



# Investor Presentation

February 2021

# Safe Harbor Statement

These materials contain forward-looking statements. You should not place undue reliance on these statements because they are subject to numerous uncertainties and factors relating to the Company's operations and business environment, all of which are difficult to predict and many of which are beyond the Company's control. Forward-looking statements include information concerning the Company's possible or assumed future results of operations, including descriptions of its business strategy. These statements may include words such as "may," "will," "should," "believe," "expect," "anticipate," "intend," "plan," "estimate" or similar expressions. These statements are based on assumptions that we have made in light of management's experience in the industry as well as our perceptions of historical trends, current conditions, expected future developments and other factors we believe are appropriate under the circumstances. You should understand that these statements are not guarantees of performance or results. They involve known and unknown risks, uncertainties and assumptions, including the potential impacts of the COVID-19 pandemic on our business operations and the business operations of our customers; civil unrest in the geographies where we operate; the world economy; our expected financial performance; and macroeconomic and market conditions and volatility. Although the Company believes that these forward-looking statements are based on reasonable assumptions, you should be aware that many factors could affect the Company's actual financial results or results of operations and could cause actual results to differ materially from those in the forward-looking statements. These factors are discussed in more detail in the Company's filings with the Securities and Exchange Commission. These risks could cause actual results to differ materially from those implied by forward-looking statements. You should keep in mind that any forward-looking statement made herein, or elsewhere, speaks only as of the date on which it is made. New risks and uncertainties come up from time to time, and it is impossible to predict these events or how they may affect the Company. The Company has no obligation to update any forward-looking statements after the date hereof, except as required by federal securities laws.

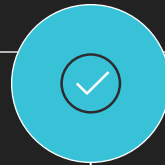
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# 1. Who We Are

# About EPAM

We are consultants, designers, architects and engineers who enable our customers to be competitive and disruptive in the marketplace through innovative technology solutions while helping them to navigate successfully through multiple waves of technology change.



We help our customers be more competitive by delivering solutions through best-in-class engineering combined with strategy, design, consulting and innovation services.

We adopt a global growth strategy, thinking and acting like start-ups, working in multidisciplinary teams and delivering results. Relentlessly.

# EPAM Fast Facts – Q4 2020

FOUNDED IN  
1993

U.S. HEADQUARTERED  
PUBLIC COMPANY  
(NYSE:EPAM)

REVENUE  
\$723M

FY 2020 REVENUE  
\$2.7B

REVENUE GROWTH  
5 Year Revenue  
CAGR of 24%  
(FY15-FY20)

GAAP EPS of \$1.46, +13.2%

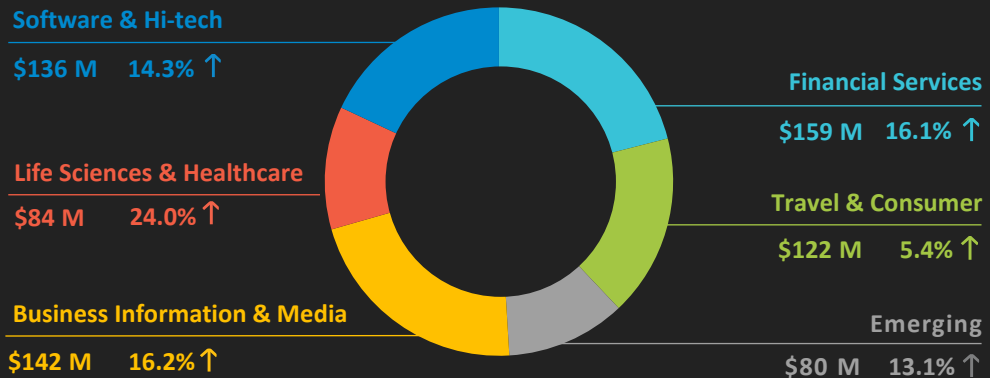
Non-GAAP EPS of \$1.81, +19.9%

41,150+ EPAMers

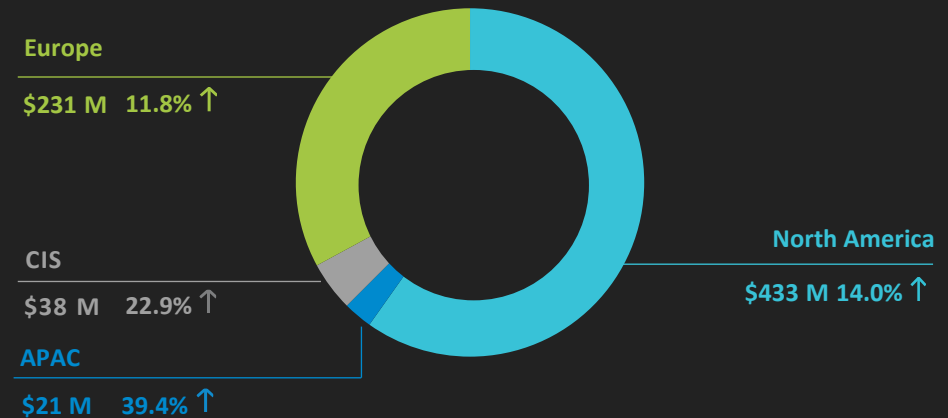
36,700+ Engineers, Designers & Consultants

35+ Countries

REVENUE BY INDUSTRY VERTICAL  
(Reported \$ & YoY Growth)



REVENUE BY GEOGRAPHY  
(Reported \$ & YoY Growth)



# Growing, Global Presence in More Than 35 Countries<sup>1</sup>

## NORTH AMERICA

Canada  
Mexico  
United States

## EUROPE

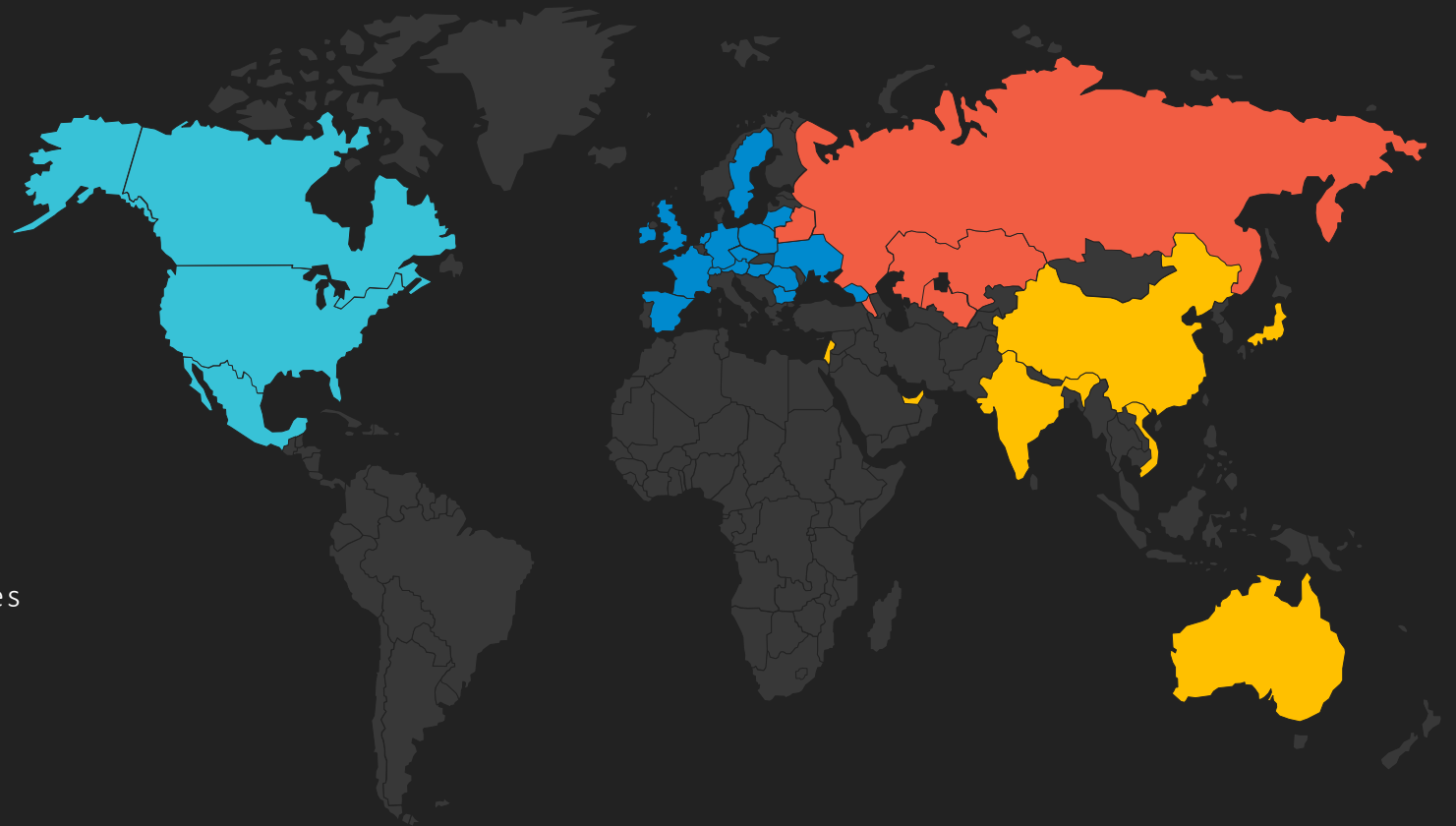
Austria  
Bulgaria  
Czech Republic  
France  
Georgia  
Germany  
Hungary  
Ireland  
Lithuania  
Malta  
Netherlands  
Poland  
Romania  
Spain  
Sweden  
Switzerland  
Ukraine  
United Kingdom

## CIS

Armenia  
Belarus  
Kazakhstan  
Russia  
Uzbekistan

## APAC

Australia  
China  
Hong Kong SAR  
India  
Israel  
Japan  
Singapore  
United Arab Emirates  
Vietnam

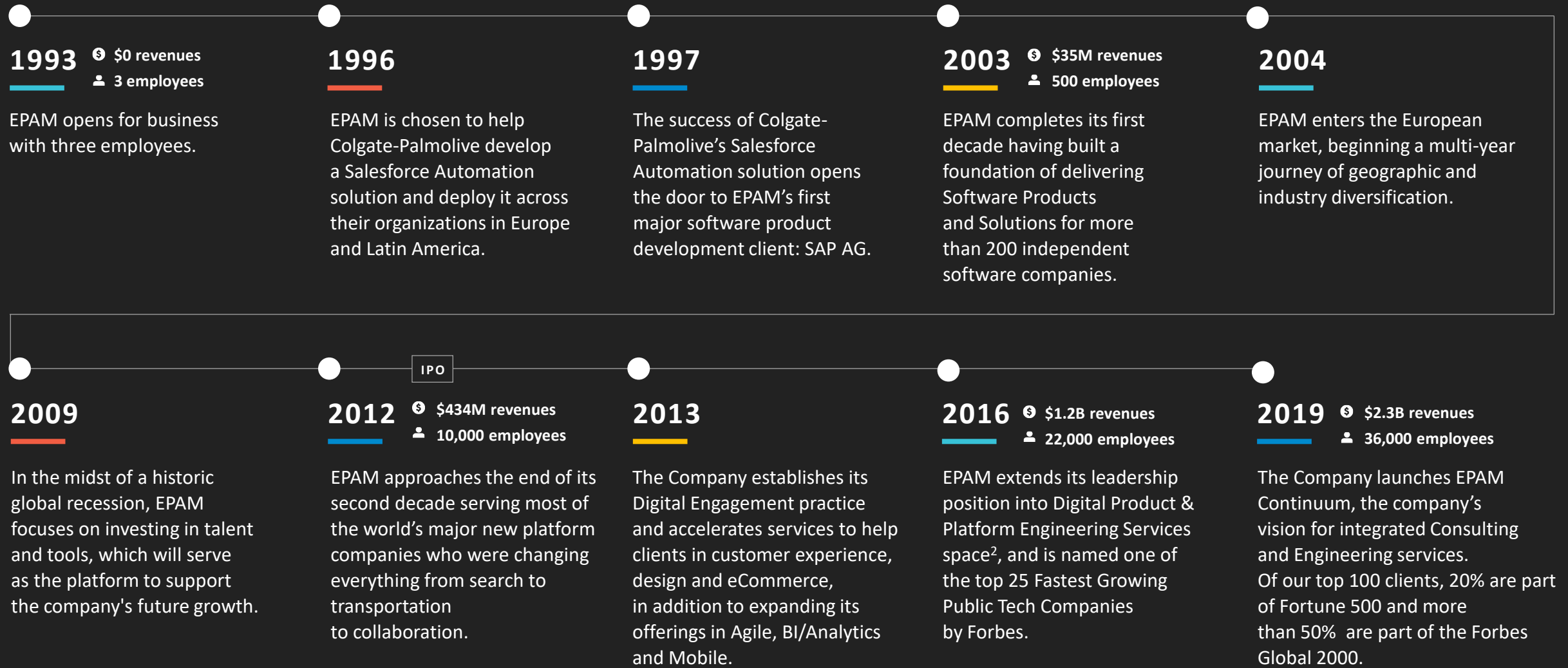


Footnote References on Page 23

# 2. The EPAM Story



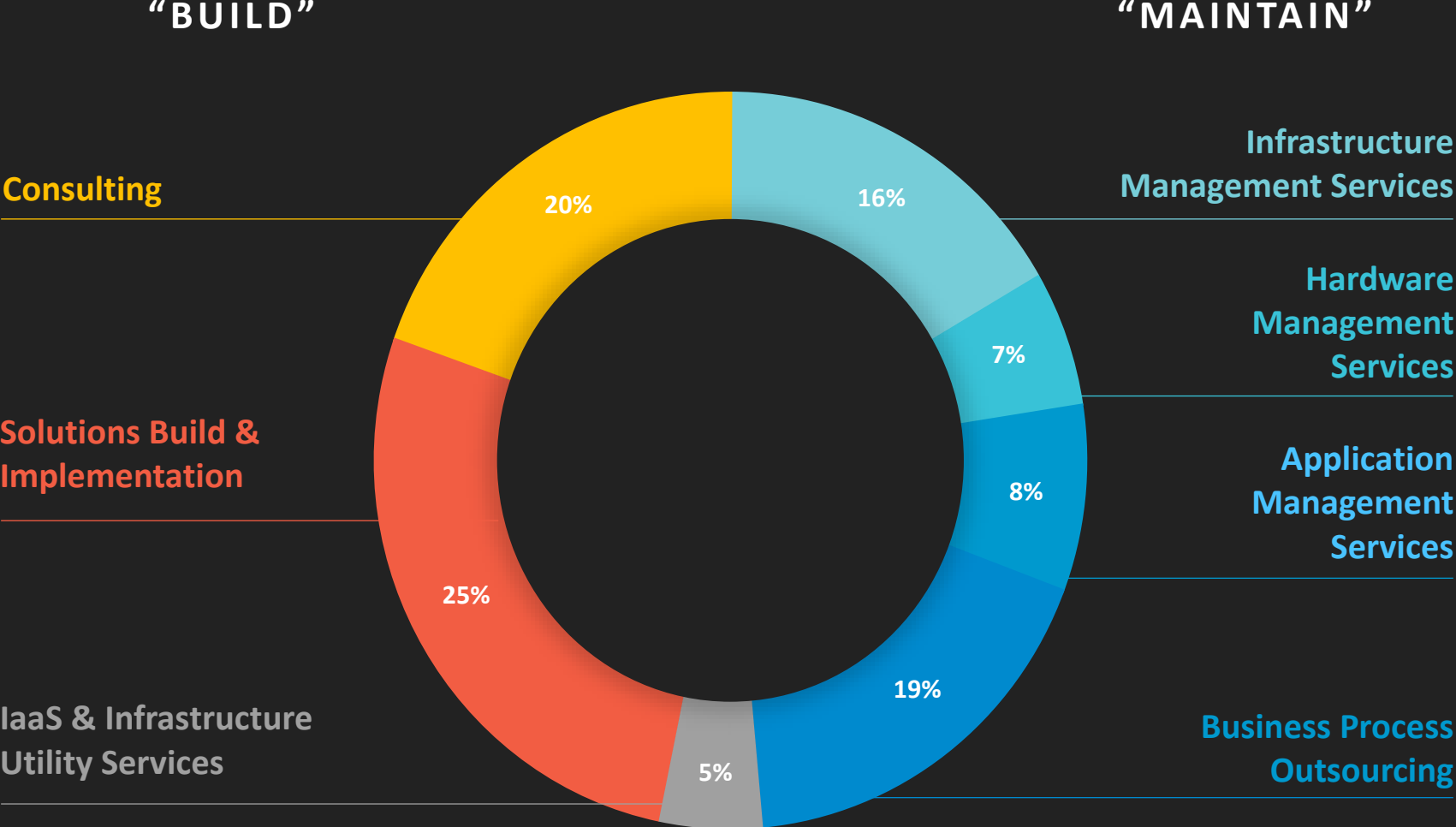
# The EPAM Advantage - More Than 25 Years of Software & Digital Platform Expertise



Footnote References on Page 23

# 3. Our Positioning

# Enterprise IT Services is a \$1 Trillion Total Addressable Market<sup>3</sup>

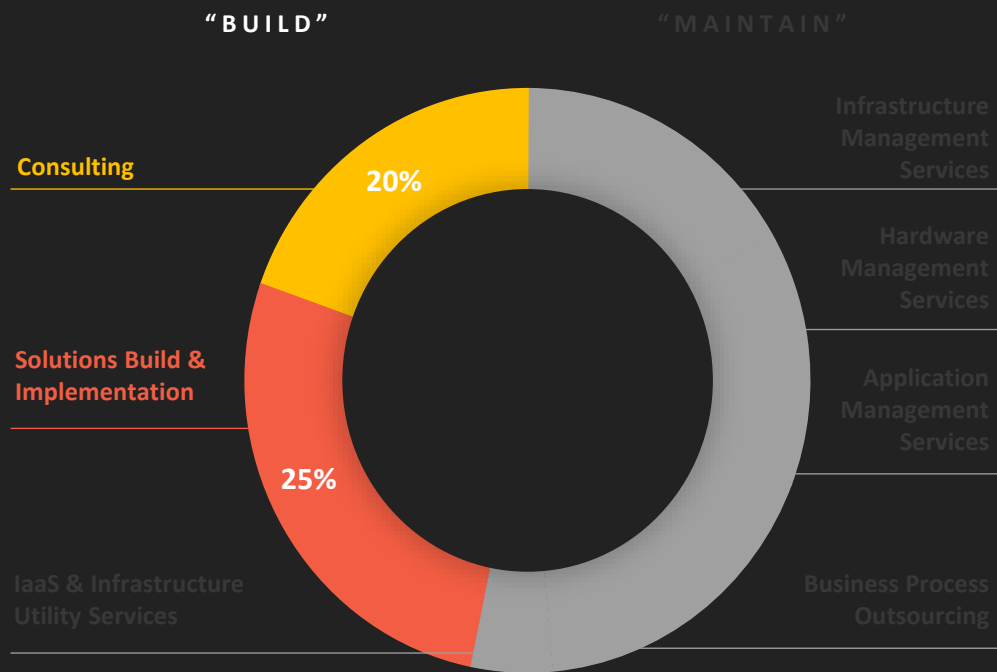


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# Digital Platform & Product Engineering – A Subset of the Construct & Consulting Market

EPAM is Positioned in the Most Dynamic Subset of the Construct & Consulting Services Market

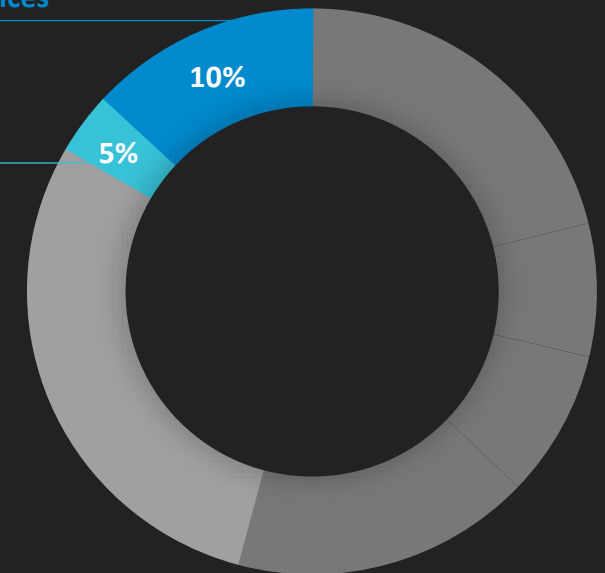
## Construct & Consulting Services \$460B Market<sup>3</sup>



## Digital Platform + Product Engineering \$150B Market<sup>4</sup>

### Digital Platform Engineering Services

### Product Engineering



Footnote References on Page 23












# 4. Market Trends

# The Enterprise Landscape is Increasingly More Competitive, Complex and in Need of Change





## MARKET

-  New competitors running on nimble technologies
-  The customer centric experience
-  Pushing digital capabilities through products and services

## TECHNOLOGY

-  Mobile devices
-  IoT platforms
-  Location-detection technologies
-  Advanced human-machine interfaces
-  Authentication & fraud detection
-  3D printing
-  Smart sensors
-  Big data analytics & advanced algorithms
-  Multilevel customer interaction & customer profiling
-  Augmented reality & wearables
-  Cloud computing

## ENTERPRISE

-  Adaptiveness
-  Agile IT
-  Application modernization
-  Talent transformation

# 5. How We Do It

## HOW WE DO IT

We enable our clients' business transformation by engaging multi-disciplinary teams who combine deep business expertise with design thinking, world-class engineering, modern operations practices and leading tools and frameworks for optimizing performance. We are Digital Orchestrators and we deliver agile transformation at scale.



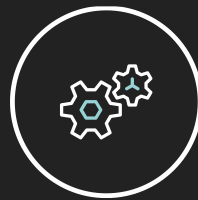
### CONSULT

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.



# EPAM CONTINUUM

We fuse integrated consulting with EPAM's engineering expertise to accelerate breakthrough thinking into meaningful impact.



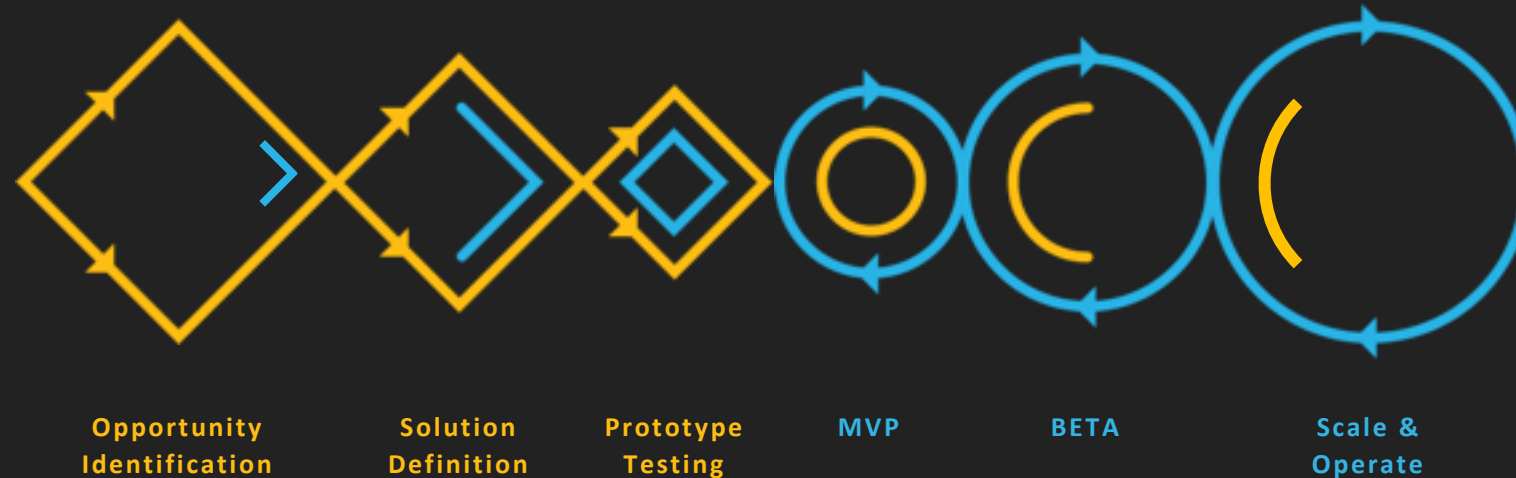
# As one of the world's leading engineering companies – we help you dream it, design it and build it. We make it real.

## WE HELP YOU SET THE RIGHT DIRECTION

Multidisciplinary teams in EPAM Continuum look at problems through specialty lenses – working with you to frame the right problems to solve

## THEN WE DELIVER AT SPEED AND SCALE

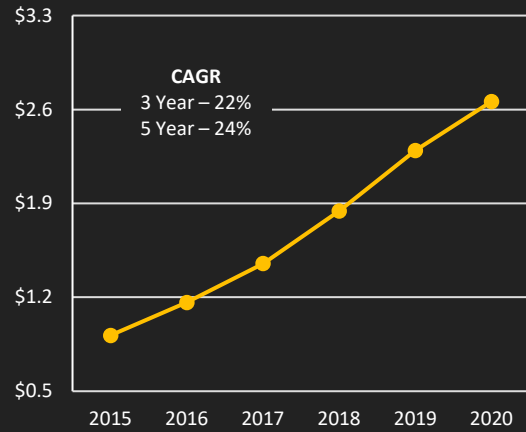
We then support agile and iterative development teams within EPAM – ensuring ongoing improvements and enhancements along a multi-phase roadmap



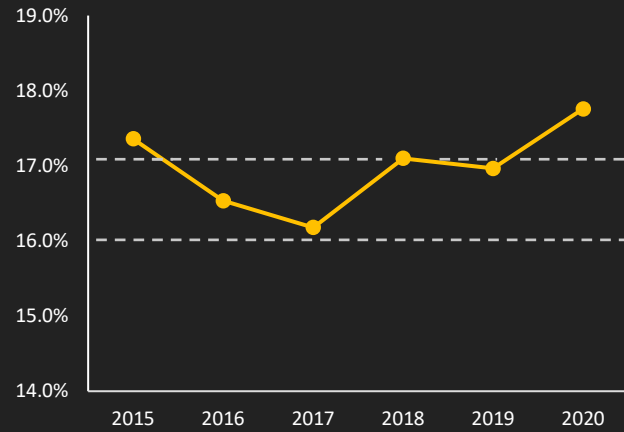
# 6. Financial & Investment Highlights

# A History of Strong & Consistent Financial Performance

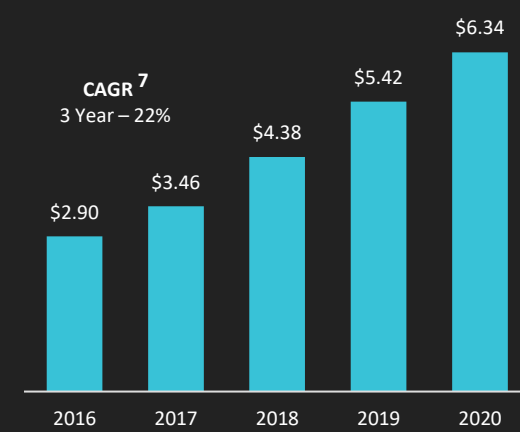
Strong Revenue Growth (Bn)



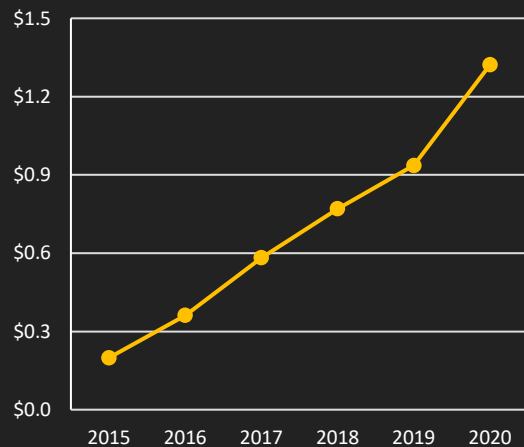
Stable Non-GAAP Operating Margins<sup>5</sup>



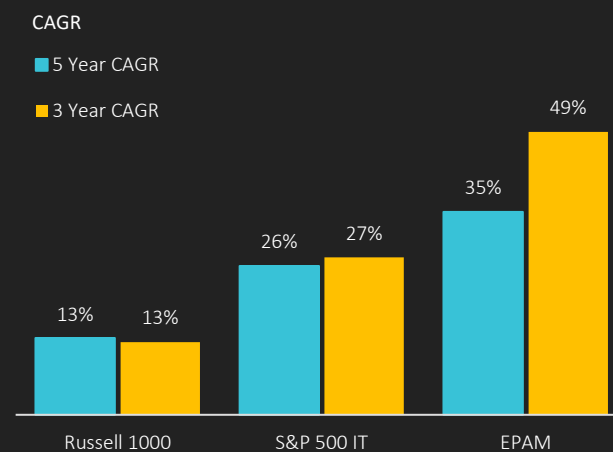
Strong Non-GAAP EPS Growth<sup>6</sup>



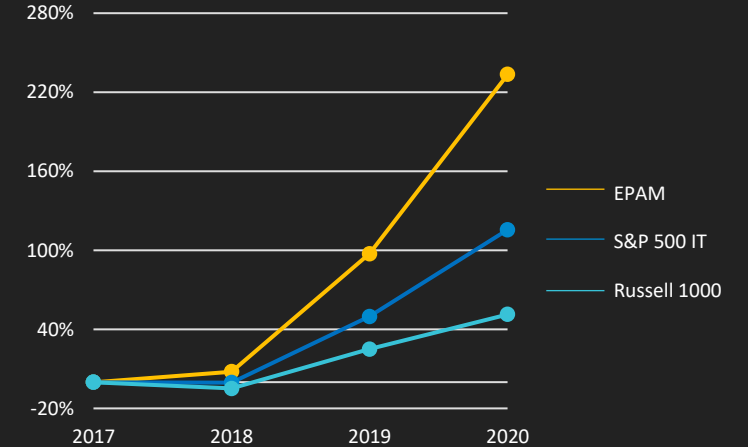
Cash Balance (Bn)



Total Shareholder Return<sup>8</sup>



Cumulative Total Return



# Investment Highlights

1

## MARKET POSITIONING

Well positioned in a large \$150B market

Of our top 100 clients, more than 25% are part of the Fortune 500 and more than 50% are part of the Forbes Global 2000.

Diversified client portfolio across 11 key industries

Loyal client base with an average of 8 years among our top 10 clients<sup>1</sup>

2

## STRONG REVENUE GROWTH & VISIBILITY

Industry leading 3- and 5-Year revenue CAGR of 22% and 24%, respectively

80-90% revenue visibility throughout the fiscal year

90% recurring revenue from clients greater than one year

Approximately 85% of revenue is time & material

3

## STRONG PROFITABILITY

Stable operating margins supporting superior earnings growth

Proven ability to grow and sustain strong profitability with 3 Year Non-GAAP EPS CAGR of 22%<sup>6</sup>

Consistent levels of profitability allowing for continuous investment to support top-line growth

4

## STRONG CASH FLOW & BALANCE SHEET

\$544M of cash flow from operations for the last 12 months<sup>9</sup>

\$1.3B cash balance with nominal debt<sup>9</sup>

Capital allocation focused on acquisitions to add to or enhance capabilities

\$275M line of credit available in U.S.<sup>9</sup>

Footnote References on Page 23

Thank  
You

# Footnotes

1. As of FY20
2. Forrester Wave™: Digital Platform Engineering Services, Q2 2016
3. Gartner Forecast Analysis: IT Spending, Worldwide September 2019
4. Company's Estimates
5. Non-GAAP Operating Margin is adjusted from GAAP Income from Operations Margin to exclude stock-based compensation expenses, acquisition related costs including amortization of intangible assets, impairment of assets, and certain other one-time charges and benefits
6. Non-GAAP EPS is adjusted from GAAP EPS to exclude stock-based compensation expenses, acquisition-related costs including amortization of intangible assets, impairment of assets, certain other one-time charges and benefits, changes in fair value of contingent consideration, foreign exchange gains and losses, excess tax benefits related to stock-based compensation, and the related effect on income taxes of the pre-tax adjustments
7. In 2016, EPAM revised its non-GAAP policy to consider, among other things, related effect on income taxes of the pre-tax adjustments. This revised policy has been consistently applied since 2016. Amounts reported prior to 2016 were excluded from the historical presentation as these amounts were prepared under a previous methodology and are not comparable
8. Total Shareholder Return CAGRs are based on market and stock performance through Calendar Year 2020
9. As of Q4 FY20