

Victory Capital Holdings, Inc. (VCTR)
BOARD DIVERSITY MATRIX



As of January 27, 2023

TOTAL NUMBER OF BOARD DIRECTORS - 10

	Female	Male	Non-binary	Gender not disclosed
PART I: GENDER IDENTITY				
Board Directors	2	8	—	—
PART II: DEMOGRAPHIC BACKGROUND				
African American or Black	—	—	—	—
Alaskan Native or American Indian	—	—	—	—
Hispanic or Latinx	—	1	—	—
Native Hawaiian or Pacific Islander	—	—	—	—
White	2	7	—	—
Two or more races or ethnicities	—	—	—	—
LGBTQ+	—			
Did not disclose demographic background	—			