



2022

EPAM Systems, Inc.
AT A GLANCE

FEBRUARY 2022

Fast Facts*

FOUNDED IN
PRINCETON, NJ, USA
1993

HEADQUARTERED IN
NEWTOWN, PA, USA
(NYSE:EPAM)

2021 REVENUE
\$3.76B

INCLUDED IN THE (INDEXES)
S&P 500 & Russell 1000

REVENUE GROWTH
5 Year Revenue CAGR of 27%
(FY16-FY21)

DELIVERY LOCATIONS
100+
GLOBALLY

2021 GAAP EPS (YOY)
\$8.15, +45.5%

2021 NON-GAAP EPS (YOY)**
\$9.05, +42.7%

58,800+
EPAMERS

52,600+
ENGINEERS, DESIGNERS
& CONSULTANTS

40+
COUNTRIES

* Figures are as of Q4 2021, 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.

EXECUTIVE LEADERSHIP



ARKADIY DOBKIN

Chief Executive Officer
& President



ELAINA SHEKHTER

Chief Marketing Officer,
SVP & Head of Strategy



PHILIP STORM

Chief Compliance Officer, SVP



JASON PETERSON

Chief Financial Officer, SVP
& Treasurer



VICTOR DVORKIN

Head of Global Delivery, SVP



SAM REHMAN

Chief Information Security Officer, SVP



BORIS SHNAYDER

Co-Head Global Business, SVP



YURIY GOLIYAD

Head of Global Operations, SVP



FRANK BURKITT

Global Head of Business &
Strategy Consulting, SVP



SERGEY YEZHKOV

Co-Head Global Business, SVP



LARRY SOLOMON

Chief People Officer, SVP



BALAZS FEJES

President of EU and APAC Markets



ED ROCKWELL

General Counsel, SVP

[Learn more about our Leadership Team](#)

EPAM is a U.S. domiciled company with a shareholder base that is 96% owned by institutional investors, 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	The Vanguard Group, Inc.	10.4	5,888
2	Morgan Stanley Investment Management Co.	6.8	3,841
3	BlackRock Fund Advisors	5.6	3,166
4	WCM Investment Management LLC	5.3	3,031
5	SSgA Funds Management, Inc.	4.0	2,265
6	Capital Research & Management Co. (Global Investors)	3.1	1,736
7	Capital Research & Management Co. (World Investors)	3.0	1,726
8	JPMorgan Investment Management, Inc.	2.5	1,434
9	AllianceBernstein LP	2.3	1,318
10	Harding Loevner LP	2.0	1,148
11	Geode Capital Management LLC	1.9	1,084
12	Fidelity Management & Research Co. LLC	1.7	961
13	Allianz Global Investors U.S. LLC	1.5	858
14	Invesco Advisers, Inc.	1.5	855
15	Northern Trust Investments, Inc.	1.4	788

* Shareholder list as of December 31, 2021, this list is updated quarterly based on U.S. Security and Exchange requirements.

OUR UNIQUE APPROACH

We help our customers thrive in a market challenged by the pressures of digitization. Our diverse, integrated consulting teams apply a Systems Thinking mindset to get to the heart of our clients' increasingly complex business challenges.

Our business, experience, technology and data consultants work together to create holistic solutions that achieve meaningful, sustained impact for businesses, their employees and customers.

Over the past **29 years**, we have helped our customers navigate the waves of **digital transformation**, building solutions that help them level the playing field and stay competitive through constant market disruption.

WHAT WE DO



CONSULT— We harness the power of our integrated consulting talent, alongside our data expertise, to work out where we can provide value and address your unique needs.



DESIGN— Our talented designers bring your ideas to life. They know how to humanize technology and business to create meaningful, multimodal digital experiences.



ENGINEER— We make technology transformation happen. You get omni-channel software platforms architected for the future and built to scale.



OPERATE— We deploy commercial software product practices to deliver next-generation, integrated and smart-run services.



OPTIMIZE— We turn process optimization into platforms for innovation through data-driven decisions, using a product-centric approach.

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:



Automotive & Manufacturing



Business Information Services



Retail & Distribution



Healthcare



Media, Entertainment & Telecom



Software & Hi-Tech



Energy & Utilities



Financial Services



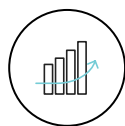
Life Sciences



Insurance



Travel & Hospitality



And other emerging sectors

Using our software engineering heritage as a foundation, we continue to disrupt ourselves by deepening our technology expertise and adding strategic business and innovation consulting, design thinking and physical-digital capabilities to provide business value through human-centric innovation.

HISTORY

1993

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

1996

EPAM is chosen to help Colgate-Palmolive develop a Salesforce 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.

Our Customers

Here are just a few examples of our 2021 customer success stories. We:

- Built a secure disaster recovery solution for Liberty Global, with Amazon Web Services, creating secure, reliable back-up cloud functionality for their video, broadband and communications customers on their platform.
- Collaborated with Vue to reimagine movie-going and deliver a personal and frictionless customer experience with digital services and tools that serve each customer in a way that is uniquely theirs.
- Helped Marathon Oil create a next-generation cloud native data platform to deliver performance, scalability, and reliability.
- Delivered personalization, in real time, with a Google Cloud Platform release for Priceline.
- Built a new cloud foundation for Equifax that will enable them to develop innovative data-driven products and services that help their customers live their financial best.
- Advised LV= General Insurance, one of the UK's insurance leaders, to help transform their operations from the top-down with a digital-first approach.
- Engaged with Sphero to stabilize and optimize their SpheroEdu STEM learning platform and enrich it with new functionality for teachers and students.
- Created an actionable data delivery & analytics platform built on cloud for IHS Markit.
- Released a next-gen security solution to meet compliance standards for Genosity's products.
- Launched a stable, updated Magento eCommerce platform in record time for HEAD.
- Enhanced telecom company Tele2's digital experience with a customized eCommerce platform to optimize user experience, drive revenue and increase conversion rates.
- Joined forces with GoDaddy as a strategic partner to help navigate the ever-increasing pace of digital transformation and constantly evolving customer demands for small businesses.
- Disrupted digital payments alongside ImageNPay with bespoke designs for interactive, carbon-neutral digital payment images.
- Helped reimagine the future of travel to Singapore with Connect@Changi, the world's first pilot business travel exchange facility, designed to provide a holistic 'test-stay-work-meet' experience for inbound, international business travelers coming to Singapore.

And in 2021, our EPAM Continuum consulting team:

- Published the 2021 Consumer Banking Report, a survey of 21,000 people across 7 regions that offers insights on how customers' evolving attitudes and expectations are reshaping the industry and changing how banks compete and win.
- Began releasing insights from their Consumers Unmasked Report, a 12-month study of evolving retail consumer needs and interests, and what businesses need to do to grow along with their customers.

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

Global Recognition

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

Ranked the Top IT Services Company on **Fortune's 100 Fastest-Growing Companies List, 2019-2021**

Awarded **LinkedIn's Best Culture of Learning Talent Award, 2021**

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

Listed among the top 15 companies in **Information Technology Services on the Fortune 1000**

Named a top 25 **World's Largest Agency Companies by Ad Age, 2021**

Consulting Magazine named EPAM Continuum a top **20 Fastest-Growing Firm, 2020**

Ranked #40 **IDC FinTech, 2021**



Arkadiy Dobkin, CEO, President and Chairman of the Board at EPAM Systems. Inc., was recognized by GLOBSEC with the Tatra Summit Business Leadership Award in 2021 for his impressive contribution to 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

CLOUD
MODERNIZATION

EDUCATION
TECHNOLOGY

DEVSEC/TESTOPS

PRODUCT
MANAGEMENT

DATA, ANALYTICS,
AI & SEARCH

COMMERCE

DIGITAL
MARKETING

ENTERPRISE
APPS

API
INTEGRATION

MOBILE & IOT

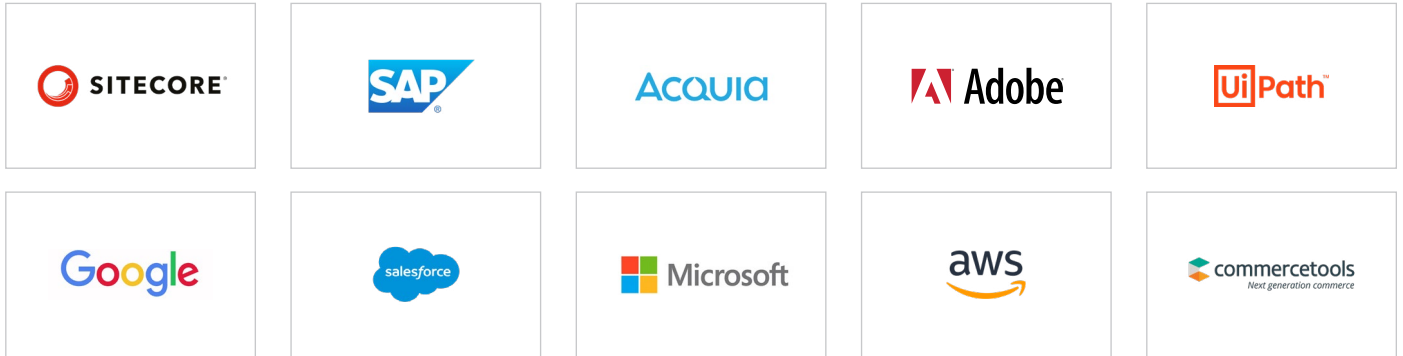
AI, ML & VR

ROBOTICS, AUTOMATION & RPA



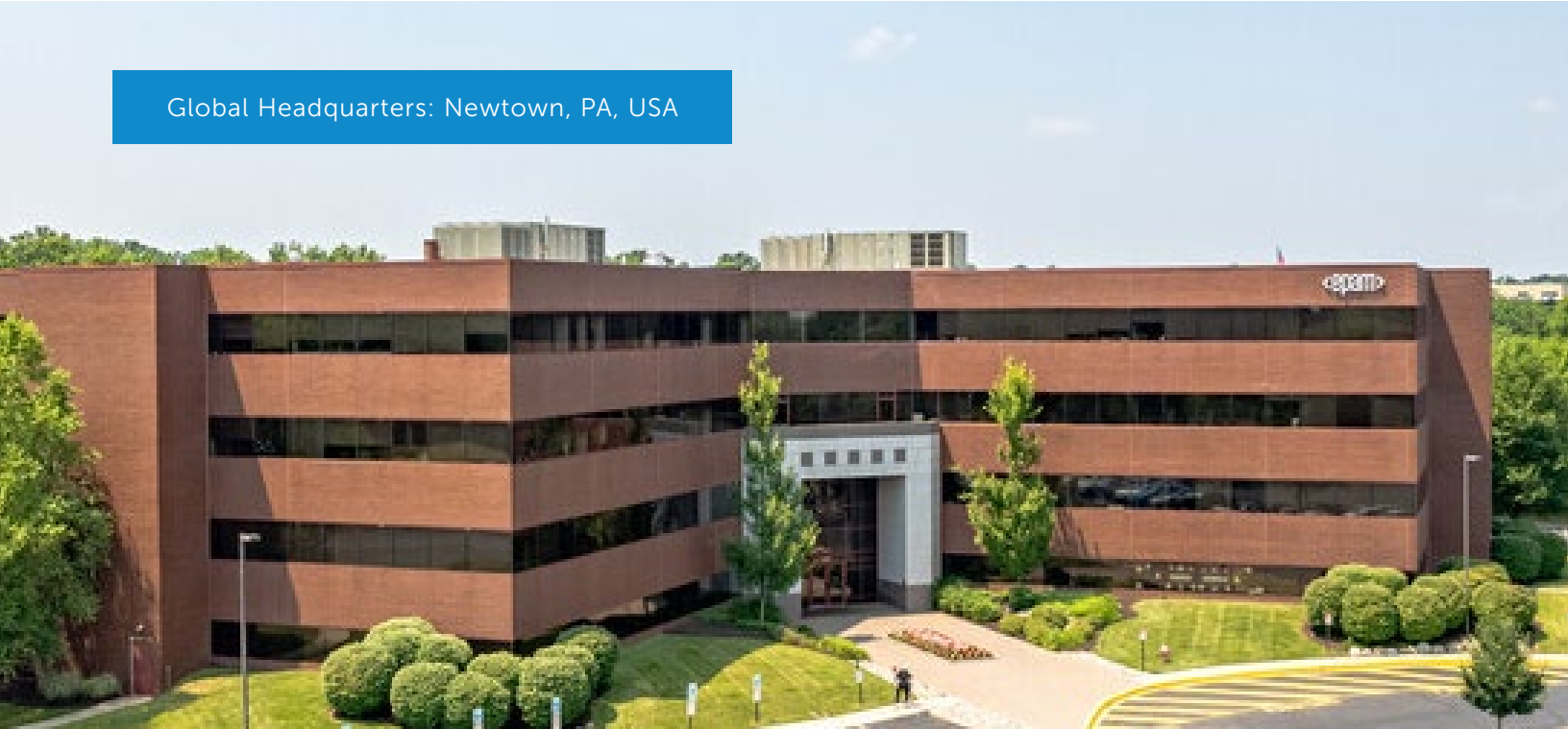
Key Partnerships

Attain global GSI and top-tier status with more than 100 of the world's most innovative software companies to help drive next-gen solutions to today's largest technological challenges, including these strategic market leaders:



[Learn more](#)

Global Headquarters: Newtown, PA, USA



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LEARN MORE
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