

Support Our People & Communities 2023 Progress

Scope

2025 Goals

- Inclusion and diversity
 - Racial and economic equity
 - Well-being of employees and communities
 - Workforce and community capability building
- Increase the diversity of our organization and leadership team while building an inclusive and equitable culture.
 - Advance racial, social and economic equity, and help our communities thrive.
 - Build employee capability and well-being to succeed in uncertain and rapidly changing environments.

UN SDG Alignment:



“ We believe our talent and our culture are enablers of our long-term business strategy. Our goal is to attract, develop and deploy the talent needed to achieve our Vision and equip our employees with the resources to do their jobs, build their capabilities, maintain their well-being and enjoy an exceptional experience. This approach has not only strengthened the talents and resilience of our workforce but has also allowed us to navigate challenges and prepare for opportunities that lie ahead.”



Charlie Whitaker SVP, Chief Human Resources Officer & Chief Compliance Officer, Altria Group

“ We believe supporting our people and communities delivers positive outcomes for our business and for society. And we're looking for ways to further embed our Inclusion, Diversity & Equity (ID&E) values in how we work and engage - with each other and with our consumers, suppliers, trade partners and community. We remain committed to creating a culture where we recognize and value diversity, and create inclusion and equitable opportunities for all our employees. And our work across the business - from supplier diversity to corporate giving - focuses on encouraging equitable outcomes outside our walls. ID&E is core to who we are, and we believe it helps contribute to an environment where our employees, our communities and our business can thrive.”

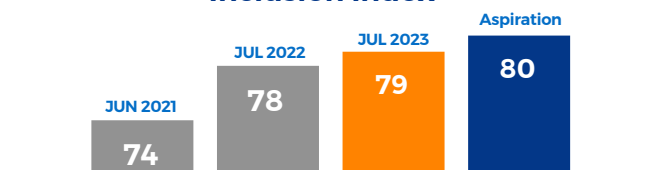


Kimberlee Pepple VP & Chief Inclusion, Diversity & Equity Officer, Altria Client Services

Inclusion, Diversity and Equity

Our goal is to build an organization in which everyone feels included, seen, and heard, our leadership ranks reflect the diversity of the labor market from which we hire, and our leadership teams reflect the organizations they lead. Building diverse teams is critical to our continued business success, as years of research show that diverse teams deliver better results. Our efforts are focused on making continued progress in building an inclusive and equitable culture, and addressing potential barriers to equal opportunity.

Inclusion Index



Inclusion Composite Score represents an unweighted average of the rounded results of inclusion related questions in our Employee Engagement Survey.

Our Inclusion Index Score has steadily increased since we began tracking in 2017. The Inclusion Index reflects employee sentiment regarding sense of belonging, comfort being oneself, equal opportunity, diverse perspectives and the value of opinions.

Pay Equity

Female Employees' Salaries		Employees' of Color Salaries	
Unadjusted ¹ are 97.8% of male employees' salaries	Adjusted ² are 99.6% of male employees' salaries	Unadjusted ¹ are 98.1% of white employees' salaries	Adjusted ² are 99.9% of white employees' salaries

¹ Calculated from pay data for employees performing same or similar duties, regardless of differentiating factors such as experience, performance and tenure.

² Calculated after pay data is adjusted for factors generally considered to be legitimate differentiators of salary, such as experience, performance and tenure.

Our **12 Employee Resource Groups (ERGs)** help shape our culture by focusing on employee experiences related to gender, race, ethnicity, sexual orientation, military status, age, disability and religion. In 2023, **~81% of our salaried workforce** were members of one or more ERGs, and our participation numbers have grown year over year.

Aiming Points

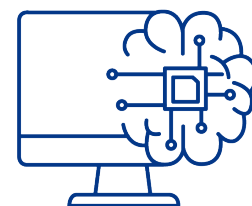
We aim to be an inclusive place to work for all employees, regardless of demographic group or work function and have diverse leadership teams that reflect the organizations they lead. We're consistently measuring our progress and taking meaningful steps to close any gaps.

	Aiming Point	Year End 2023 VP+ (% point Δ vs. YAGO)	Year End 2023 Director+ (% point Δ vs. YAGO)
Women	50%	36% (+2%)	40% (-1%)
Asian, Black, Hispanic or two or more races	30%	24% (+3%)	26% (-%)

Data as of January 2024.

Continued Focus on Equity Investments

In 2023, we committed **\$10 million** to the “**Morgan Stanley Next Level Fund, L.P.**” – a fund dedicated to increasing access to capital for underrepresented founders of early-stage technology and technology-enabled companies. This commitment is complementary to our charitable giving and designed to drive both business and social value.



Employee Well-Being

According to our employee Engagement Survey (January 2024), Altria maintained a high Engagement Index Score, which was four points above the industry benchmark. The Engagement Index consists of two questions designed to understand **how happy employees are** working at Altria's companies and whether they would **recommend Altria as a great place to work**.

January 2024
Engagement Score¹ **79**

Benchmark
Engagement Score **75**

To strengthen employees' well-being, we:

- engaged Lyra EAP for quick **access to high-quality mental health care**;
- offered Maven to **support employees' and spouses/ domestic partners' family-building journeys**, complementing our reimbursement for fertility, surrogacy and adoption assistance; and
- analyzed employee **health outcome gaps** across race, ethnicity, age, sexual orientation, gender identity, disabilities and more **to help identify potential solutions for those gaps**.

Creating a Safe Workplace	2021	2022	2023
Altria safety assessment performance	97%	98%	98%
OSHA recordable injury rate compared to U.S. Beverage and Tobacco Product Manufacturing benchmark*	1.7, lower than benchmark	1.3, lower than benchmark	1.2, lower than benchmark
OSHA lost day rate compared to U.S. Beverage and Tobacco Product Manufacturing benchmark*	0.8, lower than benchmark	0.7, lower than benchmark	0.6, lower than benchmark

*Industry benchmark determined by Bureau of Labor Statistics.

¹ This number does not include certain employee groups including but not limited to new hires that were in process or individuals on leave as of 12/31/2023

Workforce Development and Capability Building

- 98%** of all employees **completed one or more compliance courses**.²
- Employees completed **131,853** total **professional development** training hours.
- 365** experienced and rehired employees **joined our workforce**.
- When employees were asked on our Engagement Survey whether their **manager provides feedback that helps them improve their performance**, the **overall score** was **85**, compared with a **U.S. benchmark score of 78**.
- When asked if they can **meet their career goals** here, the overall **employee score** was **74**, exceeding the **U.S. Benchmark of 69**.
- 52%** of salaried postings were filled internally by using our **Open Talent Marketplace**, our internal system for job postings and learning experiences.
- 487** salaried employees were **promoted** and **24%** of salaried employees moved laterally into new roles to further develop their capabilities.
- We **launched a Neurodiversity Supported Employment program** to employ people with disabilities. This program offers a 12-15 week internship to a historically marginalized population and resulted in six conversions to part-time employment across functions.

We received a 2024 **BEST Award** from the Association for Talent Development for **leadership in enterprise-wide talent development** for year ending July 2023.

2023 Intern and New Hire Demographics

	Female	People of Color
Intern	45%	51%
New Hire	38%	42%

Percentages rounded to nearest whole number.

² This number does not include certain employee groups including but not limited to new hires that were in process or individuals on leave as of 12/31/2023

Community Impact and Partnership

In 2023, Altria contributed approximately **\$53 million** to local and national **nonprofit organizations** as part of our **2021-25 community impact plan**. The plan addresses issues of shared interest to our business, communities and employees. Through it, we invest in leading partners who drive positive societal change using best-practice programming in five focus areas:

- workforce and economic equity;
- equitable and vibrant communities;
- environment;
- positive youth development and preventing underage use; and
- employee giving, volunteering and civic action.

Volunteering & Civic Action

- Of eligible employees, **64% engaged in community activities** through work, including employee giving, volunteering and civic action.
- For the **11th consecutive year**, Altria was recognized by Points of Light as one of America's "Civic 50" **most community-minded companies**.



This report is a summary of our progress with respect to our Support Our People and Communities goals and is not exhaustive of all information on this topic. Some statements may be forward-looking or aspirational in nature, and these statements may involve risks or uncertainties. Such statements are indicated by use of terms such as "expect" and "believe" and may relate to "goals," "objectives" or "targets." These statements speak only as of the date of this report, and we assume no obligations to provide any revisions to, or update, any forward-looking statements contained in or implied by this report.

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