The senseless deaths of Black Americans show that systemic racism and social injustice still widely exist today. While Black lives matter, and we must take meaningful actions to drive long-lasting change, we understand the significant work ahead of us, and 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.

In June of 2020, we announced a $5MM commitment to address systemic racism faced by Black Americans and advance social and economic equity. Companies across many industries, including ours, are stepping up to lend their voices and help drive necessary change.

While we’re excited about the external contributions we’ve made, we also need to look to 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 do more than talk. We need to act.

We’re focused on learning. 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 world we call home.

### OUR BUSINESS

**Our tobacco operating companies took a stand by sharing steps taken to help address systemic racism.** John Middleton, our CEO, pledged commitment to support Black-owned businesses.

**AGC’s sponsored workshops with retailer and wholesaler partners to expand inclusion, Diversity, and Equity into their businesses, supply chains, and trade organizations.**

**Pledged commitment to CEO Action for Diversity & Inclusion and participating in their Racial Equity Action Plan.**

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

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

- $1MM 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 efforts with our equity focus areas:**
- skill volunteering pilot to support strategic planning on behalf of small Black-owned businesses
- volunteering on election fairness hotline during 2020 election

**Our employees raised $4,400,000 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 police reform, including legislative actions and supporting legislation on several critical police reform issues.**

### OUR COMMUNITIES

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

**Supported the ACLU of Virginia, the Lawyers’ Committee for Civil Rights Under the Law and Gideon’s Army with a $440,000 contribution to benefit the ACLU of Virginia, the Lawyers’ Committee for Civil Rights Under the Law and Gideon’s Army.**

**Our employees raised $6,400,000 to benefit the Innocence Project, the ACLU of Virginia, the Lawyers’ Committee for Civil Rights Under the Law and Gideon’s Army.**

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

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

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