

GRI Content Index

This report has been prepared in accordance with the GRI Standards: Core option. The index covers Altria’s six responsibility focus areas: protect the environment, drive responsibility through our value chain, reduce harm of tobacco products, prevent underage use, support our people and communities and engage and lead responsibility. The index has also been extended to cover our economic impacts, corporate approach, environmental impact, and community investment. We will continue to update this index to point readers to the latest content throughout 2021, as we release the remaining corporate responsibility focus area progress reports throughout the year.

	DISCLOSURE		REFERENCE LOCATION	PAGE NUMBERS	ADDITIONAL INFORMATION
General Disclosures					
GRI 102: General Disclosures 2016	Organizational Profile				
	102-1	Name of the organization			Altria Group, Inc.
	102-2	Activities, brands, products, and services	Engage and Lead Responsibly 2020-2021	6	
			Engage and Lead Responsibly 2020-2021 -Altria’s 2020 Materiality Assessment and Responsibility Focus Areas and Goals	12-16	
	102-3	Location of headquarters			6601 W. Broad St., Richmond, VA 23230
	102-4	Location of operations	Engage and Lead Responsibly 2020-2021 -Where We Operate	9	
	102-5	Ownership and legal form	2020 Annual Report	1	
	102-6	Markets served	Engage and Lead Responsibly 2020-2021 -Our Value Chain	8	
			Engage and Lead Responsibly 2020-2021 -Where We Operate	9	
102-7	Scale of the organization	Engage and Lead Responsibly 2020-2021 -Company Performance	7		
		Engage and Lead Responsibly 2020-2021 -Our Value Chain	8		
		Engage and Lead Responsibly 2020-2021 -Where We Operate	9		
		2020 Annual Report	4; 40-46		

	DISCLOSURE	REFERENCE LOCATION	PAGE NUMBERS	ADDITIONAL INFORMATION
	102-8 Information on employees and other workers	Engage and Lead Responsibly 2020-2021-Our Value Chain	8	<p>Total Salary: 4406 Female: 1839 Male: 2521 Not Specified: 46</p> <p>Total Hourly: 2360 Female: 567 Male: 1793 Not Specified: 0</p> <p>Total Temp: 339 Female: 155 Male: 184 Not Specified: 0</p> <p>Total Full-Time: 6685 Female: 2359 Male: 4280 Not Specified: 46</p> <p>Total Part-Time: 420 Female: 202 Male: 218 Not Specified: 0</p> <p>Employees outside of our SAP HR data system are not included in this break down.</p>
	102-9 Supply chain	Engage and Lead Responsibly 2020-2021-Our Value Chain	8	
	102-10 Significant changes to the organization and its supply chain	2020 Annual Report	1	
	102-11 Precautionary Principle or approach	2021 Proxy Statement 2020 Annual Report	1-3 5-14	
	102-12 External initiatives	Engage and Lead Responsibly 2020-2021-Our Approach	11	

		DISCLOSURE	REFERENCE LOCATION	PAGE NUMBERS	ADDITIONAL INFORMATION
			2019 Altria Corporate Responsibility Report- Managing Our Supply Chain Responsibly	42; 46-48	
			Supporting Our People and Communities 2020-2021	15-17, 19-20, 23, 25-26	
			2019 Altria Corporate Responsibility Report- Environmental Sustainability	60-61	
102-13	Membership of associations		Engaging with Others	Altria.com	
Strategy					
102-14	Statement from senior decision-maker		Engage and Lead Responsibly 2020-2021-CEO's Letter	4	
Ethics and Integrity					
102-16	Values, principles, standards, and norms of behavior		Engage and Lead Responsibly 2020-2021-Our Approach	11	
			Supporting Our People and Communities 2020-2021	19	
			Code of Conduct	All	
			Standards for Compliance & Integrity	All	
Governance					
102-18	Governance structure		Engage and Lead Responsibly 2020-2021	18-19	
			2021 Proxy Statement	5-8	
Stakeholder Engagement					
102-40	List of stakeholder groups		Engage and Lead Responsibly 2020-2021	11, 13	
			Engage and Lead Responsibly 2020-2021 Appendix A: Stakeholder Engagement	22-24	
102-41	Collective bargaining agreements		Supporting Our People and Communities 2020-2021	29	

	DISCLOSURE	REFERENCE LOCATION	PAGE NUMBERS	ADDITIONAL INFORMATION
102-42	Identifying and selecting stakeholders	Engage and Lead Responsibly 2020-2021	11, 13	
		Engage and Lead Responsibly 2020-2021 Appendix A: Stakeholder Engagement	22-24	
102-43	Approach to stakeholder engagement	Engage and Lead Responsibly 2020-2021	11-13	
		Engage and Lead Responsibly 2020-2021 Appendix A: Stakeholder Engagement	22-24	
102-44	Key topics and concerns raised	Engage and Lead Responsibly 2020-2021	12-16	
		Engage and Lead Responsibly 2020-2021 Appendix A: Stakeholder Engagement	22-24	
Reporting Practice				
102-45	Entities included in the consolidated financial statements	Supporting Our People and Communities 2020-2021	39	
		2020 Annual Report	1	
102-46	Defining report content and topic Boundaries	Engage and Lead Responsibly 2020-2021	11-15	
102-47	List of material topics	Engage and Lead Responsibly 2020-2021	16	
102-48	Restatements of information	2019 Altria Corporate Responsibility Report- Environmental Sustainability	60-61	
102-49	Changes in reporting	Engage and Lead Responsibly 2020-2021	15-17	
		Corporate Responsibility Reports	Altria.com	
102-50	Reporting period	Engage and Lead Responsibly 2020-2021	17	
102-51	Date of the most recent report	Supporting Our People and Communities 2020-2021		Most recent previous report: April 23, 2021

	DISCLOSURE		REFERENCE LOCATION	PAGE NUMBERS	ADDITIONAL INFORMATION
	102-52	Reporting cycle	Engage and Lead Responsibly 2020-2021	17	Quarterly focus area reporting; data for key metrics reflect full-year 2020 with some highlights of year-to-date progress throughout 2021. ESG data tables compare most recent full-year progress to prior years.
	102-53	Contact point for questions regarding the report	Contact Us	Altria.com	
	102-54	Claims of reporting in accordance with the GRI Standards	Engage and Lead Responsibly 2020-2021	3	
	102-55	GRI content index	GRI Content Index	Altria.com	
	102-56	External assurance	ESG Data Tables	Altria.com	We seek external assurance for our environmental data
Economic Standards					
GRI 201: Economic Performance 2016	GRI 103: Management Approach 2016				
	103-1	Explanation of the material topic and its Boundary	Engage and Lead Responsibly 2020-2021 -Altria's 2020 Materiality Assessment and Responsibility Focus Areas and Goals 2020 Annual Report	12-16	
	103-2	The management approach and its components	10-Year Vision Engage and Lead Responsibly 2020-2021 2020 Annual Report	Altria.com 17	
	103-3	Evaluation of the management approach	Engage and Lead Responsibly 2020-2021 2020 Annual Report	7, 9 109-112	
	Topic-Specific Disclosures				
201-1	Direct economic value generated and distributed	Engage and Lead Responsibly 2020-2021	7		

	DISCLOSURE		REFERENCE LOCATION	PAGE NUMBERS	ADDITIONAL INFORMATION
			2020 Annual Report	86-87	
	201-2	Financial implications and other risks and opportunities due to climate change	2020 Annual Report 2020 CDP Climate Change Response	39-40 11-16 (C2.3a, C2.4a)	CDP reflects data for reporting period 2019; 2020 data will be updated in 2021
	201-3	Defined benefit plan obligations and other retirement plans	2020 Annual Report	88-94	
	GRI 103: Management Approach 2016				
	103-1	Explanation of the material topic and its Boundary	Engage and Lead Responsibly 2020-2021 -Altria's 2020 Materiality Assessment and Responsibility Focus Areas and Goals	12-16	
	103-2	The management approach and its components	Engage and Lead Responsibly 2020-2021 - 2021 Proxy Statement Supporting Our People and Communities 2020-2021	11, 18-19 ix, xi 5, 7, 32-37	
	103-3	Evaluation of the management approach	Engage and Lead Responsibly 2020-2021 -Recognition Supporting Our People and Communities 2020-2021	9 13-14	
	Topic-Specific Disclosures				
	202-1	Ratios of standard entry level wage by gender compared to local minimum wage			Altria Weighted Ratio of Entry Level Wage to Minimum Wage (female and male) 3.02 Not applicable: Significant locations of operations – nearly all employees are U.S. based
	GRI 202: Market Presence 2016				
	GRI 103: Management Approach 2016				
	103-1	Explanation of the material topic and its Boundary	Engage and Lead Responsibly 2020-2021 -Altria's 2020 Materiality	12-16	
	GRI 203: Indirect Economic Impacts 2016				

		DISCLOSURE	REFERENCE LOCATION	PAGE NUMBERS	ADDITIONAL INFORMATION
			Assessment and Responsibility Focus Areas and Goals		
103-2	The management approach and its components		Engage and Lead Responsibly 2020-2021-Our Value Chain	8	
			Engage and Lead Responsibly 2020-2021-Our Approach	11	
			2019 Altria Corporate Responsibility Report-Marketing Responsibly	36	
			2019 Altria Corporate Responsibility Report-Managing Our Supply Chain Responsibly	42; 48	
			Supporting Our People and Communities 2020-2021	13, 35-37	
103-3	Evaluation of the management approach		Engage and Lead Responsibly 2020-2021-Recognition	9	
			2019 Altria Corporate Responsibility Report- Managing Our Supply Chain Responsibly	43	
			Supporting Our People and Communities 2020-2021	27-30	
Topic-Specific Disclosures					
203-2	Significant indirect economic impacts		Engage and Lead Responsibly 2020-2021-Company Performance	7	
			2019 Altria Corporate Responsibility Report-Marketing Responsibly	39	
			2019 Altria Corporate Responsibility Report- Managing Our Supply Chain Responsibly	42	
			Supporting Our People and Communities 2020-2021	13, 27-30, 35-37	

	DISCLOSURE		REFERENCE LOCATION	PAGE NUMBERS	ADDITIONAL INFORMATION
GRI 204: Procurement Practices 2016	GRI 103: Management Approach 2016				
	103-1	Explanation of the material topic and its Boundary	Engage and Lead Responsibly 2020-2021 -Altria's 2020 Materiality Assessment and Responsibility Focus Areas and Goals	12-16	
	103-2	The management approach and its components	Engage and Lead Responsibly 2020-2021 -Our Approach 2019 Altria Corporate Responsibility Report - Managing Our Supply Chain Responsibly	11 41-48	
	103-3	Evaluation of the management approach	2019 Altria Corporate Responsibility Report - Managing Our Supply Chain Responsibly	40-48	
	Topic-Specific Disclosures				
204-1	Proportion of spending on local suppliers				Approximately 84 percent of 2020 domestic supplier spend out of total 2020 supplier spend excluding SMWE, PMCC, resolution expenses, tax payments, etc. Spend with a domestic entity with an international parent is reflected as domestic spend.
GRI 205: Anti-Corruption 2016	GRI 103: Management Approach 2016				
	103-1	Explanation of the material topic and its Boundary	Engage and Lead Responsibly 2020-2021 -Our Approach	18-19	
			Engage and Lead Responsibly 2020-2021 -Altria's 2020 Materiality Assessment and Responsibility Focus Areas and Goals	12-16	
			Code of Conduct	All	
		Supplier Code of Conduct	All		
103-2	The management approach and its components	Engage and Lead Responsibly 2020-2021 -Our Approach	18-19		

	DISCLOSURE		REFERENCE LOCATION	PAGE NUMBERS	ADDITIONAL INFORMATION
			Code of Conduct	28-35; 59-64	
			Supplier Code of Conduct	5	
			Government Affairs: Compliance & Oversight	Altria.com	
	103-3	Evaluation of the management approach	Engage and Lead Responsibly 2020-2021 -Recognition	9	
			2019 Altria Corporate Responsibility Report - Managing Our Supply Chain Responsibly	45	
			Compliance & Integrity	Altria.com	
Topic-Specific Disclosures					
	205-1	Operations assessed for risks related to corruption	2019 Altria Corporate Responsibility Report - Managing Our Supply Chain Responsibly	47	
			Standards for Compliance & Integrity Programs	1-2	
	205-2	Communication and training about anti-corruption policies and procedures	Engage and Lead Responsibly 2020-2021 -Our Approach	18-19	
			Standards for Compliance & Integrity Programs	1-2	
			Code of Conduct	10; 40; 79	
			Supplier Code of Conduct	3	
GRI 103: Management Approach 2016					
GRI 206: Anti-Competitive Behavior 2016	103-1	Explanation of the material topic and its Boundary	Engage and Lead Responsibly 2020-2021 -Our Approach	18-19	
			Engage and Lead Responsibly 2020-2021 -Altria's 2020 Materiality Assessment and Responsibility Focus Areas and Goals	12-16	

	DISCLOSURE		REFERENCE LOCATION	PAGE NUMBERS	ADDITIONAL INFORMATION
			Code of Conduct	All	
			Supplier Code of Conduct	All	
	103-2	The management approach and its components	Engage and Lead Responsibly 2020-2021-Our Approach	18-19	
			Code of Conduct	50-53	
			Supplier Code of Conduct	5	
	103-3	Evaluation of the management approach	Engage and Lead Responsibly 2020-2021-Our Approach	18-19	
			Standards for Compliance & Integrity Programs	1-2	
			Code of Conduct	10; 40; 79	
			Supplier Code of Conduct	3	
Topic-Specific Disclosures					
	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2020 Annual Report	39	
Environmental Standards					
GRI 103: Management Approach 2016					
	103-1	Explanation of the material topic and its Boundary	Engage and Lead Responsibly 2020-2021-Altria's 2020 Materiality Assessment and Responsibility Focus Areas and Goals	12-16	
	103-2	The management approach and its components	Engage and Lead Responsibly 2020-2021-Our Approach	11-13	
			2019 Altria Corporate Responsibility Report- Environmental Sustainability	60; 62	
	103-3	Evaluation of the management approach	Engage and Lead Responsibly 2020-2021-Recognition	9	
			Engage and Lead Responsibly 2020-2021-Our Approach	17	
GRI 302: Energy 2016					

	DISCLOSURE		REFERENCE LOCATION	PAGE NUMBERS	ADDITIONAL INFORMATION
			2019 Altria Corporate Responsibility Report- Environmental Sustainability	60; 65-67	
	Topic-Specific Disclosures				
	302-1	Energy consumption within the organization	2019 Altria Corporate Responsibility Report- Environmental Sustainability Environmental Data Supplement 2020 CDP Climate Change Response	62; 65-67 2 36-45 (C8.2a-e)	CDP reflects data for reporting period 2019; 2020 data will be updated in 2021
	302-3	Energy intensity	Environmental Data Supplement	2	
	302-4	Reduction of energy consumption	2019 Altria Corporate Responsibility Report- Environmental Sustainability 2020 CDP Climate Change Response	62 22-23; 35-36 (C4.3a-c, C7.9a)	CDP reflects data for reporting period 2019; 2020 data will be updated in 2021
	GRI 103: Management Approach 2016				
	103-1	Explanation of the material topic and its Boundary	Engage and Lead Responsibly 2020-2021-Altria's 2020 Materiality Assessment and Responsibility Focus Areas and Goals	12-16	
	103-2	The management approach and its components	Engage and Lead Responsibly 2020-2021-Our Approach 2019 Altria Corporate Responsibility Report- Environmental Sustainability	11-19 65-67	
GRI 303: Water and Effluents 2018	103-3	Evaluation of the management approach	Engage and Lead Responsibly 2020-2021-Recognition Engage and Lead Responsibly 2020-2021-Our Approach 2019 Altria Corporate Responsibility Report- Environmental Sustainability	9 17 63-64; 65-67	
	Management Approach Disclosures				

	DISCLOSURE	REFERENCE LOCATION	PAGE NUMBERS	ADDITIONAL INFORMATION	
	303-1	Interactions with water as a shared resource	2019 Altria Corporate Responsibility Report- Environmental Sustainability 2020 CDP Water Security Response	63-64 2; 7; 8-14; 20 (W1.1, W1.4a-c, W-FB3.1, W-FB3.1a, W3.3a-d, W8.1)	CDP reflects data for reporting period 2019; 2020 data will be updated in 2021
	303-2	Management of water discharge-related impacts	2019 Altria Corporate Responsibility Report- Environmental Sustainability 2020 CDP Water Security Response Preserving the Waterway	63-64 8-9 (W-FB3.1, W-FB3.1a) Altria.com	CDP reflects data for reporting period 2019; 2020 data will be updated in 2021
Topic-Specific Disclosures					
	303-3	Water withdrawal	2019 Altria Corporate Responsibility Report- Environmental Sustainability Environmental Data Supplement 2020 CDP Water Security Response	67 2 5; 7-8 (W1.2d, W-FB1.2f-g, W1.2h)	CDP reflects data for reporting period 2019; 2020 data will be updated in 2021
	303-4	Water discharge	2019 Altria Corporate Responsibility Report- Environmental Sustainability Environmental Data Supplement 2020 CDP Water Security Response Preserving the Waterway	67 1 5-6; 8 (W1.2i, W-FB3.1, W-FB3.1a) Altria.com	CDP reflects data for reporting period 2019; 2020 data will be updated in 2021
	303-5	Water consumption	2020 CDP Water Security Response	6-7 (W1.2b)	CDP reflects data for reporting period 2019; 2020 data will be updated in 2021
GRI 103: Management Approach 2016					

	DISCLOSURE		REFERENCE LOCATION	PAGE NUMBERS	ADDITIONAL INFORMATION
GRI 304: Biodiversity 2016	103-1	Explanation of the material topic and its Boundary	Engage and Lead Responsibly 2020-2021 -Altria's 2020 Materiality Assessment and Responsibility Focus Areas and Goals	12-16	
	103-2	The management approach and its components	Engage and Lead Responsibly 2020-2021 -Our Approach	11-19	
			Protecting Watersheds	Altria.com	
			Preserving the Waterway	Altria.com	
			SMWE Sustainability	smwe.com	
	103-3	Evaluation of the management approach	Engage and Lead Responsibly 2020-2021 -Recognition	9	
			Protecting Watersheds	Altria.com	
			Preserving the Waterway	Altria.com	
			SMWE Sustainability	smwe.com	
	Topic-Specific Disclosures				
304-2	Significant impacts of activities, products, and services on biodiversity	Protecting Watersheds	Altria.com		
		Preserving the Waterway	Altria.com		
		SMWE Sustainability	smwe.com		
304-3	Habitats protected or restored	Protecting Watersheds	Altria.com		
		Preserving the Waterway	Altria.com		
		SMWE Sustainability	smwe.com		
GRI 103: Management Approach 2016					
GRI 305: Emissions 2016	103-1	Explanation of the material topic and its Boundary	Engage and Lead Responsibly 2020-2021 -Altria's 2020 Materiality Assessment and Responsibility Focus Areas and Goals	12-16	
	103-2	The management approach and its components	Engage and Lead Responsibly 2020-2021 -Our Approach	11-19	

		DISCLOSURE	REFERENCE LOCATION	PAGE NUMBERS	ADDITIONAL INFORMATION
			2019 Altria Corporate Responsibility Report- Environmental Sustainability	60-61	
103-3	Evaluation of the management approach		Engage and Lead Responsibly 2020-2021-Recognition	9	
			Engage and Lead Responsibly 2020-2021-Our Approach	17	
			2019 Altria Corporate Responsibility Report- Environmental Sustainability	60-61; 65-67	
Topic-Specific Disclosures					
305-1	Direct (Scope 1) GHG emissions		2019 Altria Corporate Responsibility Report- Environmental Sustainability	66-67	
			Environmental Data Supplement	1	
305-2	Energy indirect (Scope 2) GHG emissions		2019 Altria Corporate Responsibility Report- Environmental Sustainability	66-67	
			Environmental Data Supplement	1	
305-3	Other indirect (Scope 3) GHG emissions		2019 Altria Corporate Responsibility Report- Environmental Sustainability	61	
			Environmental Data Supplement	1; 3	
305-4	GHG emissions intensity		2019 Altria Corporate Responsibility Report- Environmental Sustainability	66-67	
			Environmental Data Supplement	1	
305-5	Reduction of GHG emissions		2019 Altria Corporate Responsibility Report- Environmental Sustainability	60-62	CDP reflects data for reporting period 2019; 2020 data will be updated in 2021
			2020 CDP Climate Change Response	21-23; 35-36 (C4.3a-c, C7.9a)	

	DISCLOSURE		REFERENCE LOCATION	PAGE NUMBERS	ADDITIONAL INFORMATION
GRI 306: Waste 2020	GRI 103: Management Approach 2016				
	103-1	Explanation of the material topic and its Boundary	Engage and Lead Responsibly 2020-2021 -Altria's 2020 Materiality Assessment and Responsibility Focus Areas and Goals	12-16	
	103-2	The management approach and its components	Engage and Lead Responsibly 2020-2021 -Our Approach	11-19	
			2019 Altria Corporate Responsibility Report - Environmental Sustainability Reducing Landfill Waste	62-63 Altria.com	
	103-3	Evaluation of the management approach	Engage and Lead Responsibly 2020-2021 -Our Approach	17	
			2019 Altria Corporate Responsibility Report - Environmental Sustainability	63; 65-67	
	Management Approach Disclosures				
	306-1	Waste generation and significant waste-related impacts	2019 Altria Corporate Responsibility Report - Environmental Sustainability Reducing Landfill Waste	62-63; 66-67 Altria.com	
			2019 Altria Corporate Responsibility Report - Environmental Sustainability Reducing Landfill Waste	62-63; 66-67 Altria.com	
	Topic-Specific Disclosures				
	306-3	Waste generated	2019 Altria Corporate Responsibility Report - Environmental Sustainability Environmental Data Supplement	66-67 2	
2019 Altria Corporate Responsibility Report - Environmental Sustainability			62; 66-67		
306-4	Waste diverted from disposal	2019 Altria Corporate Responsibility Report - Environmental Sustainability	62; 66-67		

	DISCLOSURE		REFERENCE LOCATION	PAGE NUMBERS	ADDITIONAL INFORMATION
			Environmental Data Supplement	2	
	306-5	Waste directed to disposal	2019 Altria Corporate Responsibility Report- Environmental Sustainability	62; 66-67	
			Environmental Data Supplement	2	
GRI 307: Environmental Compliance 2016	GRI 103: Management Approach 2016				
	103-1	Explanation of the material topic and its Boundary	Engage and Lead Responsibly 2020-2021-Altria's 2020 Materiality Assessment and Responsibility Focus Areas and Goals	12-16	
			Environmental Management Framework	Altria.com	
	103-2	The management approach and its components	Engage and Lead Responsibly 2020-2021-Our Approach	11-19	
			Code of Conduct	56	
			Supplier Code of Conduct	4	
			Environmental Management Framework	Altria.com	
	103-3	Evaluation of the management approach	2019 Altria Corporate Responsibility Report- Managing Our Supply Chain Responsibly	44-45	
			Compliance & Integrity	Altria.com	
	Topic-Specific Disclosures				
	307-1	Non-compliance with environmental laws and regulations			We did not receive any fines or non-monetary sanctions for non-compliance with environmental laws and/or regulations.
GRI 308: Supplier Environmental Assessment 2016	GRI 103: Management Approach 2016				
	103-1	Explanation of the material topic and its Boundary	2019 Altria Corporate Responsibility Report- Environmental Sustainability	59-60	

	DISCLOSURE		REFERENCE LOCATION	PAGE NUMBERS	ADDITIONAL INFORMATION
			Engage and Lead Responsibly 2020-2021 -Altria's 2020 Materiality Assessment and Responsibility Focus Areas and Goals	12-16	
	103-2	The management approach and its components	Engage and Lead Responsibly 2020-2021 -Our Approach	11-19	
			2019 Altria Corporate Responsibility Report - Managing Our Supply Chain Responsibly	43-44; 47-48	
			2019 Altria Corporate Responsibility Report - Environmental Sustainability	60-61	
	103-3	Evaluation of the management approach	Engage and Lead Responsibly 2020-2021 -Recognition	9	
			Engage and Lead Responsibly 2020-2021 -Our Approach	17	
			2019 Altria Corporate Responsibility Report - Managing Our Supply Chain Responsibly	44-48	
			2019 Altria Corporate Responsibility Report - Environmental Sustainability	60	
Topic-Specific Disclosures					
	308-2	Negative environmental impacts in the supply chain and actions taken	2019 Altria Corporate Responsibility Report - Managing Our Supply Chain Responsibly	44-46; 48	
Social Standards					
	GRI 103: Management Approach 2016				
GRI 401: Employment 2016	103-1	Explanation of the material topic and its Boundary	Engage and Lead Responsibly 2020-2021 -Altria's 2020 Materiality Assessment and Responsibility Focus Areas and Goals	12-16	

	DISCLOSURE		REFERENCE LOCATION	PAGE NUMBERS	ADDITIONAL INFORMATION
	103-2	The management approach and its components	Engage and Lead Responsibly 2020-2021-Our Approach 2019 Altria Corporate Responsibility Report- Managing Our Supply Chain Responsibly Supporting our People and Communities 2020-2021 Code of Conduct Supplier Code of Conduct	11-19 43-47 4, 7-9, 32-37 24-27 3-4	
	103-3	Evaluation of the management approach	Engage and Lead Responsibly 2020-2021-Recognition Engage and Lead Responsibly 2020-2021-Our Approach 2019 Altria Corporate Responsibility Report- Managing Our Supply Chain Responsibly Supporting our People and Communities 2020-2021 Engage and Lead Responsibly 2020-2021-Appendix A 2020 Annual Report	9 17 44-46 13 22-24 60; 63; 80	
Topic-Specific Disclosures					
	401-1	New employee hires and employee turnover			New Hires Total New Hires: 392 Female: 141 Male: 251 <u>Not Specified: 0</u> Under 30: 150 30-39: 127

	DISCLOSURE	REFERENCE LOCATION	PAGE NUMBERS	ADDITIONAL INFORMATION
				<p>40-49: 74 50+: 41 <u>Not Specified: 0</u> American Indian/Alaskan: 0 Asian or Pacific Islander: 27 Black/Not Hispanic Origin: 131 Hispanic: 21 Two or more: 17 White/Not Hispanic:186 Not Specified: 10</p> <p>Turnover <u>Total Turnover: 311</u> Female: 101 Male: 210 <u>Not Specified: 0</u> Under 30: 59 30-39: 57 40-49: 45 50+: 150 <u>Not Specified: 0</u> American Indian/Alaskan: 1 Asian or Pacific Islander: 11 Black/Not Hispanic Origin: 117 Hispanic: 12 Two or more: 6 White/Not Hispanic: 163 Not Specified: 1</p> <p>Not applicable: Region – nearly all employees are U.S. based.</p>

	DISCLOSURE		REFERENCE LOCATION	PAGE NUMBERS	ADDITIONAL INFORMATION
					Employees outside of our SAP HR data system are not included in this break down.
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Supporting our People and Communities 2020-2021 People & Careers: Benefits	8, 30, 37 Altria.com	
GRI 402: Labor/Management Relations 2016	GRI 103: Management Approach 2016				
	103-1	Explanation of the material topic and its Boundary	Engage and Lead Responsibly 2020-2021 -Altria's 2020 Materiality Assessment and Responsibility Focus Areas and Goals	12-16	
	103-2	The management approach and its components	Engage and Lead Responsibly 2020-2021 -Our Approach	11-19	
			Supporting our People and Communities 2020-2021	4, 7-9, 32-37	
	103-3	Evaluation of the management approach	Engage and Lead Responsibly 2020-2021 -Recognition	9	
			Supporting our People and Communities 2020-2021	13	
Topic-Specific Disclosures					
402-1	Minimum notice periods regarding operational changes				Per collective agreements, no notice is required.
GRI 403: Occupational Health and Safety 2018	GRI 103: Management Approach 2016				
	103-1	Explanation of the material topic and its Boundary	Engage and Lead Responsibly 2020-2021 -Altria's 2020 Materiality Assessment and Responsibility Focus Areas and Goals	12-16	
	103-2	The management approach and its components	Engage and Lead Responsibly 2020-2021 -Our Approach	11-19	
			2019 Altria Corporate Responsibility Report - Managing Our Supply Chain Responsibly	44-45	
		2019 Altria Corporate Responsibility Report - Looking Forward	58		

		DISCLOSURE	REFERENCE LOCATION	PAGE NUMBERS	ADDITIONAL INFORMATION
			Supporting our People and Communities 2020-2021	6, 8, 27-29	
			Code of Conduct	26-27	
			Supplier Code of Conduct	4	
			Green Tobacco Sickness	Altria.com	
103-3	Evaluation of the management approach		Engage and Lead Responsibly 2020-2021 -Recognition	9	
			Engage and Lead Responsibly 2020-2021 -Our Approach	17	
			2019 Altria Corporate Responsibility Report - Managing Our Supply Chain Responsibly	44-45	
			Supporting our People and Communities 2020-2021	6	
Management Approach Disclosures					
403-1	Occupational health and safety management system		2019 Altria Corporate Responsibility Report - Managing Our Supply Chain Responsibly	44-45	
			Supporting our People and Communities 2020-2021	6, 8, 27-29	
			Code of Conduct	26-27	
			Supplier Code of Conduct	4	
403-2	Hazard identification, risk assessment, and incident investigation		2019 Altria Corporate Responsibility Report - Managing Our Supply Chain Responsibly	44-45	
			2019 Altria Corporate Responsibility Report - Creating a Safe Workplace	58	

		DISCLOSURE	REFERENCE LOCATION	PAGE NUMBERS	ADDITIONAL INFORMATION
			Supporting our People and Communities 2020-2021	6, 27-29	
			Green Tobacco Sickness	Altria.com	
403-3	Occupational health services		Supporting our People and Communities 2020-2021	27	
403-4	Worker participation, consultation, and communication on occupational health and safety		2019 Altria Corporate Responsibility Report- Managing Our Supply Chain Responsibly	44-45	
			Supporting our People and Communities 2020-2021	27-29	
			Green Tobacco Sickness	Altria.com	
403-5	Worker training on occupational health and safety		2019 Altria Corporate Responsibility Report- Managing Our Supply Chain Responsibly	44-45	
			Supporting our People and Communities 2020-2021	27	
			Green Tobacco Sickness	Altria.com	
403-6	Promotion of worker health		Supporting Our People and Communities 2020-2021-Our Response to COVID-19	28-30	
			Supporting our People and Communities 2020-2021	27-29	
			People & Careers: Benefits	Altria.com	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		2019 Altria Corporate Responsibility Report- Managing Our Supply Chain Responsibly	44-45	
			Green Tobacco Sickness	Altria.com	
Topic-Specific Disclosures					
403-8	Workers covered by an occupational health and safety management system		2019 Altria Corporate Responsibility Report- Managing Our Supply Chain Responsibly	44-45	

	DISCLOSURE		REFERENCE LOCATION	PAGE NUMBERS	ADDITIONAL INFORMATION
			Supporting our People and Communities 2020-2021	27	
			Code of Conduct	26-27	
			Supplier Code of Conduct	4	
	403-9	Work-related injuries	Supporting our People and Communities 2020-2021	6	Zero fatalities in 2020 See ESG Data Tables
	403-10	Work-related ill health	ESG Data Tables	Altria.com	
	GRI 103: Management Approach 2016				
	103-1	Explanation of the material topic and its Boundary	Engage and Lead Responsibly 2020-2021 -Altria's 2020 Materiality Assessment and Responsibility Focus Areas and Goals	12-16	
	103-2	The management approach and its components	Engage and Lead Responsibly 2020-2021 -Our Approach	11-19	
			Supporting Our People and Communities 2020-2021	35-36	
	103-3	Evaluation of the management approach	Engage and Lead Responsibly 2020-2021 -Recognition	9	
			Engage and Lead Responsibly 2020-2021 -Our Approach	17	
			Supporting Our People and Communities 2020-2021	35	
	Topic-Specific Disclosures				
	404-1	Average hours of training per year per employee	Supporting Our People and Communities 2020-2021	6, 35	We currently report overall training by total hours recorded in MyPath, our training development system. See ESG Data Tables for total Annual Spend
	404-2	Programs for upgrading employee skills and transition assistance programs	Supporting Our People and Communities 2020-2021	35-36	
	404-3	Percentage of employees receiving regular performance and career development reviews	Supporting Our People and Communities 2020-2021	35	
GRI 404: Training and Education 2016					

	DISCLOSURE		REFERENCE LOCATION	PAGE NUMBERS	ADDITIONAL INFORMATION
GRI 405: Diversity and Equal Opportunity 2016	GRI 103: Management Approach 2016				
	103-1	Explanation of the material topic and its Boundary	Engage and Lead Responsibly 2020-2021 -Altria's 2020 Materiality Assessment and Responsibility Focus Areas and Goals	12-16	
	103-2	The management approach and its components	Engage and Lead Responsibly 2020-2021 -Our Approach	11-19	
			Supporting Our People and Communities 2020-2021	4-9, 13, 15, 32-37	
	103-3	Evaluation of the management approach	Engage and Lead Responsibly 2020-2021 -Recognition	9	
			Engage and Lead Responsibly 2020-2021 -Our Approach	17	
			Supporting Our People and Communities 2020-2021	7-8, 10-13	
Topic-Specific Disclosures					
405-1	Diversity of governance bodies and employees	Supporting Our People and Communities 2020-2021	5, 10-11, 32-34		
		2021 Proxy Statement	xiii, 2		
405-2	Ratio of basic salary and remuneration of women to men	Supporting Our People and Communities 2020-2021	5		
GRI 406: Non-Discrimination 2016	GRI 103: Management Approach 2016				
	103-1	Explanation of the material topic and its Boundary	Engage and Lead Responsibly 2020-2021 -Altria's 2020 Materiality Assessment and Responsibility Focus Areas and Goals	12-16	
	103-2	The management approach and its components	Engage and Lead Responsibly 2020-2021 -Our Approach	11-19	
			Supporting Our People and Communities 2020-2021	7-8, 15, 25	
103-3	Evaluation of the management approach	Code of Conduct Engage and Lead Responsibly 2020-2021 -Recognition	24-25 9		

	DISCLOSURE		REFERENCE LOCATION	PAGE NUMBERS	ADDITIONAL INFORMATION
			Engage and Lead Responsibly 2020-2021-Our Approach	17	
			Supporting Our People and Communities 2020-2021	7-9, 14-20	
			Compliance & Integrity	Altria.com	
	Topic-Specific Disclosures				
	406-1	Incidents of discrimination and corrective actions taken	Compliance & Integrity	Altria.com	
	GRI 103: Management Approach 2016				
	103-1	Explanation of the material topic and its Boundary	Engage and Lead Responsibly 2020-2021-Altria's 2020 Materiality Assessment and Responsibility Focus Areas and Goals	12-16	
GRI 407: Freedom of Association and Collective Bargaining 2016	103-2	The management approach and its components	Engage and Lead Responsibly 2020-2021-Our Approach	11-19	
			2019 Altria Corporate Responsibility Report- Managing Our Supply Chain Responsibly	43	
			Supporting Our People and Communities 2020-2021	29	
			Supplier Code of Conduct	3	
103-3	Evaluation of the management approach	Engage and Lead Responsibly 2020-2021-Recognition	9		
		Engage and Lead Responsibly 2020-2021-Our Approach	17		
		2019 Altria Corporate Responsibility Report- Managing Our Supply Chain Responsibly	44-46		
		Supporting Our People and Communities 2020-2021	29		

	DISCLOSURE	REFERENCE LOCATION	PAGE NUMBERS	ADDITIONAL INFORMATION	
	Topic-Specific Disclosures				
	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	2019 Altria Corporate Responsibility Report- Managing Our Supply Chain Responsibly Supporting Our People and Communities 2020-2021	43-47 29	
	GRI 103: Management Approach 2016				
	103-1	Explanation of the material topic and its Boundary	Engage and Lead Responsibly 2020-2021 -Altria's 2020 Materiality Assessment and Responsibility Focus Areas and Goals	12-16	
GRI 408: Child Labor 2016	103-2	The management approach and its components	Engage and Lead Responsibly 2020-2021 -Our Approach 2019 Altria Corporate Responsibility Report- Managing Our Supply Chain Responsibly Code of Conduct Supplier Code of Conduct Child & Forced Labor	11-19 43; 47 47 3 Altria.com	
	103-3	Evaluation of the management approach	Engage and Lead Responsibly 2020-2021 -Recognition Engage and Lead Responsibly 2020-2021 -Our Approach 2019 Altria Corporate Responsibility Report- Managing Our Supply Chain Responsibly Child & Forced Labor	9 17 43-46 Altria.com	
	Topic-Specific Disclosures				
	408-1	Operations and suppliers at significant risk for incidents of child labor	2019 Altria Corporate Responsibility Report- Managing Our Supply Chain Responsibly	43-47	

	DISCLOSURE		REFERENCE LOCATION	PAGE NUMBERS	ADDITIONAL INFORMATION
			Child & Forced Labor	Altria.com	
GRI 409: Forced or Compulsory Labor 2016	GRI 103: Management Approach 2016				
	103-1	Explanation of the material topic and its Boundary	Engage and Lead Responsibly 2020-2021 -Altria's 2020 Materiality Assessment and Responsibility Focus Areas and Goals	12-16	
	103-2	The management approach and its components	Engage and Lead Responsibly 2020-2021 -Our Approach	11-19	
			2019 Altria Corporate Responsibility Report - Managing Our Supply Chain Responsibly	43; 47	
			Code of Conduct	47	
			Supplier Code of Conduct	3	
		Child & Forced Labor	Altria.com		
103-3	Evaluation of the management approach	Engage and Lead Responsibly 2020-2021 -Our Approach	13		
		2019 Altria Corporate Responsibility Report - Managing Our Supply Chain Responsibly	43-46		
		Child & Forced Labor	Altria.com		
	Topic-Specific Disclosures				
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	2019 Altria Corporate Responsibility Report - Managing Our Supply Chain Responsibly	43-47		
		Child & Forced Labor	Altria.com		
GRI 412: Human Rights Assessment 2016	GRI 103: Management Approach 2016				
	103-1	Explanation of the material topic and its Boundary	Engage and Lead Responsibly 2020-2021 -Altria's 2020 Materiality Assessment and Responsibility Focus Areas and Goals	12-16	

	DISCLOSURE		REFERENCE LOCATION	PAGE NUMBERS	ADDITIONAL INFORMATION
	103-2	The management approach and its components	Engage and Lead Responsibly 2020-2021-Our Approach	11-19	
			2019 Altria Corporate Responsibility Report- Managing Our Supply Chain Responsibly	43-47	
			Code of Conduct	47	
			Supplier Code of Conduct	3	
			Human Rights Framework	Altria.com	
	103-3	Evaluation of the management approach	Engage and Lead Responsibly 2020-2021-Recognition	9	
			Engage and Lead Responsibly 2020-2021-Our Approach	17	
			2019 Altria Corporate Responsibility Report- Managing Our Supply Chain Responsibly	43-46	
			Human Rights Framework	Altria.com	
Topic-Specific Disclosures					
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	2019 Altria Corporate Responsibility Report- Managing Our Supply Chain Responsibly	44-47	
			Code of Conduct	47	
			Supplier Code of Conduct	3	
			Human Rights Framework	Altria.com	
GRI 103: Management Approach 2016					
GRI 413: Local Communities 2016	103-1	Explanation of the material topic and its Boundary	Engage and Lead Responsibly 2020-2021-Altria's 2020 Materiality Assessment and Responsibility Focus Areas and Goals	12-16	

	DISCLOSURE		REFERENCE LOCATION	PAGE NUMBERS	ADDITIONAL INFORMATION
	103-2	The management approach and its components	Engage and Lead Responsibly 2020-2021-Our Approach Supporting Our People and Communities 2020-2021-Our Response to COVID-19-Communities 2019 Altria Corporate Responsibility Report- Managing Our Supply Chain Responsibly Supporting Our People and Communities 2020-2021 2019 Altria Corporate Responsibility Report- Environmental Sustainability Investing in Communities	11-19 31 48 16-29 63 Altria.com	
	103-3	Evaluation of the management approach	Engage and Lead Responsibly 2020-2021-Company Performance Engage and Lead Responsibly 2020-2021-Recognition Engage and Lead Responsibly 2020-2021-Our Approach Supporting Our People and Communities 2020-2021 2019 Altria Corporate Responsibility Report- Environmental Sustainability Investing in Communities	7 9 17 5-6, 13, 31 63 Altria.com	
Topic-Specific Disclosures					

	DISCLOSURE		REFERENCE LOCATION	PAGE NUMBERS	ADDITIONAL INFORMATION
	413-1	Operations with local community engagement, impact assessments, and development programs	Engage and Lead Responsibly 2020-2021-Company Performance Engage and Lead Responsibly 2020-2021-Our Approach Supporting Our People and Communities 2020-2021-Our Response to COVID-19-Communities 2019 Altria Corporate Responsibility Report- Managing Our Supply Chain Responsibly Supporting Our People and Communities 2020-2021 2019 Altria Corporate Responsibility Report- Environmental Sustainability Investing in Communities	7 13 31 48 5, 6, 16-26, 31 63 Altria.com	
	GRI 103: Management Approach 2016				
GRI 414: Supplier Social Assessment 2016	103-1	Explanation of the material topic and its Boundary	Engage and Lead Responsibly 2020-2021-Altria's 2020 Materiality Assessment and Responsibility Focus Areas and Goals	12-16	
	103-2	The management approach and its components	Engage and Lead Responsibly 2020-2021-Our Approach	11-19	
			2019 Altria Corporate Responsibility Report- Managing Our Supply Chain Responsibly Supply Chain Responsibility	41-48 Altria.com	
	103-3	Evaluation of the management approach	Engage and Lead Responsibly 2020-2021-Recognition	9	

		DISCLOSURE	REFERENCE LOCATION	PAGE NUMBERS	ADDITIONAL INFORMATION
			Engage and Lead Responsibly 2020-2021-Our Approach	17	
			2019 Altria Corporate Responsibility Report- Managing Our Supply Chain Responsibly	41-48	
			Supply Chain Responsibility	Altria.com	
Topic-Specific Disclosures					
414-2	Negative social impacts in the supply chain and actions taken		2019 Altria Corporate Responsibility Report- Managing Our Supply Chain Responsibly	43-48	
			Supply Chain Responsibility	Altria.com	
GRI 103: Management Approach 2016					
GRI 415: Public Policy 2016	103-1	Explanation of the material topic and its Boundary	Engage and Lead Responsibly 2020-2021-Altria's 2020 Materiality Assessment and Responsibility Focus Areas and Goals	12-16	
			Engage and Lead Responsibly 2020-2021 Appendix A: Stakeholder Engagement	22-24	
			Government Affairs	Altria.com	
	103-2	The management approach and its components	Government Affairs	Altria.com	
			Government Affairs: Compliance & Oversight	Altria.com	
			Government Affairs: Disclosures & Transparency	Altria.com	
			Government Affairs: Engaging with Others	Altria.com	
103-3	Evaluation of the management approach		Engage and Lead Responsibly 2020-2021-Recognition	9	
			2021 Proxy Statement	7, 71-74	

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	Topic-Specific Disclosures				
	415-1	Political contributions	Government Affairs: Disclosures & Transparency	Altria.com	
			Political Contributions	Altria.com	
	GRI 103: Management Approach 2016				
	103-1	Explanation of the material topic and its Boundary	Engage and Lead Responsibly 2020-2021 -Altria's 2020 Materiality Assessment and Responsibility Focus Areas and Goals	12-16	
GRI 416: Customer Health and Safety 2016	103-2	The management approach and its components	Our 10-Year Vision	Altria.com	
			Engage and Lead Responsibly 2020-2021 -Our Approach	11-19	
			2019 Altria Corporate Responsibility Report -Reducing the Harm of Tobacco Products	15-23	
			2019 Altria Corporate Responsibility Report -Marketing Responsibly	34-39	
	103-3	Evaluation of the management approach	2019 Altria Corporate Responsibility Report -Reducing the Harm of Tobacco Products	16-22	
			2019 Altria Corporate Responsibility Report -Marketing Responsibly	35-36	
	Topic-Specific Disclosures				
	416-1	Assessment of the health and safety impacts of product and service categories	2019 Altria Corporate Responsibility Report -Reducing the Harm of Tobacco Products	15-23	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	2019 Altria Corporate Responsibility Report -Reducing the Harm of Tobacco Products	18; 20-21	
			2019 Altria Corporate Responsibility Report -Marketing Responsibly	35	
	GRI 103: Management Approach 2016				

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GRI 417: Marketing and Labeling 2016	103-1	Explanation of the material topic and its Boundary	Engage and Lead Responsibly 2020-2021 -Altria's 2020 Materiality Assessment and Responsibility Focus Areas and Goals	12-16	
	103-2	The management approach and its components	Engage and Lead Responsibly 2020-2021 -Our Approach	11-19	
			2019 Altria Corporate Responsibility Report -Preventing Underage Tobacco Use	24-33	
			2019 Altria Corporate Responsibility Report -Marketing Responsibly	34-39	
	103-3	Evaluation of the management approach	2019 Altria Corporate Responsibility Report -Preventing Underage Tobacco Use	72-81	
			2019 Altria Corporate Responsibility Report -Appendix C: Governing Polices for Underage Tobacco Prevention & Responsible Marketing	25; 27; 28-30; 33	
			2019 Altria Corporate Responsibility Report -Marketing Responsibly	35-36	
Topic-Specific Disclosures					
417-1	Requirements for product and service information and labeling	2019 Altria Corporate Responsibility Report -Reducing the Harm of Tobacco Products	18		
		2019 Altria Corporate Responsibility Report -Preventing Underage Tobacco Use	30-31		
		2019 Altria Corporate Responsibility Report -Marketing Responsibly	36		
		2019 Altria Corporate Responsibility Report -Appendix C: Governing	72-81		

	DISCLOSURE		REFERENCE LOCATION	PAGE NUMBERS	ADDITIONAL INFORMATION
			<p>Polices for Underage Tobacco Prevention & Responsible Marketing</p> <p>2020 Annual Report</p>	32-34, 37	
	417-2	Incidents of non-compliance concerning product and service information and labeling	2019 Altria Corporate Responsibility Report -Marketing Responsibly	35-36	
	417-3	Incidents of non-compliance concerning marketing communications	2019 Altria Corporate Responsibility Report -Marketing Responsibly	35-36	
	GRI 103: Management Approach 2016				
GRI 419: Socioeconomic Compliance 2016	103-1	Explanation of the material topic and its Boundary	Engage and Lead Responsibly 2020-2021 -Altria's 2020 Materiality Assessment and Responsibility Focus Areas and Goals	12-16	
	103-2	The management approach and its components	Engage and Lead Responsibly 2020-2021 -Our Approach	11-19	
			2019 Altria Corporate Responsibility Report -Reducing the Harm of Tobacco Products	15-23	
			2019 Altria Corporate Responsibility Report -Preventing Underage Tobacco Use	24-33	
			2019 Altria Corporate Responsibility Report -Marketing Responsibly	34-39	
		2019 Altria Corporate Responsibility Report - Appendix C: Governing Polices for Underage Tobacco Prevention & Responsible Marketing	72-81		
103-3	Evaluation of the management approach	2019 Altria Corporate Responsibility Report -Preventing Underage Tobacco Use	25; 27; 29-31; 32-33		
		2019 Altria Corporate Responsibility Report -Marketing Responsibly	35-36		

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	Topic-Specific Disclosures				
	419-1	Non-compliance with laws and regulations in the social and economic area	2020 Annual Report	95-107	