

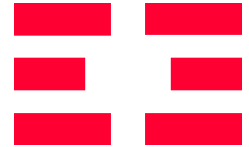


Altria

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Locations: Virginia (HQ)

Industries: Food Beverage and Tobacco

RISK LEVEL:**High Risk****DESCRIPTION:**

Altria Group scored a 100 out of 100 on the 2023-2024 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, Altria Group increases the risk of dividing employees, alienating customers and harming shareholders. The company provides a benefits package for employees which covers transgender medical procedures for covered employees and dependents, including children. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. Altria Group forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. Altria's CEO signed Catalyst's Champions for Change pledge and the company has implemented unconscious bias training and education for its employees. Altria is a signatory of the Gender & Diversity KPI Alliance, appearing to prioritize diversity over merit in its business structure through the establishment of gender and racial targets for its leadership composition and its support of DEI in its hiring and promotions. The company supports the Equality Act and is a coalition partner of America Competes. The company has donated to the National Urban League and BLM. Altria Group's CEO, William Gifford, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace. The company is a copper sponsor of Out & Equal and a corporate partner of the NGLCC. Altria opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. The company is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race. Altria Group donated to the Equality PAC. For these reasons, Altria Group receives a High Risk rating.

Corporate Weaponization

Has canceled customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. Medium Risk

HRC 2023-2024 CEI rating indicates the company recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit⁽¹⁾⁽²⁾

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. High Risk

Altria's HRC 2023-2024 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies ⁽¹⁾⁽²⁾. Altria Group does not appear to discriminate against charitable organizations based on views or beliefs ⁽³⁾⁽⁴⁾.

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature.

High Risk

Altria Group's HRC 2023-2024 CEI rating indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). Altria's CEO Billy Gifford signed Catalyst's Champions for Change pledge, indicating its support of DEI in its leadership composition through the establishment of gender and racial targets (3)(4). The company is a signatory of the Gender & Diversity KPI Alliance, appearing to prioritize diversity over merit in its business structure through the establishment of gender and racial targets for its leadership composition and its support of DEI in its hiring and promotions (5)(6). Altria Group has implemented unconscious bias training and education for its employees (7).

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression.

High Risk

Altria's HRC 2023-2024 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders. Altria signed an open letter in support of the Equality Act, a controversial bill and is a coalition partner of America Competes (3)(4). The company opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade (5). Altria supports ESG within its business practices (6)(7). The company's CEO, William Gifford, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (9)(10).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression.

High Risk

Altria's HRC 2023-2024 CEI rating indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (1)(2). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. The company has made a corporate donation to the National Urban League and has pledged over \$5 million to the Black Lives Matter movement and related causes (3)(4)(5). Altria is a copper sponsor of Out & Equal and is a corporate partner of the National LGBT Chamber of Commerce (NGLCC) (6)(7). The company is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (8)(9).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes.

High Risk

Altria Group's HRC 2023-2024 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. Altria Group has donated to the Equality PAC but

has not lobbied for ideological purposes (3)(4)(5).

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