

Annual
Report

2022



Converge Technology Solutions is a services-led, software-enabled, IT & Cloud Solutions provider focused on delivering industry-leading solutions and services. Converge's global approach delivers advanced analytics, application modernization, cloud platforms, cybersecurity, digital infrastructure, and digital workplace offerings to clients across various industries.

Our goal is to provide a trusted partner that brings together world-class solutions and services to help reduce costs, increase efficiencies, and create competitive advantages.

Converge

Solutions & Services

Our multi-faceted approach enables Converge to address the unique business and technology requirements for clients in both the public and private sectors.



Advanced Analytics



Application Modernization



Cloud Platforms



Cybersecurity



Digital Infrastructure



Digital Workplace



Global Integration & Deployment

Converge supports these solutions with advisory, implementation, and managed services expertise across all major IT vendors in the marketplace.



Advise



Implement



Manage

Converge

Core Values

Our Core Values are at the heart of our culture and guide the actions & decisions of our company, our employees, and our leaders.



Commitment

We lead with passion. We are relentless in our pursuit of positivity and purpose. We focus on delivering a positive experience for our employees and customers. We strive to create a fun and spirited work environment. Simply put; we work hard and play hard!



Customer Excellence

We are dedicated to achieving the extraordinary and exceeding expectations. We empower our people to be creative in finding the best solutions for their customers. Our optimism is contagious and fuels our desire for continuous improvement and delivering success for our clients.



Integrity

We will be honest, trustworthy, and transparent. We are determined to do what is right while being respectful to our team members, customers, and partners. We match our actions to our words by keeping promises and delivering quality.



Unity

We are a people-first organization. We connect with energy and find strength in relationships. We will continue to foster a diverse and inclusive workplace where employees are encouraged to be themselves while working successfully with others of different backgrounds. We will encourage empathy, compassion and respect for one another as we recognize we are '#BetterTogether'.

Converge

ESG Approach

As a services-led, software-enabled, IT & Cloud Solutions provider spanning North America and Europe, Converge understands our responsibilities to our communities, employees, shareholders, partners, and clients across the globe. In alignment with our company core values, we are deepening our strategic focus on ESG.

The board and management team have taken concrete foundational steps to align our goals and objectives with established ESG requirements. These steps include the adoption of:

- ESG governance structure, including establishing a Converge Sustainability Team
- Reporting frameworks including, but not limited to:
 - UN sustainability goals
 - ISSB and CSSB reporting frameworks
- ESG high level strategy and roadmap
- Committee-led ESG framework governance

Converge has made significant progress across a number of areas related to ESG initiatives the past year. Highlights include:

Environmental

- Sponsored park and beach cleanup days in local communities
- Cumulatively recycled millions of devices
- Introduced hybrid and work-from-home flexibility to 80% of employees, removing commuter traffic and pollution
- Consolidated four offices and two warehouses in the past 12 months, reducing our associated carbon footprint
- Assessed and sold partner solutions which create energy efficient benefits
- Established a network of recycling partners for technology & packaging, ensuring landfill vs. recycle outcomes are considered
- Diverted 1.2m devices from UK landfills since 2020

Converge

ESG Approach

Additionally, the acquisition of Stone Group greatly furthered our position to deliver technologies & solutions with the environment in mind. Stone Group has been awarded for their sustainability contributions, including:

- #57 On The UK and Europe Sustainability60 List
- Global Silver Winner in the Corporate Social Responsibility Category of the Green World Awards 2023

Social

- The **Diversity and Inclusion Program** at Converge was created in support of our belief that employees are our greatest assets
- **Women for Women** was created to give the self-identified female population at Converge a voice and the time to invest in leadership development, while receiving professional advice from female executives and fellow employees
- Annual Converge **EmpowHER** Women in Leadership event provides a platform to learn, collaborate, share experiences, and hear from a panel of inspiration business women
- **Employee Resource Groups** & communities for employees
- On-site Connect Days for the hybrid workforce
- Company-sponsored **volunteer** time off

Governance

- **Risk:** the board maintains material risk oversight of the business, working closely with senior leaders in the company
- **Business Conduct:** Converge is committed to conducting business ethically and in compliance with the letter and spirit of all applicable laws
- **Data Privacy and Information Security:** Converge has long executed best practices related to cybersecurity and data protection. We implemented a Global CISO in 2022 to drive policies & standards to reinforce a security-first mindset, including:
 - Software development lifecycle standards
 - Global cybersecurity policies and standards
 - Cybersecurity acquisition assessments
 - Cybersecurity “Red Team” penetration testing

Converge Team

Converge is a parent company to a constantly growing family of elite technology companies. We are made up of a portfolio of established and successful IT solution providers around the world with proven expertise in IT portfolio management, consulting services, managed services, and cloud solutions.

Converge currently operates out of multiple locations in the top technology centers across the world.

Technical Resources

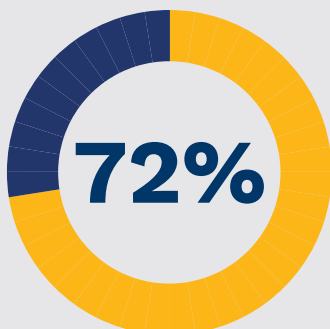


1,200 North American | 350 European

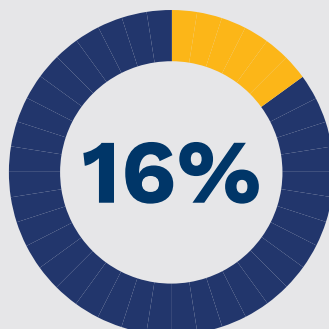
60+

Office Locations

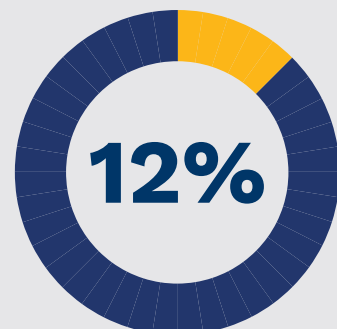
Personnel



North America



United Kingdom



Germany

Converge

2022 Highlights

2022 was another record year for Converge, seeing further expansion and additional industrial recognition.

10

Acquisitions

Converge's 10 acquisitions throughout 2022 represent \$1.2 billion in gross revenue¹ on a pro forma basis.

Our 35th acquisition and entry to the UK market with Stone Technologies Group furthers Converge's global expansion.

2022 Triple Crown Award

Achieved by earning a placement on CRN's Solution Provider 500, Fast Growth 150, and Tech Elite 250 Lists



2023 Managed Service Provider 500 List

Named to the CRN 2023 Managed Service Provider (MSP) 500 List in the Elite 150 Category

¹ This is a non-IFRS measure (including non-IFRS ratio) and not a recognized, defined or a standardized measure under IFRS. Refer to the Company's Management Discussion & Analysis for definitions, uses and a reconciliation of historical non-IFRS financial measures to the most directly comparable IFRS financial measures.

Converge

Financial Highlights

\$550.8M

Gross Profit

50.3%

3 Year CAGR

\$142.9M

Adjusted EBITDA¹

65.3%

3 Year CAGR

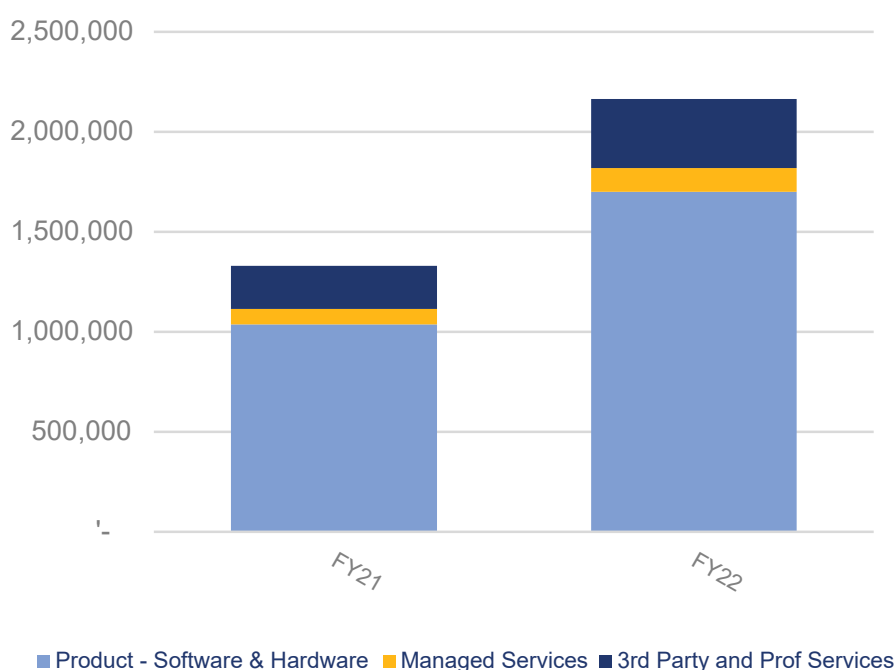
\$3.1B

Gross Revenue¹

50.4%

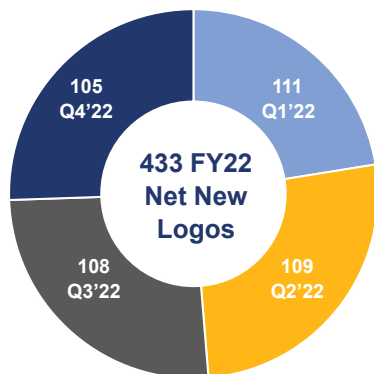
3 Year CAGR

Gross Revenue¹ Growth

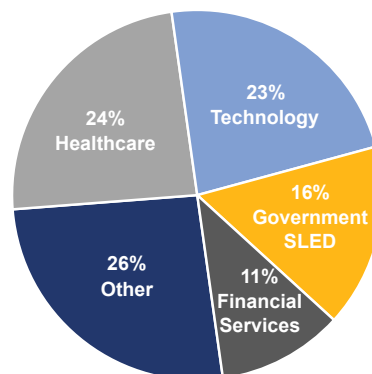


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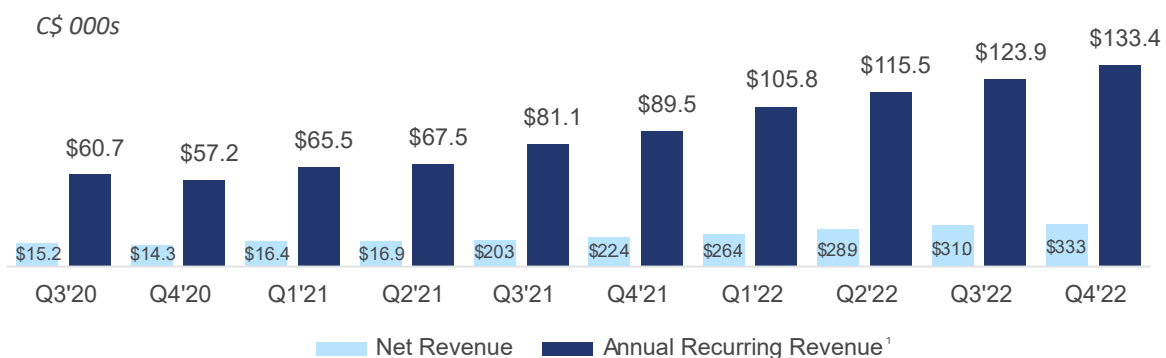
FY'22 Net New Logo Quarterly Change



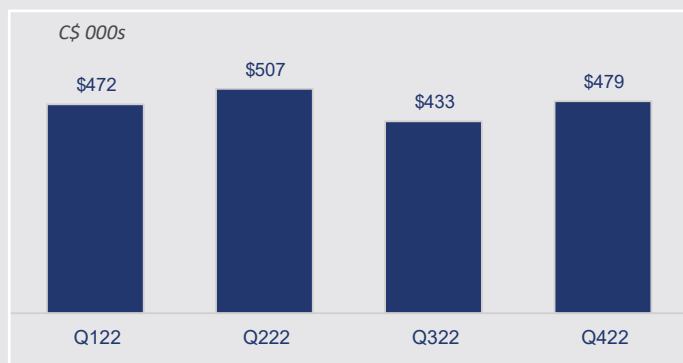
Client Concentration



Long-Term Recurring Client Base



Converge Product Backlog



Note: Bookings backlog is calculated as purchase orders received from customers not yet delivered at the end of the fiscal period.

In Q4, Converge converted \$385M (89%) of prior quarter product backlog to delivered Revenue, which was offset by net-new product backlog of \$432M.

Letter from the CEO



Shaun Maine
Group CEO

Having recently celebrated the five-year anniversary of Converges' first acquisition, it is with great pride that I reflect upon the amazing journey that has led to 35 acquisitions over five years and the creation of a world-leading software-enabled IT & Cloud Solutions Provider spanning North America and Europe with the focus on delivering industry-leading solutions and services. Our solution practice areas are stronger than ever and are supported by an extensive list of technical and sales resources making Converge a dominant player within the IT industry.

People are our strength. This is exemplified by our world-class management team, our superior technical organization, and our dedicated employee population

of over 3,000 employees that we have assembled in our five years at Converge. The past five years have resulted in significant growth, relentless efforts, and exciting wins reinforced by an endless list of industry accolades Converge has secured. I am extremely proud of all we've been able to accomplish and want to thank the entire Converge team, our partners, and our clients who have all been a part of this journey. I am so proud of what this team has accomplished and look forward to continuing to execute on our Corporate Strategy extracting the very best from an extremely advanced Executive Management team that we've continued to refine over the last few years. #BetterTogether

A handwritten signature in black ink that reads "Shaun P. Maine". The signature is written in a cursive, flowing style.

Shaun Maine
Group CEO



Converge Technology Solutions

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