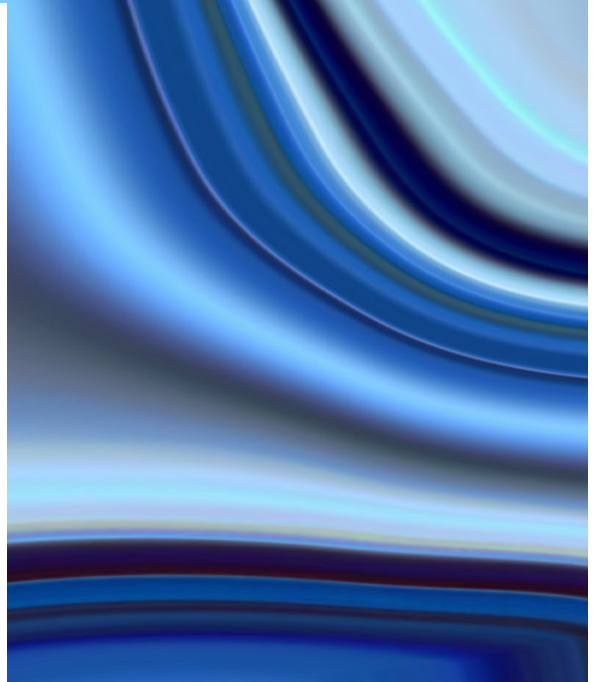


# EPAM Company Overview

February 2025



# Fast Facts

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

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

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

**2024 Revenue**  
\$4.728B

**Non-GAAP Diluted EPS\***  
5-Year Revenue  
CAGR of 15%

**Revenue Growth\*\***  
5-Year Revenue  
CAGR of 16%

**EPAMers**  
61,200

**Engineers, Designers &  
Consultants**  
55,100+

**Countries & Regions**  
55+

## EXECUTIVE LEADERSHIP

### Arkadiy Dobkin

Chairman of the Board,  
CEO & President

### Larry Solomon

Chief People Officer,  
SVP

### Yuriy Goliyad

Head of Global  
Operations, SVP

→

[Learn more about  
our Leadership Team](#)

### Jason Peterson

Chief Financial Officer,  
SVP & Treasurer

### Victor Dvorkin

Head of Global Engineering,  
Cloud & Platforms, SVP

### Sam Rehman

Chief Information Security  
Officer, SVP

### Balazs Fejes

President of Global Business  
& Chief Revenue Officer

### Boris Shnayder

Co-Head of Global  
Business, SVP

### Ed Rockwell

General Counsel &  
Secretary, SVP

### Elaina Shekhter

Chief Marketing & Strategy  
Officer, SVP

### Sergey Yezhkov

Co-Head of Global  
Business, SVP

### Philip Storm

Chief Compliance  
Officer, SVP

\* Proven ability to grow and sustain strong profitability with 5-Year (2019-2024) Non-GAAP Diluted Earnings Per Share (EPS) Compound Annual Growth Rate (CAGR) of 15%

\*\* 5-Year (2019-2024) Revenue CAGR of 16%

Figures are as of Q4 & Full Year 2024; percentages are presented on a YoY basis unless otherwise noted. Refer to the EPAM's Q4 & Full Year 2024 earnings press release for GAAP (Generally Accepted Accounting Principles) to Non-GAAP disclosures.

EPAM is a U.S. domiciled company with a shareholder base that is **96% owned by institutional investors** as of December 31, 2024. The remaining ownership is held by inside owners (management and employees).

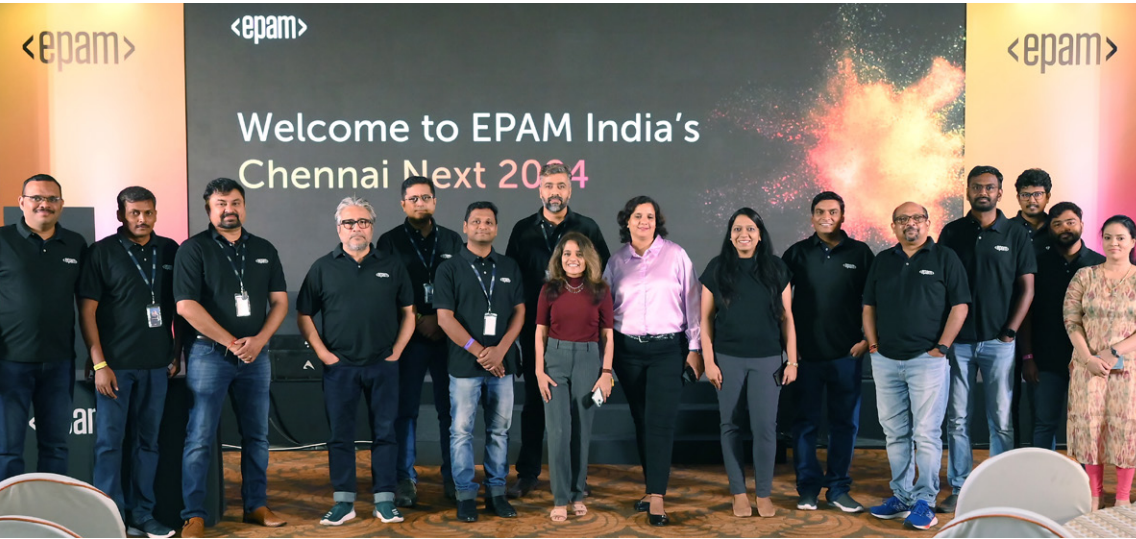
**BELOW IS A LIST OF EPAM'S TOP 15 INSTITUTIONAL SHAREHOLDERS:\***

→ Rank	→ Firm Name	→ %OS
1.	The Vanguard Group, Inc.	12.22
2.	BlackRock Institutional Trust Company, N.A.	5.35
3.	State Street Global Advisors (US)	4.42
4.	Capital World Investors	4.06
5.	Columbia Threadneedle Investments (US)	3.82
6.	Invesco Advisers, Inc.	2.48
7.	Geode Capital Management, LLC	2.38
8.	Fidelity Management & Research Company, LLC	2.35
9.	SBI Funds Management Pvt. Ltd.	2.09
10.	Invesco Capital Management, LLC	1.49
11.	Marshall Wace, LLP	1.36
12.	Norges Bank Investment Management (NBIM)	1.30
13.	MFS Investment Management	1.30
14.	William Blair Investment Management, LLC	1.26
15.	Manning & Napier Advisors, LLC	1.17

\* Shareholder list as of December 31, 2024, this list is updated quarterly based on U.S. Security and Exchange requirement



# Recognized Across The World As A Most Loved Workplace





# 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:**

 <p><b>Automotive &amp; Manufacturing</b></p>	 <p><b>Energy &amp; Utilities</b></p>	 <p><b>Business Information Services</b></p>	 <p><b>Financial Services</b></p>
 <p><b>Retail &amp; Distribution</b></p>	 <p><b>Life Sciences</b></p>	 <p><b>Healthcare</b></p>	 <p><b>Insurance</b></p>
 <p><b>Media, Entertainment &amp; Telecom</b></p>	 <p><b>Travel &amp; Hospitality</b></p>	 <p><b>Software &amp; Hi-Tech</b></p>	 <p><b>And other emerging sectors</b></p>

**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

**2024**

EPAM Expands in India, Europe, Ibero & LATAM markets; Deepens expertise in FSI Manufacturing, Healthcare & Life Sciences and launches EPAM DIAL, EliteA™ & AI/RUN™

# Our Clients

Here are just a few examples of our 2024 client success stories. We:

- Launched a new digital-first credit card in just six months for a North American **financial services** company
- Leveraged Salesforce to improve B2B and B2C marketing loyalty results for a **sunglasses retailer**
- Created novel digital assistants powered by AWS and built a repeatable GenAI framework for **Baker Hughes**
- Boosted operational efficiency with our AI-powered orchestration DIAL platform for **Altera Digital Health**
- Leveraged Databricks Lakehouse to unlock the potential of data at enterprise scale for a **market research company**
- Modernized the network operations center for **Xbox Studios' World Edge** to drive greater stability and performance
- Improved CX for **Occhio** with on-demand real-world testing through Test IO
- Developed a next-generation AI platform on AWS for **Xsolis** that accelerates data-driven decision making in healthcare
- Optimized **Unity's** migration to Microsoft Azure and enabled new GenAI capabilities to make game creation faster and easier for developers
- Built a cloud-based call center solution, powered by AWS and Salesforce, that enables smarter agents for one of the **world's leading banks**
- Simplified digital identity verification and management for **Digidentity**
- Delivered comprehensive QA services that improved the functionality of **Epic Games'** online service offerings
- Designed a next-generation financial trading device for **IPC Systems** in just 18 months
- Optimized **Digital Charging Solutions'** technology infrastructure by making it more secure, robust and accessible for electric vehicle drivers
- Defined and delivered an enterprise architecture vision, strategy and roadmap focused on customer-centricity for **Botswana Telecommunications Corporation**
- Created an innovative VR platform that leverages 5G and AWS cloud services for **Vodafone España**
- Modernized **SEFE's** high-performance computing platform on Microsoft Azure for increased scalability and responsiveness
- Leveraged our Sitecore expertise to optimize a **global investment company's** digital platform, resulting in a 33% reduction in infrastructure costs
- Transformed the customer experience with the power of AWS cloud for UK's **leading energy company**



We partner with **340+**  
of the **Forbes Global  
2000** clients



# Global Recognition



Recognized as a **Leader** in **The Forrester Wave: Modern Application Development Services, 2025**

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Recognized as a **Leader** in the **Gartner®: Magic Quadrant™** for **Custom Engineering Services, Worldwide, 2024**



A **Visionary** in the **Gartner®: Magic Quadrant™** for **Digital Experience Services, 2024**

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A leader in the **IDC MarketScape: Worldwide Data Modernization Services 2024 Vendor Assessment** and the **IDC MarketScape: Worldwide Life Sciences R&D Lab of the Future Technology Solutions and Consulting Services 2024 Vendor Assessment**

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Recognized as a **Top IT Sourcing Vendor** in Europe by **Whitelane Research, 2024 & 2025**

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**Glassdoor Best Places to Work, 2023 - 2025**

**#21 on The World's Largest Agency Companies List, 2024**

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**A Great Places to Work®**  
Five Times Over

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# 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  
Advisory**



**Cloud  
Modernization**



**Project to Product  
Transformation**

**Talent  
Enablement**



**Engineering  
Excellence (EngX)**



**Data &  
Analytics**

**Artificial Intelligence  
& GenAI Advisory**



**Composable**



**API &  
Integration**

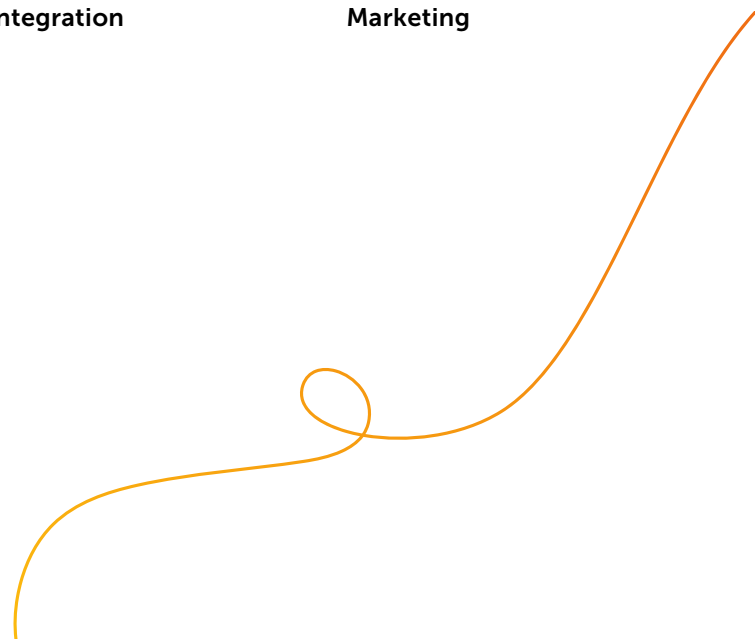
**Core &  
Enterprise Apps**



**CX Strategy  
& Design**

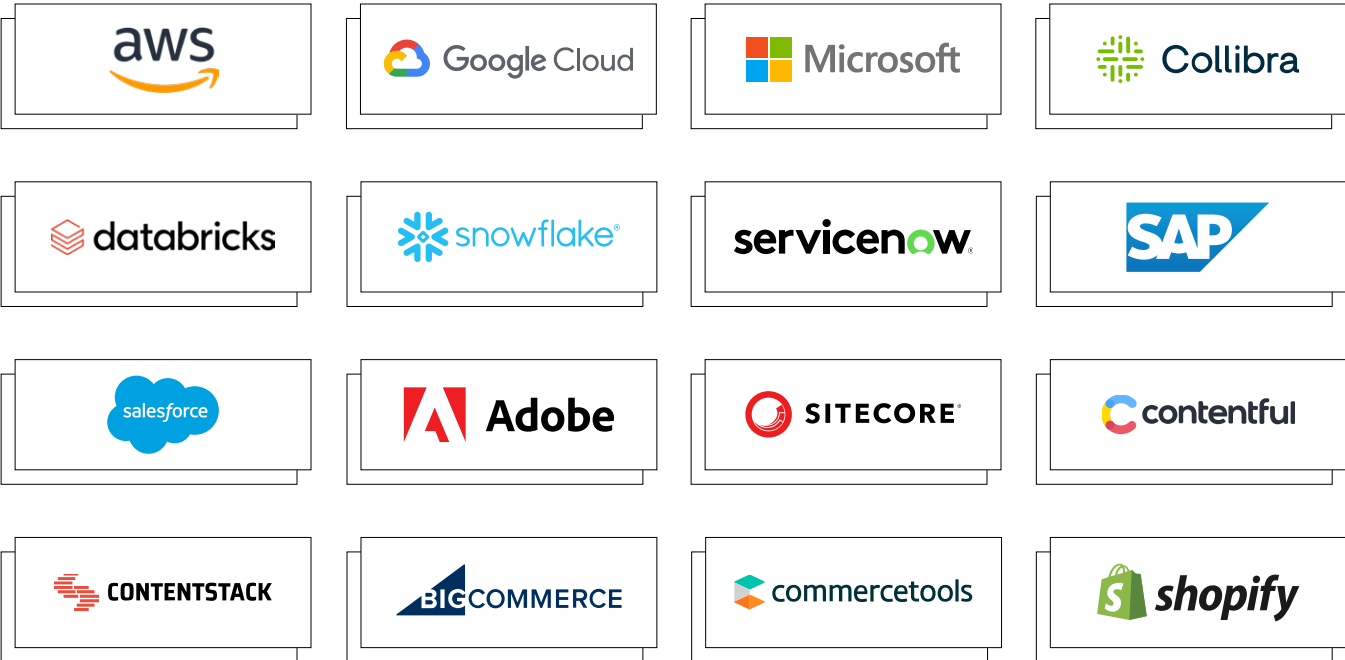


**Next-Gen  
Marketing**



# 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:





**GET IN TOUCH**

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[ask@epam.com](mailto:ask@epam.com)

[in](#) [f](#) [▶](#) [@](#)