T-Mobile Human Rights Statement

At T-Mobile, everything we do begins with people. We are changing the wireless industry for good with the goal of being the best in the world at connecting customers to their world and enabling more people to benefit from greater access to information and connectivity. And we're committed to doing it the right way—always—by following high ethical standards. We're accountable for the results we deliver, and for how we deliver them.

Our commitment to doing business with integrity is guided by our Code of Business Conduct ("the Code") and Supplier Code of Conduct ("the Supplier Code"). These foundational documents work in concert, with the Code supporting ethical decision-making and the Supplier Code outlining our commitment to human rights. We're at our best when we do what's right and consider the impact of our choices on people and the world around us.

Our commitment

T-Mobile is deeply committed to respecting the human rights of all our stakeholders, including employees, suppliers, and customers. We believe that we have a responsibility to manage our business in a manner that is consistent with this commitment, and we expect the same of our affiliates, business partners, and their stakeholders. This commitment is aligned with our company values, the expectations outlined in the Code, and with our commitment to operate responsibly. This includes:

- treating every employee and contractor with respect and dignity;
- not engaging in or tolerating unlawful discrimination based on age, race, ethnicity, color, religion, creed, sex, sexual orientation, gender identity or expression, national origin, religious affiliation, or marital, citizenship, familial status, or status with regard to public assistance, veteran or disability status, or any other status protected by the laws or regulations in the locations where we operate;
- maintaining safe and healthy working conditions;
- compensating employees equitably, competitively and in compliance with applicable wage, work hours, overtime, and benefits laws;
- prohibiting all forms of human trafficking and forced labor, including bonded, indentured, involuntary prison labor, or child labor in our business dealings, and supporting the elimination of it globally;
- respecting principles of freedom of association and the right to collective bargaining in accordance with applicable laws and practices;
- protecting our customers and users' rights to privacy and freedom of expression, including children;
- safeguarding the confidential information of our customers and employees;
- utilizing artificial intelligence (AI) by keeping ethics, privacy, security, and safety in mind and by using our Responsible AI Policy and AI Principles – responsibility, fairness, and transparency – to guide our interactions with AI tools; and
- working to ensure the products and services we provide are produced with high ethical standards.

We believe one of the best ways to fulfill our commitment to respect human rights is to build a culture of trust and belonging throughout our organization. We seek to achieve this in many ways, including refusing to tolerate unlawful discrimination and harassment, respecting all employees, and promoting an environment where everyone can bring their authentic selves to work and feel that they belong and have a voice. We are unstoppable when we act as One Team, Together, and we serve our customers and

communities best when we bring together the unique talents, backgrounds, and perspectives of each person on our team.

This statement is informed by a number of international instruments, including the United Nations Guiding Principles on Business and Human Rights, the United Nations Universal Declaration of Human Rights, and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. And while we are committed to these values, we recognize that governments are ultimately responsible for establishing the legal framework to protect human rights within their jurisdictions.

Our business partners

When looking for a third party to provide goods or services to T-Mobile or to others on behalf of T-Mobile, we look for partners who share our values. We also want them to share our commitment to business practices that are fair and considerate of their workers and the environment. We expect our third-party business partners and suppliers to share T-Mobile's commitment to human rights and adhere to the expectations outlined in this Human Rights statement. We also expect our Suppliers to implement their own policies and practices appropriate to their operations, and at a minimum to:

- Treat all employees with respect and dignity and never use unlawful harassment, corporal punishment, threats of violence, physical abuse or other forms of improper coercion or intimidation;
- Ensure use of only voluntary labor. Any form of forced labor, including bonded, indentured, or involuntary prison labor is prohibited. T-Mobile has a zero-tolerance policy against human trafficking and activities related to trafficking in our supply chain. This includes using misleading or fraudulent recruitment practices, charging recruitment fees, denying employee access to their identity documents, failing to provide return transportation costs or an employment agreement (if required) in the employee's native language.
- Prohibit the use of child labor. Comply with all local and national minimum working age laws or regulations and ensure that there isn't any work inconsistent with a child's safety. Hazardous work should not be performed by anyone under age 18.
- Exercise due diligence into their supply chains regarding the source and chain of custody of conflict minerals contained in any materials or products supplied to T-Mobile, in accordance with T-Mobile's Responsible Sourcing Policy.

For additional information about T-Mobile's expectations of third parties, please refer to our Supplier Code.

Acting on these commitments

We all have a duty to speak up and report any violations to T-Mobile policies. As part of our commitment to doing things the right way, we have established internal and external mechanisms to help identify and address any potential violations to our statement on human rights, the Code, or the Supplier Code.

These mechanisms include:

- our Speak Up Policy and the T-Mobile Integrity Line, a 24/7 resource available to any individual to report anything they believe violates the law or any of our company policies, and to do so without fear of retaliation;
- the T-Mobile Safety Hotline (1-877-604-7233) available for any compliance concerns related to our environmental, health, and safety program or related regulations and practices;

- T-Mobile Privacy Notices, which outline how we use and protect user data and the choices customers have regarding their personal data and information; and
- our other policies and procedures that cover our employment relationships.

These mechanisms set forth T-Mobile's procedure for reporting illegal or unethical behavior, including adverse human rights impacts, and protection against retaliation for making such reports. Consistent with our commitment to dialogue and engagement, we consult with relevant stakeholders to understand human rights related concerns, issues and opportunities, and to assess and escalate them as appropriate.

T-Mobile's executive leadership team approves this statement on human rights. The leaders of our Human Resources, Corporate Responsibility, and Legal Affairs teams are responsible for overseeing the commitments outlined in this statement at T-Mobile.

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