

OUR GOVERNANCE

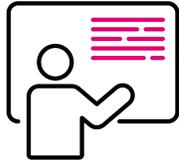


\$3.1B

spent with suppliers from traditionally underrepresented backgrounds

97%

enterprise completion rate for T-Mobile's Integrity365 Code of Business Conduct employee training



66%

of suppliers completed environmental and social assessments¹

#31

on JUST Capital's 2024 Ranking of America's Most JUST Companies



OUR PEOPLE

Achieved goal of hiring 10,000 veterans and military spouses by the end of 2023



80%

Equity In Action Promises achieved and the remaining on track to achieve by 2025

\$18M

provided in employee tuition for over 5,600 employees



63%

of T-Mobile U.S. employees identify as members of traditionally underrepresented racial or ethnic groups



OUR COMMUNITIES

~6M

students connected through Project 10Million and other education programs since launch through 2023



\$1.5B+

provided in funding and in-kind products and services to support communities

80K+

hours volunteered by employees



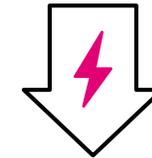
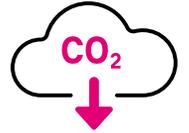
98%

of the U.S. population covered by our 5G network

OUR PLANET

30%

reduction in total Scope 1, 2 and 3 emissions since 2020,² making progress toward net-zero by 2040

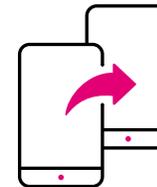
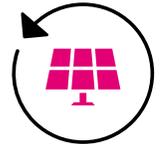


62%

reduction in energy consumption (MWh) per petabyte (PB) of data traffic on our network since 2019

100%

of our purchased electricity sourced from renewable energy³



10M

customer devices collected to be reused, resold, or recycled

¹ Based on sourceable spend.

² Using market-based Scope 2 emission figures and excluding Scope 3 indirect use-phase emissions.

³ For T-Mobile's 100% renewable electricity commitment, T-Mobile matches its own annual electrical usage with renewable energy from a portfolio of sources including: virtual power purchase agreements, a green direct program, renewable retail agreements, community solar agreements, and unbundled REC purchases.