T-MOBILE US, INC.

DIRECTOR SELECTION GUIDELINES

(last amended, effective as of September 19, 2025; last reviewed September 23, 2026)

The following Director Selection Guidelines have been adopted by the Board of Directors (the "***Board***") of T-Mobile US, Inc. (the "***Company***"). The Charter of the Nominating and Corporate Governance Committee (the "***Committee***") of the Board requires the Committee to periodically review and recommend to the Board appropriate revisions to these Director Selection Guidelines.

Purpose

The Company seeks to maintain a Board comprised of talented and dedicated directors with a broad mix of expertise, experience, skills and backgrounds. The skills and backgrounds collectively represented on the Board should reflect the wide range of the business environment in which the Company operates and the customers it serves.

Director Qualifications

When considering potential director candidates for nomination or election, the Committee should (subject to the terms of the Certificate of Incorporation and the Stockholders' Agreement, as those terms are defined in the Charter of the Committee) consider the following qualifications, among others, of each director candidate:

1. High standard of personal and professional ethics, integrity and values;
2. Training, experience and ability at making and overseeing policy in business, government and/or education sectors;
3. Willingness and ability to keep an open mind when considering matters affecting interests of the Company and its constituents;
4. Willingness and ability to devote the required time and effort to effectively fulfill the duties and responsibilities related to Board and committee membership;
5. Willingness and ability to serve on the Board for multiple terms, if nominated and elected, to enable development of a deeper understanding of the Company's business affairs;
6. Willingness not to engage in activities or interests that may create a conflict of interest with a director's responsibilities and duties to the Company and its constituents; and
7. Willingness to act in the best interests of the Company and its stockholders, and objectively assess Board, committee and management performances.

Board Composition Selection Criteria

The Board believes that its effectiveness depends on the overall mix of the skills and characteristics of its directors. Accordingly, the following factors, among others, relating to overall Board composition should (subject to the terms of the Certificate of Incorporation and the Stockholders' Agreement) be considered when determining Board needs and evaluating director candidates to fill such needs:

1. Professional experience;
2. Industry knowledge (e.g., relevant industry or trade association participation);
3. Skills and expertise (e.g., accounting or financial);
4. Contribution to the Board's overall mix of personal and professional backgrounds;
5. Leadership qualities;
6. Independence;
7. Public company board and committee experience;
8. Non-business-related activities and experience (e.g., academic, civic, government, public interest);
9. Board continuity (including succession planning);
10. Board size;
11. Number and type of committees, and committee sizes; and
12. Legal, contractual and other applicable requirements and recommendations, and other corporate governance-related guidance regarding board and committee composition.

Selection Procedures

Potential director candidates should be referred to the Chairperson of the Committee for consideration by the Committee and possible recommendation to the Board. The Committee shall maintain a list of director candidates to consider and propose to the Board, as necessary. If necessary or desirable in the opinion of the Committee, the Committee will determine appropriate means for seeking additional director candidates, including engagement of any outside consultant to assist the Committee in the identification of director candidates.

Except as contemplated by the Certificate of Incorporation and the Stockholders' Agreement with respect to Stockholder Designees, stockholders of the Company who wish to suggest director candidates should submit their suggestions in writing to the Chairperson of the Committee, c/o the Corporate Secretary, providing the candidate's name, biographical data, relationship to the proposing stockholder and other relevant information. The Committee will consider such candidates and may request additional information regarding the proposed candidate or proposing stockholding in connection with this process.

Subject to the terms of the Certificate of Incorporation and the Stockholders' Agreement, the Committee shall decide on the appropriate means for the review and approval of individual director candidates, including current directors, and the recommendation of director candidates to the Board. In the event of a vacancy on the Board, the Chairperson of the Committee shall initiate the effort to identify appropriate director candidates, subject to the requirements of the Certificate of Incorporation and the Stockholders' Agreement.