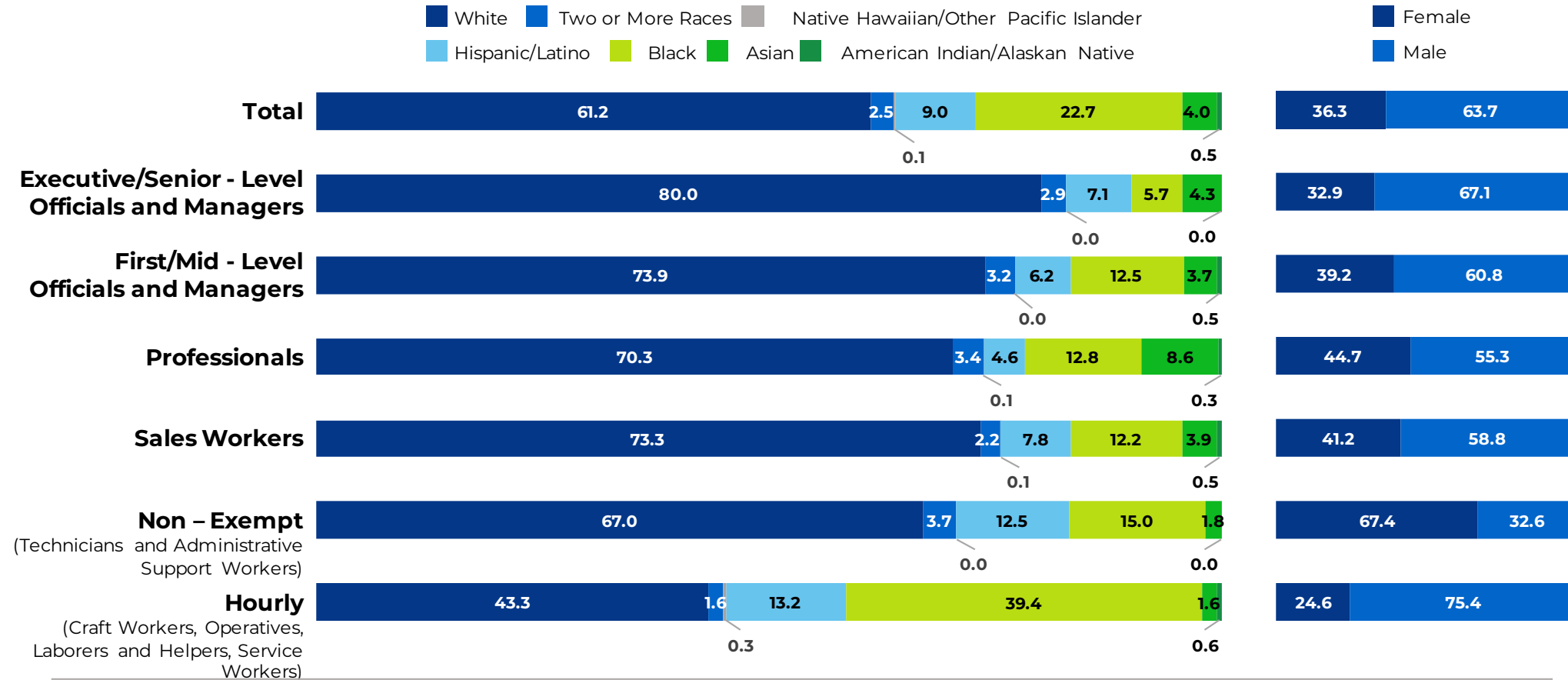


This is Altria's 2020 Consolidated EEO-1 report, which reflects data as of December 31, 2020. This report was filed in May 2021 and is inclusive of all of Altria's operating companies.\*

# Altria Workforce Representation by Job Category

## Race/Ethnicity (%)

## Gender (%)



**Total**  
**73%**  
**Diverse**

\* Board of Directors data is not required in EEO-1 reports.

COMPID = 1064773  
 UNITID = 1064773

**EQUAL EMPLOYMENT OPPORTUNITY**  
**2020 EMPLOYER INFORMATION REPORT EEO-1**  
 Consolidated Report

**SECTION B – COMPANY IDENTIFICATION**

1. ALTRIA GROUP INC  
 6601 WEST BROAD STREET  
 RICHMOND, VA 23230

2.a. ALTRIA GROUP INC  
 6601 WEST BROAD STREET  
 RICHMOND, VA 23230

c. EIN= 131607658

**SECTION C – TEST FOR FILING REQUIREMENT**

1-Y 2-Y 3-Y DUNS=001306497

**SECTION E – ESTABLISHMENT INFORMATION**

NAICS: 551114 - Corporate, Subsidiary, and Regional Managing Offices

**SECTION D – EMPLOYMENT DATA**

JOB CATEGORIES	Hispanic or Latino		Non-Hispanic or Latino												Overall Totals
	Male	Female	***** Male *****						***** Female *****						
			White	Black or African American	Native Hawaiian Or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiian Or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	
Exec/Sr. Officials & Mgrs	5	0	38	2	0	1	0	1	18	2	0	2	0	1	70
First/Mid Officials & Mgrs	55	18	535	79	0	23	4	21	337	68	0	21	2	17	1180
Professionals	37	34	631	86	1	72	4	28	460	112	0	62	1	24	1552
Technicians	9	3	44	11	0	0	0	5	22	4	0	0	0	2	100
Sales Workers	61	42	574	81	1	34	4	20	393	80	0	17	3	9	1319
Administrative Support	7	15	12	1	0	0	0	0	105	25	0	5	0	3	173
Craft Workers	37	0	505	85	0	8	8	9	8	1	0	0	1	0	662
Operatives	156	37	435	608	4	18	1	21	110	354	1	10	4	5	1764
Laborers & Helpers	37	53	4	0	0	0	0	0	0	0	0	0	0	0	94
Service Workers	17	14	49	2	1	3	0	3	45	1	2	4	1	6	148
Total	421	216	2827	955	7	159	21	108	1498	647	3	121	12	67	7062
Previous Year Total	395	194	2563	894	7	148	14	90	1430	597	4	110	9	51	6506

**SECTION F – REMARKS**

The website is populating the previous year totals with incorrect information, but the 2020 employee counts are accurate.

DATES OF PAYROLL PERIOD: 12/15/2020 THRU 12/31/2020

**SECTION G – CERTIFICATION:** CERTIFIED DATE: 8/4/2021 7:44 PM

CERTIFYING OFFICIAL: Marianna Hess  
 EMAIL: PeopleAnalytics@altria.com

TITLE: Manager People Analytics  
 PHONE: 804-274-1684

EEO-1 REPORT CONTACT PERSON: Marianna Hess  
 EMAIL: PeopleAnalytics@altria.com

TITLE: Manager People Analytics  
 PHONE: 804-274-1684