

## Key Terms

### Activation

If this is an employee's first grant, they need to activate a Fidelity account for tax reporting purposes before accepting the grant. Activating the account will help avoid any unnecessary added tax withholding. Activate the account online at [Fidelity](#).

### Award Value

The dollar value of the Employee Stock Grant on Grant Date. Award values are assigned by job, with employees in similar jobs receiving similar award values. Values are based on the employee's job and career band as of January 31.

### Commission

Fidelity does not charge a sales commission for sales online or through the interactive voice response system. For sales made with a Fidelity representative over the phone the commission is \$32.95.

### 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 Restricted Stock Units (RSUs).

### Fair Market Value

The value of T-Mobile stock at any given time based on the current T-Mobile stock price.

### Fidelity Brokerage Account

A Fidelity Account® is an individual brokerage account which has been opened for employees to view and manage their Employee Stock Grant as well as the shares of T-Mobile Stock.

### Fidelity Investments

Fidelity Investments® is the plan administrative services provider for the T-Mobile stock plan.

### Grant Acceptance

Employees must log in to [Fidelity](#), or via the NetBenefits mobile app to accept the Grant Agreement each time they are awarded an Employee Stock Grant. This is an important step. If the grant is not accepted it will be cancelled and cannot be reinstated.

### Grant Agreement

Formal document outlining the terms and conditions that apply to an Employee Stock Grant.

## **Grant Date**

Grant date is February 25, it's when the Employee Stock Grant is awarded to eligible employees. The award amount, vest schedule, and terms and conditions are communicated on the grant date or shortly after.

## **Grant Stock Price**

The grant stock price (also called the divisor price) is the average closing price of T-Mobile's Common Stock (TMUS) on the NASDAQ for the 30-calendar-day-period ending five business days prior to the grant date for the award. The average price over 30 days is used to minimize the impact of stock market fluctuation that can occur on single days.

## **Incentive Award Plan**

Refers to the T-Mobile US, Inc. 2023 Incentive Award Plan. Under the Incentive Award Plan, the Company is authorized to grant various forms of cash-based and stock-based incentive compensation awards to eligible employees.

## **Incentive Plan Prospectus**

Refers to the document that summarizes the key terms and provisions of the Incentive Plan. The Prospectus is available to employees on the Fidelity site at the time of Grant Acceptance.

## **Restricted Stock Unit**

A Restricted Stock Unit (RSU) becomes a share of T-Mobile stock after a specified period of time, known as vesting.

## **Stock**

An ownership stake in the company, reflected as a share of stock.

## **Tax Withholding**

The method by which the employee's tax obligation is settled upon vest. T-Mobile withholds the shares necessary to satisfy the tax obligation and the net shares are then deposited in the employee's Fidelity account.

## **Vest Schedule**

Vesting will occur every six months. This means shares will vest twice a year over the 2 or 3 year vesting period.

## **Vesting**

Vesting is a waiting period when employees must remain continuously employed by T-Mobile to receive the shares of stock.

## **Vesting Date**

It's the day the vesting period ends when a portion of the RSUs becomes T-Mobile stock.

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.

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).

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