Our Vision is to responsibly lead the transition of adult smokers to a smoke-free future.

Support Our People & Communities 2022 Progress

Scope

- Inclusion and diversity
- Racial and economic equity
- Positive impact through engagement and partnership
- Well-being of employees and communities
- Workforce and community capability building

2025 Goals

- 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:

5 GENDER EQUALITY

10 REDUCED INEQUALITIES

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

"Across the globe, companies are being called to deliver value to employees in new and different ways, to meet increasing expectations and to help solve the challenges of their communities. I am proud of the way our businesses have evolved to meet the needs of our employees and even more proud of the way my talented colleagues have shown up to support and encourage each other in line with our cultural aspirations. Every day, our teams are scanning the external environment and listening to the needs of our employees to contribute to their well-being, build their capability and deliver an exceptional employee experience. These practices have fortified a strong and talented workforce that is able to navigate new challenges and opportunities across our businesses. We are committed to an inclusive work environment, where employees feel seen, valued, empowered and excited about the opportunity to have a vibrant and fulfilling career. We are hard at work to create talent pipelines that advance diverse talent and build a workforce that reflects the communities where we live and work.

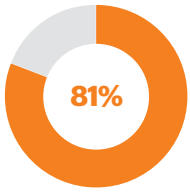
Through strategic corporate investments, community partnerships and individual employee action, we are addressing important challenges for our businesses and in our communities.

Together, we are focused on attracting, developing and deploying the talent needed to achieve our Vision and fostering an exceptional employee experience that allows our organization to thrive."

Charlie Whitaker
Senior Vice President
Chief Human Resources Officer
Chief Compliance Officer
Altria Group, Inc. (ALG)

Inclusion, Diversity and Equity (ID&E)

We assessed our benefits program to measure the inclusivity and equity of benefits across our diverse workforce. Across six categories – including retirement, financial well-being, healthcare, paid time off, family benefits and active welfare – **we scored 81 out of 100 compared to our peer group average of 63.3**.



Pay Equity[1]

For employees performing the same or similar duties

Salaries of female employees were **99.6%** of those of our male employees

Salaries of employees of color were **100%** of those of our white employees

[1] Adjusting for factors generally considered to be legitimate differentiators of salary, such as performance and experience.

Continued Focus on Equity Investments

We **committed $5M to invest** in the "Empower the Change" growth equity fund.

Empower the CHANGE

A fund entirely dedicated to providing minority-owned businesses with access to capital and empowering and enabling entrepreneurs of color who are advancing innovation in America. This investment is complementary to our charitable giving and designed to drive both business and social value.

Our **12 employee resource groups** ("ERGs") **engaged 64% of our employees** through membership in one or more ERG including ERGs focused on the Asian, Black, Hispanic, LGBTQ+, Spiritual/Religious, Veteran and Women employee experiences.

Received a **perfect score of 100** for the fifth consecutive year in **Human Rights Campaign's 2022 Corporate Equality Index** for LGBTQ+-inclusive workplace policies and practices and recognized as one of the "Best Places to Work for LGBTQ+ Equality."

Aiming Points

Our goal has been to build an organization in which everyone feels included, seen and heard, our leadership ranks look like the U.S. professional workforce, and our leadership teams reflect the organizations they lead. When we established our I&D Aiming Points in 2020, we thought achieving them would take five to ten years. Three years in, we have some strong progress toward our measurements of inclusion and some of the representation Aiming Points. There are other areas where we haven't seen enough progress and a couple areas where we've lost ground. We recognize progress isn't linear, and for several Aiming Points, progress will take longer. We remain committed to our inclusion and diversity aspirations.

	Aiming Point	Year End 2022 % VP+ (% point Δ vs. YAGO)	Year End 2022% Director+ (% point Δ vs. YAGO)
Men	50%	66 (-2)	59 (--)
Women	50%	34 (+2)	41 (--)
White Men	35%	52 (+1)	45 (--)
White Women	35%	27 (+3)	29 (+1)
Black Men	6%	4 (-2)	6 (--)
Black Women	6%	4 (--)	7 (--)
Hispanic Men	5%	5 (-2)	2 (--)
Hispanic Women	5%	0 (--)	2 (--)
AAPI Men	4%	5 (+1)	4 (--)
AAPI Women	4%	4 (--)	3 (--)
Two+ Men	2%	0 (--)	1 (--)
Two+ Women	2%	0 (--)	1 (--)
LGBTQ+	8%	2 (--)	6 (+1)
People with Disabilities	7%	9 (+2)	10 (--)
Veterans	6%	0 (--)	5 (+1)

Data as of January 2023. Percentages are rounded to whole numbers and may not add up to 100.

To learn more about our ID&E achievements, please visit altria.com/about-altria/awards-and-recognition

Employee Well-Being

According to our latest employee engagement survey (January 2023), Altria achieved an all-time high score of 79 on our engagement index, which is 4 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**.[1]

Engagement scores

January 2023	79
January 2022	76

Expanded all U.S.-based employees health plan to cover eligible travel costs for any covered medical or behavioral services that can't be obtained within 60 miles

Creating a Safe Workplace	2020	2021	2022
Facility composite score for safety assessment performance	96%	97%	98%
OSHA recordable injury rate; compared to U.S. Beverage and Tobacco Product Manufacturing benchmark*	1.9, lower than benchmark	1.7, lower than benchmark	1.3, lower than benchmark
OSHA lost day rate; compared to U.S. Beverage and Tobacco Product Manufacturing benchmark*	1.0, lower than benchmark	0.8, lower than benchmark	0.7, lower than benchmark

[1] The score is a weighted average of all employee responses on a five-point scale. This data represents the responses from salaried employees.

*Industry benchmark determined by Bureau of Labor Statistics.

Workforce Development and Capability Building

Altria named a **Top 20 Global Leader** in talent development by the Association for Talent Development.

- **99%** of all employees **completed compliance training**.
- **134,039** total **professional development** training hours
- **43%** of salaried postings were filled internally by using our **Open Talent Marketplace** (OTM). OTM is our internal system for job postings and learning opportunities.
- **15.3%** of salaried employees were **promoted**.
- **Hired 627** experienced employees.

2022 Intern and New Hire Demographics

	White	Black	Hispanic	Asian or Pacific Islander	Two or More	American Indian/Alaskan	Race Not Disclosed	Female	Male	Gender Not Disclosed
Intern	45%	22%	15%	12%	4%	0%	4%	48%	52%	0%
New Hire	47%	29%	8%	10%	3%	0%	4%	39%	60%	1%

*Percentages rounded to nearest whole number so may not add up to 100.

Community Impact and Partnership

Altria contributed approximately **$57.5M** to local and national **nonprofit organizations** as part of our five-year community impact plan built on 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, **62% engaged in community activities** through work, including employee giving, volunteering and civic action.
- **10th consecutive year** recognized by Points of Light as one of America's "Civic 50" most community-minded companies.

Our 2022 **Workforce & Economic Equity** investments supported organizations helping business owners from historically excluded communities succeed and grow, as well as educational institutions that build sustainable career pathways equitably, preparing high-school graduates and adults for promising careers in high-demand fields like skilled trades and STEM. In our Workforce & Economic Equity area, Altria has invested $2.5 million over three years to support local HBCUs (Virginia State and Virginia Union universities) for student STEM success support, entrepreneurship programs and scholarships.

As part of our **Equitable & Vibrant Communities** focus, we completed a three-year, $3 million contribution to the Central Virginia Better Housing Coalition to help create 1,000 quality affordable homes. And we continued partnerships with organizations focused on criminal justice reform, including the National Association of Black Law Enforcement Executives.

In support of the **Environment**, we work with partners whose work aligns with our commitments to reducing environmental impacts of our businesses, primarily focused in our operating company and grower communities. This included working with the National Fish and Wildlife Foundation to invest in water conservation and quality, sustainable agriculture, and greenhouse gas reduction programs.

As part of our **Success360° Positive Youth Development & Underage Prevention** efforts, we partnered directly with 19 high-performing Boys & Girls Club chapters in Virginia and across the country to strengthen their infrastructure, improve their processes, facilitate the sharing of best practices across the clubs and employ a data-driven approach toward advancing equity. We also continued our multi-year investment in the National 4-H Council to allow it to expand its Health Rocks! program to support well-being and resiliency skills for kids.

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For more information on our progress in Supporting Our People & Communities, please visit Altria.com/Responsibility