

Belonging.
The future will be
built upon it.



Juan Wantig
Lead Analyst

“Vizient thrives as a microcosm of diverse backgrounds and cultures, fostering an inspiring and creative environment. The celebration of diversity empowers both myself and my peers, as our wide range of perspectives enables us to excel together.”

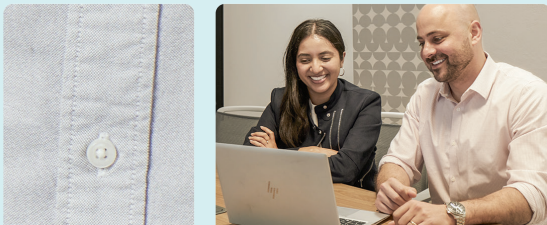


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A message from our president and CEO

This past year, we established a new corporate vision statement: Be the nation's leading healthcare performance improvement company.

I firmly believe our commitment to diversity, equity and inclusion is foundational to achieving this vision, and I'm proud of the progress we've already made as a company.

We know healthcare providers are facing unprecedented challenges, from financial pressures to staffing shortages to care delivery disruption. Vizient's focus on fostering a diverse, equitable and inclusive workforce not only makes us a stronger organization, but also brings about unique perspectives to help

providers successfully navigate these challenges. In short, we believe our culture can be a competitive advantage for our providers.

We also realize this vision and commitment are journeys, not destinations. We must continue to be intentional in listening – and believing – each other's perspectives, lived experiences and insights that may differ from our own. We must be clear in our words and actions to uplift diverse voices, understanding none of us has all the answers for every situation. And we must

A message from our chief culture, diversity and impact officer

Our diversity, equity and inclusion strategy is well into its five-year plan. As an organization, we continue to make steady progress, learning much along the way.

First, our employees want the space to have open conversations about tough issues, evidenced through their continued participation in our monthly Dive Ins on important DEI topics. Second, being our authentic selves at work is important to the Vizient community; as a result, we have added new Diversity Networking Associations to continue that journey. Third, employees want transparency with expectations for progress. For these reasons and more, we remain strongly committed to stay the course. We know a diverse, equitable and inclusive organization will help us achieve our vision of being the nation's leading healthcare performance improvement company. Updates on our demographics and activities related to our strategic plan are regularly posted on the company intranet. And, we see in our results from the 2023 Fortune Best Places to Work Survey that it's paying off:

- 94% of Vizient employees say Vizient is a great place to work
- 97% say they felt welcomed when they joined
- 96% feel good about the ways we contribute to the community
- 95% say they are proud to tell others they work at Vizient

Based on our employees' assessment of our culture, Vizient ranked 45th on the 2023 Fortune 100 Best Companies to Work For,[®] up 11 spots from 2022. We are building an inclusive culture where people feel valued, respected and not just welcomed, but that they belong. Belonging comes with its own innate sense of value. A feeling of belonging tends to instill one with confidence and a willingness to stay, to learn and to grow and contribute thoughts, ideas and points of view from a new perspective – all of which makes us stronger and better as an organization.

Progress is not just anecdotal either. We have established evaluation processes to ensure our team members have the opportunities to grow and flourish as their careers develop here at Vizient. For example, we have increased diversity at all levels of the company. Our executive ranks have expanded for women, growing from 39.2% in 2020 to 45.2% in 2022; and for people of color from 11% in 2020 to 15.6% as of December 2022.

We look forward to strengthening the business and our leaders' connection to the strategy, being more forward leaning in our DEI approach in ways that impact our employees and providers and building a learning culture around DEI to meet our employees



Byron Jobe
President and CEO

be accountable to one another in pursuing these commitments every day.

Our 2022 DEI Annual Report is a transparent representation of our progress on this journey. We have accomplished a great deal, while understanding we must continue to challenge the status quo. This work is personal for us, and together we can create a diverse, equitable and inclusive workplace for all that is empowered to create a healthier healthcare system *for all*.

where they are on the journey toward being more inclusive. We understand that to be successful, to build a culture around diversity, equity and inclusion takes time and commitment to ensure sustainability. What's gratifying is our commitment today is as strong as when we first started this work.

“ Across Vizient, we want to make sure we have a collaborative and focused effort around DEI, culture and engagement, community impact and health equity work, so we're bringing all of that together; When you do equity, inclusion and diversity well, that's when you get to the prize: belonging. ”

Monica Davy
SVP Chief Culture, Diversity
and Impact Officer





About Vizient

Our vision is to be the nation’s leading healthcare performance improvement company. We’ll achieve this by constantly challenging the status quo, by enabling providers to innovate and accelerate the delivery of high-value care by aligning cost, quality and market performance.

While we remain true to our leadership position in moving the industry forward, we are flexible as to how we achieve it. This means when we get new information or insights, we readily and thoughtfully adapt to connect providers to the changes or compromises needed to help solve some of healthcare’s toughest challenges.

How do we do it? Our people – from all walks of life, bringing their unique perspectives – are our strength and strategic advantage. Simply because they

get what Vizient does better than anyone else. They get how we show up in the market today, where we want to invest for the future and all the initiatives we will need to reach our shared vision. They get that strengthening diversity, equity and inclusion in all that we do is one such initiative we believe has and continues to move us forward.



Danni Park
Account Representative, Sg2,
IDEAS BIPOC Alliance Group

“ Entering the workforce during a pandemic created a disconnect in myself and how I was able to engage with others, but Vizient DNAs provide a safe space – a community with people who share similar lived experiences – and helps ensure our voices are heard. ”



Our values lead the way



Our company values: Be Bold, Be Accountable, Be Purposeful and Be Inclusive continue to guide the way we work and the way we treat one another.

We also believe “Be” is a key word as it means we are actionable and hold each other accountable to demonstrate our values. These values open the door for us to have conversations, which can sometimes be uncomfortable, that help us all to be more inclusive. Within our culture, we lean into our values to make DEI real. We boldly stand up to bias, we hold ourselves accountable to make progress, we expect inclusion and not exclusion and we are purposeful in our approach.

“ You can’t have an effective talent strategy if it does not integrate DEI across the entire talent life cycle. Our talent strategy and DEI goals align to ensure our internal approach to growing and developing our people has an eye toward the importance of representation, equitable practices and processes, and ensuring we are intentionally inclusive of the voices of our employees. ”

Patty Olsen
Chief People Officer



Curious:

Explore the unknown.

Courageous:

Challenge the status quo.

Innovative:

Advance ideas or improvements.

Transparent:

Create clarity.

Trustworthy:

Model reliability.

Goal-oriented:

Own action and outcome.

Respectful:

Lead with consideration.

Authentic:

Show up as your genuine self.

Open-minded:

Respect alternative thinking.

Proactive:

Take early action.

Passionate:

Invest positive energy.

Intentional:

Build meaningful connections.

Be bold

Be accountable

Be inclusive

Be purposeful





Our diversity, equity and inclusion (DEI) strategy

The first two words of our Talent Strategy are People First.

We are committed to attracting and retaining the best talent, from different backgrounds, with vast and varied lived experiences and new perspectives that provoke new methods of accomplishment.

Vizient's DEI goals



1. Enable a consistent and exceptional employee experience



2. Create a leader-led culture of diversity, equity, inclusion and belonging

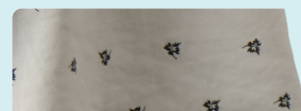
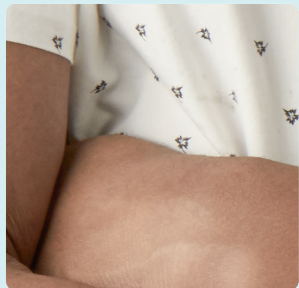


3. Develop this diverse workforce across all levels of the organization



Ricky Jefferson
Learning Technology
Systems Administrator,
Black@Vizient

“Black@Vizient provides authenticity and a sense of belonging. It gives me the opportunity to be inspired so I can best motivate not only myself, but others toward a common goal.”



DEI scorecard

Diversity and inclusion five-year goals

	2020	2022	Five-year vision 2025
Maintain/improve Employee Engagement Index from baseline with continued parity across employee groups	84% 	84% 	84% + Parity
Maintain/improve Diversity and Inclusion Index and close the parity gap across employee groups	82% 	85% 	82% + Parity
Improve employee's lived experience with Leadership Index and close parity gap across employee groups	78% 	81% 	78% + Parity
Achieve Fortune 100 Best Companies to Work For recognition, (rigorous criteria requires significant leader engagement)	Certified	#45	100 Best List
Receive Catalyst Award (Women in the Workplace... rigorous criteria requires specific leader led approach and results)	Requirements	N/A	Award Achieved
Achieve Human Rights Campaign 100 Index Score (criteria focus on creating equality for LGBTQ community in the workplace)	85	95	100
Close the gender & people of color parity gap by 50%			
Female Executive band	39.2% 	45.2% 	
People of color Executive Band	11.0% 	15.6% 	
People of color Management Band	23.8% 	24.5% 	
People of color Professional Band	31.1% 	34.1% 	

How success will be measured (DEI five-year strategic metrics)



Maintain/improve Employee Engagement Index from baseline with continued parity across employee groups



Maintain/improve Diversity and Inclusion Index and close the parity gap across employee groups



Improve employees' lived experience with leadership and close parity gap across employee groups



Achieve Fortune 100 Best Companies to Work For recognition



Receive Catalyst Award



Achieve "100" on HRC Corporate Equality Index



Close the parity gap for gender at the executive bands and people of color at the executive, management, and professional bands by 50%.

Parity progress

Employee engagement index			
Group	2020	2022	Parity
All	84%	84%	—
Women	83%	85%	✓
White	84%	85%	✓
Black/AA	84%	83%	✓
Hispanic	84%	88%	✓
Asian	81%	81%	
Not Specified	78%	78%	
CND	79%	81%	

Diversity & inclusion index			
Group	2020	2022	Parity
All	82%	85%	—
Women	80%	84%	✓
White	81%	85%	✓
Black/AA	69%	78%	
Hispanic	82%	88%	✓
Asian	81%	85%	✓
Not Specified	80%	81%	
CND	80%	79%	

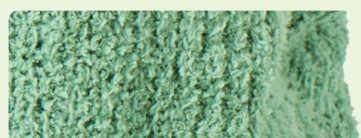
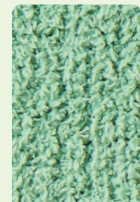
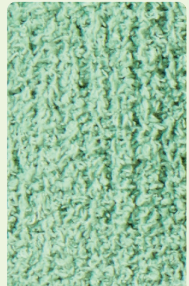
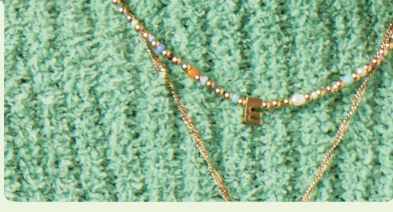
Leadership index			
Group	2020	2022	Parity
All	78%	81%	—
Women	77%	79%	✓
White	78%	81%	✓
Black/AA	74%	80%	✓
Hispanic	81%	84%	✓
Asian	78%	81%	
Not Specified	75%	73%	
CND	81%	77%	

Parity is satisfied when score is within two percentage points of enterprise-wide score.
 Not specified means respondent left race category blank.
 CND means respondent indicated that they chose not to disclose.



Emily Eloff
Lead Brand Journalist,
Pride@Vizient

“ My life is brighter because of the people in it, many of which are a part of the LGBTQIA+ community. One easy thing I've done is adding my pronouns to my email signature which communicate allyship and safety to members of the community. ”





Our DEI journey

Never an easy path, just a rewarding one.

Advancing this plan amidst a lot of societal evolution while being sensitive to meeting an internal audience with varying degrees of reception is admittedly a challenging task.

After all, change is hard given different groups are at different points along the DEI journey. For some, we may be moving too fast; for some it may be too slow and still some know the journey is worth it but just want to get there already. The varying expectations of progress are difficult to manage. There is no doubt we are moving toward conversations at work some of us have never really had in our personal lives let alone the office. All the while, we're working through organizational change and complexity so our DEI strategy and work must flex and align to the flow of business.

Since joining Vizient in 2021, Chief Culture, Diversity and Impact Officer, Monica Davy has led a strong team and a collaborative group of leaders to implement the companywide strategic framework for DEI; restructured and expanded the Diversity Networking Associations (DNAs); is now heading up the charge of Culture, Diversity and Impact as well as developing new procedures around an enhanced executive

recruiting process; among other initiatives.

Proof that it's working is in the internal surveys we have commissioned as well as the awards and recognitions Vizient has received as a Best Place to Work and other significant highlights and achievements you'll read about further on in this report.

The conversations in the offices, meeting and conference rooms as well as the hallways prove positive change is afoot. People are sharing lived experiences, vulnerabilities and opening themselves up to new insights and perspectives and even more importantly, growth.

Imagine, topics once considered off-limits are now being discussed with sensitivity and genuine care, i.e., mental health, neurodiversity and sexual identity, to name a few.

It bears repeating, our people are our strength. These talented people from different background and life experiences come together to pursue and ultimately create an authentic culture of diversity, equity and inclusion for all.

Our eight companywide DEI areas of focus

1



5

Leadership engagement and ownership

HR resources, processes and practices

2



6

Enterprise change management and communication

Employee networks and programs

3



7

Education and training

Enterprise-wide scorecard

4



8

Enterprise behavioral standards

Equity

Our DEI efforts

Highlights of just a few of our accomplishments in the last year related to our eight focus areas



Leadership engagement and ownership

Today, more than 100 Vizient Leaders at multiple levels are aligned to support our DEI strategy as either advisors on the strategy overall, advisors to specific programs and initiatives, or as executive sponsors and network champions for our DNA groups.



Enterprise change management and communication

The Culture, Diversity and Impact (CDI) Outlook is distributed organizationally to ensure our employees are up to date on what's going on within DEI. We showcase upcoming events, success stories and opportunities for our employees to get involved.



Education and training

This past year, we hosted over 121 workshops and dialogue sessions on key topics related to DEI such as unconscious bias, inclusive leadership and more.



Enterprise behavioral standards

We established enterprise behavioral standards to support our values, providing new ways to think about and apply these values in our day-to-day interactions with each other, providers, partners and suppliers.



HR resources, processes and practices

We released a new Gender Identity and Gender Expression Inclusion Policy in 2022. The policy sets forth guidelines to help ensure we are providing an inclusive environment for all employees specifically as it relates to gender identity and gender expression and includes reasonable expectations of inclusive environments and behaviors.



Employee networks and programs

Our robust DNA program expanded this year to include two new groups: **Asian Pacific Islander and Desi American (APIDA) & Hispanic/Latinx**. Our current roster of DNAs include:



Ability
@Vizient



Hispanic/Latinx
@Vizient



Asian, Pacific Islander
and Desi American
@Vizient



Pride
@Vizient



Black
@Vizient



Veterans
@Vizient



Dimensions
@Vizient



Women
@Vizient



Enterprise-wide scorecard

Our enterprise-wide scorecard is published annually on our intranet, Radius and reflected in this report. The purpose of the scorecard is to help create accountability to our strategy and show progress at a high level. Our scorecard has a particular focus on increasing representation at the leadership levels. We also ensured the CEO's direct reports team stayed updated with timely and transparent executive recruitment updates via our quarterly dashboard.



Equity

In 2022, we launched an enhanced executive recruitment process to proactively address the parity of women and people of color in senior leadership roles at Vizient. This enhanced process involves outreach, unconscious bias training and a structured interview approach. Additionally, we continue to do our annual pay equity analysis and audit and make salary adjustments as needed.

Additional spotlight on new or expanded programs



LGBTQ+ inclusion workshop series

Our “How to be an Inclusive Leader for LGBTQ+ Employees” course was launched in March of 2023 to equip leaders and team members with the foundational background and language needed to have meaningful conversations around LGBTQ+ concepts and scenarios. We’ve hosted two sessions with 35 attendees and look forward to offering this session on an ongoing basis.



PromotAbilities

Through June 2023, a pilot group participated in PromotAbilities. This program was based on feedback from our employee survey indicating Vizient could strengthen its approach to fostering career growth and success opportunities for all employees – in particular, for women and people of color. This designated pilot group of the program consists of women and representatives from our various DNAs. PromotAbilities is designed to help individuals develop skills and strategies to pursue their career development goals – with objectives aligned to our priority and commitment to fostering an inclusive culture to ensure all employees have access to opportunities and resources to succeed and grow. Upon completion of the program, the pilot group will provide feedback to help determine how to best make the program available as a resource to all employees across Vizient.



Advancing women leaders

The Diversity and Inclusion team is amplifying gender equality in leadership development by partnering with Linkage, Inc. to launch the Advancing Women Leaders (AWL) Digital Academy.

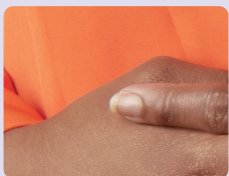


We’ve also added two new external partnerships with Disability:In and Out & Equal.

Through these partnerships, our employees will have access to webinars, experts and conferences. Our Talent Acquisition team will be able to actively recruit at Disability:In and Out & Equal events. Additionally, our DNA groups (Pride and Ability) will have access to a global network of other employee resource groups to learn from.

Christina Gardner
Senior Diversity and
Inclusion Partner,
Dimensions@Vizient

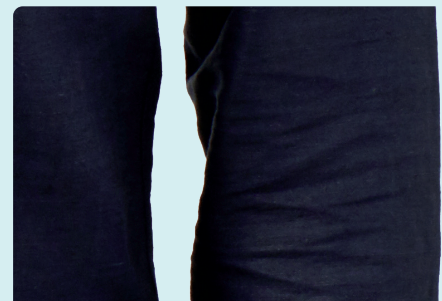
“ Dimensions@Vizient is engaging in dynamic and innovative work as one of the only DNAs across the country to have intersected identities as its core concept. Dimensions helps broaden and challenge how we think about identity as the sum of many parts – with each element of our identities impacting our workplace experience. ”





Justin Cassidy
Senior Consulting Director,
Intelligence, Sg2,
Pride@Vizient

“ I am inspired by how our Pride@Vizient leaders collaborate with senior Vizient management to create actionable change and increased visibility. This boldly enables us to live our inclusive Vizient values and bring our full, authentic selves to work! ”



Special thank you to our DNAs

Our DNAs are a critical part of our DEI strategy.

They connect our employees to each other in ways that allow our people to be their authentic selves, find safe space and learn about other cultures and groups.



“As a member of Ability@Vizient, I’ve learned that it’s okay to be my authentic self at work. Having a progressive health diagnosis, I felt like I needed to keep it confidential, and I tried to hide my symptoms. After joining Ability@Vizient, I found a common bond of other employees who are successfully managing health and career. I’m so thankful for a company that engages and empowers its employees to be open and honest without fear.”

Cynthia Hamm
Ability@Vizient

“Being a member of Pride@Vizient has allowed me to connect and find others with similar backgrounds which makes me feel like I have a welcoming home within our company. In navigating both the workplace and outside of that, it’s been wonderful to share experiences and insight between LGBTQ+ coworkers.”

Gwen Guiliano
Pride@Vizient




“Women@Vizient gives me an opportunity to connect with other women who have accomplished certain milestones and are willing to help other women accomplish their specific goals. Here I can develop new friendships and build strong relationships with like-minded women. It’s also an excellent opportunity to exchange life experiences, ideas and advice, and support other women. I am happy to be part of this group.”

Sapna Panwar-Solanki
Women@Vizient

DNAs by the numbers

 **8 DNAs** 


944 unique employees
are DNA members

4.5
years 
Weighted average tenure
of a DNA member

Women@Vizient
is the largest DNA
with almost **500**
members 

Our DNAs are each led by two co-chairs with support from an Executive Sponsor that serves as their connection to the business and a network champion to help promote events. Effective December 2022, DNA co-chairs will each receive \$10,000 for their leadership and time commitment leading their respective DNAs. Additional employees support and lead specific functional areas within the DNAs as well.



DNA leaders, executive sponsors and network champions



Name	Position
Taylor White	Executive Sponsor
Dan Kistner	Network Champion
Brian Skeats	Chair
Julie Blaszak	Co-Chair
Rachel (Ray) Glassberg	Events Coordinator
Melissa Potter	Commerce Strategist
Marilyn Mura	Community Strategist
Katie Kindred	Culture Strategist
Heather Mann	Chapter Liaison (Remote)



Name	Position
David Berry	Executive Sponsor
Mittal Sutaria	Network Champion
Andrew Mancuso	Network Champion
Amber Merchant	Chair
Cindy Truong	Co-Chair
Kellie Bustos	Events Coordinator
Sarah Nguyen	Commerce Strategist
Michelle Nguyen	Community Strategist
Adiba Oiyshi	Culture Strategist
Rosalyn Thomas	Career Strategist
Cindy Thomas	Chapter Liaison (Irving)
Hailey Nguyen	Chapter Liaison (Remote)
Kelly Portugal	Chapter Liaison (Centennial)
Shivani Shah	Chapter Liaison (Chicago)



Name	Position
Simrit Sandhu	Executive Sponsor
John Miller	Network Champion
Shaleta Dunn	Chair
Talice Carr	Co-Chair
Aquila Hudson	Events Coordinator
Brittany Howard	Career Strategist
Alice Williams	Commerce Strategist
Jocquelyn Young	Community Strategist
Jared Gaspard	Culture Strategist
Brooke Beltran	Chapter Liaison (Remote)



Name	Position
David Ertel	Executive Sponsor
Margaret Steele	Network Champion
Araba Knoblock	Co-Chair
Albana Mansoor	Co-Chair
Denise O'Neal	Events Coordinator
Patrick Burton	Career Strategist
Andrea Jackson	Community Strategist
Reena Jain	Culture Strategist
Madhu Kudaravalli	Chapter Liaison (Remote)
Carla Gremillion	Chapter Liaison (Irving/Remote)



Name	Position
John Becker	Executive Sponsor
Chris McDown	Network Champion
Tomas Villanueva	Chair
Veronica Gonzalez	Co-Chair
Sara Manriquez	Events Coordinator
Elida Solis	Commerce Strategist
Jessica Monsivais	Community Strategist
Manuela Cassidy	Culture Strategist
Jeffery Gonzales	Career Strategist



Name	Position
Bharat Sundaram	Executive Sponsor
Laura Martin	Network Champion
Kelly Stein	Network Champion
Michael DeSimone	Chair
Jeff Mayefske	Co-Chair
Rae Hardy	Events Coordinator
Cody Dugger	Career Strategist
John Andrefsky	Community Strategist
Layton Sumpter	Culture Strategist
Josh Aaker	Chapter Liaison (Chicago)
Santina Marco	Chapter Liaison (Centennial)



Name	Position
Rand Ballard	Executive Sponsor
David Gibson	Network Champion
Lionel Carter	Chair
James Tran	Co-Chair
Tina Javeri	Commerce Strategist
Amie Croy	Community Strategist
Amanda Devers	Culture Strategist
Nabiha Wright	Centennial Chapter Liaison(s)



Name	Position
Patty Olsen	Executive Sponsor
Leslie Anderson	Network Champion
Linda Clement	Co-Chair
Katherine Xaykaothao	Commerce Strategist
Janifer Montgomery	Community Strategist
Rupika Kapur	Culture Strategist

Workforce data and trends

Total workforce	2020	2021	2022
Men % of total workforce	44.1%	43.5%	44.1%
Women % of total workforce	55.9%	56.5%	55.7%
Nonbinary/Other/Choose Not Disclose (NBOCND) % of total workforce	0.0%	0.0%	0.2%

Total workforce Race and ethnicity	2020	2021	2022
2+ or more races	1.4%	1.4%	2.2%
American Indian	0.4%	0.4%	0.4%
Black	8.7%	8.8%	8.7%
Hispanic/Latinx	5.1%	5.0%	5.7%
Pacific Islander	0.1%	0.1%	0.1%
Asian	10.7%	11.4%	13.0%
White	70.5%	69.9%	66.3%
Choose not to disclose	3.1%	3.2%	3.7%

Total workforce	2020	2021	2022
LGBTQIA as % of total workforce	N/A	1.9%	2.4%
Veteran and Active Military as a % of total workforce	3.3%	2.9%	3.6%
Differently abled as a % of total workforce	0.1%	3.8%	5.4%

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Generations in the workforce	2020	2021	2022
Traditionalists - born 1927 to 1946	0.0%	0.0%	0.0%
Baby Boomers - born 1947 to 1964	23.6%	20.3%	16.7%
Generation X - born 1965 to 1980	43.9%	42.0%	40.6%
Millennials - born 1981 to 2000	32.5%	35.5%	42.8%
Generation Z - born 2001 to 2020	0.0%	2.3%	0.0%

Employee advancement Race	2020	2021	2022
2+ or more races	1.9%	1.7%	2.2%
American Indian	0.7%	0.2%	0.4%
Black	7.6%	9.9%	8.2%
Hispanic/Latinx	4.3%	4.5%	5.7%
Pacific Islander	0.0%	0.0%	0.0%
Asian	12.1%	10.0%	11.6%
White	70.1%	71.0%	67.3%
Choose not to disclose	3.3%	2.8%	4.6%

Employee advancement Sex assigned at birth	2020	2021	2022
Men	43.7%	40.3%	44.1%
Women	56.3%	59.7%	55.9%

New hires Race and ethnicity	2020	2021	2022
2+ or more races	1.4%	2.0%	4.4%
American Indian	0.0%	0.5%	0.3%
Black	9.5%	9.4%	9.7%
Hispanic/Latinx	4.5%	6.4%	7.0%
Pacific Islander	0.0%	0.1%	0.2%
Asian	18.0%	14.3%	16.0%
White	62.9%	64.9%	55.4%
Choose not to disclose	3.8%	2.4%	7.0%

Total workforce | By career framework – 2022

	White		Black		Hispanic	
	Men	Women	Men	Women	Men	Women
Executive	45.8%	35.4%	1.1%	1.8%	1.8%	1.4%
Manager	33.2%	40.1%	2.1%	3.9%	2.5%	2.2%
Professional	25.7%	32.7%	3.3%	7.9%	3.2%	3.6%
Support	10.1%	54.8%	2.4%	16.1%	1.8%	4.2%
Enterprise	30.0%	36.2%	2.6%	6.1%	2.8%	2.9%

Employee advancement rate – 2022

	White		Black		Hispanic	
	Men	Women	Men	Women	Men	Women
Executive	35.0%	39.8%	0.8%	2.4%	1.6%	3.3%
Manager	32.4%	37.5%	2.5%	4.5%	2.0%	1.7%
Professional	28.9%	32.1%	2.4%	8.7%	3.5%	4.9%
Support	0.0%	63.6%	0.0%	27.3%	9.1%	0.0%

Employee turnover rate – 2022

	White		Black		Hispanic	
	Men	Women	Men	Women	Men	Women
Executive	54.6%	27.3%	0.0%	0.0%	0.0%	0.0%
Manager	38.3%	38.3%	2.5%	2.5%	3.7%	0.0%
Professional	24.7%	28.8%	4.1%	10.0%	4.6%	3.2%
Support	6.7%	56.7%	6.7%	23.3%	3.3%	0.0%

Asian		Pacific Islander		American Indian		2 or more races		Choose Not To Disclose	
Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
2.3%	3.2%	0.0%	0.4%	0.4%	0.5%	0.7%	1.8%	1.4%	1.8%
5.5%	5.0%	0.0%	0.0%	0.1%	0.3%	0.4%	0.9%	2.0%	1.8%
7.8%	9.3%	0.0%	0.1%	0.1%	0.1%	1.1%	1.4%	1.9%	1.8%
0.6%	2.4%	0.0%	0.0%	0.0%	0.0%	1.2%	3.0%	0.6%	3.0%
6.1%	6.9%	0.0%	0.1%	0.1%	0.2%	0.8%	1.4%	1.8%	1.9%

Asian		Pacific Islander		American Indian		2 or more races		Choose Not To Disclose	
Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
0.8%	4.1%	0.0%	0.0%	0.8%	0.8%	1.6%	3.3%	2.4%	3.3%
5.9%	6.5%	0.0%	0.0%	0.0%	0.3%	0.3%	1.7%	2.5%	2.3%
5.9%	8.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.7%	2.4%	1.7%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Asian		Pacific Islander		American Indian		2 or more races		Choose Not To Disclose	
Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
3.0%	6.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.0%	6.1%
3.7%	2.5%	0.0%	0.0%	1.2%	0.0%	0.0%	0.0%	6.2%	1.2%
8.2%	9.1%	0.0%	0.5%	0.0%	0.0%	0.9%	0.9%	2.7%	2.3%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.3%	0.0%

Employee turnover Race	2020	2021	2022
2+ or more races	2.6%	2.0%	1.4%
American Indian	0.00%	0.9%	0.3%
Black	9.1%	10.4%	12.1%
Hispanic/Latinx	6.0%	4.8%	6.0%
Pacific Islander	0.0%	0.2%	0.3%
Asian	13.8%	10.7%	12.9%
White	64.7%	68.9%	61.8%
Choose not to disclose	3.9%	2.2%	5.2%

Employee turnover Sex assigned at birth	2020	2021	2022
Men	48.7%	46.4%	47.0%
Women	51.3%	53.6%	53.0%

New hires Sex assigned at birth	2020	2021	2022
Men % of total workforce	47.3%	42.8%	48.5%
Women % of total workforce	52.7%	57.2%	51.5%

New hires Gender identity	2020	2021	2022
Female % of total workforce	N/A	57.2%	46.6%
Male % of total workforce	N/A	42.7%	20.2%
Nonbinary, Other and Choose Not to Disclose	N/A	0.1%	21.0%

Awards and recognitions



HUMAN
RIGHTS
CAMPAIGN®

Human Rights Campaign Foundation's Corporate Equality Index is the national benchmarking tool on corporate policies, practices and benefits pertinent to lesbian, gay, bisexual, transgender and queer employees. Vizient

received a score of 95 out of 100 on the Human Rights Campaign Foundation's 2022 Corporate Equality Index up ten points from the year prior.



In 2022 and 2023, Great Place to Work® and Fortune magazine honored Vizient as one of the year's 100 Best Companies to Work For.® Vizient jumped up 11 spots to #45 in 2023 and earned recognition as one of the Best Workplaces for Millennials ranking #79. Earning a spot on the "100 Best" means that Vizient is one of the best places to work for in the country. The Fortune 100 Best Companies to Work For® award is based on analysis of

survey responses from more than 4.5 million current U.S. employees. In that survey, 93% of Vizient's employees said Vizient is a great place to work. Companies are assessed on how well they are creating a great employee experience that cuts across race, gender, age, disability status or any aspect of who employees are or what their role is. In 2022 and 2023, Vizient earned recognition in several other categories including:



#31

in Fortune Best Workplaces for Women™ 2022 (Large)



#16

in Fortune Best Workplaces in Consulting & Professional Services™ 2022 (Large)



#4

in Fortune Best Workplaces in Texas™ 2023 (Large), up a spot from 2022



#60

in PEOPLE® Companies that Care 2022



We are the leader. We shall lead.

Now is our moment.

The Vizient mission is clear. Our vision and strategy are set as well.

We are intent on being the nation's leading healthcare performance improvement company.

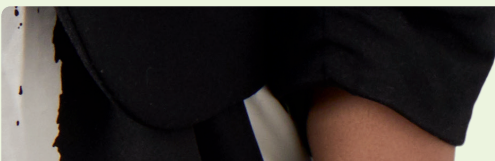
We will succeed through our greatest strength: our people. We have been and continue to build a culture of diversity, equity and inclusion. And perhaps most importantly, belonging. To do that, we set motion our DEI Program four years ago and if you look back through this Annual Report, you'll see data proving our culture is adapting and adjusting to provide more opportunities for a greater number of people. There will always be questions as to whether we have gone too far or not far enough or moved too fast or too slow.

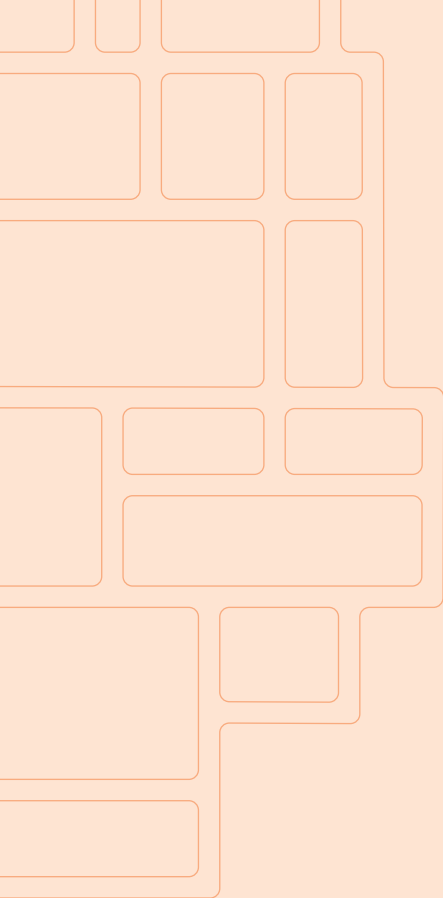
We understand that.

Yet our commitment to diversity, equity and inclusion is unwavering. Not only is it central to who we are moving forward, we believe it is a hallmark for all of business to accede.

Afnan Ullah
Senior Consultant, Intelligence,
Sg2, IDEAS BIPOC Alliance
Group Member

“ I've had the invaluable opportunity to cultivate meaningful connections with colleagues who share similar experiences. This collective experience fosters a powerful sense of belonging, support and community rooted in our shared journeys. ”





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Vizient, Inc. provides solutions and services that improve the delivery of high-value care by aligning cost, quality and market performance for more than half of the nation's healthcare providers. Vizient provides expertise, analytics, advisory services and a contract portfolio representing more than \$130 billion in annual customer purchasing volume, to improve patient outcomes and lower costs. www.vizientinc.com.