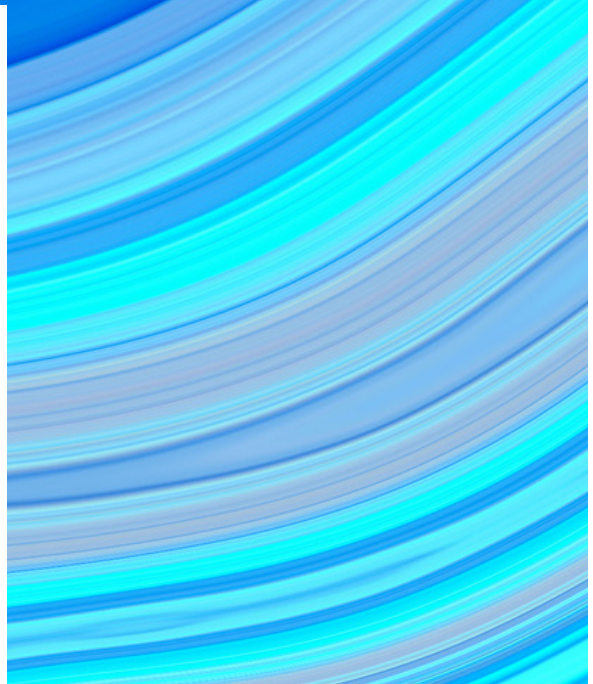


EPAM Company Overview

February 2024



Fast Facts

Founded in
Princeton, NJ, USA
1993

Headquartered in
Newtown, PA, USA
(NYSE:EPAM)

Included in the (Indexes)
S&P 500
Russell 1000

2023 Revenue
\$4.691B

Non-GAAP Diluted EPS*
3-Year & 5-Year
Revenue
CAGR of 19%

Revenue Growth**
3-Year & 5-Year
Revenue
CAGR of 21%

EPAMers
53,150+

**Engineers, Designers &
Consultants**
47,350+

Countries & Regions
55

EXECUTIVE LEADERSHIP

Arkadiy Dobkin

Chief Executive Officer
& President

Jason Peterson

Chief Financial Officer,
SVP & Treasurer

Boris Shnayder

Co-Head Global Business,
SVP

Sergey Yezhkov

Co-Head Global Business,
SVP

Elaina Shekhter

Chief Marketing & Strategy
Officer, SVP

Victor Dvorkin

Head of Global Delivery,
SVP

Yuriy Goliyad

Head of Global Operations,
SVP

Larry Solomon

Chief People Officer,
SVP

Ed Rockwell

General Counsel,
SVP

Philip Storm

Chief Compliance Officer,
SVP

Sam Rehman

Chief Information Security
Officer, SVP

Frank Burkitt

Global Head of Business &
Strategy Consulting, SVP

Balazs Fejes

President of EU &
APAC Markets



[Learn more about
our Leadership Team](#)

* Proven ability to grow and sustain strong profitability with 3-Year (2021-2023) & 5-Year (2018-2023) Non-GAAP Diluted EPS CAGR of 19% for both periods.

** Industry leading 3-Year (2021-2023) & 5-Year (2018-2023) Revenue CAGR of 21% for both periods.

Figures are as of Q4 & Full Year 2023, percentages are presented on a YoY basis unless otherwise noted.

Refer to the Company's Q4 & Full Year 2023 earnings press release for GAAP to Non-GAAP disclosures.

EPAM is a U.S. domiciled company with a shareholder base that is **95% owned by institutional investors** as of September 30, 2023. The remaining ownership is held by inside owners (management and employees).

BELOW IS A LIST EPAM'S TOP 15 INSTITUTIONAL SHAREHOLDERS:*

→ Rank	→ Institutions	→ %OS
1.	Capital Research Global Investors	13.3
2.	The Vanguard Group, Inc.	11.7
3.	BlackRock Institutional Trust Company, N.A.	5.1
4.	WCM Investment Management	4.9
5.	Capital World Investors	4.0
6.	State Street Global Advisors (US)	3.8
7.	Fidelity Management & Research Company, LLC	3.8
8.	Geode Capital Management, LLC	2.2
9.	JP Morgan Asset Management	2.1
10.	Lone Pine Capital, LLC	1.8
11.	Viking Global Investors L.P.	1.6
12.	DSM Capital Partners, LLC	1.6
13.	AllianceBernstein L.P.	1.4
14.	Nuveen, LLC	1.3
15.	Invesco Advisers, Inc.	1.2

* Shareholder list as of September 30, 2023, this list is updated quarterly based on U.S. Security and Exchange requirement

Our Unique Approach

WHAT WE DO



STRATEGIZE

When our teams come together, we orchestrate transformation that can outpace a rapidly evolving world. Our integrated consulting approach accelerates breakthrough ideas into meaningful impact.



DESIGN

Looking at the world through multiple lenses, our talented designers bring your ideas to life. They know how to humanize technology and business to create meaningful, multimodal experiences.



ENGINEER

Born in product and raised in digital, expert engineering is at our very core. Our multidisciplinary teams build cloud-native platforms, products and solutions to scale, powering the future of business.



OPERATE

By activating a diverse team of experts and deep thinkers, we connect people, processes, platforms and partnerships across multiple networks to harmonize enterprise ecosystems and move faster.



OPTIMIZE

Through a product-centric approach, we implement data platforms and automate the mundane to harness valuable business insights and enable more intelligent decisions so you can action strategy more effectively.

Since 1993, we have leveraged our advanced software engineering expertise to become a leading global provider of digital engineering, cloud and AI-enabled transformation services, as well as a leading business and experience consulting partner for global enterprises and ambitious startups.

We address our clients' transformation challenges by fusing EPAM Continuum's integrated strategy, experience and technology consulting with our 30+ years of engineering execution to speed our clients' time to market and drive greater value from their innovations and digital investments.

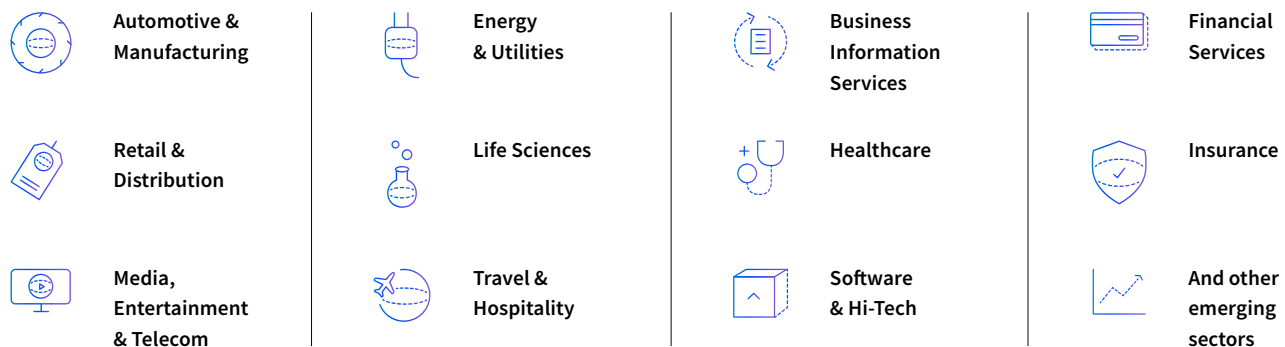
We deliver globally, but engage locally with our expert teams of consultants, architects, designers and engineers, making the future real for our clients, our partners and our people around the world.

We believe the right solutions are the ones that improve people's lives and fuel competitive advantage for our clients across diverse industries. Our thinking comes to life in the experiences, products and platforms we design and bring to market.

As consultants, designers, architects, engineers and trainers, we focus on building long-term partnerships with our clients, enabling them to reimagine their businesses through a digital lens.

We help our clients become faster, more agile and more adaptive enterprises by delivering solutions through best-in-class engineering, strategy, design, consulting, education and innovation services.

Our industry expertise includes:



OUR HISTORY

1993

EPAM opens for business in Princeton, NJ, with three employees

1996

EPAM is chosen to help Colgate-Palmolive develop a sales force automation solution and deploy it across its organizations in Europe and Latin America

1997

EPAM lands first major software product development client: SAP AG

2003

EPAM completes its first decade having built a foundation of delivering Software Products and Solutions for more than 200 independent software companies

2004

EPAM acquires Fathom Technologies, opening its first EU delivery center and enters the European market, beginning a multi-year journey of geographic and industry diversification

2012

EPAM is listed on the New York Stock Exchange (NYSE: EPAM)

2013

EPAM establishes its Digital Engagement practice and accelerates services to help clients in customer experience, design and eCommerce, in addition to expanding its offerings in Agile, Business Intelligence/Analytics and Mobile

2016

EPAM is named one of the top 25 Fastest Growing Public Tech Companies by Forbes and extends its leadership position into Digital Product and Platform Engineering Services

2020

For the second year in a row, EPAM is ranked as the Top IT Services Company on Fortune's 100 Fastest-Growing Companies list, jumping 50 positions to #21

2021

EPAM records its first billion-dollar revenue quarter and expands into over 40 countries and regions. The Company is included in the Forbes Global 2000 list and added to the S&P 500

2022

EPAM expands to more than 50 countries and EPAM Continuum is recognized by Consulting Magazine as a Top 20 Fastest Growing Firm

2023

EPAM turns 30, expands to 55 countries, and is recognized as a leader in the IDC MarketScapes for Worldwide Experience Build Services, Worldwide Experience Design Services and Worldwide Software Engineering Services

Our Clients

Here are just a few examples of our 2023 client success stories. We:

- Used our human-centered design approach to create the convenience store of the future for MAPCO
- Leveraged our SAP expertise to accelerate innovation for Riskified's fraud prevention platform
- Enabled digital readiness for a global automotive company by creating a core set of curricula, leveraging change management techniques and customizing role-based learning pathways
- Supported a digital challenger bank through its transformation program, including program governance, with intertwined work in both advisory and implementation
- Optimized digital ECMT's data visualization and analysis tools for Phase 1 and 2 clinical trials in oncology
- Partnered with Swiss Life Asset Managers to help meet modern challenges in finance by developing in-house software and providing information security services
- Transformed a global education company from a print-first publisher to an EdTech giant by providing consulting and development services throughout the entire content lifecycle and learner journey
- Reimagined the prospect journey for a leading global wealth manager to build trusted relationships in the client engagement process
- Created a deeper level of customer engagement by leveraging digital touchpoints to enhance Primark's in-store customer experience
- Enriched Sphero's educational platform for teachers and students to provide a STEM learning experience
- Partnered with Regeneron Pharmaceuticals to design a first-of-its-kind data literacy program that improved the way teams approach their projects, collaborate with data and speak about data in their daily work
- Planned and executed an organization-wide cloud migration to Microsoft Azure for Louis Dreyfus Company
- Designed a patient-centered clinic for an American healthcare company that provides a more accessible and personal experience for patients
- Helped INEOS Automotive provide a digital-first experience for its new 4x4 Grenadier vehicle using the power of Sitecore
- Partnered with EBSCO Information Services to develop and improve a leading open source library services platform called FOLIO
- Enhanced the power of Sitecore to unify digital for a customer-first experience for Wolters Kluwer
- Helped Rituals Cosmetics enhance its digital platforms by moving to a MACH architecture
- Developed a carbon accounting solution for JDE Peets that enabled the entire business to drive its sustainability agenda through the power of data
- Created a new vision, brand and campaign for the world's largest grassroots environment movement for World Wildlife Fund
- Leveraged our integrated consulting capabilities to become a trusted partner across technology and advisory for an oilfield services company



Of our top **100** clients,
67 are in the **Fortune 500** or
Forbes Global 2000

Global Recognition



Leader in 2023 **Gartner® Magic Quadrant™** for **Custom Software Development Services, Worldwide***

Named a **Top 100 Best Workplace** by **Glassdoor, 2023 – 2024**

Recognized by Newsweek as a **Most-Loved Workplace, 2021 – 2023**

Ranked four times as the Top IT Services Company on **Fortune's 100 Fastest Growing Companies List**

Recognized as a **Top IT Sourcing Vendor** in **Europe** by **Whitelane Research, 2023**

Won the **Silver Award** & named **Best Workplace for Women in Tech, 2023**

Ranked as a **Top 15 IT Services Company** on the **Fortune 1000 List**

Named a **Top 25 World's Largest Agency** by **Ad Age, 2020-2023**

Recognized as a leader in the **IDC MarketScapes** for

- Worldwide Experience Build Services 2023-2024
- Worldwide Experience Design Services 2023-2024
- Worldwide Software Engineering Services 2023

Consulting Magazine named EPAM Continuum a **Top 20 Fastest-Growing Firm, 2022**

*Gartner does not endorse any vendor, product or service depicted in its research publications, and does not advise technology users to select only those vendors with the highest ratings or other designation. Gartner research publications consist of the opinions of Gartner's research organization and should not be construed as statements of fact. Gartner disclaims all warranties, expressed or implied, with respect to this research, including any warranties of merchantability or fitness for a particular purpose.



Arkadiy Dobkin

CEO, President & Chairman of the Board at EPAM Systems, Inc.

Recognized by GLOBSEC with the Tatra Summit Business Leadership Award in 2021 for his impressive contribution to the development of the tech business environment across the CEE region and beyond. He was also inducted into the Ernst & Young World Entrepreneur of the Year Academy and to the elite Entrepreneur of the Year Hall of Fame.

EPAM CONTINUUM

EPAM Continuum, the integrated business, experience and technology consulting service brand of EPAM Systems, applies a Systems Thinking mindset to help solve our clients' most complex problems, develop their agility to adapt and empower them to compete.

We believe the right solutions are the ones that improve people's lives and fuel competitive advantage. We don't just create blueprints, operating models and business plans — our thinking lives in code, products and in market. We make it real.

Learn how we help our clients drive competitive transformation through our unique mix of integrated consulting capabilities and applied systems thinking. Drawing on our world-class engineering heritage, we provide support at speed and scale for agile and iterative development teams within EPAM — ensuring ongoing improvements and enhancements along a multi-phase roadmap.

EXPERTS IN:

Cybersecurity



DevSec/TestOps



Commerce



API Integration



Robotics, Automation & RPA

Cloud Modernization



Product Management



Digital Marketing



Mobile & IoT

Education Technology



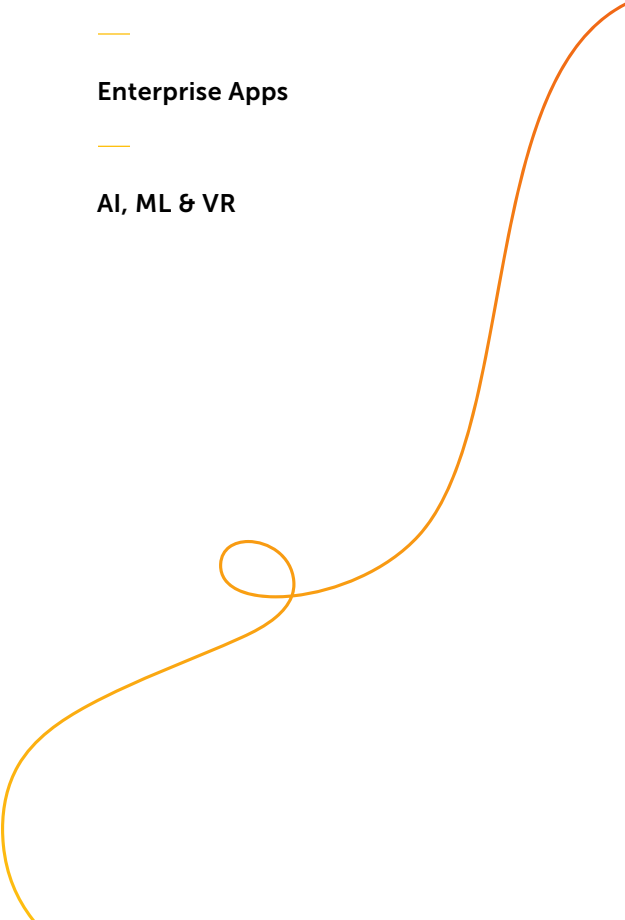
Data, Analytics, AI & Search



Enterprise Apps



AI, ML & VR



Key Partnerships

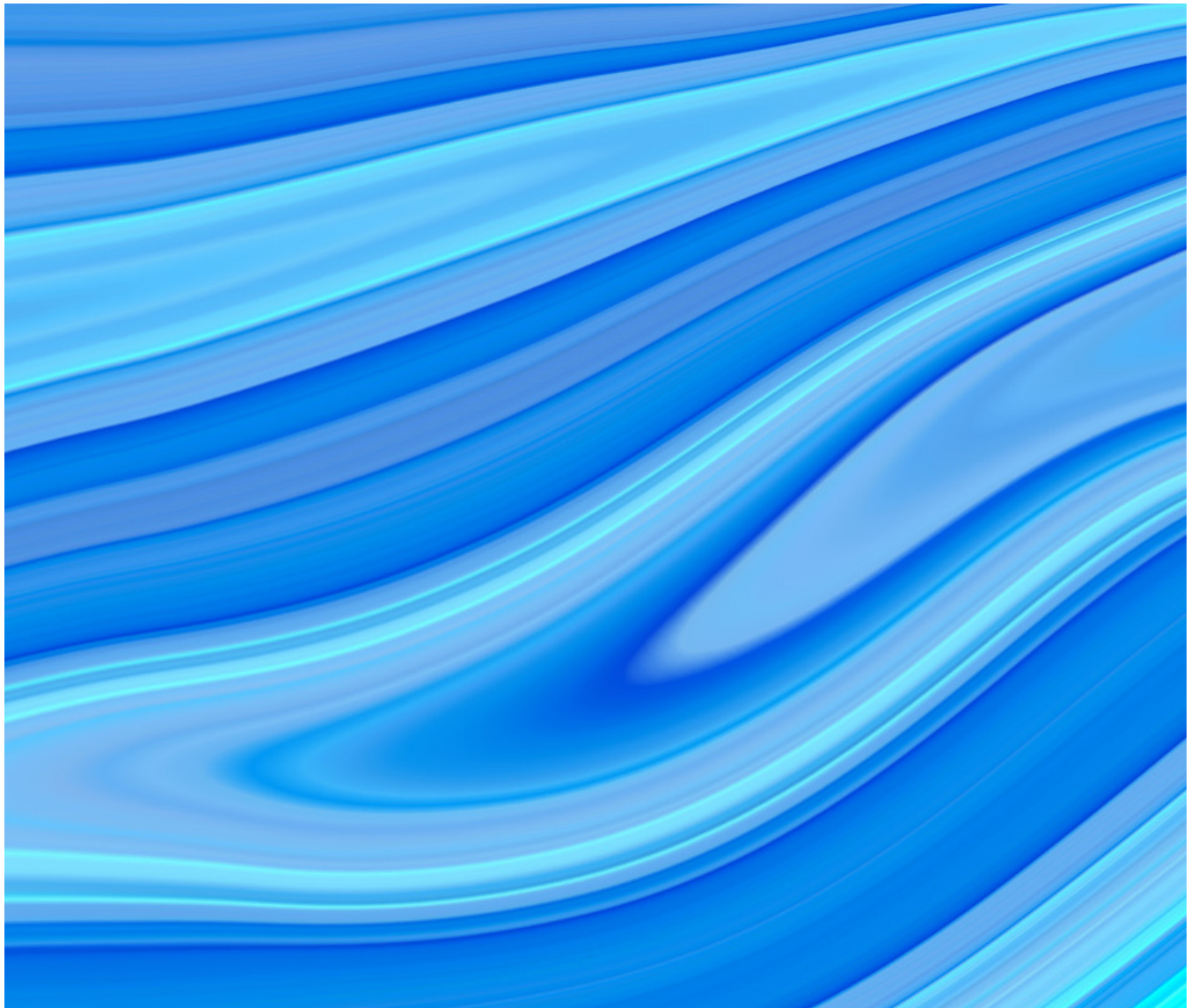
We have built 150+ partnerships with the world's most innovative software and technology companies to help drive next-gen solutions to support today's largest technological challenges. We are proud to be top tier and global GSI status partners with a strategic subset of these companies, working together to develop and deliver excellence for our clients. These include the following strategic market leaders:

Cloud & Data Partners



Digital Partners





GET IN TOUCH

www.epam.com

ask@epam.com

