



INVESTOR PRESENTATION

Q1 2019



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. 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.

EPAM Overview



Fast-growing opportunity in a sizeable global market



Deep talent pool of highly-skilled professionals delivering solutions through best-in-class engineering combined with strategy, consulting and innovation services



Ability to deliver a broad range of software engineering, digital engagement, consulting and IT services with a strong focus on innovative and scalable software solutions



Industry solutions for Financial Services, Travel and Consumer, Life Sciences and Healthcare, Business Information and Media, and Software and Hi-Tech



Serving clients from 25+ countries across North America, Europe, Asia and Australia



Proven ability to grow and sustain a strong profitability model

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.

Fast Facts

FOUNDED IN
1993
U.S. HEADQUARTERED
PUBLIC COMPANY
(NYSE:EPAM)
FY 2018 REVENUE
\$1.84B

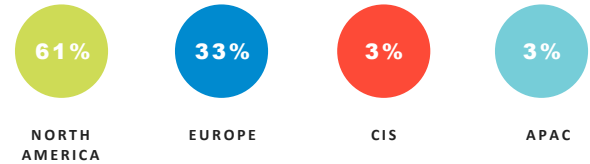
REVENUE
Q1 2019
\$521M

FY 2019
REVENUE
GUIDANCE*
AT LEAST 22%
GROWTH REPORTED &
23% IN
CONSTANT CURRENCY



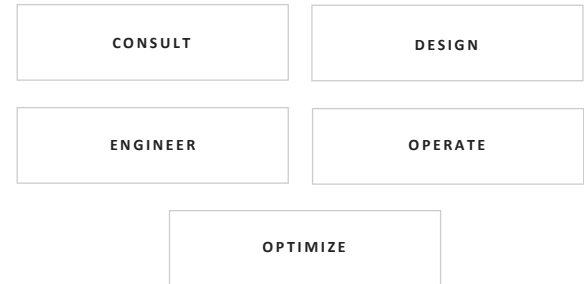
33
CONSECUTIVE
QUARTERS OF
20+%
YOY ORGANIC REVENUE
GROWTH

Q1 2019 REVENUE BY GEOGRAPHY



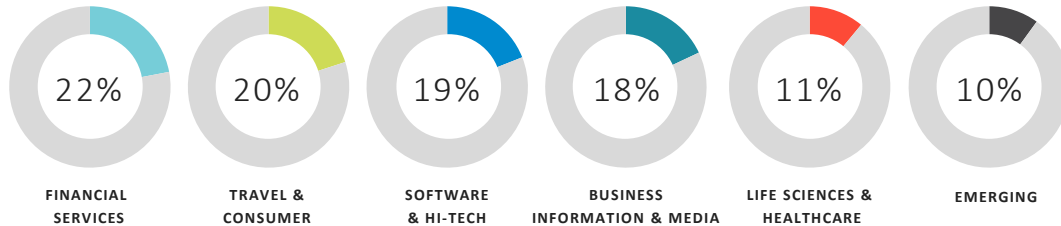
25+ COUNTRIES

WHAT WE DO



27,800+ Engineers, Designers and Consultants
31,400+ EPAMers**

Q1 2019 REVENUE BY INDUSTRY

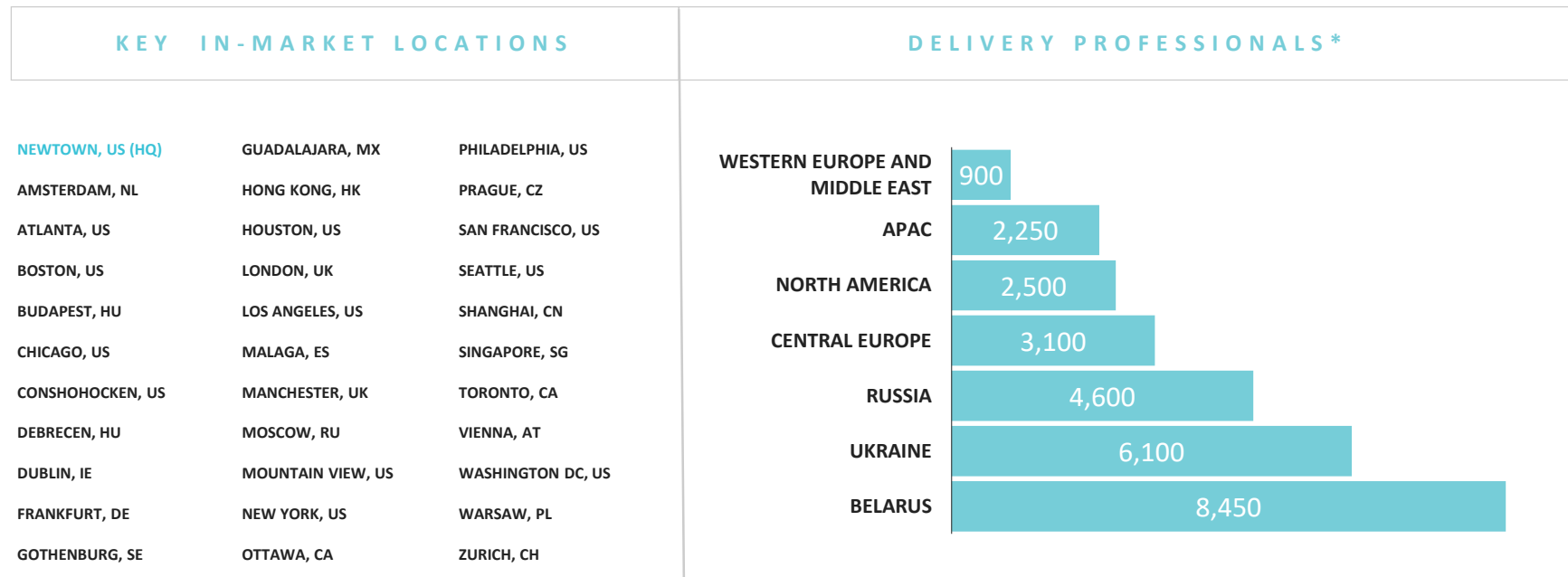


* As of Q1 2019 Earnings Release

** Data for Q1 2019

BUSINESS OVERVIEW

Growing, Global Scale in Over 25 Countries



* Western Europe and Middle East includes Germany, UK, Switzerland, Sweden, Netherlands, Ireland, Belgium, Italy, Spain and UAE

APAC includes China, India, Kazakhstan, Armenia, Singapore, Hong Kong, Australia, Japan and Malaysia

Central Europe includes Hungary, Poland, Czech Republic, Bulgaria and Slovakia

Established & Expanding Global Verticals

FINANCIAL SERVICES

Award-Winning Wealth Management Platform
Deep Expertise in Current and Emerging FinTech
Working with 5 of the 10 largest investment banks

TRAVEL & CONSUMER

Leading Digital Transformation for Global Retailers
Working with the largest online travel agency (OTA) & the largest global hospitality company

BUSINESS INFORMATION & MEDIA

Recognized Leader by Independent Research Analysts
Working with 4 of the 4 top broadcast networks and 14 of the top 30 TV networks to transform consumer-driven media

LIFE SCIENCES & HEALTHCARE

R&D Domain Experts with 700+ Complex Solutions & Services Supporting the Entire Drug Discovery Workflow
Working with 9 of the 10 top pharma companies

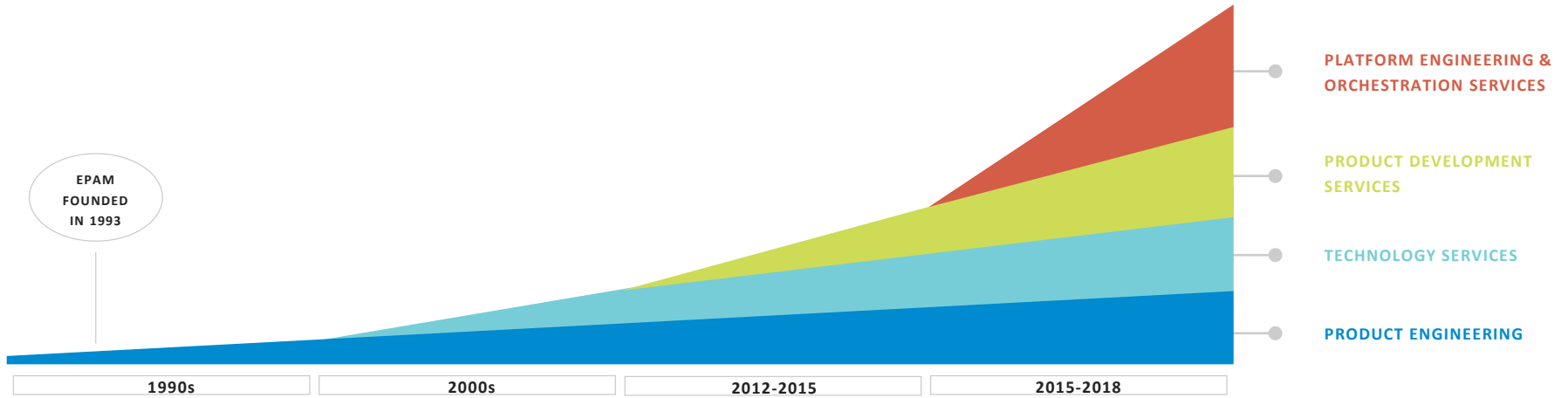
SOFTWARE & HI-TECH

24-Year History of Leading Product Development
Working with 30+ of the top 100 ISVs

EMERGING

Deep Expertise Offers Innovative Solutions
Working with industries ranging from Energy and Utilities to Telecom and Automotive

Product Engineering Underpins Evolution and Growth



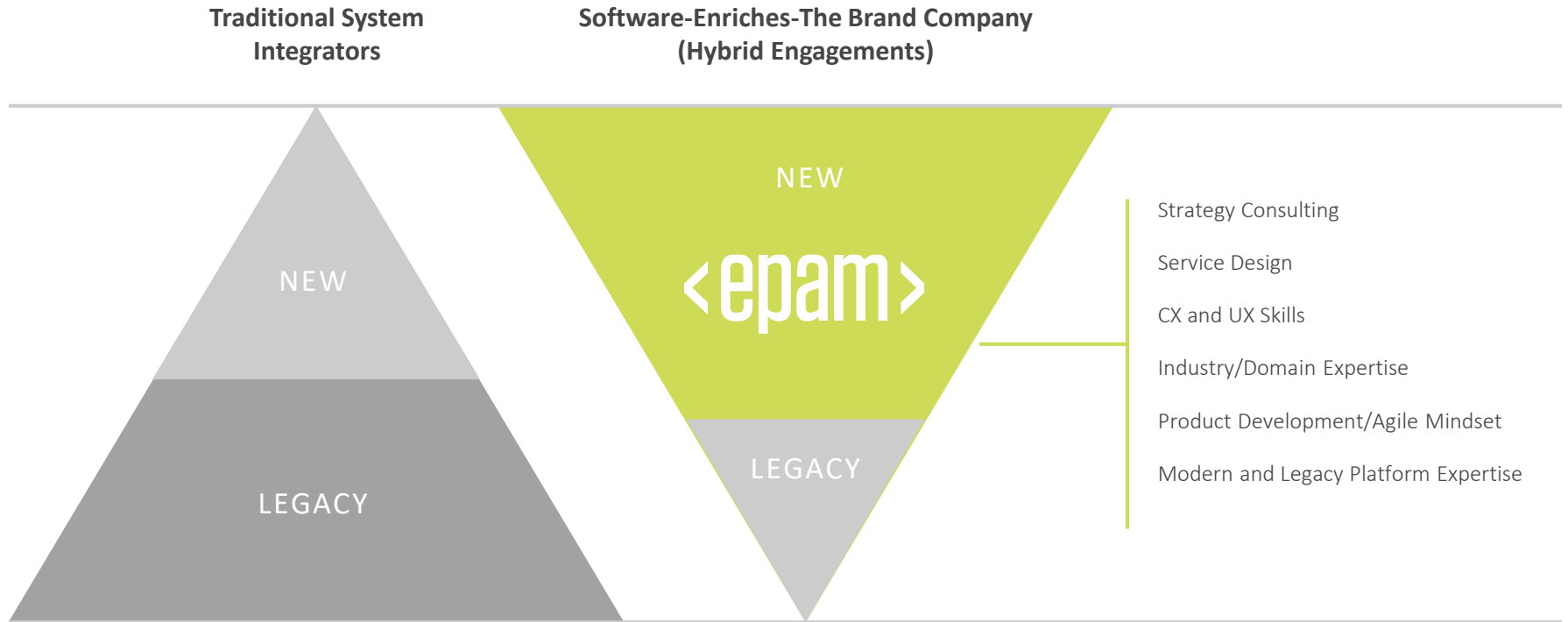
ORGANIC COMPETENCIES

Core Product Engineering
 User Experience
 Digital Strategy
 Analytics & Big Data
 Commerce
 Mobile
 Social

DOMAIN-LED ENTERPRISE SOLUTIONS

	2006	2018	Q1 2019
Financial Services	0%	23%	22%
Travel & Consumer	4%	21%	20%
Software & Hi-Tech	75%	19%	19%
Business Information & Media	8%	18%	18%
Life Sciences & Healthcare	0%	9%	11%
Emerging	13%	10%	10%

EPAM is Positioned as a 'New' Player



FINANCIAL OVERVIEW

Investment Highlights

1

STRONG REVENUE GROWTH

Long and consistent track record of organic growth

5 year revenue CAGR* of 27%

Diversified client portfolio across industries and geographies

2

HIGH REVENUE VISIBILITY

Loyal client base, with average of 11 years with our top 10 clients

90+% recurring revenue from clients with us over one year

80–90% revenue visibility throughout the fiscal year

Approximately 90% of revenue is time-and-material

3

STRONG PROFITABILITY

Strong operating margins

5 year Non-GAAP Income from Operations CAGR* of 28%

22.5% Non-GAAP effective tax rate in Q1 2019

Superior earnings growth

5 year Non-GAAP EPS CAGR* of 23%

4

STRONG CASH FLOW & BALANCE SHEET

Cash balance as of March 31, 2019
\$762.5M

Days Sales Outstanding of 78 as of March 31, 2019

\$284.7M of cash flow from operations for last 12 months

\$274.6M of credit line available in U.S.

* 5 year CAGR calculations are based on FY 2013 to FY 2018

Client Portfolio Overview

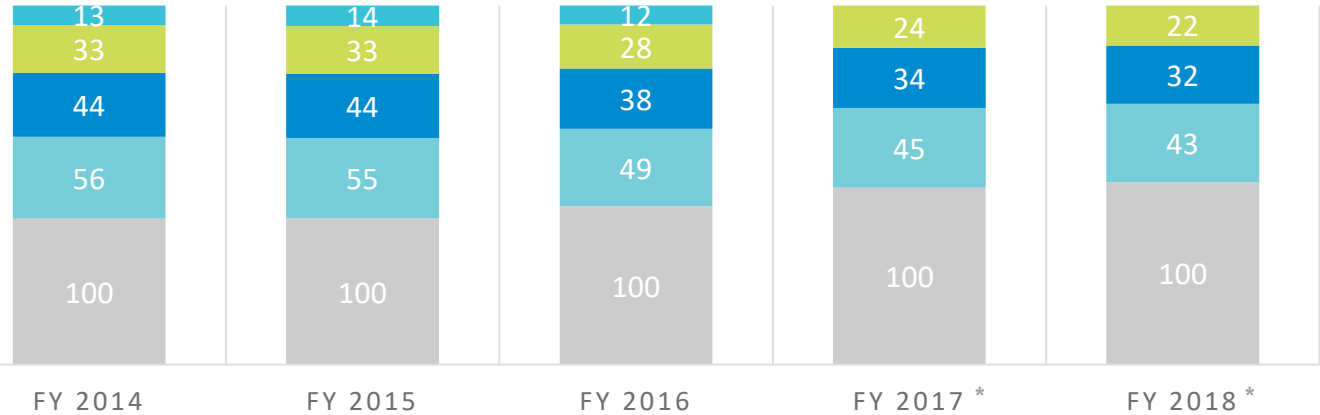
TOP 5 CLIENTS
AVERAGE LIFE
12 YEARS

TOP 10 CLIENTS
AVERAGE LIFE
11 YEARS

TOP 20 CLIENTS
AVERAGE LIFE
9 YEARS

BALANCED REVENUE CONCENTRATION (%)

■ ALL ■ TOP 20 ■ TOP 10 ■ TOP 5 ■ TOP



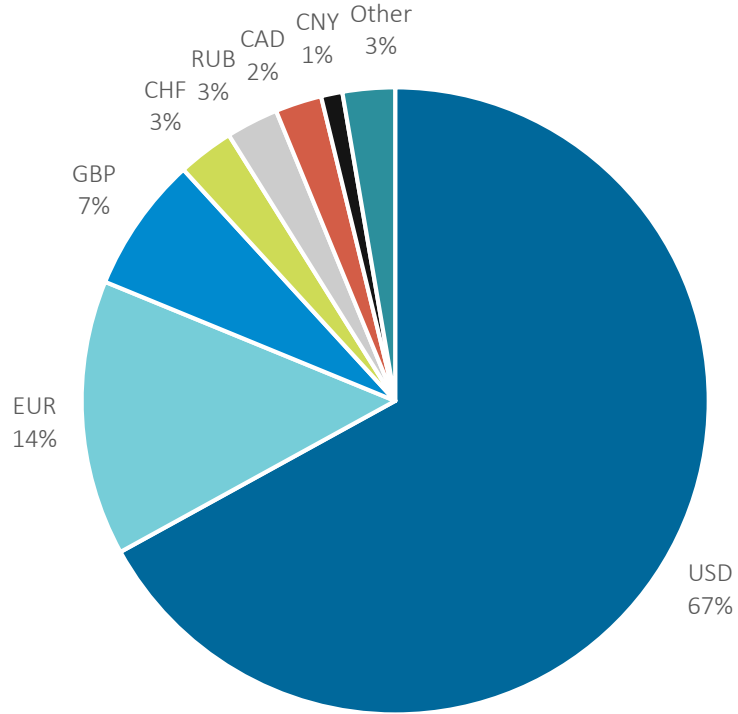
GROWING LARGE AND STRATEGIC ACCOUNTS

REVENUE	FY 2014A	FY 2015A	FY 2016A	FY 2017A	FY 2018A
\$20 MM+	6	7	7	10	14
\$10 MM - \$20 MM	6	7	12	16	22
\$5 MM - \$10MM	12	19	26	37	45
\$1 MM - \$5 MM	92	103	137	169	175
\$0.5MM - \$1MM	65	75	84	84	119

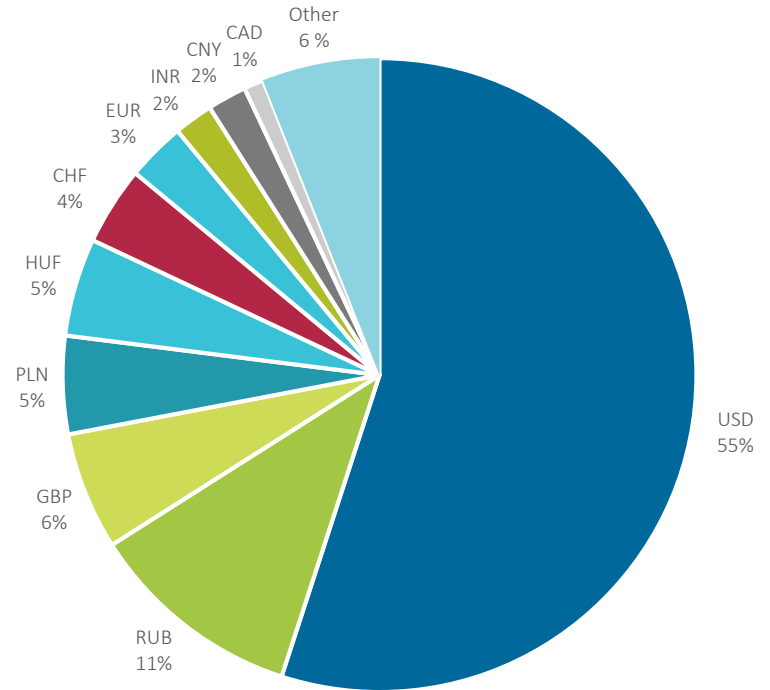
* No single client comprises more than 10% of the Company's revenue for the relevant period.

Major Currencies

REVENUE



EXPENSE



Non-GAAP Financial Measures

During EPAM Systems, Inc.'s earnings calls, in our earnings releases and investor decks, management supplements results reported in accordance with United States generally accepted accounting principles, referred to as GAAP, with non-GAAP measures. Management believes these measures help illustrate underlying trends in EPAM's business and uses the measures to establish budgets and operational goals, communicate internally and externally, for managing EPAM's business and evaluating its performance. Management also believes these measures help investors compare EPAM's operating performance with its results in prior periods. EPAM anticipates that it will continue to report both GAAP and certain non-GAAP financial measures in its financial results, including non-GAAP results that exclude stock-based compensation expense, write-offs and recoveries, acquisition-related costs, amortization of purchased intangible assets, goodwill impairment, certain other one-time charges and benefits, changes in fair value of contingent consideration, foreign exchange gains and losses, the impact of U.S. tax reform, excess tax benefits related to stock-based compensation, and the related effect on income taxes of the pre-tax adjustments. Management also compares operating results on a basis of "constant currency," which is also a non-GAAP financial measure. This measure excludes the effect of foreign currency exchange rate fluctuations by translating the current period revenues and expenses into U.S. dollars at the weighted average exchange rates of the prior period of comparison. Because EPAM's reported non-GAAP financial measures are not calculated in accordance with GAAP, these measures are not comparable to GAAP and may not be comparable to similarly described non-GAAP measures reported by other companies within EPAM's industry. Consequently, EPAM's non-GAAP financial measures should not be evaluated in isolation or supplant comparable GAAP measures, but rather, should be considered together with the information in EPAM's consolidated financial statements, which are prepared in accordance with GAAP. EPAM's earnings releases available on our [website](#) and furnished to the SEC include reconciliations of results between GAAP measures and Non-GAAP measures.