



**EMPLOYEE  
STOCK  
PURCHASE PLAN**

**T Mobile**



**“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.”**



# **GREAT PERFORMANCE EQUALS GREAT OPPORTUNITY**

Together, we’re doing great things and performing for our customers in a big way. T-Mobile’s Employee Stock Purchase Plan (ESPP) is an opportunity to share in that performance by purchasing T-Mobile (TMUS) stock at a discount through payroll deduction.

By purchasing T-Mobile stock, you are investing in T-Mobile’s performance. Review the information carefully to learn more about ESPP before enrolling.

All employees are eligible to participate. ESPP is part of your Total Rewards package.

## ESPP AT A GLANCE

<b>ELIGIBILITY</b>	All T-Mobile employees (except international) are eligible.
<b>PURCHASE PERIOD</b>	It's the six-month time frame when contributions are made from your paycheck: April 1 - September 30 and October 1 - March 31.
<b>CONTRIBUTIONS</b>	You can contribute, on an after-tax basis, between 1% and 15% of your gross pay – includes base pay, bonus, commissions and more.
<b>DISCOUNT</b>	Employees receive a 15% discount from the stock price on the first or last day of the six-month purchase period, whichever price is lower.
<b>PURCHASE SHARES</b>	Shares are purchased on the last day of the purchase period and deposited into your account, generally within 1 week of the September 30 and March 31 purchase dates.
<b>ENROLLMENT</b>	To participate, you will need to enroll. Enrollment periods are February 15 – March 15 and August 15 – September 15.
<b>FIDELITY</b>	Shares are deposited and held in your account at Fidelity, T-Mobile's Stock Plan services provider.
<b>SELLING SHARES</b>	You can sell your shares as soon as they are deposited into your account, generally within 1 week of the purchase date, subject to <b>T-Mobile's Policy on Securities Trading</b> .
<b>TAXES</b>	When you sell your stock you'll generally be taxed. If you hold your shares longer than 1½ years from the purchase date, you may benefit from favorable tax treatment.

**Important! Commissions and bonuses are included in the contribution amount.**

## THE BASICS

### ELIGIBILITY

All T-Mobile employees (except International) are eligible. If you're interested, enroll to participate.

<b>ENROLLMENT PERIOD</b>	February 15 – March 15
	August 15 – September 15
<b>PURCHASE PERIOD</b>	April 1 – September 30
	October 1 – March 31
<b>PURCHASE DATE</b>	September 30
	March 31
<b>PAYCHECK CONTRIBUTION</b>	First Paycheck in April
	First Paycheck of October

### CONTRIBUTIONS

You can contribute between 1% and 15% of your gross pay. Contributions are taken from after-tax compensation, including base pay, overtime, annual bonus, commissions, monthly incentives and PTO.

Your contributions are deducted from each paycheck during the 6-month purchase period. There are two purchase periods each year: April 1 – September 30 and October 1 – March 31.

Your contributions will continue each purchase period until you make a change. The only way to contribute to ESPP is through payroll deduction.

## PURCHASE

### DISCOUNT

Your contributions are used to buy shares of T-Mobile (TMUS) stock at a 15% discount. Even better, your 15% discount is applied to the closing stock price on the first day or the last day of the 6-month purchase period, whichever price is lower.

### PURCHASING SHARES

On the last day of the purchase period, also known as the purchase date, T-Mobile will purchase shares on your behalf. The shares are deposited into your account at Fidelity generally within 1 week after the purchase date.



## HERE'S HOW IT WORKS

### EXAMPLE BASED ON AN EMPLOYEE WITH A \$2,000 PAYCHECK

The employee enrolls, choosing to contribute 3% of eligible pay, which is \$60 per paycheck. Contributions are set aside during the 6-month purchase period and add up to \$780 to purchase shares.

On the purchase date we look at T-Mobile's stock price on the first day (\$140) and last day (\$150) of the 6-month purchase period. The employee gets the lower of the two (\$140). It's known as a lookback. Then we apply the 15% discount and the employee pays \$119 a share.

For \$780 this employee gets **\$983** worth of T-Mobile stock.

#### DETERMINE HOW MUCH TO CONTRIBUTE:

Gross base pay each paycheck	\$2,000
ESPP contribution percentage	x3%
ESPP dollar contribution each pay period	\$60
Employee's 6-month purchase contribution (\$60 x 13 pay periods)	\$780

#### WE PICK THE LOWER OF T-MOBILE'S CLOSING STOCK PRICE ON:

The first business day of the 6-month purchase period	\$140
<i>or</i>	
The last business day of the 6-month purchase period	\$150

#### WE SUBTRACT 15% FROM THE PRICE:

Lower stock price	\$140
15% discount off the lower stock price	\$21
Employee's discounted purchase price	\$119

#### T-MOBILE SHARES PURCHASED:

Employee's 6-month ESPP contribution	\$780
Discounted T-Mobile purchase price	\$119

**NUMBER OF T-MOBILE SHARES PURCHASED 6.5546**



## ENROLLMENT

### ENROLL

You have two opportunities to enroll each year: February 15 – March 15 and August 15 – September 15. Enrollment closes at 11:59 p.m. PT.

After you enroll in ESPP your participation is continuous from one purchase period to the next until you withdraw from ESPP or end your employment with T-Mobile.

### RE-ENROLL

You can also use the enrollment periods to change your contribution amount or re-enroll in the plan if you withdraw then later want back in.

### ENROLL AT FIDELITY

Enroll or re-enroll at: [netbenefits.com/tmobile](https://netbenefits.com/tmobile). Or call Fidelity for enrollment assistance at (800) 491-1014.

## YOUR ACCOUNT

Shares are deposited and held in your account at Fidelity. This is the same account that's used for your stock grants. View your account at: [netbenefits.com/tmobile](https://netbenefits.com/tmobile)

If you sell stock purchased through ESPP you'll receive a 1099-B from Fidelity at the beginning of the following year. You'll need the 1099-B to file your tax return.

### WITHDRAW OR SUSPEND

You can withdraw or suspend up through the last day of the month prior to purchase: August 31 and February 28 (or February 29) by 11:59 p.m. PT.

If you withdraw you'll receive a full refund of your contributions from the current purchase period within 1 – 2 pay periods. You would need to re-enroll if you choose to participant again.

To suspend, simply decrease your contribution to 0% before the deadline and no further payroll deductions will take place. Your contributions to date will be used to purchase shares at the end of the purchase period. You would need to re-enroll if you choose to participant again.

Withdraw or suspend at [netbenefits.com/tmobile](https://netbenefits.com/tmobile)





## TAXES

Generally, there are no federal or state income tax consequences related to stock purchased through ESPP until you sell or transfer your shares. (Puerto Rico residents are taxed differently.)

In most cases, your tax liability at the time of sale will depend on the purchase price, the sale price and how long you owned the stock.

### TAX CONSIDERATIONS

It's important to understand the tax implications of the decisions you make when you purchase stock through ESPP.

If you sell your ESPP shares within 1 ½ years of date of purchase, the discount on the ESPP shares is reported on your W-2 as compensation income. However, T-Mobile does not withhold any taxes or FICA on this amount. Also, the total proceeds from the sale of the ESPP shares will be reported on a 1099-B, which you will receive from Fidelity.

If you hold your shares in your Fidelity account for 1 ½ years from the purchase date, you may benefit from favorable tax treatment on the sale, known as a qualifying disposition. You will receive a 1099-B from Fidelity, which will report the total proceeds from the sale of such shares.

### GET HELP

The taxation of selling ESPP shares can be complex. We encourage you to consult a financial planner or tax advisor to determine how your personal situation is impacted. T-Mobile cannot provide you any tax advice.

# SELL AND TRANSFER

## SELL OR TRANSFER

You can sell your shares as soon as they are deposited into your account at Fidelity, subject to **T-Mobile's Policy on Securities Trading**. If you want to transfer your shares to another broker, you must wait 1 ½ years from the purchase date. Consult a tax advisor for tax implications of selling ESPP shares.

## TRANSACTION FEES

Fidelity does not charge a sales commission if you sell online or through the interactive voice response system. If you choose to make the sale with a Fidelity representative over the phone, the sales commission is \$32.95.

## CONTACT FIDELITY

- To use Fidelity's online service: log into your account at [netbenefits.com/tmobile](https://netbenefits.com/tmobile)
- To make the sale with Fidelity representative: call Fidelity at (800) 491-1014

# RESOURCES

## For information about ESPP and T-Mobile:

- Visit the **ESPP page** on T-Mobile's Benefits Hub.

## QUESTIONS

### For specific questions about your ESPP account:

- Log in to [netbenefits.com/tmobile](https://netbenefits.com/tmobile) or call Fidelity Stock Plan Services at (800) 491-1014

### For general ESPP or pay-related questions:

- Contact T-Mobile's myHR Team at 866-578-6423

*No one can predict the future value of any stock, and an investment in a single security is inherently subject to greater risk than diversified investments, such as mutual funds. You should carefully and periodically evaluate your investment in T-Mobile common stock to ensure that the amount of your investment is appropriate for your individual financial situation.*

*This brochure is part of a prospectus covering securities that have been registered under the Securities Act of 1933. Read the Plan Prospectus for more information.*

*Stock Plan recordkeeping 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).*

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