



EMPLOYEE
STOCK
GRANTS

T Mobile

CONGRATULATIONS!



**“Dream big and deliver.
We aim high.
We step out.
Take smart risks
and own our results.
We act like owners
because we ARE owners.”**



The annual stock grant is your opportunity to become an owner and stakeholder in the Un-carrier. Every February, annual stock grants, in the form of Restricted Stock Units (RSUs), are awarded at T-Mobile to eligible employees. With RSU grants, you share in T-Mobile’s long-term growth and financial success.

RSU grants are an important part of your T-Mobile Total Rewards package. Total Rewards are what you receive for working at T-Mobile; including compensation, benefits, PTO and more, which in turn, help us attract, motivate, and retain the best employees.

RSUs are awarded to you at no cost, and you don’t have to enroll. You just need to accept your award at Fidelity.

YOUR GRANT AT A GLANCE

ELIGIBILITY	<p>You are eligible if:</p> <ul style="list-style-type: none">▪ You are a T-Mobile employee, full-or part-time▪ You are below the Director level▪ You were on the TMUS payroll on or before January 31
RSUs	<p>Restricted Stock Units (RSUs) become shares of T-Mobile stock after a waiting period, known as vesting, when you must remain employed by T-Mobile.</p>
AWARD VALUE	<p>Based on your role, eligible employees in similar roles receive the same award value.</p>
AWARD ACCEPTANCE	<p>Easily accept your award at Fidelity when you receive your grant.</p>
VESTING	<p>Based on your job, RSUs take two or three years to vest. Starting with the 2024 Employee Stock Grant, a portion of RSUs will vest every six months. Stock Grant Awards prior to 2024 will continue to vest annually.</p>
TAXES	<p>When the RSUs vest, taxes are due, and shares are withheld to cover the tax obligations at vest. The income and taxes will be reported on your W-2.</p>
OWNERSHIP	<p>After taxes, the remaining shares of stock are deposited in your Fidelity Account. Once vested they are yours to keep, sell, or transfer (subject to T-Mobile's Policy on Securities Trading and applicable laws).</p>
FIDELITY	<p>A Fidelity Account® is an individual brokerage account at Fidelity Investments® that has been opened for you to manage your T-Mobile stock.</p>

THE BASICS

ELIGIBILITY

You are eligible if you are a regular – full or part-time – employee of T-Mobile, are below the Director level, and were on the T-Mobile payroll on or before January 31. Temporary, seasonal employees, interns and contractors are not eligible.

RSUs (RESTRICTED STOCK UNITS)

Restricted Stock Units (RSUs) become shares of T-Mobile stock (TMUS) after a waiting period, known as vesting. RSUs give you an opportunity for future value. The future value of your RSUs is based on the T-Mobile stock price on the vesting date.

AWARD VALUE

Award values are assigned by job with employees in similar jobs receiving similar award values. Values are based on your job and career band as of January 31.

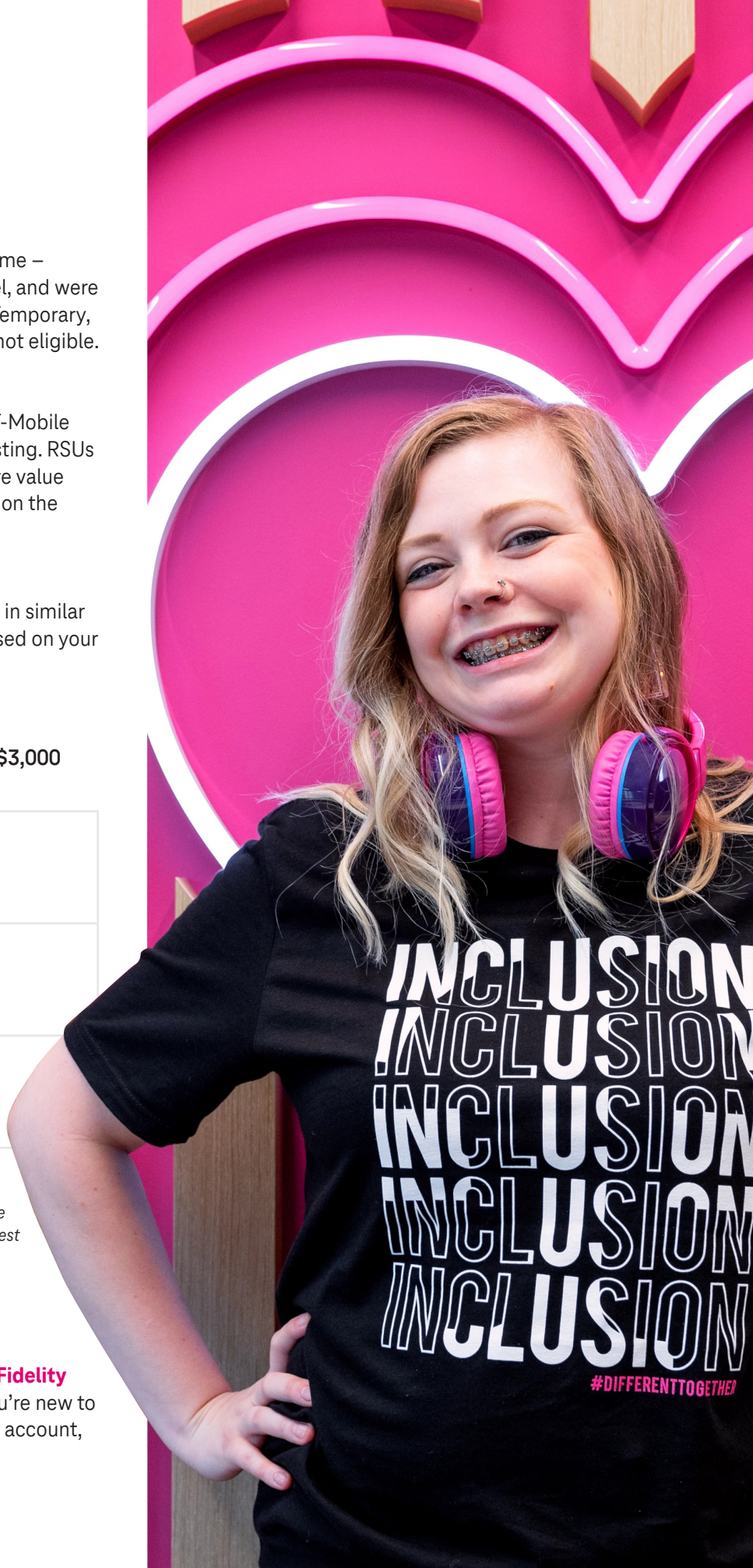
RSU Calculation Example Based on a Job with a \$3,000 Award Value:

AWARD VALUE	\$3,000
EXAMPLE DIVISOR PRICE	÷ \$225*
RSU GRANTED	= 14**

**The grant stock price (divisor) 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. **Any fractional shares will be rounded up to the nearest whole share.*

AWARD ACCEPTANCE

It's super easy and quick to accept your award at **Fidelity** when you receive your grant on February 25. If you're new to Fidelity you'll need to create a login, activate your account, then accept your grant.

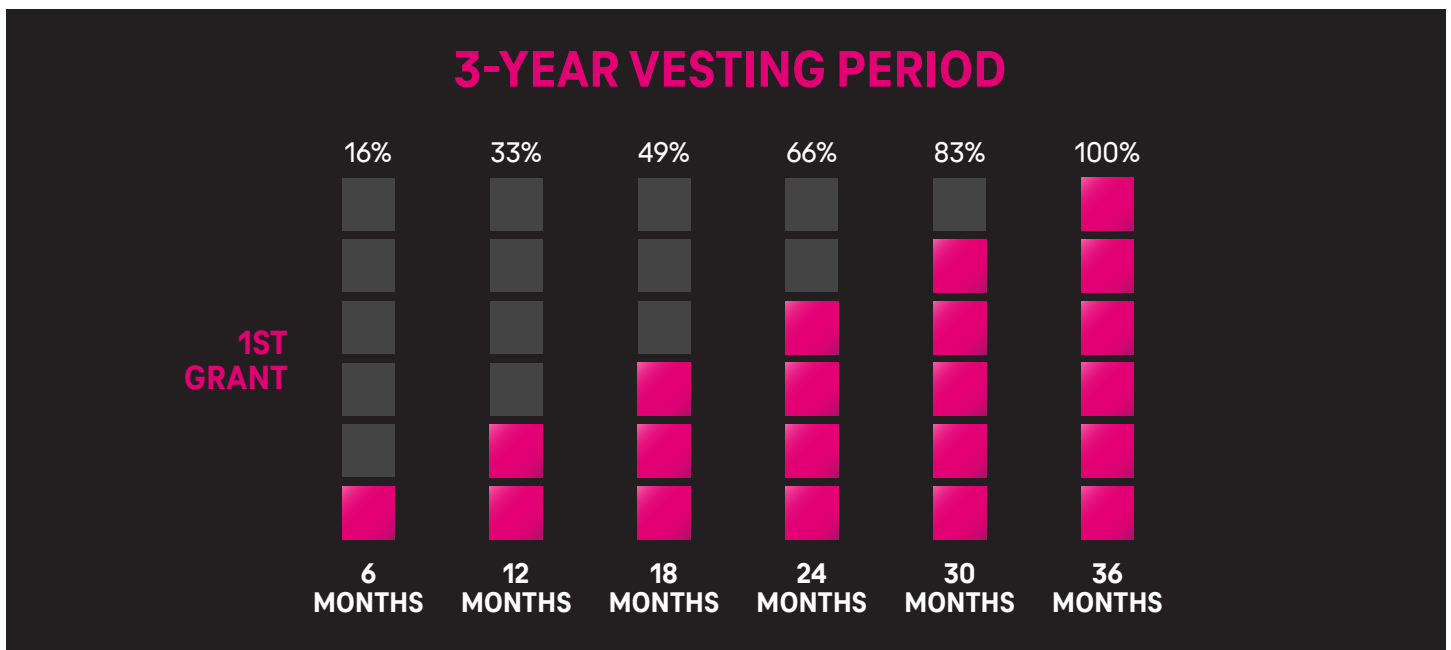
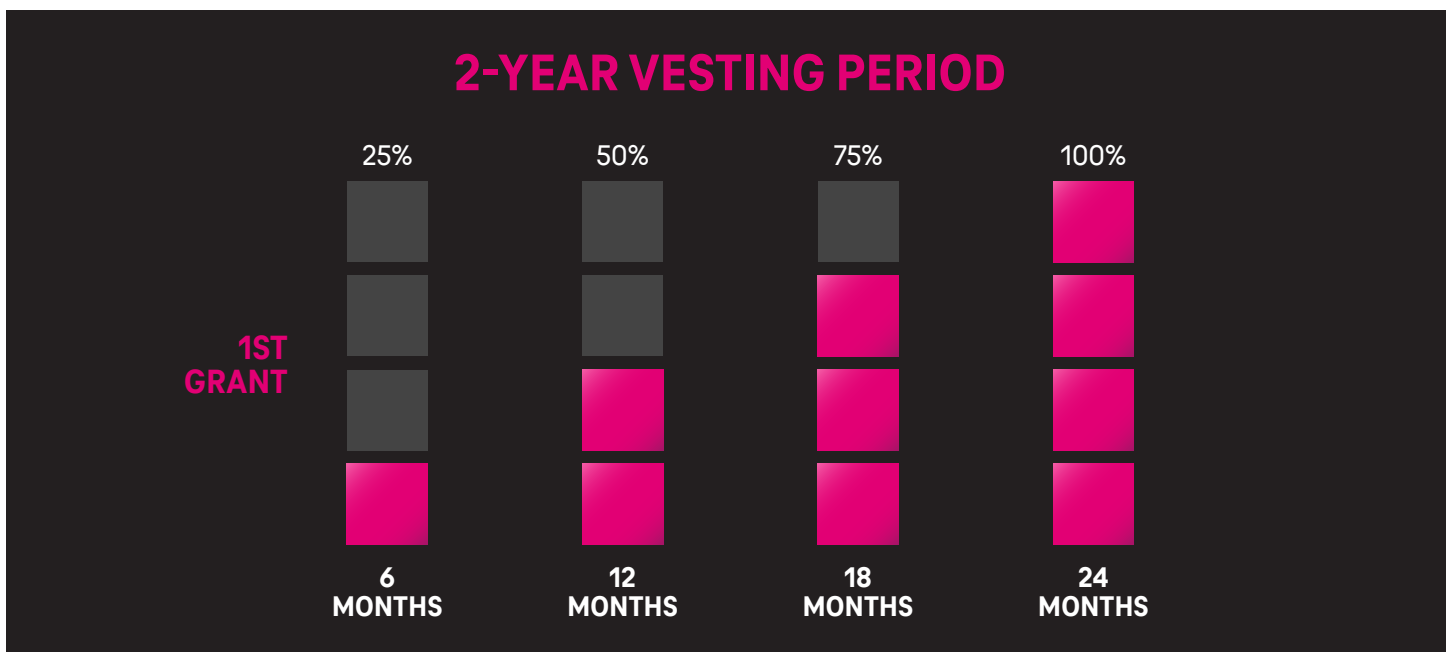


VESTING

Vesting is the waiting period when you must remain employed by T-Mobile without any breaks in service. When RSU grants vest, the units become shares of T-Mobile stock that you can keep, sell or transfer (subject to **T-Mobile's Policy on Securities Trading** and applicable laws).

HOW DOES VESTING WORK?

Based on your job, RSUs take two or three years to vest. Starting with the 2024 Employee Stock Grant, a portion of RSUs will vest every six months. Stock Grant Awards prior to 2024 will continue to vest annually. Most jobs have a two year vest and a smaller number of jobs have a three year vest. Your Fidelity Account shows your vesting schedule for each grant. Here's an example of how vesting works.



TAXES

RSUs are taxed once they vest and convert to shares of TMUS stock. A portion of your total number of shares will be withheld to cover the tax obligations when they vest. Shares are taxed based on the fair market value of the shares on the vesting date.

Shares will be taxed at the federal supplemental rate (generally 22%) and are subject to payroll (FICA) taxes (generally 7.65%) and any applicable state and local taxes that may apply. Your pay statement will show the taxable income and withholding amount at vesting.

As of April 2024, instead of rounding up to the nearest whole share, T-Mobile will now withhold fractional shares. This change means you'll receive any fractional share in your account after taxes are taken out instead of having the extra rounded into your federal taxes. This increases your ownership and share in T-Mobile's potential success. You can choose to keep or sell the shares in your account at vest, including any fraction.

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

TAX WITHHOLDING EXAMPLE

In this example, last year an employee was granted 7 RSUs. When a portion vests, the closing price of T-Mobile stock is \$225.

VESTING DATE	February 25
CLOSING TMUS STOCK PRICE ON VEST DATE	\$225
NUMBER OF RSUs VESTING	2
TAXABLE INCOME	2 x \$225 = \$450
TAX DUE¹	\$450 x 29.65% = \$133.43
SHARES WITHHELD TO COVER TAXES¹	\$133.43 ÷ \$225 = 0.593
NET SHARES DEPOSITED	1.407 (2 - 0.593)

¹ Tax withholding is at the minimum statutory Federal tax rate (22%), plus FICA (7.65%). State and local taxes may also apply.



OWNERSHIP

After taxes, the remaining shares of stock are deposited in your Fidelity brokerage account. Once vested, they are yours to keep, sell or transfer (subject to **T-Mobile's Policy on Securities Trading** and applicable laws.)

KEEP YOUR SHARES

As a T-Mobile shareholder you'll share in the company's long-term growth and financial success. The value of your shares will change over time depending on T-Mobile's (TMUS) stock price. Your vested shares are yours even if you leave T-Mobile. They will remain in your Fidelity account until you sell them.

SELL YOUR SHARES

You can sell your vested shares anytime once they are deposited into your Fidelity account. Contact Fidelity to sell some or all your vested shares online at netbenefits.com/tmobile or by using the NetBenefits mobile app.

INSIDER TRADING POLICY

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**. Certain employees are also subject to periodic blackouts during which they may not trade in TMUS stock. Employees subject to blackout will be notified in advance of a blackout window. For additional information on securities trading, read our **FAQ**.

FIDELITY

Fidelity Investments is the administrative services provider for the T-Mobile Stock Plans. If you are new to Fidelity, an individual brokerage account has been opened for you to manage your T-Mobile RSU plan awards. To get started, you'll need to create a login, activate your account, then accept your grant at netbenefits.com/tmobile.

TO ACCESS YOUR FIDELITY ACCOUNT:

Online: Log in to netbenefits.com/tmobile

Mobile: Download and log in to the NetBenefits app

FOR MORE INFORMATION

Call the exclusive T-Mobile Fidelity line at (800) 491-1014

This document is a summary of RSU awards under the T-Mobile US, Inc. 2023 Incentive Award 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 Plan 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.

Stock Plan record keeping and administrative services are offered through Fidelity Stock Plan Services, LLC. Brokerage products and services are offered through Fidelity Brokerage Services LLC, Member NYSE, SIPC. T-Mobile is not affiliated with Fidelity Stock Plan Services (or any Fidelity entity).

© 2024 T-Mobile US, Inc. All rights reserved

Content updated December 2024