

Overview

Who's eligible?

If you received a previous Employee Stock Grant, you are now eligible for a vest (a portion of your grant becomes T-Mobile stock).

What are the important dates to remember?

Your T-Mobile shares, less shares for taxes, will be available in your [Fidelity Account®](#) on Thursday, February 26, which is the first business day after vest date.

How do I get to my shares?

You can see all the details of your grant in your [Fidelity Account®](#).

What's the Employee Stock Grant?

An Employee Stock Grant is an opportunity for employees to share in the financial performance of the company through shares of T-Mobile stock. Grants are awarded as RSUs (Restricted Stock Units).

What's an RSU?

RSUs become shares of T-Mobile stock after a specified period of time and subject to continuous employment requirement, known as vesting.

Do I have to pay for the RSUs?

No, the RSUs are provided at no cost to you.

Is this part of my current compensation?

Yes, this grant is part of your current Total Rewards package that includes pay, bonus or commission, benefits, perks, recognition, PTO, education assistance and more.

Vesting

What is vesting?

Vesting is basically a waiting period when you must remain continuously employed by T-Mobile to receive the stock. You must be on T-Mobile's payroll on vest date, February 25 to receive the shares.

How long will my grant take to vest?

A portion of your stock grant will vest every six months. This means you will receive shares twice a year over the 2- or 3-year vesting period.

What happens if I leave T-Mobile before my grant vests?

You must be on T-Mobile's payroll on February 25. If you leave the company (even for one day) all of your unvested RSUs from all outstanding awards will be cancelled upon your separation. They are not reinstated even if you are rehired.

What happens after vesting?

After RSUs vest, they'll be converted into shares of T-Mobile common stock subject to tax withholding. RSUs are taxed at vesting. Shares will be withheld to cover your tax obligation and the remaining shares of stock are yours to keep, sell or transfer subject to [T-Mobile's Policy on Securities Trading](#) and applicable laws.

What is the policy on Securities Trading?

You can't trade in T-Mobile stock if you are in possession of material non-public information. Read [T-Mobile's Policy on Securities Trading](#). In addition, certain employees are subject to periodic blackouts during which they may not trade in T-Mobile stock. Employees subject to blackout will be notified in advance of a blackout window.

Taxes

Am I taxed on the RSU grant?

The grant of RSUs was not a taxable event. RSUs are taxed once they vest and convert to shares of T-Mobile stock.

How am I taxed at time of vest?

A portion of shares will be withheld to cover the tax obligations at time of vesting. That means, you will see fewer shares in your account at the time of vest than the number of RSUs that are vesting. Shares are taxed based on the fair market value of the shares on the vesting date.

How much are taxes at time of vest?

Instead of rounding up to the nearest whole share to cover tax withholding due when shares vest, T-Mobile withholds fractional shares. This change means any fractional share remaining after taxes will go in your account instead of having the extra rounded into your federal taxes. See an example of tax withholding of a fractional share in the [Stock Grant Brochure](#). Tax withholding is at the supplemental Federal tax rate (22%), plus FICA (7.65%). State and local taxes may also apply.

Does the supplemental withholding cover my tax obligation for the vesting event?

It depends. At year end the actual tax obligation may be higher or lower depending on your personal tax situation.

Where will I see the tax withholding?

Your T-Mobile pay slip in Workday (available by March 2) will show the taxable income and withholding amount at vest. Income and taxes are also reported on your W-2 in the year of vest.

How much are taxes if I sell my vested shares?

If you sell your vested shares, you'll have capital gain or loss at the time of sale. The gain or loss is the closing TMUS stock price on the vest date minus the stock price on the date you sell shares. If you sell, you'll receive a year-end 1099-B tax form from Fidelity that you'll need to file your taxes.

Note: T-Mobile is unable to provide any tax advice. We encourage you to seek a tax advisor for all of your tax related questions.

Fidelity

What is Fidelity?

Fidelity Investments® is the equity plan administrative services provider for the T-Mobile stock plan. A Fidelity Account® is an individual brokerage account which has been opened for you to manage your T-Mobile Stock awards. [Learn How](#) to trade and set up your Electronic Funds Transfer (EFT) in advance of the vested shares being available.

Do I pay a commission when I sell my vested stock?

Fidelity will not charge a sales commission if you sell online. If you choose to make the sale with a Fidelity representative over the phone the sales commission is \$32.95.

Learn More and Take Action

View, sell or transfer shares from your Fidelity account:

- **Online:** Log in to [NetBenefits.com](https://netbenefits.com) (Fidelity)
- **Mobile:** Download then log in to the NetBenefits app
- **Phone:** Call the exclusive T-Mobile line at (800) 491-1014

This email is a summary of RSU awards under the 2023 Incentive Award Plan, 2013 Omnibus Incentive Plan and 2015 Amended and Restated Omnibus Incentive Plan (the "Plans") and is subject to all the terms and conditions contained in the Plans and the applicable Award Agreement. While every effort has been made to ensure the accuracy of this information, if a conflict arises, the Plans and the Award Agreement will govern. All RSU awards, including the annual award, are subject to management approval and are granted at the discretion of the Board of Directors. Any future equity awards are subject to Company approval and employee eligibility.

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