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:

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Category</th>
</tr>
</thead>
<tbody>
<tr>
<td>59%</td>
<td>People of Color</td>
</tr>
<tr>
<td>41%</td>
<td>Women</td>
</tr>
<tr>
<td>48%</td>
<td>People of Color Managers (excludes executives)</td>
</tr>
<tr>
<td>36%</td>
<td>Women People Managers (excludes executives)</td>
</tr>
<tr>
<td>21%</td>
<td>People of Color Executives</td>
</tr>
<tr>
<td>31%</td>
<td>Women Executives</td>
</tr>
</tbody>
</table>

Our Inclusionist Approach

We know that supporting DEI efforts is simply not enough. We are focused on redefining and elevating diversity and inclusion engagement to drive impact. We need to think bigger, grow beyond supporters to become allies, and ultimately to act as inclusionists.

Our Inclusion Council is comprised of leaders from across T-Mobile. Working with over 55 nationwide inclusion and diversity chapters, the Inclusion Council drives awareness and encourages all members to be exactly who or what they want to be.

We’re Repeatedly Recognized For Inclusion

We’re humbled by the acknowledgement 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 over 70 awards in the last year.

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. Today, we have 80,000+ amazing people on Team Magenta who share a passion for supporting and including each other and serving their communities – and inspire us to listen, learn and grow every day.

– 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, Veterans and Allies Network, Multicultural Alliance, Multigenerational Network, PRIDE, and Women and Allies Network.

Now with our new workforce base of over 80,000 employees, over 37% 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 1,400 events over the past two years that align with our DEI employee network 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 committed to putting action behind our words. In 2020, T-Mobile engaged in 54 commitments in a memorandum of understanding (MOU) to publicly commit to improving DEI efforts.

This is our measuring stick to ensure we stay on track and make real, meaningful change happen. Now that the merger has gone through, we are moving forward with a timeline to complete all commitments made in the MOU and to expand T-Mobile’s diversity initiatives significantly – all with the guidance of a D&I Oversight Committee established in partnership with National Urban League, League of United Latin American Citizens, National Action Network, UnidosUS, OCA-Asian-Pacific American Advocates, and Asian Americans Advancing Justice.

“This MOU agreement signals an even stronger commitment from the new T-Mobile, including our Board of Directors and Senior Leadership Team, 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 Martinez, Vice President of Diversity & Inclusion, T-Mobile