

# OUR RACE & EQUITY FOCUS

## 2020 year-in-review



### A Message from our CEO Billy Gifford



The senseless deaths of Black Americans show that systemic racism and social injustice still widely exist today. Our Black and Brown colleagues have faced these injustices for far too long. Black lives matter, and we must take meaningful actions to drive long-lasting change.

We understand the significant work ahead of us, and we have taken a number of initial steps. We know we don't have all the answers, but we will learn by listening to our diverse colleagues, business partners and community members as we seek progress within our company and the places we call home.

*Billy*

### A Message from our Corporate Citizenship SVP Jennifer Hunter



We find ourselves in an important moment in history. Companies across many industries, including ours, are stepping up to lend their voices and help drive necessary change.

In June of 2020, we announced a \$5MM commitment to address systemic racism faced by Black Americans and advance social and economic equity.

While we're excited about the external contributions we've made, we also need to look ourselves in the mirror and identify what we can do internally to live up to this commitment. To be credible and truly drive change, we need to make sure our actions speak louder than our words. Below are some of the steps we have taken to advance Altria's Race & Equity Focus throughout the organization and beyond.

*Jennifer*

## OUR PEOPLE

Raised the Juneteenth flag and declared a **company-paid day for healing**



### Holding Leaders Accountable

Leader performance assessment now includes Inclusion, Diversity and Equity (IDE) rating



### Our Most Diverse Intern Class Ever

**58%** of 2020 interns are people of color



Continued partnership with **diversity organizations** and **Historically Black Colleges & Universities**

### Inclusion & Diversity Aiming Points



5 total points, including:

- At least 30% ethnically diverse Directors and Vice Presidents (currently 23% total, 11% Black)

Partnered with



to understand and **improve the Black employee experience** through courageous conversations and focus groups

**33%** of Altria's VPs are women and **16%** are ethnically diverse



## OUR BUSINESS

Our tobacco operating companies took a stand by sharing steps taken to help address systemic racism. John Middleton committed **\$1MM to nonprofits** that support Black-owned businesses

*John Middleton*  
an Altria Company

AGDC **sponsored workshops with retailer and wholesaler partners** to embed Inclusion, Diversity and Equity into their businesses, supply chains and trade organizations

### Supplier Diversity Goal:

Increase diverse supplier spend to **15% or more by 2023** and build the capabilities of diverse suppliers by **providing educational programs** aimed to help them compete

Billy Gifford joined the board of Catalyst, **pledging to advance women into leadership positions**



Pledged commitment to CEO Action for Diversity & Inclusion and **participating in their Racial Equity Fellowship program**, committing two Altria employees to help advance policy and social wellbeing



Created a civic action platform to enable employee civic engagement, **resulting in over 1,000 activities by volunteers**



## OUR COMMUNITIES

Announced a **\$5MM corporate giving commitment** to support nonprofits advocating for social justice and racial equity. Includes:

- \$675K** contribution to 4 Central Virginia organizations supporting black-owned businesses
- \$1MM** grant to the National Urban League's Equitable Justice and Democracy Initiative



Supported the **responsible removal of confederate statues** in our hometown of Richmond, VA



### Aligning pro-bono services with our equity focus areas:

- skill volunteering pilot to support strategic planning on behalf of small Black-owned businesses
- volunteering on election fairness hotlines during 2020 election



**Our employees raised \$440,000** to benefit the Innocence Project, the ACLU of Virginia, the Lawyers' Committee for Civil Rights Under the Law and Gideon's Army



Activated employees in the Virginia General Assembly special session on criminal justice reform, **supporting legislation on several critical police reform issues**