

EQUITY IN ACTION AT T-MOBILE

October 2023
FACT SHEET



BE YOURSELF. WE LIKE IT THAT WAY.

Diversity fuels the Un-carrier spirit. Our commitment to equity and inclusion across race, gender, age, religion, identity and experience drives us forward every day. Our diverse workforce allows us to better serve our diverse customer base.

OUR STRENGTH IS IN WHO OUR PEOPLE ARE:

61%

People of Color

41%

Women

51%

People of Color
People Managers
(excludes executives)

37%

Women
People Managers
(excludes executives)

25%

People of Color
Executives

35%

Women Executives

HOW WE'RE PUTTING WORDS INTO ACTION

We embed diversity, equity and inclusion in every corner of our business - in our culture, talent pipelines and partnerships. And **WE WON'T STOP** inside our walls. We also invest in our communities by providing critical connections and career opportunities to those who need it most.

While the mission won't happen overnight, the work is already well underway. Our Equity In Action efforts continue driving an inclusive culture, making EIA journey the heart and soul of our business.

WE'RE REPEATEDLY RECOGNIZED FOR INCLUSION

We're humbled by the acknowledgment we've received as an employer of choice for women, people of color, veterans, and members of the LGBTQ+ and disability communities, having been named a top workplace with 40+ DE&I awards in 2022.



“ Our longstanding commitment to Diversity, Equity and Inclusion started as a grassroots employee movement that has grown to be an integral part of our culture. We are a stronger company and can better serve our customers when we bring together the unique talents, backgrounds, and perspectives of every person on this team. ”

– Mike Sievert, CEO of T-Mobile

EMPLOYEE RESOURCES

T-Mobile has six diversity and inclusion Employee Resource Groups (ERGs) with the purpose of bringing employees together to talk about topics that matter – and inform the business on how to act.

Employee groups include the Accessibility Community, Multicultural Alliance, Multigenerational Network, PRIDE, Veterans and Allies Network and Women and Allies Network.

Now with our workforce base of over 70,000 employees, nearly 41% of all our employees participate in the ERGs, and that number is growing every day. Success of our ERGs is measured by their growth, which means there is an increase in demand and employees are finding them beneficial. We know that on average, employees who are involved in at least one network have lower attrition rates, higher lateral transfer rates, and higher promotion rates.

CELEBRATING OUR DIFFERENCES

T-Mobile has participated in over 2,500 events over the past two years that align with our DE&I employee resource groups. This includes local volunteering and community events, or larger, company-wide events like Pride, Juneteenth and Black History Month, Veterans Day, Mental Health Awareness Month, Women's History Month and so much more!



KEEPING OURSELVES ACCOUNTABLE

T-Mobile is a values-driven company that believes in diversity and inclusion for our people, our customers, and the communities we serve – and we are putting action behind our words.

T-Mobile's EIA strategic DE&I plan informs our values, the opportunities and investments we make for our employees, the products and services we offer, the suppliers we do business with, and how we advocate for our communities. We're proud of the investments we continue to make to further drive positive change in our culture, talent, brand, and communities, including closing the digital divide.

“ These promises signal an even stronger commitment to take bold and actionable steps to increase diversity representation across our leadership teams, to support and strengthen the diversity in our communities, and to ensure equitable access to the 5G network that we know will inspire a new wave of innovation. ”

– **Holli Martine**, VP of Diversity and Inclusion, T-Mobile

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