



AT A GLANCE

2023

EPAM Systems, Inc.

October 2023

Fast Facts*

**Founded in
Princeton, NJ, USA**
1993

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

2022 Revenue
\$4.82B

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

Revenue Growth
5 Year Revenue
CAGR of 27%
(FY17-FY22)

**Delivery Locations
Globally**
100+

**2022 GAAP
EPS (YoY)**
\$7.09
-13.0%

**2022 Non-GAAP
EPS (YoY)****
\$10.90
+23.4%

EPAMers
57,450+

**Engineers, Designers
& Consultants**
51,100+

Countries & Regions
50+

EXECUTIVE LEADERSHIP

Arkadiy Dobkin
Chief Executive Officer
& President

Elaina Shekhter
Chief Marketing & Strategy
Officer, SVP

Ed Rockwell
General Counsel,
SVP

Balazs Fejes
President of EU &
APAC Markets

Jason Peterson
Chief Financial Officer,
SVP & Treasurer

Victor Dvorkin
Head of Global Delivery,
SVP

Philip Storm
Chief Compliance Officer,
SVP

→
[Learn more about
our Leadership Team](#)

Boris Shnayder
Co-Head Global Business,
SVP

Yuriy Goliyad
Head of Global Operations,
SVP

Sam Rehman
Chief Information Security
Officer, SVP

Sergey Yezhkov
Co-Head Global Business,
SVP

Larry Solomon
Chief People Officer,
SVP

Frank Burkitt
Global Head of Business &
Strategy Consulting, SVP

* Figures are as of Q4 2022, percentages are presented on a YoY basis unless otherwise noted.

**Refer to the company's Q4 earnings press release for GAAP to Non-GAAP disclosures.

EPAM is a U.S. domiciled company with a shareholder base that is **96.9% owned by institutional investors** as of Dec 31, 2022. The remaining ownership is held by inside owners (management and employees).

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

→ Rank	→ Institutions	→ %OS	→ Position
1	Capital Research Global Investors	12.14	6980
2	The Vanguard Group, Inc.	11.01	6333
3	WCM Investment Management	5.94	3414
4	AllianceBernstein L.P.	4.89	2810
5	BlackRock Institutional Trust Company, N.A.	4.77	2745
6	Capital World Investors	3.89	2238
7	State Street Global Advisors (US)	3.80	2188
8	JP Morgan Asset Management	2.70	1554
9	Fidelity Management & Research Company, LLC	2.27	1308
10	Lone Pine Capital, LLC	2.16	1243
11	Geode Capital Management, LLC	1.94	1116
12	Nuveen, LLC	1.37	787
13	Invesco Advisers, Inc.	1.28	736
14	JPMorgan Asset Management U.K. Limited	1.24	714
15	DSM Capital Partners, LLC	1.09	625

* Shareholder list as of December 31, 2022, this list is updated quarterly based on U.S. Security and Exchange requirements.

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 heritage to become the foremost global digital transformation services provider – leading the industry in digital and physical product development and digital platform engineering services.

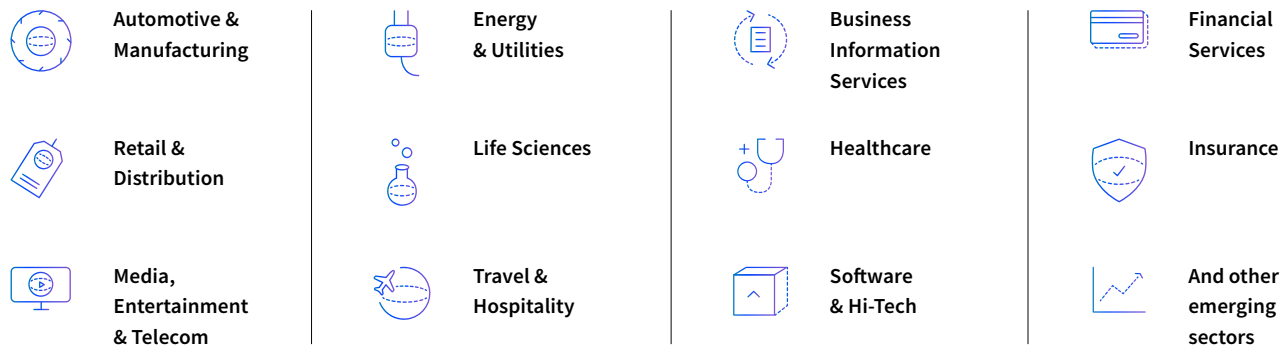
Through our innovative strategy; integrated advisory, consulting, and design capabilities; and unique ‘Engineering DNA,’ our globally deployed hybrid teams help make the future real for our customers and communities around the world by powering better enterprise, education and health platforms that connect people, optimize experiences, and improve people’s lives.

We help our customers thrive and stay competitive in a market challenged by commercial, regulatory and digitization pressures. Our experts work collaboratively with our customers to achieve meaningful, sustained impact for their business, employees and consumers.

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

We help our customers 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

Our Customers

Here are just a few examples of our 2022 customer success stories. We:

- Built a sustainable, scalable and highly available online gambling platform for a European business focused on developing best-in-class gambling experiences
- Implemented TelescopeAI for CoreLogic, helping the company make better use of existing data to identify trends in productivity and more effectively manage projects and people across business units
- Developed and implemented B2C and B2B versions of freeME, GLKB's first-of-its-kind app that gives customers-in-transition and financial advisors control over how retirement money is invested
- Stabilized and improved B&S Group's eCommerce platform so the company could unify B2B business units in one place, while also clearing space for future growth in the D2C market
- Transitioned Priceline's data center architecture to Google Cloud, enabling the company to achieve its first-year transformation objective of moving 80% of its core product platform into the cloud almost two months early
- Reimagined the direct-to-consumer model for AmeriLife by seamlessly orchestrating its tech ecosystem, which was anchored by Salesforce Sales Cloud, to improve the lead generation and conversion process
- Developed an integrated learning ecosystem for a global wealth management firm, which helped the company grow the capabilities it needs to excel transformation
- Designed and implemented an award-winning certified learning program for a multinational automotive corporation's IT senior managers, helping the company become more knowledgeable, more agile and transform into a digital organization
- Launched Dawn Foods' first online ordering solution by leveraging and optimizing MACH technology so the company can continue delivering on its promise in a more digital and adaptable way
- Developed digital education products, built software applications and provided enterprise data and cloud services to help our client become the premier global provider of educational content and assessment services
- Worked with VitalAire to develop a commerce-enabled next-generation patient portal that supports patients who need lifelong care to manage their diabetes
- Worked with Swiss Re to create a scalable, configurable microservices-based platform on Microsoft Azure for Elevate, which simplifies the insurance quote process, reduces quote times and provides a more customer-centric experience
- Supported the transition of WS Audiology's website from Adobe Commerce 2.2 to version 2.3 while also upgrading the site's product indexing and search functionality to provide a better user experience
- Helped Primark quickly expand its digital presence to allow for greater interaction and an improved customer experience by leveraging MACH technology with an emphasis on agile scaling
- Leveraged our integrated consulting capabilities to help Albert create an omnichannel strategy and experience that drives value for customers
- Built GRAIN, a device and platform that helps companies quickly implement AI-powered data capture and analysis, which reduces engineering costs while increasing data volume
- Delivered a comprehensive aftersales retail IT strategy and provided a migration plan for 30+ applications and systems during the carve-out of a leading truck manufacturer from its parent company



Of our top **100** customers,
62 are in the **Fortune 500** or
Forbes Global 2000

Global Recognition



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

Named a **Top 25 World's Largest Agency by Ad Age, 2020-2022**

Named a **Forbes Global 2000 Company, 2021**

Recognized by Newsweek as a **Most-Loved Workplace, 2021 & 2022**

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

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

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

Named a **Top 10 Engineering Services Provider by Everest Group, 2022**



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, alongside EPAM's world-class engineering heritage.

EXPERTS IN:

Cybersecurity

DevSec/TestOps

Commerce

API Integration

Robotics, Automation
& RPA

Cloud Modernization

Product Management

Digital Marketing

Mobile & IoT

Education Technology

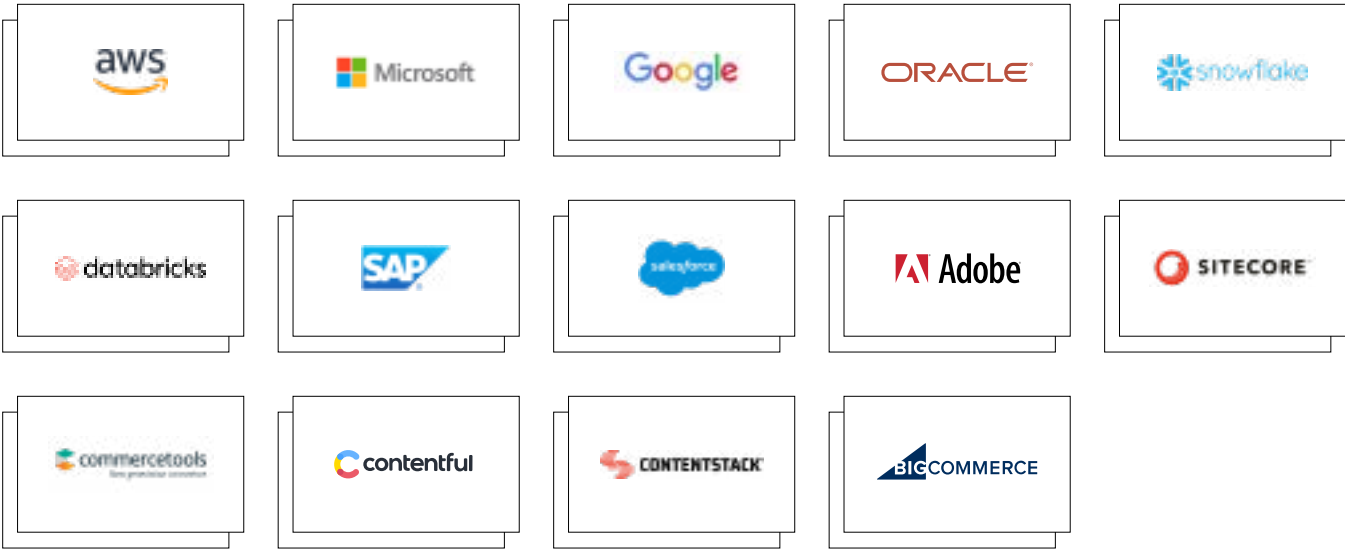
Data, Analytics, AI & Search

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:



Global Headquarters: Newtown, PA, USA

<epam>

GET IN TOUCH

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