

The background is a dark, textured surface with a grid of small dots. Overlaid on this are several geometric elements: a large yellow circle on the left, a white circle on the right, a yellow ring on the left, a yellow ring on the right, a teal circle on the right, a teal circle on the left, and a white circle on the left. There are also wavy line patterns in the corners.

<epam>

CONNECTED

A PLATFORM COMPANY

Arkadiy Dobkin, CEO

The background features a dark, abstract design with overlapping geometric shapes in shades of grey and black. A prominent pattern of small, light-colored dots is arranged in a grid that appears to warp or curve across the frame. Centered within this design is a white rectangular border containing the text.

EPAM IN A GLANCE

2019 FAST FACTS

FOUNDED IN

1993

US
HEADQUARTERED
PUBLIC COMPANY
(NYSE:EPAM)

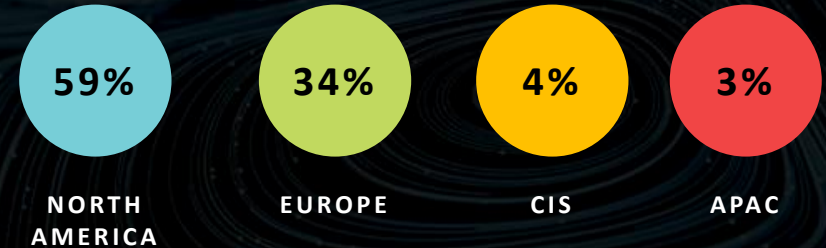
FY 2018
REVENUE

\$1.84B

2019
REVENUE
GUIDANCE
\$2.24B

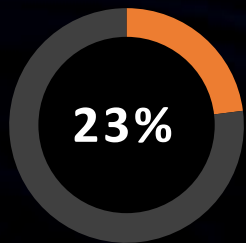
32
CONSECUTIVE
QUARTERS OF
20+%
YOY
CONSTANT CURRENCY
ORGANIC GROWTH

REVENUE BY GEOGRAPHY*

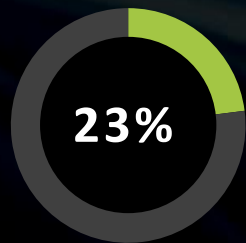


30,000+ Engineers, Designers, and Consultants
34,000+ EPAMers

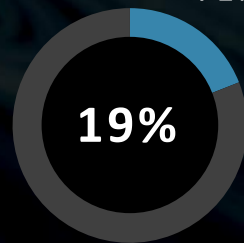
VERTICAL FOCUS*



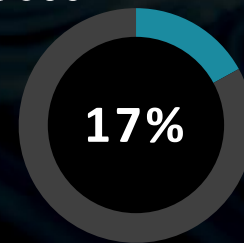
FINANCIAL
SERVICES



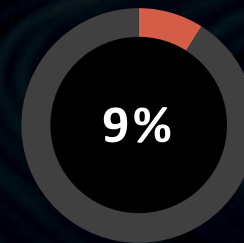
TRAVEL &
CONSUMER



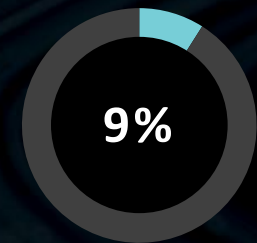
SOFTWARE
& HI-TECH



MEDIA &
ENTERTAINMENT

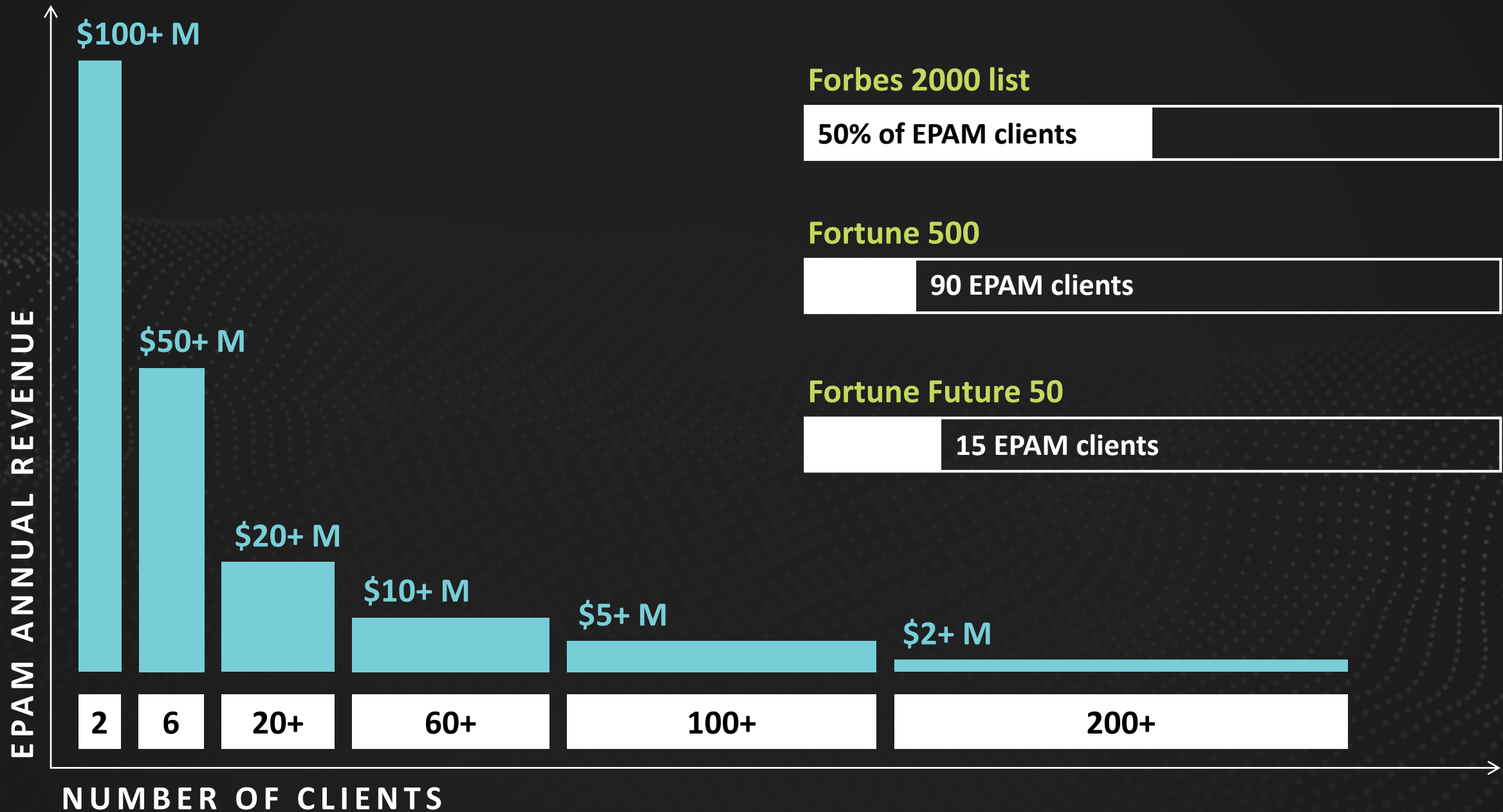


LIFE SCIENCES &
HEALTHCARE



EMERGING

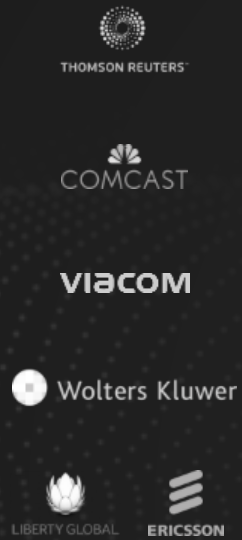
* Data represents Q2 FY 2018 distribution



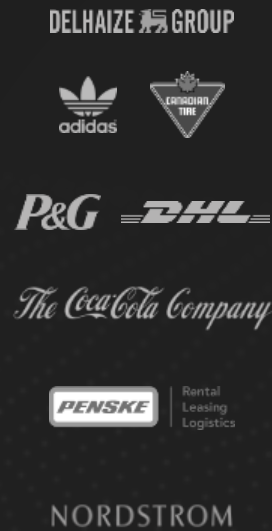
Financial Services



Business Information and Media



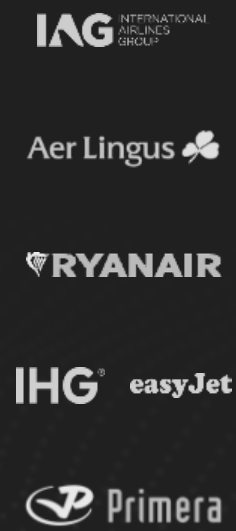
Retail & Distribution



Life Sciences & Healthcare



Travel & Hospitality



Energy



Insurance



Manufacturing & Automotive



Digitally Born Companies



Software Companies



GLOBAL TEAM OF OVER 34K PEOPLE

80% in CEE & CIS

90+ Delivery Centers

10,000+ in Belarus

8,000 in Ukraine

Russia, Kazakhstan, Armenia, Uzbekistan

Hungary, Poland, Bulgaria, Czechia

2020: Plan to open in another 3-5 countries

30+ Countries

NORTH AMERICA

NEWTOWN, PA (HQ)
ATLANTA, GA
BOSTON, MA
CHICAGO, IL
CONSHOHOCKEN, PA

HOUSTON, TX
LOS ANGELES, CA
MOUNTAIN VIEW, CA
NEW YORK, NY
PHILADELPHIA, PA

WESTERN EUROPE

AMSTERDAM, NL
FRANKFURT, DE
GOTHENBURG, SE
LONDON, UK

MANCHESTER, UK
VIENNA, AT
ZURICH, SZ

CEE

BUDAPEST, HU
WARSAW, PL
MINSK, BY
KYIV, UA
MOSCOW, RU

APAC

HONG KONG, HK
SHANGHAI, CH
SINGAPORE, SG
HYDERABAD, IN



EPAM 25 YEARS AGO

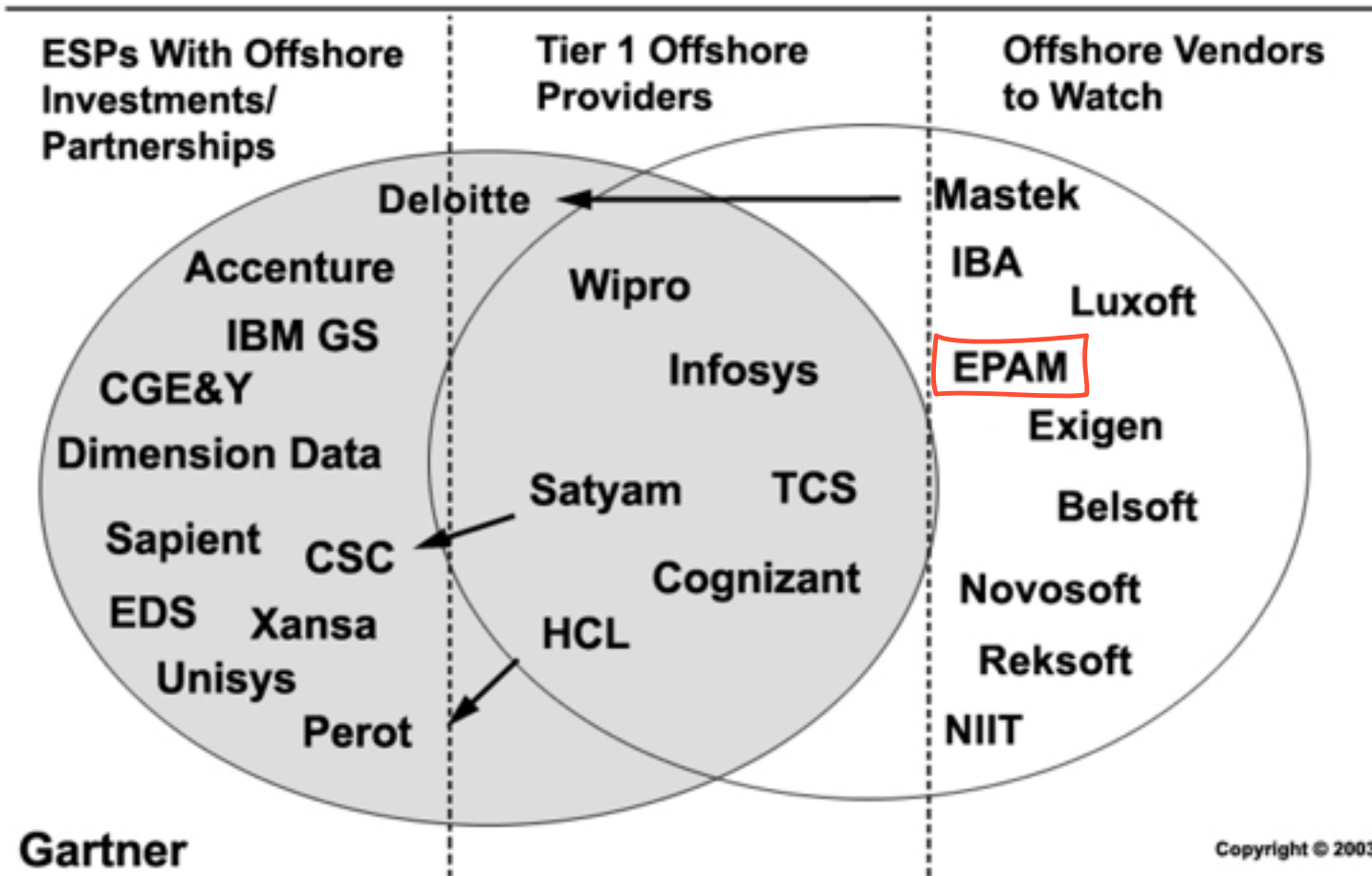
STARTED 25 YEARS AGO BETWEEN MINSK, BELARUS AND MARLTON, NJ USA





EPAM 15 YEARS AGO

Offshore Services – Vendor Landscape



EPAM CHALLENGES BACK IN 2004...

EPAM Had About 500 People, Mostly in Belarus, & Nobody Would Believe Back Then That It Will Be Possible To Compete With Global Leaders Ever...

**Educational
Challenge**

**Legislative
Challenge**

**Perception
Challenge**

**...But We Decided To Solve Those
and To Have IPO on A Major Global Market :)**

DURING THE NEXT SEVERAL YEARS....

In 2004 We Started Internal & External Educational Activities To Compensate For Degradation Of Education In The Region

In 2005 We Initiated An Idea By Putting A Concept Draft Together to Change the Legislation in Belarus To Support IT Industry & Give It a Chance to Compete Globally In Real

In 2006 Belarus Government Supported The Idea and Established High Technology Park (HTP) & Indeed Gave IT Companies in Belarus Such A Chance

AND...
ACTUALLY WE DID
A NYSE IPO IN 2012



The background features a dark, abstract design with overlapping geometric shapes in shades of grey and black. A prominent pattern of small, light-colored dots is arranged in a grid that slightly warps and curves across the image, creating a sense of depth and movement.

**EPAM
AS AN ECOSYSTEM COMPANY**

TOWARD AN ECOSYSTEM COMPANY APPROACH

To Become One of The **Best** in The World

TO BRING REAL VALUE TO OUR CLIENTS

& CLIENTS OF OUR CLIENTS

& PEOPLE OF EPAM

& PEOPLE ACROSS OUR COMMUNITIES

WE MUST BECOME THE BEST PLATFORM

COMPANY OURSELVES

We should be One of The **Best** in the World As:

- **Innovation & Design Company**
- **Consulting Company**
- **Education & Community Company**
- **Social Responsibility Company**
- **And Stay The Strongest Engineering Company**

Delivering IT educational services for over 15 years

EPAM Employees

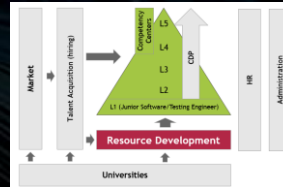
External Audience

EPAM CORPORATE TRAINING



- Language School
- Solution Architecture School & University for advanced learners
- Delivery Manager's School
- Soft Skills and Leadership programs

R&D TRAINING LABS



- **40+** CIS Universities with **54** Joint Labs are involved
- **30,000+** trained since 2004
- **13,000** hired since 2004 only at EPAM
- **8,000+** trained in 2019
- **3,000+** hired in 2019 only at EPAM

IT ACADEMY



- Founded by EPAM & HTP in 2010
- **15** major IT programs
- **150+** education courses
- **50%** of instructors are EPAMers
- **3,000+** Enrolled in 2019
- **ITeen Academy** for kids

UNIFIED CROWDSOURCED ASSESSMENT

EPAM CSR – eKids

Since 2015

20

COUNTRIES

35+

CITIES

3,500+

eKIDS

1,000+

EPAM VOLUNTEERS

60,000+

VOLUNTEER HOURS



KEY ACTIVITIES

Workshops & Hackathons for Students | Scratch Weekly Classes | Annual Scratch Conference | Teacher Training Programs | eKids Garage Labs | Hour of Code | Scratch Day | Ignite Camp | Summer Camps

EPAM's education programs and partnerships aim to improve the knowledge base of students worldwide using our expertise in technology. Our seamless and borderless approach makes a positive impact on the global IT sector.

STRATEGY OF THE PROGRAM

EPAM's eKids program encourages young girls and boys to explore the world of software engineering.

Based on **MIT's Scratch Program**, EPAM eKids challenges primary-aged children to find a connection to coding through hands-on challenges and close mentorship makes a positive impact on the global IT sector.

Community = Competency



1,000+

Events Per Year

10,000+

EPAM Contributors

30,000+

External Contributors

300+

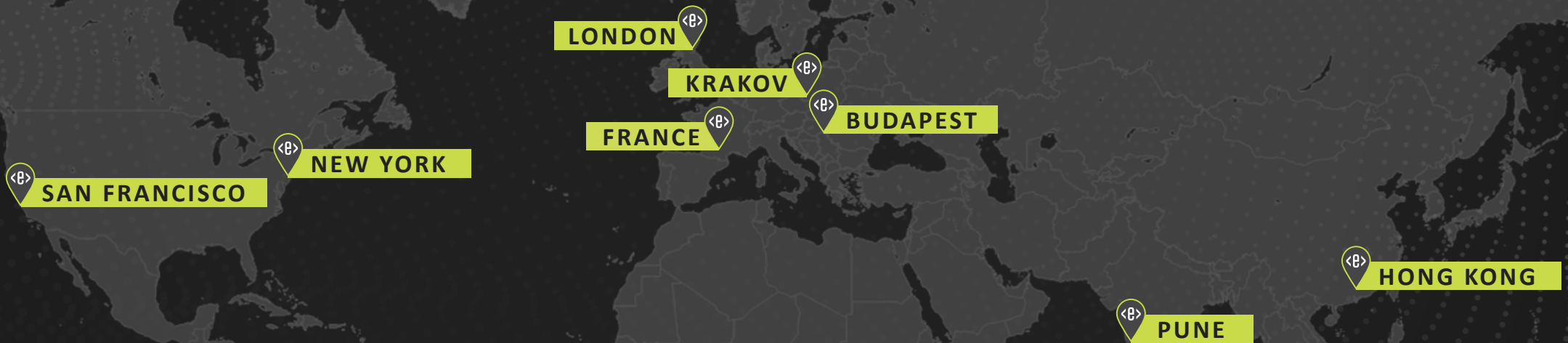
Communities

14

Countries

INTERNATIONAL ASSIGNMENT PROGRAM

(2x Experience, 2x Client Value)



NORTH
AMERICA

CENTRAL &
WESTERN EUROPE

INDIA &
APAC

mobility@epam.com

CONTINUES EDUCATION ACROSS THE GLOBE – 500 DEDICATED INSTRUCTORS

CANADA



GERMANY



POLAND (5)



NETHERLANDS (1)



UNITED KINGDOM



SWITZERLAND



CZECH REPUBLIC



HUNGARY (11)



USA (1)



MEXICO



IRELAND (2)



UKRAINE (44)



SWEDEN



RUSSIA (44)



CHINA (3)



ARMENIA



INDIA (3)



SINGAPORE



KAZAKHSTAN (6)



AUSTRALIA



TRAINING

multiple technical and non-technical training programs for our employees in order to support them in the achievement of their professional and career development goals. Training in face-to-face, online and e-learning formats are available. Managers can request custom training for their teams.



EDUCATION FOR MANAGERS

equip managers of different levels with all necessary Knowledge and hands-on experience



CONFERENCING

the latest trends from industry experts



COACHING

service for TL and managers to handle stress and achieve professional goals



LIBRARY

Books, online courses and video recordings for self-study



TECH MENTORING

skills development for junior personnel as part of production activity



LANGUAGE TRAINING

English/German language training in the company's offices



CERTIFICATION

EPAM sponsors successfully passed certification exams



TRAINERS' COMMUNITY

Production professionals deliver training sessions within CDP



TRAINING MANAGEMENT

Internal CDP back-office service to help trainers and service managers if they need to deliver a training.

LEARN.
GROW.
BE EXCELLENT.

MASTER'S DEGREE
PROGRAM

<epam>

In Cooperation with

**National University of
Kyiv-Mohyla Academy
(NaUKMA)**

MASTER'S DEGREE
PROGRAM

<epam>

Master's Degree Program in Software Engineering

Start date: 01 Sep 2019

REGISTER

The background features a dark, textured surface with a pattern of small, light-colored dots arranged in concentric, wavy lines. Overlaid on this are several large, dark, semi-transparent geometric shapes, including triangles and rounded rectangles, creating a layered, architectural effect. A thin white rectangular border is centered horizontally and vertically, enclosing the text.

EPAM TODAY

AMONG TOP 10 BEST LARGE DIGITAL TRANSFORMATION COMPANIES IN THE WORLD

EXPERIENCE AGENCIES
Forrester Overview of 42 Top Digital Experience Providers Q2 2019

LAGRE > 10,000 Digital Headcount*

Accenture Interactive

Capgemini

Cognizant

Deloitte Digital

Digitas

EPAM

IBM

Publicis Sapient

PwC

TCS Interactive

“Digital Experience Agencies are essential partners for building differentiated customer, marketing, commerce, and product experiences”



**NAMED EPAM ONE OF
TOP 50 DIGITAL AGENCIES **WORLDWIDE****

WITH A CREATIVE TEAM OF OVER **2000 CONSULTANTS, STRATEGISTS,
DESIGNERS AND UI DEVELOPERS**

EPAM IS AMONG **TOP 20** GLOBAL CONTRIBUTORS TO OPEN SOURCE – THE SIGN OF ENGINEERING EXCELLENCE

EPAM'S OSCI AUGUST 2019 (YTD)``

#	Company Name	Active Contributors	Total Community
1	Microsoft	3882	7868
2	Google	3462	7760
3	Red Hat	2327	3850
4	IBM	1606	3506
5	Intel	1584	3971
6	Facebook	810	2179
7	Pivotal	672	1101
8	SAP	583	1171
9	Amazon	578	1571
10	Mozilla	488	855
11	GitHub	466	1213
12	SUSE	462	700
13	Oracle	383	929
14	ARM	337	700
15	Adobe	303	634
16	EPAM	296	621
17	VMware	292	653
18	JetBrains	280	410
19	Alibaba	276	923
20	Cisco Systems	274	755

What is it?

- EPAM's OSCI was built in partnership with and based on data from Microsoft's GitHub, the internet's leading Open Source repository
- OSCI ranks corporate contributions to open source based on the organization's number of Active Contributors
- OSCI also tracks the Total Community of open source contributors for these companies
- OSCI will publish monthly, to dynamically track corporate contributions to the open source community

The Forbes logo is displayed in a white, serif font in the top right corner of the image. The background is a dark, semi-transparent overlay on a photograph of a desk with a smartphone, a coffee cup, and a newspaper.

On 25 Fastest-growing Publicly traded Tech Companies List

EPAM is one of only four companies to
make repeat appearances on each of the
lists published by Forbes since 2013

Alphabet
Google

facebook

FORTINET®

EPAM Makes Fortune's 100 Fastest Growing Companies 2019 List

World's Top Three-Year Performers in Revenue, Profits, And Stock Returns. Includes **32** Technology Companies.
EPAM is the **only** Information Technology Services company featured on the list for 2019.

Fortune's 2019 ranking of the world's top three-year performers in revenues, profits, and stock returns provides a snapshot of the trends driving the global economy. For the second year in a row, the technology sector placed the most companies on the list, matching last year's total of 32. The once-dominant energy industry, meanwhile, continues to lag. However, there is no "one size fits all" when it comes to warp-speed growth, and not every fast grower is a product of the Internet era. The average age of the companies on this year's list is 38 years old. But they have all been market winners, with an average annual return of 29% over the past three years vs. 14% for the S&P 500. Click to explore the 33rd edition of our roster of high achievers.

The Average Age of The Companies on This Year's List
Is **38** Years Old...

But They have ALL been market winners, with an average
Return of 29% over the past three years vs. 14% for S&P 500.



SINCE 2012
INCREASED SHAREHOLDER VALUE
over 15 times



EPAM->2021

EPAM HUMAN ECOSYSTEM AS AN OPPORTUNITY...

TELESCOPE Digital Platform

My Workplace Search Calendar My Team Analytics Processes Demo Org Cl

Employees Candidates Positions Projects Companies Events Subscriptions Talks Action Items Sensors

70 632 matches

0 1 2 3 4 5 Show 100

SEARCH

This screenshot shows the search results for the 'Employees' category. The search bar contains a question mark and an asterisk. The results show 70,632 matches. The interface includes navigation tabs, a search bar, and pagination controls.

TELESCOPE Digital Platform

My Workplace Search Calendar My Team Analytics Processes Demo Org Cl

Employees Candidates Positions Projects Companies Events Subscriptions Talks Action Items Sensors

1 102 544 matches

0 1 2 3 4 5 Show 100

SEARCH

This screenshot shows the search results for the 'Candidates' category. The search bar contains a question mark and an asterisk. The results show 1,102,544 matches. The interface includes navigation tabs, a search bar, and pagination controls.

EPAM / ANYWHERE

SIGN IN

Work and learn anywhere

We're excited to announce that we are now inviting IT specialists outside of EPAM to join our community. By becoming part of EPAM ANYWHERE, you'll be able to apply for remote work on EPAM projects and gain access to all of our world-class educational resources, as well as a network of 30,000+ industry experts.

JOIN EPAM ANYWHERE

WHY JOIN EPAM ANYWHERE

EPAM ANYWHERE members have access to thousands of tools and materials to support personal growth and professional development. We also have a strong network of colleagues around the world, who share experiences and best practices through online communities, webinars and face-to-face events.

And We Plan To Create About 10,000 Jobs Just In 2021
THANK YOU!

