



2025 GRI Index

The table below includes our responses to relevant GRI disclosures, including select key topics as defined in the GRI framework and identified in collaboration with stakeholders.

Disclosure #	Disclosure topic	2025 response
General disclosures		
The organization and its reporting practices		
2-1	Organizational details	Legal name: T-Mobile US, Inc. Nature of ownership and legal form: T-Mobile common stock is traded on The NASDAQ Stock Market LLC under the symbol “TMUS.” Location of headquarters: Bellevue, Washington, and Overland Park, Kansas. Countries of operation: Our services are offered in the United States, including Puerto Rico and the U.S. Virgin Islands. For more information, please see T-Mobile’s 2025 Form 10-K Part I. Item 1 (pages 6-7) and Note 1 (page 63).
2-2	Entities included in the organization’s sustainability reporting	All T-Mobile reporting covers T-Mobile US, Inc. T-Mobile US, Inc. is referred to as “T-Mobile,” “we,” or “our” throughout the Index and Corporate Responsibility Report. The entities included in our corporate responsibility reporting align with those included in our annual 10-K and quarterly financial reports. For more information, please visit our financial reporting pages.
2-3	Reporting period, frequency and contact point	Reporting Period: January 1 – December 31, 2025, unless otherwise stated, which is aligned to our financial reporting. Frequency: T-Mobile issues its Corporate Responsibility report on an annual basis. Publication Date: June 2026 Contact: ESG.Reporting@T-Mobile.com
2-4	Restatements of information	Prior-year environmental restatements, including the reasons for those restatements, are disclosed in the footnotes to the respective data tables and in our 2025 Corporate Responsibility Report.
2-5	External assurance	Third-party reasonable (Scope 1 and Scope 2) and limited (Scope 3) assurance was provided for T-Mobile’s greenhouse gas (GHG) emissions and energy use data for calendar year 2025. See T-Mobile’s Assurance Statement on our Corporate Responsibility Reporting Hub for more information.

GRI content index

Disclosure #	Disclosure topic	2025 response
Activities and workers		
2-6	Activities, value chain, and other business relationships	Our Procurement and Supply organization spends billions of dollars on products, goods, and services annually, procuring everything our company needs to run our business, from hardware and network equipment to software, spectrum assets, and transportation. We partner with suppliers of all sizes worldwide, creating access and opportunities while building a resilient supply chain that reflects our values. We are a company committed to conducting our business in a socially, environmentally, and economically responsible manner. This commitment extends to our supply chain partners and the goods and services they provide and is guided by our Supplier Code of Conduct and Responsible Sourcing Policy. In 2020, we began working with EcoVadis to better evaluate our supply chain across four key areas: environmental, labor and human rights, ethics, and sustainable procurement and, in 2025, 60% of our sourceable spend was assessed through this platform. We continue to engage with suppliers around sustainability commitments, with 59% of our sourceable spend now linked to suppliers with Science Based Targets initiative (SBTi)-approved GHG reduction targets — a 2% increase from the previous year. As we continue to engage our suppliers to monitor their efforts and improve their sustainability performance where possible, we are simultaneously working toward reducing our Scope 3 emissions. During 2025, we proactively encouraged suppliers to participate in initiatives such as EcoVadis, SBTi, and the CDP assessments, in addition to encouraging the adoption of renewable energy sources. Through these efforts, we aim to establish a more sustainable and responsible supply chain, while simultaneously reducing our environmental footprint. For more information on GHG reporting across our supply chain and our supplier practices, please refer to our Corporate Responsibility Reporting Hub.
2-7	Employees	2025 Corporate Responsibility Report: Culture, Community, and Belonging > Our Culture
2-8	Workers who are not employees	T-Mobile is not able to provide this data, as it is proprietary and confidential.
Governance		
2-9	Governance structure and composition	2025 Corporate Responsibility Report: The T-Mobile Way > Corporate Governance and Oversight 2026 Proxy Statement: Corporate Governance at T-Mobile > About the Board of Directors; Corporate Governance at T-Mobile > Risk Oversight; Corporate Governance at T-Mobile > Director Nomination, Selection and Qualifications Corporate Governance & Oversight Brief on our Corporate Responsibility Reporting Hub
2-10	Nomination and selection of the highest governance body	2026 Proxy Statement : Corporate Governance at T-Mobile > Director Nomination, Selection and Qualifications
2-11	Chair of the highest governance body	2026 Proxy Statement : Corporate Governance at T-Mobile > About the Board of Directors
2-12	Role of the highest governance body in overseeing the management of impacts	2025 Corporate Responsibility Report: The T-Mobile Way > Corporate Governance and Oversight 2026 Proxy Statement: Corporate Governance at T-Mobile Nominating, Corporate Governance, and Compliance Committee Charter and Audit Committee Charter on our website

GRI content index

Disclosure #	Disclosure topic	2025 response
2-13	Delegation of responsibility for managing impacts	2025 Corporate Responsibility Report: Our Company > Our Corporate Responsibility Approach; The T-Mobile Way > Corporate Governance and Oversight; Culture, Community, and Belonging > Our Culture; Growing Sustainably > Climate and Net-Zero <u>2026 Proxy Statement</u>: Corporate Governance at T-Mobile > Risk Oversight Corporate Governance and Oversight Brief on our Corporate Responsibility Reporting Hub Nominating, Corporate Governance, and Compliance Committee Charter and Audit Committee Charter on our website
2-14	Role of the highest governance body in sustainability reporting	The Nominating, Corporate Governance, and Compliance Committee provides oversight of the company's corporate responsibility initiatives, progress, and reporting.
2-15	Conflicts of interest	See our Code of Ethics for Senior Financial Officers, Code of Business Conduct, and our Supplier Code of Conduct on our Corporate Responsibility Reporting Hub and on our Governance Documents page. <u>2026 Proxy Statement</u>: Corporate Governance at T-Mobile; Corporate Responsibility at T-Mobile
2-16	Communication of critical concerns	2025 Corporate Responsibility Report: The T-Mobile Way > Ethical Business Practices For additional information see T-Mobile's Nominating, Corporate Governance and Compliance Committee Charter, Audit Committee Charter, Code of Business Conduct (page 8), Speak Up Policy, and Supplier Code of Conduct.
2-17	Collective knowledge of the highest governance body	<u>2026 Proxy Statement</u>: Corporate Governance at T-Mobile > Director Nomination, Selection and Qualifications 2025 Corporate Responsibility Report: The T-Mobile Way > Corporate Governance and Oversight Corporate Governance and Oversight Brief on our Corporate Responsibility Reporting Hub
2-18	Evaluation of the performance of the highest governance body	<u>2026 Proxy Statement</u> : Corporate Governance at T-Mobile > Annual Board and Committee Evaluations
2-19	Remuneration policies	<u>2026 Proxy Statement</u> : Corporate Governance at T-Mobile > Director Compensation; Executive Compensation
2-20	Process to determine remuneration	<u>2026 Proxy Statement</u> : Corporate Governance at T-Mobile > Director Compensation; Executive Compensation
2-21	Annual total compensation ratio	<u>2026 Proxy Statement</u> : Executive Compensation > Pay Ratio

GRI content index

Disclosure #	Disclosure topic	2025 response
Strategy, policies, and practices		
2-22	Statement on sustainable development strategy	2025 Corporate Responsibility Report: Our Company > CEO Statement 2025 Corporate Responsibility Report: Our Company > Our Corporate Responsibility Approach
2-23	Policy commitments	2025 Corporate Responsibility Report: The T-Mobile Way > Ethical Business Practices For additional information, see our Code of Business Conduct and Supplier Code of Conduct.
2-24	Embedding policy commitments	2025 Corporate Responsibility Report: The T-Mobile Way > Ethical Business Practices For additional information, see our Code of Business Conduct and Supplier Code of Conduct.
2-25	Processes to remediate negative impacts	2025 Corporate Responsibility Report: The T-Mobile Way > Ethical Business Practices For additional information, see our Code of Business Conduct, Speak Up Policy, and Supplier Code of Conduct.
2-26	Mechanisms for seeking advice and raising concerns	2025 Corporate Responsibility Report: The T-Mobile Way > Ethical Business Practices For additional information, see our Integrity Line website, Speak Up Policy, and Code of Business Conduct.
2-27	Compliance with laws and regulations	For more information, see the Litigation and Regulatory Matters section of the 2025 T-Mobile SEC Form 10-K and the Litigation and Regulatory Matters sections of the 2025 Annual Report .
2-28	Membership associations	CTIA, Consumer Technology Association (CTA), Competitive Carriers Association (CCA), 5G Americas, Global e-Sustainability Initiative (GeSI), U.S. Environmental Protection Agency (EPA) Green Power partnership, GSM Association, RE100, and Retail Industry Leaders Association (RILA)
Stakeholder engagement		
2-29	Approach to stakeholder engagement	2026 Proxy Statement: Corporate Responsibility at T-Mobile > Governance – Doing it the Right Way > Stockholder Engagement Ongoing dialogue and engagement with our stakeholders are fundamental to evolving our corporate responsibility approach and driving progress on key topics for our business. We identify and regularly connect with customers, employees, non-profit partners, industry analysts, stockholders, suppliers, and government officials on topics that are important to the Company's financial, operational, and reputational success, as well as to communicate our progress. We also participate in external working groups and industry associations to stay informed about the issues critical to both our business and our industry.
2-30	Collective bargaining agreements	T-Mobile is committed to recognizing employees' rights to organize, or to refrain from organizing. We abide by both the letter and the spirit of the U.S. National Labor Relations Act (NLRA), under which employees have the right to decide whether to support or not support a union. We train our supervisors on the NLRA.



GRI content index

Disclosure #	Disclosure topic	2025 response
Material topics		
3-1	Process to determine material topics	We regularly assess T-Mobile's social, environmental, and governance priorities and keep tabs on relevant issues. These assessments help us stay on top of emerging trends, gain insights into stakeholder expectations, and inform how we prioritize key topics based on their impact on T-Mobile's financial, operational, and reputational success. These efforts provide insight into how we focus our resources, reporting, and communications. Our assessment process is informed by global reporting standards and frameworks.
3-2	List of material topics	Key topics listed in alphabetical order: Business continuity and network resilience; Climate risk and resilience; Community engagement and philanthropy; Cybersecurity; Data protection and privacy; Digital access; Emerging technology and product innovation; Employee attraction, development, and engagement; Employee belonging and inclusion; Employee health, wellness, and safety; Energy use; Ethical business practices; Executive and board oversight and accountability; Natural resources and biodiversity; Product lifecycle management; Public policy, partnerships, and collaboration; Responsible marketing; Responsible use of products and services; Sustainable and responsible supply chain; Waste and recycling
Topic-specific disclosures		
Economic disclosures		
Material topic: Digital access		
GRI 203: Indirect economic impacts (2016)		
3-3	Management of material topics	2025 Corporate Responsibility Report: Our Company > Our Corporate Responsibility Approach; Digital Access
203-1	Infrastructure investments and services supported	2025 Corporate Responsibility Report: Digital Access
203-2	Significant Indirect Economic Impacts	2025 Corporate Responsibility Report: Digital Access
Environmental disclosures		
Material topic: Energy usage		
GRI 302: Energy management (2016)		
3-3	Management of material topics	2025 Corporate Responsibility Report: Our Company > Our Corporate Responsibility Approach; Growing Sustainably > Energy Use T-Mobile's Environmental Policy, Responsible Sourcing Policy, and latest CDP Response can all be found on our Corporate Responsibility Reporting Hub .

GRI content index

Disclosure #	Disclosure topic	2025 response
302-1	Energy consumption within the organization	Total fuel consumption within the organization from non-renewable sources: 780,718 GJ • Fleet diesel: 7,005 GJ • Fleet gasoline: 257,950 GJ • Jet fuel: 30,350 GJ • Stationary fuel: 196,480 GJ • Propane: 30,936 GJ • Natural gas: 257,997 GJ Total fuel consumption within the organization from renewable sources: 0 In joules, watt-hours or multiples, the total: 7,558,331 MWh • Electricity consumption: 7,558,331 MWh • Heating consumption: 0 MWh • Cooling consumption: 0 MWh • Steam consumption: 0 MWh In joules, watt-hours or multiples, the total: • Electricity sold: 0 MWh • Heating sold: 0 MWh • Cooling sold: 0 MWh • Steam sold: 0 MWh Total energy consumption within the organization, in joules or multiples: 27,990,710 GJ: • Total fuel consumption from non-renewable sources: 780,718 GJ • Total fuel consumption from renewable sources: 0 GJ • Total electricity consumption: 27,209,991 GJ Standards, methodologies, assumptions, and/or calculation tools used: Energy consumption data is collected, calculated, and reported in accordance with the GHG Protocol and T-Mobile's standard procedures and guidelines for sustainability reporting. All energy consumption data is verified annually by an independent third party to the International Standard on Assurance Engagements (ISAE) 3000 (Revised) standard. All energy consumption that is designated to be within T-Mobile's operational control is included. Most data is historical in nature and based on primary data. Estimation methodologies are used for a small number of sites where primary data is not available. Source of the conversion factors used: Publicly available conversion factors from the U.S. EPA and the International Panel on Climate Change (IPCC) are used to convert from the native unit of measure [gallons or million British thermal units (mmBTU)] to megawatt-hours (MWh). Standard and recognizable conversion factors are used to convert from MWh to gigajoules (GJ) ($\times 3.600$). Conversions: • U.S. EPA Center for Corporate Climate Leadership: "Emission Factors for Greenhouse Gas Inventories" (2020) • IPCC: "2006 IPCC Guidelines for National Greenhouse Gas Inventories" (2006) For more information, please refer to our latest CDP Response and our third-party Assurance Statement on our Corporate Responsibility Reporting Hub.

GRI content index

Disclosure #	Disclosure topic	2025 response
302-2	Energy consumption outside of the organization	Energy consumption outside of the organization, in joules or multiples: 16,412,938 GJ Standards, methodologies, assumptions, and/or calculation tools used: - Downstream customer energy consumption data is estimated based on device-specific lifecycle analysis (LCA) data and in accordance with the GHG Protocol Corporate Value Chain (Scope 3) Standard. - Source of the conversion factors used: Standard and recognizable conversion factors are used to convert from MWh to GJ (x * 3.600).
302-3	Energy intensity	Energy intensity ratio for the organization: 86.01 MWh/petabyte (PB) Organization-specific metric (the denominator) chosen to calculate the ratio: Total PB of network traffic for calendar year 2025. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all: All energy in MWh Whether the ratio uses energy consumption within the organization, outside of it, or both: Within the organization For more information, please refer to our latest CDP Response on our Corporate Responsibility Reporting Hub.
302-4	Reduction of energy consumption	Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples: 160,857 GJ Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all: Electricity Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it: The energy consumption in the year prior to the implementation of the conservation and efficiency initiatives is used as the baseline. Standards, methodologies, assumptions, and/or calculation tools used: Energy reduction data is collected, calculated, and reported in accordance with the most recent CDP Climate Change Reporting Guidance for Emissions Reduction Initiatives (7.55). For more information, please refer to our latest CDP Response on our Corporate Responsibility Reporting Hub.
Material topic: Natural resources and biodiversity		
GRI 303: Water and effluents (2018)		
3-3	Management of material topics	2025 Corporate Responsibility Report: Our Company > Our Corporate Responsibility Approach; Growing Sustainably > Natural Resources and Waste T-Mobile's Environmental Policy, Responsible Sourcing Policy, and latest CDP Response can all be found on our Corporate Responsibility Reporting Hub.
303-1	Interactions with water as a shared resource	How our organization interacts with water: For direct operations, T-Mobile uses domestic water in data centers, call centers, offices, stores, switches, and warehouses. Some locations are required to maintain lawn irrigation in the premises. Water withdrawal and discharge occur through the different municipal systems in the United States. Approach used to identify water-related impacts: We collaborate with industry groups to identify any commodities, materials, components, products, services, and activities in our value chain that impact water quality and supply, and conduct due diligence on the source, supply chain, and geographic locations to take necessary action based on the latest science. How water-related impacts are addressed: As outlined by our Responsible Sourcing Policy, we understand that rising water consumption, climate change, and water pollution are increasing stresses on global water quality and supply. Companies are expected to identify any commodities, materials, components, products, services, and activities that impact water quality and supply and conduct due diligence on the source, supply chain, and geographic locations. In addition, companies shall understand how they impact and depend on water and take the necessary action for sustainable water use. Suppliers are encouraged to look to the Science Based Targets Network (SBTN), Alliance for Water Stewardship, and CEO Water Mandate for guidance. Process for setting water-related goals and targets: As part of the SBTN Corporate Engagement Program, we are collaborating with other organizations on developing methods and tools to set science-based targets for nature, including water use targets.



GRI content index

Disclosure #	Disclosure topic	2025 response
303-2	Management of water discharge related impacts	Water discharge occurs through the different municipal systems in the United States. We follow all local municipal wastewater treatment protocols for domestic water discharge from our facilities.
303-5	Water consumption	In 2025, T-Mobile used 738,996 cubic meters (m ³) or 739 megaliters (ML) of water. This includes the municipal water withdrawal that we are directly billed for in our buildings (call centers, offices, retail stores, switches, warehouses), and some network sites with irrigation.
Material topic: Climate risk and resilience		
GRI 305: Emissions (2016)		
3-3	Management of material topics	2025 Corporate Responsibility Report: Our Company > Our Corporate Responsibility Approach; Growing Sustainably > Climate and Net-Zero T-Mobile's Environmental Policy, Responsible Sourcing Policy, and latest CDP Response can all be found on our Corporate Responsibility Reporting Hub.
305-1	Direct (Scope 1) GHG emissions	Gross direct (Scope 1) GHG emissions in metric tons of CO₂ equivalent: 94,243 MT CO₂e Gases included in the calculation: CO₂, CH₄, N₂O, HFCs Biogenic CO₂ emissions in metric tons of CO₂ equivalent: 0 MT CO₂e Base year for the calculation: 2020 - The rationale for choosing it: 2020 is the year of the T-Mobile and Sprint merger and is the base year of the combined company's science-based targets. - Emissions in the base year: 59,593 MT CO₂e The context for any significant changes in emissions that triggered recalculations of base year emissions: Prior-period GHG emissions data have been recast to reflect changes in T Mobile's organizational boundary resulting from the acquisition 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. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source: Publicly available emission factors and global warming potential values from the EPA and the IPCC are used to convert from the native unit of measure (gallons, mmbTU, or MWh) to MT CO₂e. Emission factors: - U.S. EPA Center for Corporate Climate Leadership: "Emission Factors for Greenhouse Gas Inventories," (2020-2025) 100-year Global Warming Potential values - IPCC: "Fifth Assessment Report (AR5)," (2014) Consolidation approach for emissions: Operational control Standards, methodologies, assumptions, and/or calculation tools used: Scope 1 emissions data is collected, calculated, and reported in accordance with the GHG Protocol and T-Mobile's standard procedures and guidelines for sustainability reporting. All Scope 1 emissions data is verified annually by an independent third party. All Scope 1 emissions from sources designated to be within T-Mobile's operational control are included. All data is historical in nature and based on primary data. For more information, please refer to our latest CDP Climate Change response on our Corporate Responsibility Reporting Hub.

GRI content index

Disclosure #	Disclosure topic	2025 response
305-2	Energy indirect (Scope 2) GHG emissions	Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent: 2,618,452 MT CO₂e Gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent: 0 MT CO₂e Gases included in the calculation: CO₂, CH₄, N₂O Base year for the calculation: 2020 • The rationale for choosing it: 2020 is the year of the T-Mobile and Sprint merger and is the base year of the combined company’s science-based targets. • Emissions in the base year: Location-Based: 2,953,103 MT CO₂e, Market-Based: 2,055,514 MT CO₂e The context for any significant changes in emissions that triggered recalculations of base year emissions: Prior-period GHG emissions data have been recast to reflect changes in T-Mobile’s organizational boundary resulting from the acquisition 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. Source of the emission factors and the GWP rates used, or a reference to the GWP source: Publicly available emission factors and GWP values from the U.S. EPA and the IPCC are used to convert from the native unit of measure (MWh) to MT CO₂e. Emission factors: • U.S. EPA: “Emissions & Generation Resource Integrated Database (eGRID),” (2020-2024) • U.S. EPA: “Emissions & Generation Resource Integrated Database (eGRID) Summary Tables 2023, Revision 2,” (2025) • 100-year Global Warming Potential values • IPCC: “Fifth Assessment Report (AR5),” (2014) Consolidation approach for emissions: Operational control Standards, methodologies, assumptions, and/or calculation tools used: Scope 2 emissions data is collected, calculated, and reported in accordance with the GHG Protocol and T-Mobile’s standard procedures and guidelines for sustainability reporting. All Scope 2 emissions data is verified annually by an independent third party. All Scope 2 emissions from sources designated to be within T-Mobile’s operational control are included. Most data are historical in nature and based on primary data. Estimation methodologies are used for a small number of sites where primary data is not available. For more information, please refer to our latest CDP Response on our Corporate Responsibility Reporting Hub.

GRI content index

Disclosure #	Disclosure topic	2025 response
305-3	Other indirect (Scope 3) GHG emissions	Gross other indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent: 4,991,221 MT CO₂e Gases included in the calculation: CO₂, CH₄, N₂O Biogenic CO₂ emissions in metric tons of CO₂ equivalent: 0 MT CO₂e Other indirect (Scope 3) GHG emissions categories and activities included in the calculation: • Purchased goods and services • Capital goods • Fuel- and energy-related activities • Upstream transportation and distribution • Waste generated in operations • Business travel • Employee commuting • Downstream transportation and distribution • Use of sold products • End-of-life treatment of sold products • Investments Base year for the calculation: 2020 • The rationale for choosing it: 2020 is the year of the T-Mobile and Sprint merger and is the base year of the combined company's science-based targets. • Emissions in the base year: 7,410,072 MT CO₂e The context for any significant changes in emissions that triggered recalculations of base year emissions: Prior-period GHG emissions data have been recast to reflect changes in T Mobile's organizational boundary resulting from the acquisition 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. Source of the emission factors and the GWP rates used, or a reference to the GWP source: A mix of publicly available and internal emission factors are used to convert from the various native units of measure to MT CO₂e. Supplier-specific emission factors are collected on a unit volume and revenue basis and are used whenever possible. Emission Factors: • U.S. EPA Emissions & Generation Resource Integrated Database (eGRID) (2023 data), Revision 2, June 16, 2025 • USEPA Emission Factor Hub, 2025 • International Energy Agency (IEA) Emission Factor Database (2023 data), 2025 • United Kingdom (UK) Department for Environment Food & Rural Affairs (DEFRA), UK Government GHG Conversion Factors for Company Reporting, June 10, 2025 Page 2 of 5 • UK DEFRA, UK Government GHG Conversion Factors for Company Reporting, June 2, 2021 • Watershed's Open Comprehensive Environmental Data Archive (CEDA), 2025 • Ecoinvent 3.11 • Supplier-specific emission factors, CDP 2024 (2023 Data) • Supplier-specific emission factors, CDP 2021 (2020 Data) • Product-specific LCA emission factors

Warming Potential values:

- IPCC: “Fifth Assessment Report (AR5),” (2014)

Standards, methodologies, assumptions, and/or calculation tools used: Scope 3 emissions data is collected, calculated, and reported in accordance with the GHG Protocol and T-Mobile’s standard procedures and guidelines for sustainability reporting. All Scope 3 emissions data is verified annually by an independent third party.

Most Scope 3 data is historical in nature and based on primary data or expenditure data. Estimation methodologies based on internal studies and data are used for some Scope 3 calculations where primary data is not available.

For more information, please refer to our latest CDP Response on our [Corporate Responsibility Reporting Hub](#).

GRI content index

Disclosure #	Disclosure topic	2025 response
305-4	GHG emissions intensity	GHG emissions intensity ratio for the organization: 56.26 MT CO₂e/PB Organization-specific metric (the denominator) chosen to calculate the ratio: Total PB of network traffic for calendar year 2025 Types of GHG emissions included in the intensity ratio: Scope 1, Scope 2 (market-based), Scope 3 Gases included in the calculation: CO₂, CH₄, N₂O, HFCs For more information, please refer to our latest CDP Response on our Corporate Responsibility Reporting Hub.
305-5	Reduction of GHG emissions	GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO₂ equivalent: 475,883 MT CO₂e Gases included in the calculation: CO₂, CH₄, N₂O Base year or baseline, including the rationale for choosing it: The GHG emissions in the year prior to the implementation of the reduction initiatives are used as the baseline. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3): Indirect Scope 2 and Indirect Scope 3 Standards, methodologies, assumptions, and/or calculation tools used: GHG emissions reduction data is collected, calculated, and reported in accordance with the GHG Protocol and the most recent CDP Climate Change Reporting Guidance for Emissions Reduction Initiatives (7.55). For more information, please refer to our latest CDP Response on our Corporate Responsibility Reporting Hub.
Material topic: Waste and recycling		
GRI 306: Waste (2020)		
3-3	Management of material topics	2025 Corporate Responsibility Report: Our Company > Our Corporate Responsibility Approach; Growing Sustainably > Product Lifecycle Management; Growing Sustainably > Natural Resources and Waste T-Mobile's Environmental Policy, Responsible Sourcing Policy, and latest CDP Response can all be found on our Corporate Responsibility Reporting Hub.
306-1	Waste generation of significant waste-related impacts	T-Mobile manages its operational waste in an environmentally responsible manner, including municipal solid waste, regulated waste, shred paper, and electronic waste. We manage impacts related to waste generated in our own activities. Please see our Environmental Policy for additional information.

GRI content index

Disclosure #	Disclosure topic	2025 response
306-2	Management of significant waste-related impacts	Universal Regulated Waste: T-Mobile works with national vendors to provide universal regulated waste collection across the company. This includes collection for dry cell batteries, bulbs, ballasts, aerosol cans, and some small electronics. All corporate owned retail stores have regulated waste collection centers on-site to ensure accessible collection. Employees and contractors at other locations can also request vendor universal regulated waste collection supplies from a T-Mobile internal web portal. Document Shredding: T-Mobile provides secure document shredding at retail and commercial real estate offices. At our Overland Park, Kansas offices, shred paper collection events are held monthly at no charge to employees. E-waste: T-Mobile works to responsibly manage electronic waste across our operations, which includes IT and network equipment. We also provide opportunities for customers to responsibly dispose of their devices. Our device recycling and reuse program aims to recover devices, such as phones, smartwatches, tablets, hotspots, and IoT items. Municipal Solid Waste: Trash and recycling services are provided at our buildings according to local regulations and guidelines outlined by building owners. Hazardous waste: T-Mobile works with select vendors to responsibly manage hazardous waste and dispose of it in accordance with applicable laws and regulations. Third-party waste management and oversight processes: T-Mobile works with a third-party waste diversion consultant to optimize recycling best practices. In addition, the third-party waste diversion consultant audits the service provided by our two national haulers to right-size those services and validate that they match the contracted agreement. Processes used to collect and monitor waste-related data: We receive waste reports from select vendors, including national haulers and recyclers for select waste streams.
306-3	Waste generated	2025 Corporate Responsibility Data Tables > Waste Hazardous waste includes: Network Equipment, IT Equipment, Universal Waste, Environmental, Health, and Safety (EHS) Waste, Other Recycling, Other Waste Non-hazardous waste includes: Handsets and Tablets, Network Equipment, IT Equipment, Paper Shred, Municipal Solid Waste, Other Waste, Mixed Recycling, Other Recycling, Construction and Demolition, EHS Waste, Organic Waste, Textile Waste
306-4	Waste diverted from disposal	2025 Corporate Responsibility Data Tables > Waste
306-5	Waste directed to disposal	2025 Corporate Responsibility Data Tables > Waste Non-diverted waste largely consisted of municipal solid waste, EHS waste, and construction and demolition waste. A limited amount of this waste (approximately 0.01%) is hazardous waste, which was responsibly managed by approved vendors in accordance with applicable laws and regulations.

GRI content index

Disclosure #	Disclosure topic	2025 response
Social disclosures		
Material topic: Employee health, wellness, and safety		
GRI 403: Occupational health and safety (2018)		
3-3	Management of material topics	2025 Corporate Responsibility Report: Culture, Community, and Belonging > Employee Health, Wellness, and Safety T-Mobile's EHS Program includes EHS Policies and Standards within a company EHS Management System that applies to all T-Mobile operations and subsidiaries. We work to reduce workplace hazards, comply with all applicable environmental, health, and safety regulations, and implement sustainable business practices. To learn more, please see our Environmental, Health, and Safety Brief on our Corporate Responsibility Reporting Hub .
403-1	Occupational health and safety management system	For more information, please see our Environmental, Health, and Safety Brief on our Corporate Responsibility Reporting Hub .
403-2	Hazard identification, risk assessment, and incident investigation	For more information, please see our Environmental, Health, and Safety Brief on our Corporate Responsibility Reporting Hub .
403-3	Occupational health services	For more information, please see our Environmental, Health, and Safety Brief on our Corporate Responsibility Reporting Hub .
403-4	Worker participation, consultation, and communication of occupational health and safety	For more information, please see our Environmental, Health, and Safety Brief on our Corporate Responsibility Reporting Hub .
403-5	Worker training on occupational health and safety	For more information, please see our Environmental, Health, and Safety Brief on our Corporate Responsibility Reporting Hub .
403-6	Promotion of worker health	2025 Corporate Responsibility Report: Culture, Community, and Belonging > Employee Attraction and Retention Please read about our healthcare benefits on our Benefits page .
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	For more information, please see our Environmental, Health, and Safety Brief on our Corporate Responsibility Reporting Hub .
403-8	Workers covered by occupational health and safety system	T-Mobile has an occupational safety and health management system that covers all employees in the company. Additionally, T-Mobile's Bellevue, Washington, and Overland Park, Kansas, Headquarters are certified to the ISO 14001: 2015 and 45001: 2023 Standards, which can be found on our Corporate Responsibility Reporting Hub .



GRI content index

403-9	Work-related injuries	For T-Mobile employees: The number of fatalities: 0 The rate of fatalities: 0 The number and rate of high-consequence work-related injuries (excluding fatalities): 9 and 0.016 per 200,000 hours worked The number and rate of recordable work-related injuries: 122 and 0.21 per 200,000 hours worked The main types of work-related injury: Slips/trips/falls, struck against/by object, and strains/sprains The number of hours worked: 116,218,109 hours For all workers who are not employees, but whose work and/or workplace is controlled by the organization: Such figures for non-T-Mobile employees are not tracked as T-Mobile is not a controlling entity for on-site safety. In addition, T-Mobile employees are not authorized for high-risk/high-consequence tasks. All such tasks (such as tower climbing, high voltage electrical work) would be completed by a qualified third-party entity that is evaluated holistically by T-Mobile's Vendor Safety Program. No exclusions of T-Mobile employees
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GRI content index

Disclosure #	Disclosure topic	2025 response
403-10	Work-related ill health	Number of fatalities as a result of work-related ill health: 0 Number of cases of recordable work-related ill health: 7 Main types of work-related ill health: Repetitive motion
Material topic: Employee attraction, development, and engagement		
GRI 404: Training and education (2016)		
3-3	Management of material topics	2025 Corporate Responsibility Report: Our Company > Our Corporate Responsibility Approach; Culture, Community, and Belonging > Learning and Career Development To learn more, please see our Learning and Career Development Brief on our Corporate Responsibility Reporting Hub.
404-1	Average hours of training per year per employee	Employees participated in over 3.5 million hours of training. This number includes only those trackable training hours completed in a formal Learning Management System by all T-Mobile full- and part-time employees.
404-2	Programs for upgrading employee skills and transition assistance programs	2025 Corporate Responsibility Report: Culture, Community, and Belonging > Learning and Career Development
404-3	Percentage of employees receiving regular performance and career development reviews	88% of employees completed a year-end check-in. 2025 Corporate Responsibility Report: Our Company > Our Corporate Responsibility Approach; Culture, Community, and Belonging > Learning and Career Development
Material topic: Public policy, partnerships, and collaboration		
GRI: 415: Political contribution		
3-3	Management of material topics	2025 Corporate Responsibility Report: The T-Mobile Way > Ethical Business Practices To learn more, please see our Ethical Business Practices Brief on our Corporate Responsibility Reporting Hub.
415-1	Political contribution	T-Mobile voluntarily publishes an annual Political Engagement Report that covers corporate political contributions, employee political action committee (PAC) contributions, lobbying, contributions to tax-exempt organizations, and our trade association memberships. This report can be found on our Corporate Responsibility Reporting Hub and related governance documents can be found on our Governance Documents page .
Material topic: Data protection and privacy		
GRI 418: Customer privacy (2016)		
3-3	Management of material topics	2025 Corporate Responsibility Report: Our Company > Our Corporate Responsibility Approach; The T-Mobile Way > Data Protection and Privacy
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	T-Mobile does not report on all complaints concerning customer privacy or data loss. As required by FCC rules, T-Mobile has implemented policies and procedures to capture and investigate customer complaints made through various business channels (e.g., customer care, retail, Web, etc.) concerning alleged unauthorized release of Customer Proprietary Network Information (CPNI). We report information on both substantiated and unsubstantiated complaints annually to the FCC in a public filing available from T-Mobile or from the FCC's website under Docket 06-36. For 2025, that filing reported a total of 65 complaints concerning CPNI (some of which were determined not to be substantiated).