



Vote for a genuine right for EPAM shareholders to call for Special Shareholder Meeting, Proposal 7 and against Proposal 2, the gamesmanship proposal

EPAM Systems (EPAM) has a major limitation in its Proposal 2 right for shareholders to call for a special shareholder meeting. This limitation makes it unattainable for EPAM shareholders to call for a special shareholder meeting.

The limitation is to require 25% of EPAM shares to call for a special shareholder meeting instead of the 10% called for in Proposal 7. More than 100 companies have had the opportunity to name one example of 25% shares actually succeeding in calling for a special shareholder meeting at any company whatsoever. Not one example has ever been cited.

Companies, such as EPAM, like to brag about the 25% requirement because they know that 25% is safe, that a special shareholder meeting will never take place and shareholders are fooled into thinking they have a genuine right to call for a special shareholder meeting.

Proposal 2 additionally does not seem to be a genuine shareholder rights proposal. Any proposal that purports to give shareholders a right and contains 1700-words of dense legalese seems committed to thwarting any attempt to call special shareholder meeting. Other companies have granted this right in less than 100-words.

Under Proposal 2 it could take EPAM shareholders, with an unlimited budget, 3-years of attempts to call for a special shareholder meeting before they dotted all the i's and crossed all the t's to the satisfaction of

the EPAM attorneys who drafted the 1700-words of dense legalese.

Notice of Exempt Solicitation

Name of Registrant: EPAM Systems, Inc. (EPAM)

Title: Vote for a genuine right for EPAM shareholders to call for Special Shareholder Meeting, Proposal 7

Meeting Date: May 21, 2026

Name of person relying on exemption: John Chevedden, EPAM Shareholder since 2020

Address of persons relying on exemption: POB 2673, Redondo Beach, CA 90278

These written materials are shared pursuant to an exemption provided for in Rule 14a-2 promulgated under the Securities Exchange Act of 1934. John Chevedden does not beneficially own more than \$5 million of the class of subject securities, and this notice of exempt solicitation is therefore being provided on a voluntary basis.

This is not a solicitation of authority to vote your proxy.

Please DO NOT send me your proxy card; the shareholder is not able to vote your proxies, nor does this communication contemplate such an event.

The shareholder asks all shareholders to vote by following the procedural instructions provided in the proxy materials.