

2025 Corporate Responsibility Data Tables

All data in this section represents information as of December 31 for each year noted. Some totals may not add up to 100% due to rounding.

GOVERNANCE

Board composition and structure	2025	2024	2023	2022
# of the Board of Directors	14	14	14	14
# of Independent Directors	6	6	6	6
% of the Audit Committee that is Independent	100%	100%	100%	100%
% of the Nominating and Corporate Governance Committee that is Independent	40%	40%	67%	67%
% of the Compensation Committee that is Independent	40%	40%	40%	40%

Ethics and compliance	2025	2024	2023	2022
Goal: Achieve enterprise completion rate of 98% for T-Mobile's i365 Code of Business Conduct Training	94%	98%+	97%	98%+
Speak-up policy that allows for anonymous reporting or "whistleblowing"	Yes	Yes	Yes	Yes

Supply chain	2025	2024	2023	2022
% of suppliers (by sourceable spend) assessed on their environmental and social performance through the EcoVadis tool	60%	63%	66%	48%

SOCIAL — OUR PEOPLE

Employee composition	2025	2024	2023	2022
% of full-time employees	81.5%	80.9%	83.3%	85.0%
% of part-time employees	18.5%	19.1%	16.7%	15.0%

Employee retention	2025	2024	2023	2022
# average tenure of permanent employees (years) ¹	7.2	7.0	6.8	7.5

Learning and career development	2025	2024	2023	2022
# hours employees participated in training (millions)	3.5	3.6	4.4	5.8
\$ amount paid in tuition assistance (millions)	\$23.0	\$20.7	\$18.3	\$17.3

Employee health, safety, and wellness	2025	2024	2023	2022
% of employees (full- and part-time) eligible for health benefits on the first of the month following 30 days of employment	100%	100%	100%	100%
Rate of recordable work-related injuries (per 200,000 hours)	0.21	0.26	0.27	0.28

¹ Includes all permanent full-time and part-time employees.



SOCIAL — OUR COMMUNITIES

Philanthropic giving and employee volunteering	2025	2024	2023	2022
\$ amount provided in funding and in-kind products and services to support communities (billions)	\$1.1	\$1.1	\$1.5	\$2.2
\$ amount donated by T-Mobile and the T-Mobile Foundation (millions)	\$38.2	\$37.3	\$19.4	\$26.8
\$ amount donated by employees (millions)	\$2.4	\$2.5	\$2.9	\$3.2
\$ amount in disaster relief in-kind support (millions)	\$1.8	\$1.3	\$1.7	\$1.6
# employee volunteer hours	92,250	88,860	80,745	61,528

Connectivity initiatives	2025	2024	2023	2022
Offer connectivity to up to 10 million eligible K-12 students (millions — cumulative since launch)	6.7	6.3	5.9	5.3
\$ amount provided in products and services through Project 10Million (billions — cumulative since launch)	\$8.3	\$7.4	\$6.4	\$4.8

ENVIRONMENTAL

Emissions (MT CO ₂ e) ²	2025	2024	2023	2022	2020 ³
Goal: Achieve net-zero emissions across our entire carbon footprint by 2040 (% progress = % reduction from 2020)³	50%	47%	37%	25%	—
Scope 1 emissions	94,243	75,935	75,878	105,864	59,593
Scope 2 emissions					
Market-based Scope 2 emissions	0	175,363	213,486	225,810	2,055,514
Location-based Scope 2 emissions	2,618,452	2,808,693	3,031,681	3,197,671	2,953,103
Scope 3 emissions					
Category 1 — Purchased goods and services	1,616,043	1,883,948	2,232,274	3,111,696	3,570,517
Category 2 — Capital goods	1,039,801	867,750	1,162,309	1,620,459	1,739,509
Category 3 — Fuel- and energy-related activities	170,330	254,286	270,418	518,852	473,621
Category 4 — Upstream transportation and distribution	142,843	174,083	213,780	194,622	288,516
Category 5 — Waste generated in operations	9,464	12,858	30,218	35,769	7,656
Category 6 — Business travel	25,733	33,855	46,791	42,956	9,958
Category 7 — Employee commuting	102,565	93,311	121,549	62,384	43,674
Category 9 — Downstream transportation and distribution	228,563	244,070	365,157	243,661	213,998
Category 11 — Use of sold products (Direct Use-Phase)	1,088,234	1,032,516	1,054,272	712,137	734,039
Category 11 — Use of sold products (Indirect Use-Phase)	506,434	449,519	218,772	332,563	292,989
Category 12 — End-of-life treatment of sold products	31,222	27,478	32,254	30,191	35,258
Category 15 — Investments	29,989	—	—	—	—
Total Scope 3 emissions (sum of categories above)	4,991,221	5,073,675	5,747,794	6,905,288	7,410,072
Total Scope 1, 2, and 3 emissions (using market-based Scope ⁴)	5,085,464	5,324,973	6,037,157	7,236,962	9,525,178
Total Scope 1, 2, and 3 emissions (using location-based Scope ⁴)	7,703,916	7,958,303	8,855,352	10,208,823	10,422,767
Emissions Intensity (MT CO ₂ e/PB)	56	78	119	208	490
Emissions Intensity per million dollars of revenue (using market-based Scope)	58	65	73	86	—

² Emissions data for prior years (2020-2025) has been recast to reflect changes in T-Mobile's organizational boundary resulting from the acquisitions of Ka'ena, Vistar Media, Blis, and UScellular's wireless operations in 2025. The recast was made in accordance with the GHG Protocol Corporate Accounting and Reporting Standard to improve comparability across time periods presented. 2025 data also reflects the joint venture acquisitions of Lumos and Metronet.

³ 2020 represents the baseline year of our net-zero emissions target.

⁴ Net-zero emissions goal excludes Scope 3 Category 11 — Indirect Use-Phase.

Data tables

Energy (MWh)	2025	2024	2023	2022	2019
Total energy consumption within the organization ⁵	7,775,197	7,877,894	8,209,941	9,139,142	—
Goal: Achieve a 95% reduction in energy consumption (MWh) per petabyte (PB) of data traffic by 2030 from a 2019 baseline (% reduction)⁵	80%	73%	62%	39%	—
Energy intensity (MWh/PB) ⁵	86	116	162	263	432 ⁶
Goal: Source renewable energy equivalent to 100% of total electricity usage by 2021 (% progress)⁷	100%	100%	100%	100%	—
% of energy from grid electricity	97.2%	97.3%	97.3%	97.2%	—
% of energy supplied from renewable energy	97.2%	97.3%	97.3%	97.2%	—

Product lifecycle management	2025	2024	2023	2022
# of devices processed for reuse or resale and recycling (millions)	12.9	11.3	10.0	11.7
% of wireless handset devices certified through UL ECOLOGO and EPEAT	100%	97%	93%	94%
% of offered tablet models certified as sustainable compliant with the IEEE 1680.1-2018 or 1a-2020 Standard	75%	77%	71%	75%

Water (cubic meters)	2025	2024	2023	2022
Water consumption	738,996	807,939	813,400	862,142

Waste (metric tons) ⁸	2025	2024	2023	2022
Total waste generated	25,947	33,965	40,562	51,542
Total hazardous waste	302	1,035	5,904	8856
Total non-hazardous waste	25,645	32,930	34,657	42,686
Total waste diverted from landfill	12,964	18,061	25,140	37,635
Total hazardous waste diverted from landfill	301	1,034	5,901	8,850
Total non-hazardous waste diverted from landfill	12,663	17,026	19,239	28,784
Total waste sent to landfill	12,984	15,905	15,422	13,902
Total hazardous waste sent to landfill	1.5	0.5	2.8	5.4
Total non-hazardous waste sent to landfill	12,982	15,904	15,419	13,902

⁵ Energy data for prior years (2019-2025) has been recast to reflect changes in T-Mobile's organizational boundary resulting from the acquisitions of Ka'ena, Vistar Media, Blis, and UScellular's wireless operations in 2025. The recast was made in accordance with the GHG Protocol Corporate Accounting and Reporting Standard to improve comparability across periods presented.

⁶ 2019 data represents the baseline year of the energy intensity target.

⁷ 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 renewable energy certificate purchases. Beginning in 2025, following the acquisitions Ka'ena, Vistar Media, Blis, and UScellular, this commitment was expanded to include all consolidated subsidiaries, reflecting T-Mobile's broader operating footprint. For 2024 and prior years, renewable electricity procurement applied only to T-Mobile standalone operations. As a result, market-based Scope 2 emissions for the expanded consolidated entity include emissions attributable to acquired businesses that were not covered by T-Mobile's renewable electricity procurement in those periods.

⁸ Waste data for prior years (2022-2025) has been recast to reflect changes in T-Mobile's organizational boundary resulting from the acquisitions of Ka'ena, Vistar Media, Blis, and UScellular's wireless operations in 2025.

Data tables

Circularity	2025	2024	2023	2022
# total network e-waste (metric tons)	4,629	7,311	18,971	32,643
% of network e-waste repaired	30%	21%	8%	7%
% of network e-waste recycled	56%	72%	79%	74%
% of network e-waste resold	13%	7%	13%	19%