

Equity in Action at T-Mobile

JUNE 2021
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:

59%

People of Color

41%

Women

48%

People of Color
People Managers
(excludes executives)

36%

Women People
Managers
(excludes executives)

21%

People of Color
Executives

31%

Women
Executives

How We're Putting Words Into Action

We will embed diversity, equity and inclusive in every corner of our business - in our culture, talent pipelines and partners. And WE WON'T STOP inside our walls. We'll 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. Over the next five years, we'll continue to bring more employees on the EIA journey, eventually making it the heart and soul of our business.



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 44 awards in 2020.



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

Now with our new workforce base of over 70,000 employees, nearly 40% 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 putting action behind our words.

Our Equity In Action plan includes public DE&I promises made with leading civil rights organizations. We formed an External Diversity and Inclusion Council that is made up of some of the best advocates and thinkers in the DEI space, who help identify priorities and hold us accountable.

“ 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 Martinez, Vice President of Diversity & Inclusion, T-Mobile