

# Support Our People & Communities: 2020 Snapshot

## Altria's Responsibility Focus Areas

### ENVIRONMENTAL

### SOCIAL

### GOVERNANCE

Protect the Environment

Drive Responsibility Through Our Value Chain

Reduce Harm of Tobacco Products

Prevent Underage Use

Support Our People & Communities

Engage & Lead Responsibly

“To make progress against our workplace cultural aspiration for inclusion, diversity, and equity without acknowledging the significant calls to action for racial equity in our society would have been a disservice to our employees and stakeholders. The national dialogue surrounding race and equity prompted a swift examination of our opportunities to positively contribute in our communities and live our enterprise values outside our four walls.”

Billy Gifford,  
Chief Executive Officer



## 2025 Goal: Increase the diversity of our organization and leadership team while building an inclusive and equitable culture.

### Inclusion & Diversity Aiming Points Progress\*\*

We are holding ourselves accountable to measure and share progress against our aiming points. In order to achieve these cultural aspirations over the next 5-10 years, we will develop our pipeline to build the best and most diverse teams.

	Aiming Point	2020 - % VP+	2020 - % Director
Men	50%	65%	59%
Women	50%	34%	41%
White Men	35%	54%	45%
White Women	35%	27%	29%
Black Men	6%	4%	6%
Black Women	6%	4%	6%
Hispanic Men	5%	6%	2%
Hispanic Women	5%	0%	2%
Asian* Men	4%	2%	4%
Asian* Women	4%	4%	3%
Two+ Races Men	2%	0%	1%
Two+ Races Women	2%	0%	1%
LGBTQ+	8%	2%	4%
People with Disabilities	7%	4%	7%
Veterans	6%	0%	3%

\*Asian includes Asian American and Pacific Islander employees

\*\*Data as of Dec. 2020. Percentages are rounded to whole numbers and may not add up to 100.

### Pay Equity<sup>1</sup>

In 2020, salaries of Altria's female employees were **99.4%** equal to those of their male colleagues performing the same or similar duties.

In 2020, salaries of non-white Altria employees are **99.6%** of white employees' salaries

<sup>1</sup>Based on analysis conducted November 2020 and after adjusting for factors generally considered to be legitimate differentiations of salary, such as performance and tenure.

In 2021, we will use an Inclusion, Diversity & Equity (ID&E) Rating to assess all people leaders and only those earning the top two ratings can be eligible for promotions.

## 2025 Goal: Address systemic racism and advance social and economic equity in the communities where we live and work.

### Altria's Race & Equity Initiative

\$5 million to establish a community investment strategy to address systematic racism faced by Black Americans and advanced social and economic equity.

#### Criminal Justice Reform

We are investing in two areas that have a sharply disproportionate impact on Black Americans and other people of color.



#### Black-Owned Business Development

We are investing in organizations helping business owners from historically excluded communities recover, grow and thrive in ways that also support local economic growth.



**2025 Goal: Drive business and social impact through engagement and partnership with a diverse portfolio of stakeholders.**

In 2020, we launched an employee activation and awareness campaign that allowed employees to dig deeper into voting, civic action and how to get involved.

**Corporate Giving, Employee Community Engagement & Race and Equity Initiative Progress**



**\$55 million** enterprise corporate giving, including a \$5 million initiative to help address systemic racism



**\$440K and \$200K** raised through the **Stronger Together** race and equity and COVID-19 giving campaigns, respectively



**56%** of employees engaged with their communities through the **act** (Altria Contributing Together) program



**96%** of executives served on more than 80 nonprofit boards of directors

**\$3.56 billion** Altria's 2020 Total Spend with Suppliers

**\$195 million** Spend with Diverse Suppliers

**\$14 million** Spend with Black-Owned Businesses

**2025 Goal: Contribute to the well-being of our workforce and community stakeholders.**

The Our Voice employee engagement survey uses the question "How happy are you working at your company?" as our measure of employee satisfaction.



Benchmark for U.S. based companies

	March 2019	October 2019	September 2020
I am happy being myself at work.	74	70	77

The score listed is a weighted average of all employee responses on a five-point scale from Strongly Disagree (0), Disagree (25), Neutral (50), Agree (75), Strongly Agree (100). This data represents the response from salaried employees and does not include Ste. Michelle Wine Estates employees.

Increased Dependent Care Reimbursement Program from **\$1,000 to \$5,000** for full-time employees in 2020

Updated benefits to support employees during COVID-19, including:



Employer-paid student loan repayments (salaried employees only)



Coverage for the COVID-19 vaccine, testing and treatments



HSA vaccine incentive



Enhanced access to EAP counseling services

**2025 Goal: Build the capability of our workforce and communities to successfully navigate an uncertain and rapidly changing environment.**

**Recruitment**



**87,100 hours**

2020 training and development

**\$6.3 million**

2020 continued education tuition reimbursements from the Altria Educational Refund Program