekhter Elaina</b> <b>C/O EPAM SYSTEMS, INC.</b> <b>41 UNIVERSITY DRIVE SUITE 202</b> <b>NEWTOWN, PA 18940</b>			<b>SVP, Chief Marketing Officer</b>	

#### Signatures

**/s/ Kate Pytlewski as Attorney-in-Fact**

**3/18/2025**

**\*\*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.

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