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## Overview

### Who's eligible for the Employee Stock Grant?

Nearly all employees (including employees on leave of absence) are eligible for the February 25, 2026, grant!

### What's an Employee Stock Grant?

An Employee Stock Grant is an awesome opportunity for employees to share in the financial success of the company through shares of T-Mobile stock. Grants are awarded as Restricted Stock Units (RSUs). Watch this short [video](#) to learn about T-Mobile Stock Grants.

### What are the important dates to remember this year?

Your Employee Stock Grant is available to be accepted in your [Fidelity](#) account as of Wednesday, February 25, 2026. You must accept the grant by August 24, 2026. If the grant is not accepted, it will be cancelled and cannot be reinstated.

### Does my grant reflect the increased value that was introduced last year?

Yes, all stock grants for employees below the Director level were increased beginning with awards made in February 2025.

### What's an RSU?

RSUs become shares of T-Mobile stock after a specified waiting period, known as vesting.

### How will vesting work?

Vesting will occur every six months which means you will receive shares twice a year over the 2- or 3-year vesting period. Your first vest event for this grant will be August 25, 2026. Learn more [here](#). Refer to your Fidelity account to see the vesting schedules for any previous grants.

## **Do I have to pay for the RSUs?**

No, the RSUs are provided at no cost to you, just for being a member of Team Magenta.

## **Is this grant part of my compensation?**

Absolutely! This grant is part of the T-Mobile Total Rewards package, which includes pay, bonus or commission, benefits, perks, recognition, Paid Time Off, education assistance, and more.

## **Will I receive a new grant every year?**

Yes! Every year, on February 25, eligible employees at T-Mobile are awarded a personal stake in the company through our annual Employee Stock Grant. That means we all share in the company's long-term growth and financial success.

## **Do I have to do anything?**

Yes, you can view and accept your RSU grant at [Fidelity](#). Grants must be accepted online at Fidelity before the first vest for you to receive the shares.

## **Award Details**

### **How can I find out how many RSUs I was granted?**

You can view and see all the details of your grant in your [Fidelity](#) account.

### **How was the award value determined?**

Grant values are assigned by career band, with employees in similar jobs receiving similar award values. Values are based on your job and T-Mobile career band as of January 31, 2026.

### **How was the number of RSUs calculated?**

The number of RSUs you receive is determined by dividing your award value by the grant stock price. Any fractional share was rounded up to the next whole share.

### **How was the grant stock price determined?**

The grant stock price (also called the divisor price) is the average closing price of T-Mobile's Common Stock (TMUS) for the 30-calendar-day-period ending five business days prior to the grant date for the award. The divisor price for the 2026 grant is \$197.68.

### **Why is a 30-calendar-day-period used for the grant stock price?**

The average price over 30 days is used to minimize the impact of stock market fluctuation that can occur on single days.

## *RSU Calculation Example Based on a Job with a \$3,000 Award Value:*

Award Value	\$3,000
FEBRUARY 2026 DIVISOR PRICE	÷ \$197.68
RSU Granted	= 16

### **Do I need to accept my grant?**

Yes, you do! To enjoy the benefits, you need to accept your grant by August 24, 2026. It's also important for you to know the value of your Employee Stock Grant and the terms and conditions of your award. We want to make sure you're fully informed. You can accept your grant via the NetBenefits mobile app, or online at [Fidelity](#).

### **Do I need to activate my Fidelity account?**

If this is your first grant, you need to activate a Fidelity account for tax reporting purposes before you can accept your grant. Don't worry, activating your account will help you avoid any unnecessary added tax withholding. You can only activate your account online at [Fidelity](#).

## **Vesting**

### **What is vesting?**

Vesting is basically a waiting period when you must remain continuously employed by T-Mobile to receive the stock.

### **How long will my grant take to vest?**

Vesting is two or three years based on your job, with a portion vesting every six months.

### **When will my first vest occur for this grant?**

The first vest for this grant will occur on August 25, 2026. Refer to your Fidelity account to see the full vesting schedule.

### **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. After taxes, 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 happens if I leave T-Mobile before my grant vests?**

If you leave T-Mobile (even for one day) all of your unvested shares will be cancelled upon your separation. They are not reinstated if you are rehired.

## 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 about the company. 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 before a blackout window.

For additional information on securities trading, read our [FAQ](#).

## Taxes

### Am I taxed on the RSU grant?

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

### How am I taxed once shares vest?

A portion of shares will be withheld to cover the tax requirements at time of vesting. Shares are taxed based on the fair market value of the shares on the vesting date. They will be taxed at the Federal supplemental rate and are subject to FICA and any state and local taxes that may apply.

### How much are taxes?

The supplemental Federal income tax withholding rate is generally 22%. Payroll (FICA) taxes are generally 7.65%. State and local taxes may also apply.

### Does the Supplemental withholding cover my tax obligation for the vesting event?

It depends. The actual amount may be higher or lower depending on your personal tax situation at year end.

### Where will I see the tax withholding?

Your T-Mobile pay statement will show the taxable income and withholding amount at vesting. Income and taxes are also reported on your W-2 in the year of vest.

*Note: T-Mobile is unable to provide any tax advice. We encourage all employees to seek a tax advisor for 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 RSU plan awards.

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

Fidelity does 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.

## How can I access my 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 document is a summary of RSU awards under the T-Mobile US, Inc. 2023 Incentive Plan and is subject to all the terms and conditions contained in the Plan 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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