

Support Our People & Communities 2021 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

UNSDG Alignment:

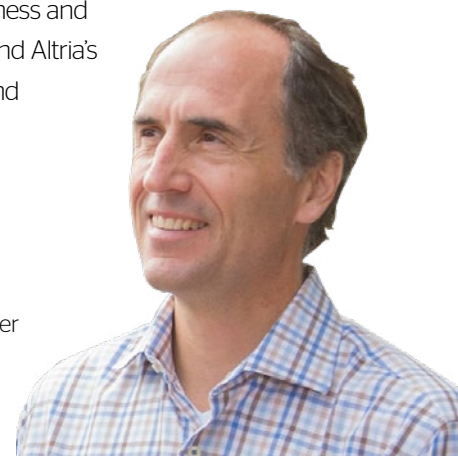


2025 Goals

- Increase the diversity of our organization and leadership team while building an inclusive and equitable culture.
- Address systemic racism and advance social and economic equity in the communities where we live and work.
- Drive business and social impact through engagement and partnership with a diverse portfolio of stakeholders.
- Contribute to the well-being of our workforce and community stakeholders.
- Build the capability of our workforce and communities to successfully navigate an uncertain and rapidly changing environment.

“The last two years impacted us all in more ways than we’re probably able to express. Corporations have seen significant outflows and inflows of talent. While we’re grateful that we’re seeing high rates of retention for employees – including the more mobile millennial segment – we must continue to nurture and grow our talent and press forward to create an exceptional employee experience that allows our organization to thrive. Work with familiar and new community partners is allowing us to think differently about education, workplace readiness and workforce development – and Altria’s role as both a benefactor and a beneficiary of progress in our community.”

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



Inclusion, Diversity and Equity (ID&E)

Pay Equity¹

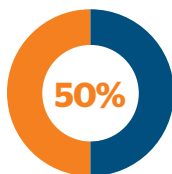
Our **female employees’ salaries** are **99.6%** of male salaries

Salaries of **non-white employees** are **99.9%** of white employees’ salaries.

¹ Based on analysis adjusting for factors generally considered to be legitimate differentiators of salary, such as performance and tenure.

Open Talent Marketplace (OTM)

OTM is our internal system for job postings and learning opportunities. Learn more [here](#).



Average openings filled internally using the OTM process.

Throughout 2021, the number of **promotions** through OTM **exceeded** the number of lateral movements through OTM.

Of internal candidates selected, **33%** were **employees of color** while **54%** were **female**, compared to **29%** and **42%** of our **salaried** population, respectively.

Broadening Investments in Equity

- In 2021, we further defined our commitment to address issues of racial, economic and social equity through a **5-year community impact plan** that includes new partnerships.
- **\$13.6** million spend with **Black-owned business suppliers**
- **8.85%** of our companies’ third-party spend attributed to **diverse suppliers**

Aiming Points

Two years ago, we launched our I&D Aiming Points for diversity characteristics among our Vice President and Director-level employees. Our goal has been to build an organization in which everyone feels included, seen and heard, and our leadership ranks look like the U.S. professional workforce, and our leadership teams reflect the organizations they lead.

	Aiming Point	Year End 2021 % VP+ (% point Δ vs. YAGO)	Year End 2021 % Director+ (% point Δ vs. YAGO)
Men	50%	68 (+3)	59 (→)
Women	50%	32 (-2)	41 (→)
White Men	35%	51 (+3)	45 (→)
White Women	35%	24 (-3)	28 (-1)
Black Men	6%	6 (+2)	6 (→)
Black Women	6%	4 (→)	7 (+1)
Hispanic Men	5%	7 (+1)	2 (→)
Hispanic Women	5%	0 (→)	2 (→)
AAPI Men	4%	4 (+2)	4 (→)
AAPI Women	4%	4 (→)	3 (→)
Two+ Men	2%	0 (→)	1 (→)
Two+ Women	2%	0 (→)	1 (→)
LGBTQ+	8%	2 (→)	5 (+1)
People with Disabilities	7%	7 (+3)	10 (+3)
Veterans	6%	0 (→)	4 (+1)

Data as of January 2022. Percentages are rounded to whole numbers and may not add up to 100.

800+ employees participated in a social equity-focused learning challenge, **21 in 2021**. Through short readings, views and activities on our internal engagement platform, individuals and teams built awareness, empathy and understanding around social and cultural differences.

Two Altria employees completed a year as full-time **CEO Action for Racial Equity** fellows, intended to advance racial equity through public policy and corporate engagement strategies.



Employee Well-Being

How happy are you working at your company? (January 2022)

Altria Score 76

Benchmark 74

Note: The score listed is a weighted average of all employee responses on a five-point scale. This data represents the response from salaried employees.

	2019	2020	2021
Facility composite score for safety assessment performance	96%	96%	97%
OSHA recordable injury rate; compared to U.S. Beverage and Tobacco Product Manufacturing benchmark*	1.9, lower than benchmark	1.9, lower than benchmark	1.7, lower than benchmark
OSHA lost day rate; compared to U.S. Beverage and Tobacco Product Manufacturing benchmark*	0.8, lower than benchmark	1.0, lower than benchmark	0.8, lower than benchmark

*Industry benchmark determined by Bureau of Labor Statistics.

Workforce Development and Capability Building

- **116,154** total professional development training hours
- **88%** of open jobs were filled by internal candidates.
- **13%** of salaried employees were promoted.
- In 2021, we hired **463** experienced employees.

Voluntary turnover across our companies continues to track **2X-3X below benchmarks** of various comparable cohorts (e.g., manufacturing, consumer goods, similar employee size, and US Salaried only).

2021 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	44%	18%	15%	19%	1%	0%	3%	50%	50%	0%
New Hire	44%	36%	6%	6%	4%	0%	4%	37%	61%	2%

Community Impact and Partnership

- **\$61 million** to nonprofit organizations that support our charitable giving focus areas in 2021
- Employee civic engagement: **64%** of eligible employees engaged in community activities through work, including volunteering, individual and group giving, and other social-change action.
- **92%** of executives served on **64 nonprofit boards**.

2021 brought several events around the globe to light that impacted our employees in significant ways. Annually, Altria commits **\$500K** to the American Red Cross Annual Disaster Giving Program to respond to crises that impact our businesses, communities and employees. Additionally, Altria provides **employees 1:1 match** for direct employee contributions to nonprofits through our *act* platform.



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Strategic Focus Areas

Success360° Underage use of our companies' products is not good for our business or society. Altria invests in national evidence-based programs to serve youth age 12-18 and contribute to their healthy development. These proven-effective programs help reduce the likelihood that youth will engage in risky behavior like using products intended for adults 21+.

act - Altria Contributing Together drives business and social impact by helping our companies' employees engage with diverse community partners for positive social change.

Workforce Economic Equity expands access to job opportunities and stimulates inclusive income and wealth growth by investing equitably in the local workforce.

Environment complements other business investments to help minimize the environmental impacts of our companies' operations and products and contributes to societal environmental solutions.

Equitable & Vibrant Communities focuses on our companies' ability to help low-wealth and historically excluded communities meet basic needs and remove barriers to family stability; fair treatment within the criminal justice system; and access to diverse and inclusive arts and cultural experiences.