FACT SHEET

Q3 2023

This Fact Sheet includes non-GAAP measures as discussed in Footnote #1.
(in millions except percentages, headcount, share and per share data)

	2022					2023		
	Q1	Q2	Q3	Q4	Full Year	Q1	Q2	Q3
Revenues								
Total Revenues	$1,171.6	$1,194.9	$1,226.9	$1,231.3	$4,824.7	$1,210.9	$1,170.2	$1,152.1
Year-Over-Year Growth Rate	*50.1%*	*35.6%*	*24.1%*	*11.2%*	*28.4%*	*3.4%*	*(2.1%)*	*(6.1%)*
Sequential Quarter Growth Rate	*5.8%*	*2.0%*	*2.7%*	*0.4%*	*n/a*	*(1.7%)*	*(3.4%)*	*(1.5%)*
Year-Over-Year Growth Rate in Constant Currency [(2)]	*53.0%*	*40.1%*	*29.8%*	*14.4%*	*32.4%*	*4.9%*	*(2.4%)*	*(8.0%)*
Sequential Quarter Growth Rate in Constant Currency [(2)]	*6.8%*	*3.2%*	*4.4%*	*(0.5%)*	*n/a*	*(2.5%)*	*(3.6%)*	*(1.4%)*
Verticals								
Travel & Consumer	$265.3	$276.3	$280.4	$270.2	$1,092.2	$278.3	$273.5	$263.0
As % of Total Revenues	*22.6%*	*23.1%*	*22.9%*	*21.9%*	*22.7%*	*23.0%*	*23.4%*	*22.8%*
Year-Over-Year Growth Rate	*90.9%*	*61.1%*	*41.9%*	*16.0%*	*47.4%*	*4.9%*	*(1.0%)*	*(6.2%)*
Financial Services	$260.1	$251.0	$254.7	$260.9	$1,026.7	$270.7	$259.0	$246.4
As % of Total Revenues	*22.2%*	*21.0%*	*20.8%*	*21.2%*	*21.3%*	*22.4%*	*22.1%*	*21.4%*
Year-Over-Year Growth Rate	*54.0%*	*29.4%*	*10.4%*	*2.4%*	*21.0%*	*4.1%*	*3.2%*	*(3.3%)*
Business Information & Media	$194.3	$197.9	$208.9	$208.9	$810.0	$202.4	$189.7	$183.9
As % of Total Revenues	*16.6%*	*16.6%*	*17.0%*	*17.0%*	*16.8%*	*16.7%*	*16.2%*	*16.0%*
Year-Over-Year Growth Rate	*31.5%*	*25.4%*	*20.8%*	*10.9%*	*21.4%*	*4.2%*	*(4.1%)*	*(12.0%)*
Software & Hi-Tech	$189.5	$195.3	$205.4	$203.0	$793.2	$189.2	$175.2	$174.3
As % of Total Revenues	*16.2%*	*16.3%*	*16.7%*	*16.5%*	*16.4%*	*15.6%*	*15.0%*	*15.1%*
Year-Over-Year Growth Rate	*28.8%*	*22.7%*	*17.8%*	*10.3%*	*19.4%*	*(0.2%)*	*(10.3%)*	*(15.1%)*
Life Sciences & Healthcare	$123.8	$128.5	$129.7	$125.4	$507.4	$111.2	$114.4	$124.2
As % of Total Revenues	*10.6%*	*10.8%*	*10.6%*	*10.2%*	*10.5%*	*9.2%*	*9.8%*	*10.8%*
Year-Over-Year Growth Rate	*35.9%*	*40.1%*	*35.0%*	*11.5%*	*29.7%*	*(10.1%)*	*(10.9%)*	*(4.2%)*
Emerging Verticals	$138.6	$145.9	$147.8	$162.9	$595.2	$159.1	$158.4	$160.3
As % of Total Revenues	*11.8%*	*12.2%*	*12.0%*	*13.2%*	*12.3%*	*13.1%*	*13.5%*	*13.9%*
Year-Over-Year Growth Rate	*59.4%*	*36.1%*	*26.6%*	*20.8%*	*33.5%*	*14.7%*	*8.6%*	*8.5%*
Geographies								
Americas	$686.8	$721.6	$747.1	$731.7	$2,887.2	$709.8	$679.1	$677.4
As % of Total Revenues	*58.7%*	*60.4%*	*60.9%*	*59.4%*	*59.9%*	*58.6%*	*58.0%*	*58.8%*
Year-Over-Year Growth Rate	*46.0%*	*36.8%*	*26.3%*	*14.7%*	*29.7%*	*3.4%*	*(5.9%)*	*(9.3%)*
EMEA	$421.9	$423.0	$438.2	$454.8	$1,737.9	$463.9	$459.1	$446.2
As % of Total Revenues	*36.0%*	*35.4%*	*35.7%*	*36.9%*	*36.0%*	*38.3%*	*39.2%*	*38.7%*
Year-Over-Year Growth Rate	*62.7%*	*45.2%*	*35.3%*	*18.0%*	*38.0%*	*10.0%*	*8.5%*	*1.8%*
APAC	$29.6	$30.2	$31.4	$29.2	$120.4	$26.8	$24.2	$25.1
As % of Total Revenues	*2.5%*	*2.5%*	*2.6%*	*2.4%*	*2.5%*	*2.2%*	*2.1%*	*2.2%*
Year-Over-Year Growth Rate	*41.2%*	*20.8%*	*10.5%*	*0.0%*	*16.2%*	*(9.4%)*	*(19.7%)*	*(20.2%)*
CEE	$33.3	$20.1	$10.2	$15.6	$79.2	$10.4	$7.8	$3.4
As % of Total Revenues	*2.8%*	*1.7%*	*0.8%*	*1.3%*	*1.6%*	*0.9%*	*0.7%*	*0.3%*
Year-Over-Year Growth Rate	*10.5 %*	*(46.7%)*	*(77.2%)*	*(71.8%)*	*(52.9%)*	*(68.8%)*	*(61.1%)*	*(66.4%)*

FACT SHEET

Q3 2023

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(in millions except percentages, headcount, share and per share data)

	2022					2023		
	Q1	Q2	Q3	Q4	Full Year	Q1	Q2	Q3
Customer Concentration, as % of Total Revenues								
Top 5 Customers	17.0%	16.5%	16.4%	16.1%	16.4%	17.4%	16.8%	16.4%
Top 10 Customers	24.1%	24.2%	24.4%	23.1%	23.8%	24.4%	23.8%	23.5%
Top 20 Customers	35.7%	35.5%	36.1%	34.4%	35.2%	36.3%	35.4%	35.3%
Outside of Top 20 Customers	64.3%	64.5%	63.9%	65.6%	64.8%	63.7%	64.6%	64.7%
Number of Accounts with Revenues:								
Over $20 Million					49			
$10 - $20 Million					51			
$5 - $10 Million					85			
$1 - $5 Million					303			
$0.5 - $1 Million					185			
Contract Types								
Time-and-Material	$1,023.2	$1,059.6	$1,084.8	$1,072.0	$4,239.6	$1,075.0	$1,028.0	$995.6
As % of Total Revenues	*87.3%*	*88.6%*	*88.4%*	*87.1%*	*87.9%*	*88.7%*	*87.8%*	*86.4%*
Fixed-Price	$143.5	$131.2	$136.4	$149.3	$560.4	$130.5	$135.4	$147.0
As % of Total Revenues	*12.3%*	*11.0%*	*11.1%*	*12.1%*	*11.6%*	*10.8%*	*11.6%*	*12.8%*
Licensing and other revenues	$4.9	$4.1	$5.7	$10.0	$24.7	$5.4	$6.8	$9.5
As % of Total Revenues	*0.4%*	*0.4%*	*0.5%*	*0.8%*	*0.5%*	*0.5%*	*0.6%*	*0.8%*

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FACT SHEET

Q3 2023

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	2022					2023		
	Q1	Q2	Q3	Q4	Full Year	Q1	Q2	Q3
Profitability								
GAAP								
Gross Margin	$390.8	$348.5	$400.1	$398.6	$1,538.0	$355.0	$361.5	$357.9
As % of Total Revenues	*33.4%*	*29.2%*	*32.6%*	*32.4%*	*31.9%*	*29.3%*	*30.9%*	*31.1%*
Selling, General and Administrative Expenses	$237.3	$232.5	$198.0	$205.0	$872.8	$211.9	$194.4	$194.8
As % of Total Revenues	*20.3%*	*19.5%*	*16.1%*	*16.6%*	*18.1%*	*17.5%*	*16.7%*	*16.9%*
Income from Operations	$129.2	$93.0	$180.2	$170.5	$573.0	$120.4	$144.3	$114.0
As % of Total Revenues	*11.0%*	*7.8%*	*14.7%*	*13.8%*	*11.9%*	*9.9%*	*12.3%*	*9.9%*
Net Income	$89.7	$18.6	$156.1	$155.0	$419.4	$102.3	$120.0	$97.2
As % of Total Revenues	*7.7%*	*1.6%*	*12.7%*	*12.6%*	*8.7%*	*8.4%*	*10.3%*	*8.4%*
Diluted Earnings Per Share	$1.52	$0.32	$2.63	$2.61	$7.09	$1.73	$2.03	$1.65
Year-Over-Year Growth Rate	*(18.3%)*	*(83.5%)*	*34.9%*	*8.7%*	*(13.0%)*	*13.8%*	*534.4%*	*(37.3%)*
Effective Tax Rate	*15.6%*	*(114.9%)*	*18.4%*	*22.9%*	*17.3%*	*19.6%*	*20.0%*	*26.3%*
Weighted Average Diluted Shares Outstanding, thousands	58,941	59,020	59,357	59,349	59,169	59,298	59,181	58,948
Non-GAAP								
Gross Margin	$390.7	$375.8	$421.5	$419.8	$1,607.8	$380.9	$381.8	$379.0
As % of Total Revenues	*33.3%*	*31.5%*	*34.4%*	*34.1%*	*33.3%*	*31.5%*	*32.6%*	*32.9%*
Selling, General and Administrative Expenses	$183.0	$181.1	$172.8	$182.7	$719.6	$185.3	$173.7	$166.0
As % of Total Revenues	*15.6%*	*15.2%*	*14.1%*	*14.8%*	*14.9%*	*15.3%*	*14.8%*	*14.4%*
Income from Operations	$188.7	$177.5	$232.4	$219.6	$818.2	$178.3	$190.8	$195.6
As % of Total Revenues	*16.1%*	*14.9%*	*18.9%*	*17.8%*	*17.0%*	*14.7%*	*16.3%*	*17.0%*
Net Income	$147.0	$140.2	$183.7	$173.9	$644.9	$146.6	$156.2	$161.1
As % of Total Revenues	*12.6%*	*11.7%*	*15.0%*	*14.1%*	*13.4%*	*12.1%*	*13.3%*	*14.0%*
Diluted Earnings Per Share	$2.49	$2.38	$3.10	$2.93	$10.90	$2.47	$2.64	$2.73
Year-Over-Year Growth Rate	*37.6%*	*16.1%*	*28.1%*	*6.2%*	*20.4%*	*(0.8%)*	*10.9%*	*(11.9%)*
Effective Tax Rate	*23.9%*	*22.9%*	*23.1%*	*23.5%*	*23.4%*	*22.9%*	*23.3%*	*23.2%*
Weighted Average Diluted Shares Outstanding, thousands	58,941	59,020	59,357	59,349	59,169	59,298	59,181	58,948

FACT SHEET

Q3 2023

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	2022					2023		
	Q1	Q2	Q3	Q4	Full Year	Q1	Q2	Q3
Balance Sheet								
Cash and Cash Equivalents	$1,276.5	$1,293.5	$1,487.6	$1,681.3	$1,681.3	$1,749.4	$1,776.9	$1,873.0
Trade Receivables and Contract Assets, net	$901.3	$929.2	$917.1	$932.6	$932.6	$934.2	$917.5	$913.0
Days Sales Outstanding [3]	69	71	69	70	70	69	71	73
Working Capital	$1,583.5	$1,675.0	$1,800.0	$2,012.1	$2,012.1	$2,147.9	$2,287.9	$2,311.7
Cash Flows								
Cash Flows from Operating Activities	($51.8)	$77.5	$252.4	$186.1	$464.1	$87.3	$89.1	$214.9
Cash Flows from Investing Activities	($34.6)	($88.5)	($28.7)	($31.1)	($182.9)	($17.7)	($17.8)	($10.6)
Cash Flows from Financing Activities	($9.6)	($1.0)	$0.6	$8.0	($2.0)	($15.3)	($47.5)	($80.6)
Effect of Exchange Rates on Cash	($45.4)	($0.3)	($30.2)	$31.0	($44.9)	$14.1	$3.0	($22.7)
Net Cash Flows	($141.4)	($12.3)	$194.0	$194.0	$234.3	$68.4	$26.8	$101.0
CapEx (included in Cash Flows from Investing Activities)	($23.3)	($18.2)	($18.7)	($21.5)	($81.6)	($7.9)	($6.9)	($3.6)
Free Cash Flows [4]	($75.1)	$59.4	$233.7	$164.6	$382.5	$79.4	$82.2	$211.3
Adjusted Net Income Conversion [5]	(51.1%)	42.3%	127.2%	94.6%	59.3%	54.2%	52.6%	131.1%
Currencies								
Revenues by Currency, as % of Total Revenues								
U.S. Dollar - USD	65.0%	66.5%	67.6%	67.0%	66.6%	66.3%	65.3%	66.1%
Euro - EUR	15.2%	15.2%	15.0%	15.9%	15.3%	16.7%	16.9%	16.8%
British Pound - GBP	8.0%	7.4%	7.7%	7.1%	7.6%	6.6%	7.2%	6.9%
Swiss Franc - CHF	3.1%	2.8%	2.7%	3.1%	2.9%	3.6%	3.8%	3.8%
Canadian Dollar - CAD	2.1%	2.5%	2.2%	2.1%	2.2%	2.1%	2.1%	1.8%
Russian Ruble - RUB	2.5%	1.6%	0.7%	0.7%	1.3%	0.5%	0.5%	0.1%
Other	4.1%	4.0%	4.1%	4.1%	4.1%	4.2%	4.2%	4.5%
Expenses by Currency, as % of Total non-GAAP OPEX								
U.S. Dollar - USD	42.7%	47.0%	49.0%	46.3%	46.3%	37.4%	41.2%	44.3%
Euro - EUR	11.0%	10.9%	13.5%	15.2%	12.6%	17.9%	16.1%	15.1%
Polish Zloty - PLN	6.9%	6.9%	8.0%	9.1%	7.7%	10.7%	10.5%	10.2%
Indian Rupee - INR	4.2%	5.1%	5.5%	5.0%	5.0%	5.2%	5.8%	6.3%
British Pound - GBP	5.4%	4.0%	3.8%	3.8%	4.3%	5.3%	4.3%	4.0%
Swiss Franc - CHF	4.1%	3.0%	3.1%	3.0%	3.3%	3.9%	3.8%	3.2%
Mexican Peso - MXN	1.9%	2.2%	2.2%	2.3%	2.1%	2.6%	2.6%	2.7%
Hungarian Forint - HUF	3.2%	2.8%	2.8%	3.0%	3.0%	3.2%	3.0%	2.5%
Colombian peso - COP	1.2%	1.7%	1.9%	1.6%	1.6%	1.7%	1.8%	2.0%
Canadian Dollar - CAD	1.7%	1.4%	1.5%	1.6%	1.6%	2.2%	1.8%	1.7%
Chinese Yuan Renminbi - CNY	1.3%	1.4%	1.4%	1.2%	1.3%	1.3%	1.2%	1.1%
Armenian Dram - AMD	0.5%	0.8%	1.0%	1.2%	0.9%	1.2%	1.1%	1.1%
Russian Ruble - RUB	10.9%	8.0%	1.2%	0.8%	5.2%	0.9%	0.6%	0.2%
Other	5.0%	4.8%	5.1%	5.9%	5.1%	6.5%	6.2%	5.6%



FACT SHEET

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	2022					2023		
	Q1	Q2	Q3	Q4	Full Year	Q1	Q2	Q3
People								
Total Professionals, End of Period	61,600	61,300	60,300	59,300	59,300	57,450	55,600	54,600
Year-Over-Year Net Change in Total Professionals	*41.8%*	*28.1%*	*14.5%*	*0.9%*	*0.9%*	*(6.7%)*	*(9.3%)*	*(9.5%)*
Delivery Professionals, End of Period	55,050	54,900	53,950	52,850	52,850	51,100	49,350	48,500
Year-Over-Year Net Change in Delivery Professionals	*41.8%*	*28.1%*	*14.5%*	*0.5%*	*0.5%*	*(7.2%)*	*(10.1%)*	*(10.1%)*
Utilization	*78.4%*	*78.0%*	*73.5%*	*73.6%*	*75.8%*	*74.9%*	*75.1%*	*72.7%*
Delivery Professionals by Location								
Europe					**32,100**			
Ukraine					10,500			
Poland					5,650			
Belarus					4,500			
Eastern Europe - Other					6,600			
Western Europe					4,850			
Americas					**5,950**			
U.S. and Canada					3,400			
Americas - Other					2,550			
Rest of World					**14,800**			
India					5,900			
Central and Western Asia					7,600			
East Asia and Australia					1,300			
Total Delivery Professionals, End of Period					**52,850**			

Footnotes:

(1) 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 expenses, acquisition-related costs including amortization of acquired intangible assets, impairment of assets, expenses associated with EPAM's humanitarian commitment to its professionals in Ukraine, unbilled business continuity resources resulting from Russia's invasion of Ukraine, costs associated with the geographic repositioning of EPAM employees based outside of Ukraine impacted by the war and geopolitical instability in the region, employee separation costs in Russia, 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. Management also compares revenues on a "constant currency" basis, 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 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 non-GAAP measures and the comparable GAAP measures.

(2) Constant currency revenues are calculated using weighted average exchange rates of the prior period of comparison.

(3) Days Sales Outstanding is calculated by dividing the amount of Trade receivables and contract assets, net as of the end of the period by total revenues during the last three months in the period, and multiplying the result by the number of calendar days in the last three months in the period.

(4) Free cash flows is calculated as cash flows from operating activities as presented in the statement of cash flows under GAAP, less capital expenditures.

(5) Adjusted net income conversion is calculated by dividing free cash flows by non-GAAP net income.