INTEGRITY AT WORK

T-Mobile's Code of Business Conduct



WHAT'S INSIDE

INTRODUCTION

3 A Message from Srini

4 Our Mission and Values

5 Act with Integrity

DO IT THE RIGHT WAY

7 Use the Code

8 Speak Up

9 No Retaliation

UPHOLD OUR CODE

11 Our Shared Responsibilities

12 Role of People Managers

13 How Managers Handle Concerns

LOVE OUR CUSTOMERS

15 Treat Customers Honestly and Fairly

16 Safeguard Customer Privacy

RESPECT EACH OTHER

20 No Discrimination or Harassment

21 Prioritize Health, Safety, and the Environment

DEMONSTRATE INTEGRITY 24/7

23 Conflicts of Interest

25 Gifts and Business Entertainment

26 Accurate Books and Records

27 Securities Trading

PROTECT T-MOBILE INFORMATION

29 Safeguard Company Information

USE SYSTEMS WITH CARE

32 Keep Information Systems Secure

33 Use AI Responsibly

34 Be Smart with Social Media

35 Use Company Assets and Resources the Right Way

DO BUSINESS THE RIGHT WAY

37 Compete Fairly

39 Comply with Sanctions and Export Controls

INTERACT RIGHT WITH GOVERNMENT

41 Follow Rules on Government Gifts, Lobbying, and Political Contributions

42 Uphold T-Mobile's Anti-Corruption Commitment

ENGAGE ETHICAL THIRD PARTIES

44 Choose Third Parties with a Reputation for Integrity

RESOURCES AT A GLANCE

The Code applies to T-Mobile and its subsidiaries, including the board of directors, employees, and executive officers of T-Mobile. Only the Nominating and Corporate Governance Committee may waive a provision of the Code, and any waivers will be publicly disclosed as required by NASDAQ listing requirements and applicable laws, rules, and regulations.

Our Code reinforces that T-Mobile is committed to complying with the laws and regulations in all locations where we operate. When local laws or common practices are not as strict, our Code still applies. If you believe our Code conflicts with local law, contact our legal department for guidance on what to do.

A MESSAGE FROM SRINI



We've built a company that moves quickly, takes risks, and challenges the industry. How we work matters just as much as what we deliver.

The Un-carrier culture exists because of the choices you make every day — how you treat customers, how you work with each other, and how you handle responsibility. We expect high performance, and we expect integrity alongside it.

Our Code of Business Conduct — Integrity at Work — sets the standards we're all accountable to. It's there to guide decisions when situations aren't clear and to create consistency across the company.

If something doesn't feel right, speak up. That's an expectation, not an exception. We do not tolerate retaliation. If you raise a concern in good faith, it will be taken seriously, handled fairly, and addressed appropriately.

We are one team. Every voice matters, and accountability applies to everyone.

We're guided by our values, grounded in our Code, and focused on earning trust — with customers and with each other. Thank you for the work you do every day. Let's keep building the Un-carrier together.

SRINI GOPALAN
President & CEO
T-Mobile US, Inc.



OUR MISSION AND VALUES

MISSION: BE THE BEST IN THE WORLD AT CONNECTING CUSTOMERS TO THEIR WORLD.

VALUES

LOVE OUR CUSTOMERS.

We don't just do customer service. We do customer love. Simply put, their "happy" is our "happy."

ONE TEAM, TOGETHER.

We celebrate each other. Listen to and empower each other. INCLUDE each other. We value what each person brings. That's how we win.

DREAM BIG AND DELIVER.

We aim high. We step out. Take smart risks and own our results. We act like owners because we ARE owners.

DO IT THE RIGHT WAY. ALWAYS.

We do the right thing. For our customers, our shareholders, society, and each other. Every time.

WE WON'T STOP.

We are relentless. Striving. Never complacent. We find a way, busting down barriers. We don't wait for change, we make it.

ACT WITH INTEGRITY

How do we be the best in the world at connecting customers to their world – and #1 in customer choice and in customer hearts?

It starts by applying our values to our work. Our values are our operating framework – who we are and how we behave. They guide us to act with integrity as we strive to deliver the best value, best network, and best customer experience.

We're accountable for the results we deliver, but we're just as accountable for *how* we deliver them. We do what we say we'll do, and we follow through on our promises. We are better and stronger when we do right, act with integrity, and make decisions with an appreciation of our impact on the people and the world around us.

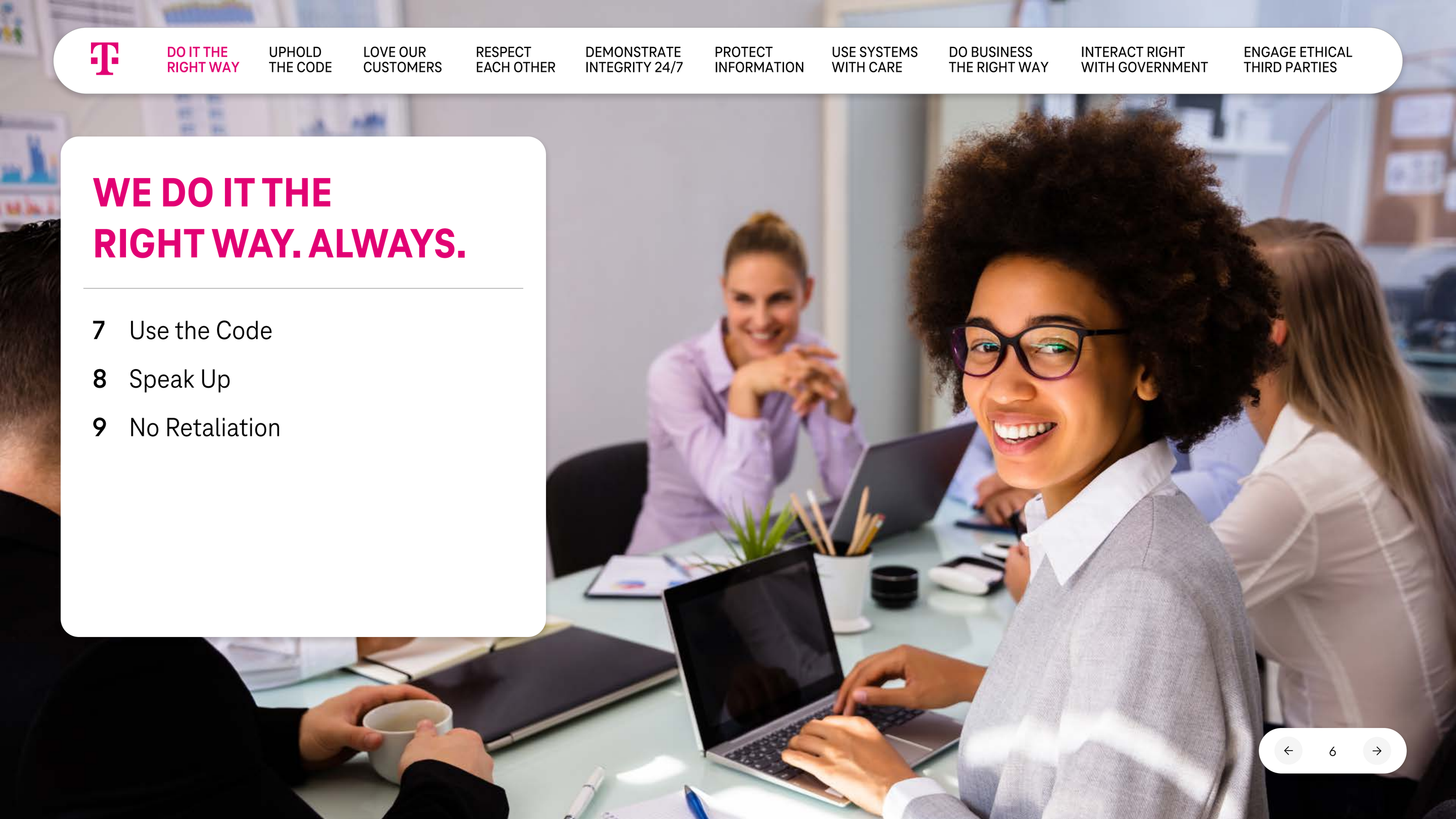
No matter how quickly or boldly we move, there's only one way to deliver – *and that's by doing the right thing, the right way*. For our customers, for our shareholders and stakeholders, for each other, and for our society. No exceptions.

WE DO IT THE RIGHT WAY. ALWAYS.

7 Use the Code

8 Speak Up

9 No Retaliation



Use the Code to Make Smart Decisions

THE CODE IS THE FOUNDATION of the key ethical standards and legal and policy requirements we follow at T-Mobile.

If you need more detail about any Code topic, go to the policy on the topic itself to confirm that you're doing things the right way.

Keep in mind we follow all laws and regulations that apply to our business, even those not specifically mentioned in this Code. The Code can't cover everything. But how do you make the best choice in situations where there are no clear rules, or when the rules can be interpreted in different ways? How do you navigate ethical dilemmas?

While the Code can't tell you what to do in every situation, it guides you to make smart decisions and navigate complex situations where the right answer might not always be clear.

Check out the Integrity Hub: Stop. Think. Ask. to learn more.

When faced with a difficult decision or situation, follow these steps:



STEP 1: STOP

Step back if a situation makes you uneasy.

- Are your instincts telling you something's not quite right?
- **Stop** and consider how to approach the situation.



STEP 2: THINK

Think about things. Before you act, reflect on these questions:

- Do I have all the facts and information I need about the situation?
- Would my action comply with the law, the Code, and T-Mobile policies?
- Would my action reflect our company values? Would it be the right thing to do for our customers, employees, shareholders, and society?
- Am I prepared to take full responsibility for my action?
- Would I feel OK about my action if I read about it in the news? Or if it affected someone close to my heart?



STEP 3: ASK

Ask for help if you're not sure that the answer to each question is Yes.

- Talk to your manager or another manager.
- Contact myHR (domestic), GlobalmyHR (international), Legal, or Enterprise Integrity & Compliance.
- Access resources posted on the Integrity Hub.

Speak Up When Something's Not Right

IF YOU SEE SOMETHING that you believe might violate the law, the Code, or any of our company policies, say something. Follow your gut. Something doesn't seem quite right to you? Then it may not be. Call it out. You don't have to have all the details or be sure that something is wrong to raise a concern.

Our Speak Up Policy lists how, when, and where to raise your concerns. Choose whichever reporting option you're most comfortable using. Your report may be made anonymously through the Integrity Line, or you can ask the Enterprise Integrity & Compliance team to treat your report as anonymous. Although you're welcome to report anonymously, we encourage you to identify yourself so we can contact you if we need additional information and be on the lookout for retaliation.

No matter how you choose to report, we'll treat your report seriously and fairly, and we'll act promptly if something needs to be fixed based on what we learn in our review and investigation. To learn more about the key information to include in a report and how the investigation process works, go to the Integrity Hub: Speak Up.

T-Mobile Integrity Line

The Integrity Line is a 24/7 resource managed by a leading third-party reporting service. You have the option to remain anonymous when you report. To learn more about how the Integrity Line works and what happens after you submit a report, go to the Integrity Hub: Speak Up.

How to Raise a Concern

- Your manager or next-level manager
- myHR (domestic)
- GlobalmyHR (international)
- Enterprise Integrity & Compliance
- T-Mobile Integrity Line
  Phone: 866–577–0575
  Web: T-MobileIntegrityLine.com

Other Questions

Questions and concerns about accounting, internal controls, or auditing may be submitted (including anonymously) to:

T-Mobile Audit Committee Chair
c/o Chief Compliance Officer
T-Mobile US, Inc.
12920 SE 38th St
Bellevue, WA 98006

No Retaliation. Period.

IT TAKES COURAGE to speak up when something's not right.

We understand that you might feel uncomfortable or anxious, but we want to make sure you know that we prohibit retaliation.

We prohibit retaliation for:

- Refusing to do something that violates the Code, T-Mobile policies, or the law, even if your refusal results in the loss of business to T-Mobile.
- Raising a concern in good faith about potential misconduct.
- Cooperating with an investigation.

Anyone who retaliates against another person for engaging in these protected activities will be subject to disciplinary action, up to and including termination.

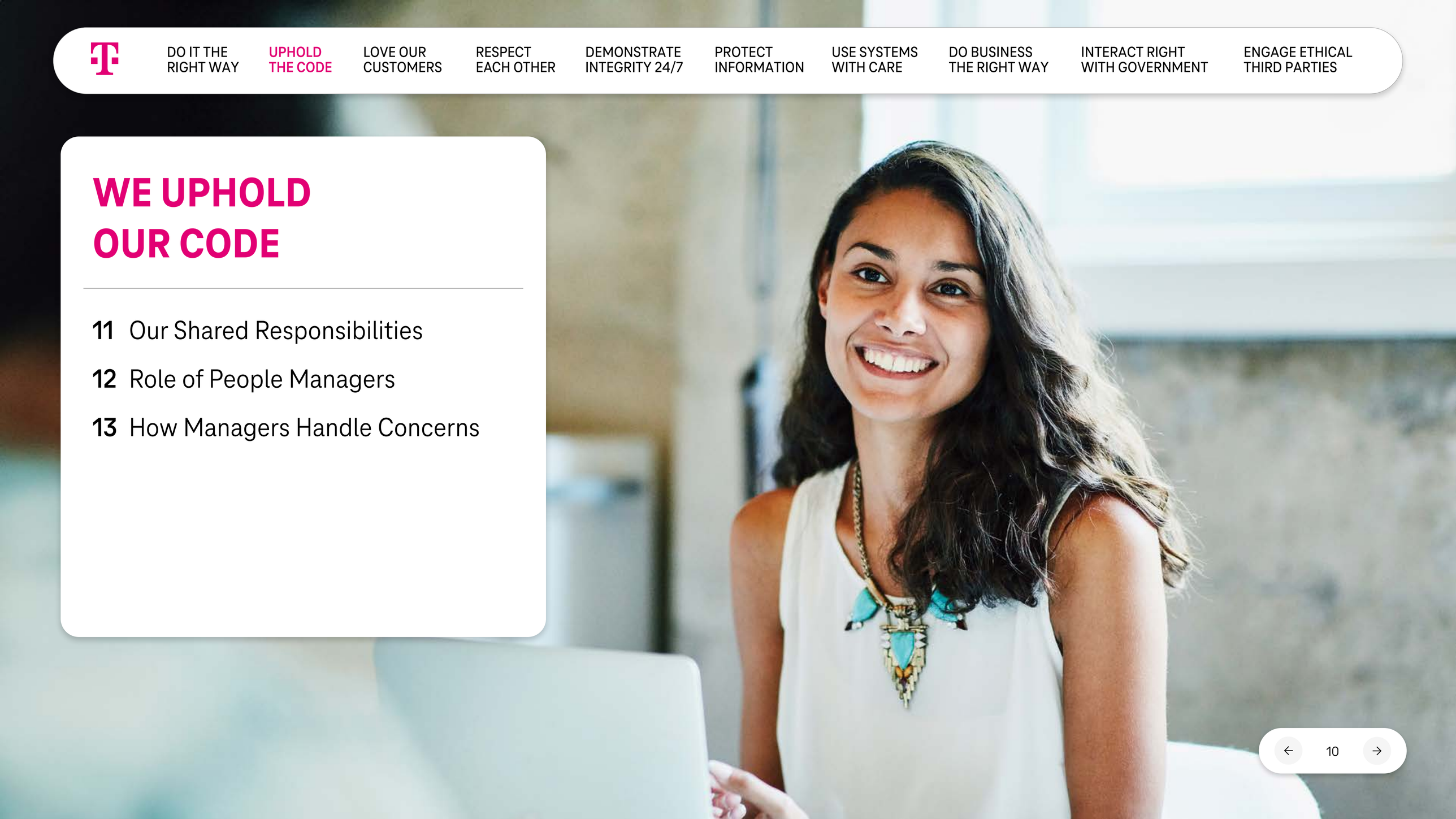
Check out our Speak Up Policy, Employee Handbook, and the Integrity Hub: Speak Up to learn more.

WE UPHOLD OUR CODE

11 Our Shared Responsibilities

12 Role of People Managers

13 How Managers Handle Concerns



Our Shared Responsibilities

YOU ARE EXPECTED to uphold the Code, T-Mobile policies, and the law every day.

No one can ask you to violate these standards, nor can violations be justified because they helped T-Mobile.

Check out the Integrity Hub: Responsibilities to learn more.

Upholding the Code means you must:

- **Read, understand, and comply**
  Read, understand, and comply with this Code and the policies, laws, and regulations that apply to your job.
- **Complete training on time**
  Complete Code training on time and attest that you understand and commit to comply with the Code. Failing to read or attest to the Code does not excuse you from your responsibilities.
- **Stop. Think. Ask.**
  Stop, think, and ask when you're faced with a difficult situation.
- **Speak up**
  Speak up when you see possible violations of the Code, T-Mobile policies, or legal and regulatory requirements. You're encouraged to speak up, too, when you have questions or concerns about an action or decision by management. Be willing to share your point of view or even bad news for the good of the company.
- **Be truthful**
  Be truthful and cooperate fully in any internal investigation. Do not conceal or destroy information.

Keep in mind that because we're committed to acting with integrity and doing the right thing, always, upholding the Code may sometimes require more than compliance with laws and company policies. That's why we don't try to gain unfair advantage over suppliers, customers, co-workers, or competitors, even if doing so would not violate the law.

We are also expected to always exercise common sense and good judgment and to act responsibly, whether or not a policy exists that prohibits specific behavior. Violation of the Code, any company policy, or the law may result in disciplinary action, up to and including termination.

Role of People Managers

LEADERS HAVE A SPECIAL RESPONSIBILITY to set the right tone and work environment for your team.

The way you treat people, make decisions, and handle concerns, diverse opinions, and even bad news, affects your team's willingness to trust you. Your success and the success of your team depend on the trust you have in each other.

Be careful with your words and actions so they don't put – and aren't perceived as putting – pressure on your team that could lead members to violate the Code, company policies, or the law.

Check out the Integrity Hub: Managers to learn more.

How to maintain a team climate of integrity and trust:

- **Communicate the right tone**
  Communicate regularly to your team the importance of integrity and Doing It the Right Way, Always. Be clear that you expect your team to treat people respectfully, get work done ethically, and uphold the Code. Recognize employees who get results the right way.
- **Lead by example**
  Be honest and transparent, treat others with respect, act with integrity, and make decisions that demonstrate an appreciation of their impact on the people and the world around us. Hold yourself and your team accountable for upholding the Code and doing things the right way.
- **Be open to diverse viewpoints**
  As a manager, it's critical that you show care and respect for your team. Make sure your team knows you are open to their questions and concerns and will listen with respect, even if they have something difficult to say.
- **Highlight compliance requirements and risks**
  Ensure that you and your team understand the legal and regulatory compliance requirements and risks related to your work. It's your responsibility to ensure that your team has the right guidance, training, and tools necessary to meet these requirements.
- **Validate results**
  Ensure your team knows that for results to matter, they must be achieved the right way, always. Then, ask questions to satisfy yourself that results have been achieved the right way.

How Managers Handle Concerns

WHEN SOMEONE COMES TO YOU with a concern, you have a special responsibility to listen and act.

Handling concerns the right way is critical to maintaining the trust of your team and protecting T-Mobile.

Check out the Integrity Hub: Managers to learn more.

When someone raises a concern, follow these steps:

- **Listen**
  Remove distractions and listen carefully. Thank the person for speaking up – remember that they've just done something difficult and very important for T-Mobile.
- **Respond**
  Respond respectfully and take every concern seriously, even if you disagree. Show you are committed to addressing the problem. Tell the employee what you will do, do it, and tell them what you did.
- **Protect Confidentiality**
  Take steps to protect the person's identity and the confidentiality of their report. Only discuss the conversation with someone who has a business need to know.
- **Escalate Concerns about Misconduct**
  As a manager, you are empowered to resolve performance issues yourself, but you should escalate concerns about potential Code violations in a timely manner to the appropriate Investigations team. If you have a question or aren't sure whether you can or should resolve the issue yourself, you can always contact myHR (domestic), GlobalmyHR (international), or Enterprise Integrity & Compliance.
- **No Retaliation. Period.**
  View reports of misconduct as a positive opportunity to address the issue and set the right example. Treat the reporting employee just as you did before they spoke up. Any negative employment-related actions involving the employee should only be taken after checking with myHR and must not be related to their good faith report.

WE LOVE OUR CUSTOMERS

15 Treat Customers Honestly and Fairly

16 Safeguard Customer Privacy



Treat Customers Honestly and Fairly

WE LOVE OUR CUSTOMERS. We don't just do customer service — we do customer love.

Loving our customers means that we work for them, not against them. We solve pain points instead of creating more.

We earn customers' trust by listening to them and putting them first, every time.

How we treat customers fairly:

- Always ensure that you are doing the right thing for customers, T-Mobile, and your co-workers.
- Provide complete and accurate information about our services and products.
- Always disclose the details of pricing, promotions, offers, and financing details to help customers make an informed buying decision.
- Never bundle items and quote the total price without offering details about the cost of individual items.
- Never sell prematurely or promote unapproved credits.
- Only charge customers for authorized services and products.
- Recommend the right products, services, and solutions to fit customers' needs.
- Be responsive and transparent. Address questions or concerns head-on with complete and honest information.
- Follow any **Rules of Engagement.**
- Follow the special rules that apply to government customers.
- If you have questions, ask your manager or your next-level manager.
- Go to Selling the Right Way for Consumer or Selling the Right Way for TfB on Magenta U for additional information and guidance.

Safeguard Customer Privacy

CUSTOMERS TRUST T-MOBILE to do the right thing with their personal data.

Data privacy and protection is an essential part of our business, and we pride ourselves on creating private, secure systems to protect customer data and ensuring that third parties we engage to handle customer data do the same.

Customer personal data includes things such as social security numbers, credit card information, and details related to their wireless service, including information about specific phone calls, such as the time, location, or duration of any call.

How we safeguard customer privacy:

Be transparent

- Be open and honest about T-Mobile's privacy practices.
- Provide clear and accurate privacy notices that explain how and why we collect and use customers' personal data.
- Ensure that our data collection and use aligns with the promises we make in our privacy notices.
- Review and understand our Privacy Notices.

Honor privacy choices

- Honor customers' choices about how they want their data to be used and how they prefer to be contacted.
- Review and understand our Personal Data Policy.

Take special care with sensitive data

- Take extra care with certain kinds of customer data, such as location data, children's data, Customer Proprietary Network Information (CPNI), and other sensitive information.
- Ensure that our use and protection of sensitive data are consistent with our Privacy Notices, Personal Data Policy, Location Data Standard, CPNI Standard, and other relevant policies.

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Safeguard Customer Privacy (cont.)

Thoughtfully assess privacy risks

- Evaluate potential privacy risks to our customers by requesting a Privacy Impact Assessment (PIA) from the Privacy team for any project, product, new system, or material change to an existing system that involves the collection, use, or disclosure of personal data.

Minimize data collection, access, and retention

- Practice good data hygiene by minimizing the customer personal data we collect and retaining it no longer than necessary under the Data Stewardship Policy.
- Only access customer accounts if you have proper authorization and for proper purposes.
- Refer government, law enforcement, and other legal requests for customer communications to the Legal & Emergency Response Group.

Keep customer data safe

- Ensure that our systems and products are secure by following the data security requirements set forth in our Acceptable Use Policy.
- Always verify a customer's identity before disclosing customer personal data in response to a customer-initiated request.
- Always get permission from the account holder and/or authorized user before making changes to a customer's account.

Get more information

- Go to the Integrity Hub: Customer Privacy for additional information and guidance.

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Safeguard Customer Privacy (cont.)

How we help ensure that our third-party partners protect customers' privacy:

- Third parties engaged to process, collect, handle, or store T-Mobile customers' personal data on our behalf must first go through the third-party risk assessment process, and then agree to privacy and security protections in a written agreement.
- When third parties supply T-Mobile with personal data, ensure they collect and share that data the right way, including by obtaining customer consent when necessary.
- Review and understand our Third-Party Information Security Policy.
- Go to SecureT for additional information and guidance.

WE RESPECT EACH OTHER

20 No Discrimination or Harassment

21 Prioritize Health, Safety, and the Environment



No Discrimination or Harassment

RESPECT AND INCLUSION ARE AT THE HEART of what we stand for at T-Mobile.

We are an equal opportunity employer and love our diverse workforce. We want everyone to thrive by bringing their authentic selves to work and by feeling 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.

How we avoid discrimination and harassment:

- Follow T-Mobile's How We Hire processes.
- Ensure that all decisions concerning recruiting, hiring, scheduling, promotions, compensation, and all other aspects of the employment relationship are made without regard to a person's status or other characteristic that is protected by the laws or regulations in the locations where we operate.
- Understand which statuses and characteristics are protected by law or regulation.
- Remain committed to providing reasonable accommodations to qualified employees.
- Do not engage in or tolerate harassment: verbal or physical conduct that denigrates or shows hostility or aversion toward an individual because of their legally protected status or characteristic.
- Do not engage in or tolerate sexually inappropriate conduct, such as unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature.
- Do not engage in or tolerate retaliation against anyone who has reported discrimination or harassment or has participated in a workplace investigation.
- Review and understand our Anti-Discrimination and Anti-Harassment policies and Complaint Procedure.
- Go to the Integrity Hub: Anti-Discrimination for additional information and guidance.

Prioritize Health, Safety, and the Environment

WE WANT EVERYONE TO BE SAFE on the job and to meet our environmental responsibilities.

That's why we work hard to prevent accidents and injuries by reducing workplace hazards and complying with all environmental, health, and safety (EHS) laws and regulations.

How we put health and safety first and protect the environment:

- Comply with environmental, workplace health, and safety regulations and with T-Mobile EHS policies, programs, and safe work practices that apply to your job.
- Promptly address all environmental, health, and safety concerns that come to your attention.
- Ensure that required health, safety, and environmental training is assigned and completed.
- Promptly correct workplace hazards or report them to your manager, site safety contact, or local facility manager for resolution.
- File an Incident Report to report EHS incidents, including workplace injuries.
- Report compliance concerns to the EHS Team, the T-Mobile Safety Hotline at 1-877-604-SAFE (7233), or the T-Mobile Integrity Line.
- Review and understand our EHS Policy and EHS Standard.
- Go to the EHS site for additional information and guidance.

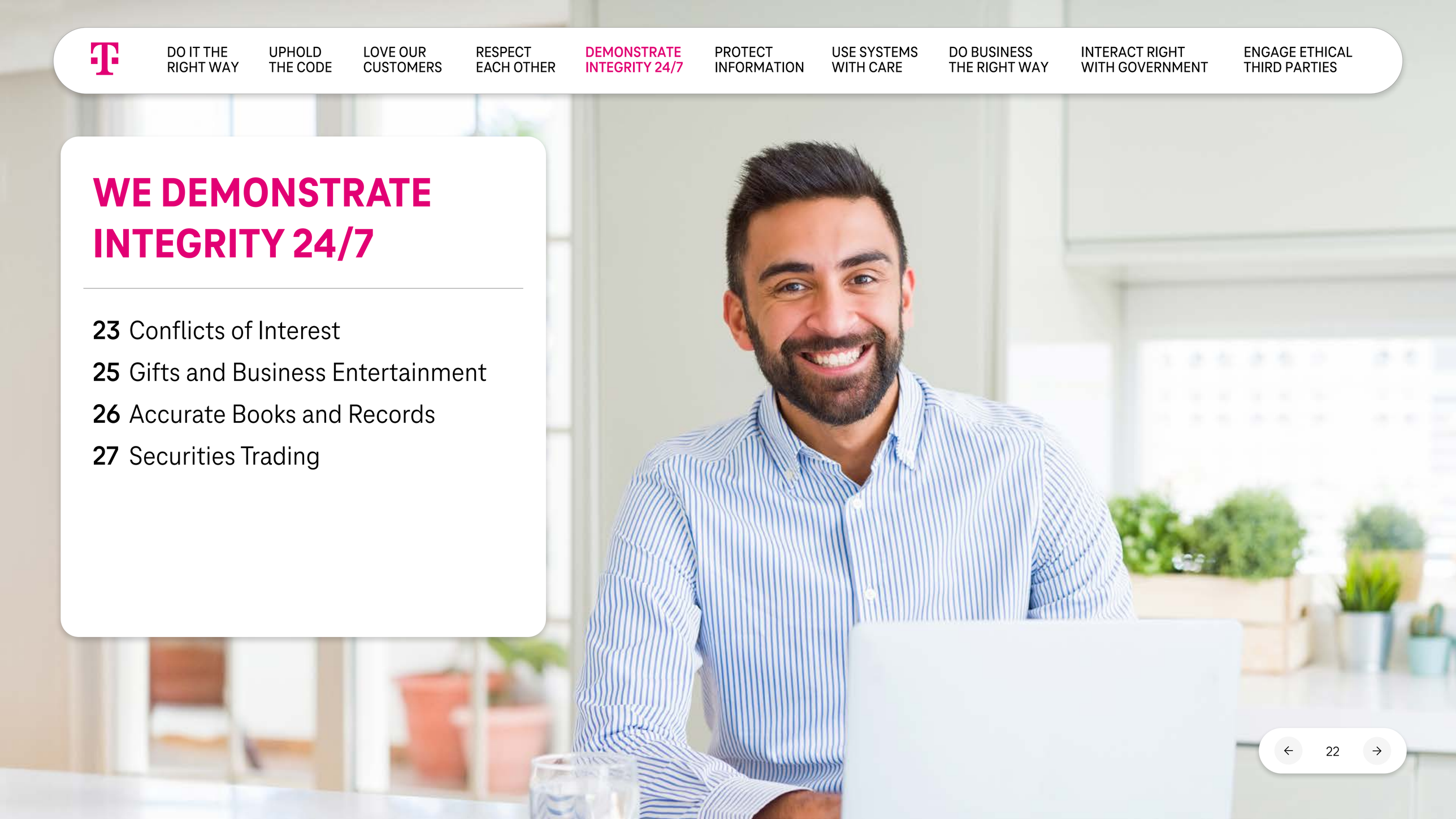
WE DEMONSTRATE INTEGRITY 24/7

23 Conflicts of Interest

25 Gifts and Business Entertainment

26 Accurate Books and Records

27 Securities Trading



Conflicts of Interest

CONFLICTS OF INTEREST CAN ARISE when our personal relationships, outside activities, or financial interests overlap with our job responsibilities.

If you don't navigate potential conflicts of interest carefully, these situations can affect the decisions you make, harm T-Mobile's reputation, and erode the trust of our customers, suppliers, and co-workers. Exercise caution and err on the side of avoiding potential conflicts because even the appearance of a conflict can be damaging.

If you are aware of anything that might potentially be viewed as a conflict of interest, disclose or report it through appropriate channels.

How we avoid conflicts of interest:

Always act in T-Mobile's best interests

- Avoid, withdraw from, or resolve situations where a personal relationship, outside activity, or financial interest in another company might influence decisions or actions that you take in your job.
- Do not use your T-Mobile position to benefit yourself, including by taking for yourself business opportunities that T-Mobile would be interested in pursuing.
- You may not date or engage in a romantic or sexual relationship with someone who directly reports to you or is within your chain of command.
- Ensure there is no direct reporting or supervisory relationship between relatives.

Avoid even the appearance of a conflict of interest

- Avoid, withdraw from, or resolve situations where a personal relationship, outside activity, or financial interest in another company might appear to influence decisions or actions that you take in your job.
- Understand that a conflict or an appearance of a conflict can exist even if you are convinced that it will not affect your actions or decisions, and even if T-Mobile might benefit from the situation.

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Conflicts of Interest (cont.)

Seek manager approval before engaging in certain outside activities

- Obtain advance written approval from your manager before engaging in outside employment or work.
- Obtain advance written approval from a leader at the director level or above before participating as a T-Mobile representative on a government advisory committee or task force.
- Obtain advance written approval from a leader at the vice-president level or above and Enterprise Integrity & Compliance before representing T-Mobile as an appointed member of a government board or commission.

Understand our policies and where to go to disclose a potential conflict of interest

- Review and understand our policy on Avoiding Conflicts of Interest.
- Review and understand our policies on Outside Employment, Employment of Relatives, and Romantic Relationships.
- When a potential conflict of interest arises, disclose it via the Conflicts Manager tool.
- Go to the Integrity Hub: Conflicts for additional information and guidance.

Gifts and Business Entertainment

WE DEMONSTRATE SOUND JUDGMENT and moderation when exchanging business courtesies with vendors, suppliers, enterprise customers, or business partners.

(See page 41 for special rules on gifts and business courtesies involving government officials and employees.)

Giving and receiving gifts, hospitality, and travel can build strong working relationships and goodwill between T-Mobile and those we do business with. But gifts, meals, or trips that are extravagant, lack transparency, or lack a legitimate business purpose may be viewed as bribes or as simply inappropriate. Accepting, giving, or even offering these things can harm our reputation and our business.

How we exchange gifts, business entertainment, and travel responsibly:

- Ensure that gifts, business entertainment, and travel serve a legitimate business purpose.
- Make sure that all gifts from a single giver do not exceed $100 in value in a calendar year.
- Don't give or receive gifts of cash or cash equivalents.
- Gifts, entertainment, and travel that you give to someone else should be accurately reflected in accounting records and expense reports.
- Don't offer or accept gifts, entertainment, or travel if the purpose is to influence or reward a business decision or gain special treatment, or is likely to be seen that way.
- Don't solicit gifts, entertainment, or travel, and don't provide them to someone who has solicited them from you.
- Ensure that any business entertainment is not frequent or routine.
- Obtain advance written approval from your senior vice president or higher manager before accepting airfare, lodging, or other travel courtesies.
- Review and understand our Gifts & Business Entertainment Policy.
- Go to the Integrity Hub: Gifts & Entertainment for additional information and guidance.

Accurate Books and Records

OUR RECORDS ARE CLEAR, accurate, and complete.

Investors rely on accurate and complete information to understand our financial results and where we are headed as a company. Keeping accurate records is critical to maintaining investors' trust, making good business decisions, and meeting our regulatory obligations as a public company.

How we maintain accurate and complete records:

- Honestly, accurately, and completely record and report financial transactions and business information for internal and external users.
- Include all transactions and assets in financial reporting and accounting records; do not delay recording transactions or events.
- Execute financial transactions only with appropriate authorization, and record them in compliance with T-Mobile's accounting practices.
- Don't make side agreements or other "off-the-book" arrangements.
- Use standard agreements and contracting processes, or get approval for custom terms.
- Do not hide cash or company assets, or use them for unauthorized or improper purposes.
- Do not take any action that helps to create a false or misleading record, such as withholding information from someone preparing a report.
- Be sure that all information you report or file, including timecards, expense reports, government and public disclosures, and regulatory reporting, is accurate and complete.
- The CEO, CFO, and other employees in the finance organization comply with the Code of Ethics for Senior Financial Officials and federal regulations on the maintenance of records and preparation of required reports.
- Go to the Integrity Hub: Accurate Books for additional information and resources.

Securities Trading

WE RESPECT SECURITIES LAWS, which means we do not trade stock or other securities while in possession of material, non-public information.

In our work, we may become aware of material, non-public information about T-Mobile or companies we do business with. Information is "material" if a reasonable investor would consider it important in deciding whether to buy or sell a company's securities. Information is "non-public" if it has not been broadly communicated to the investing public.

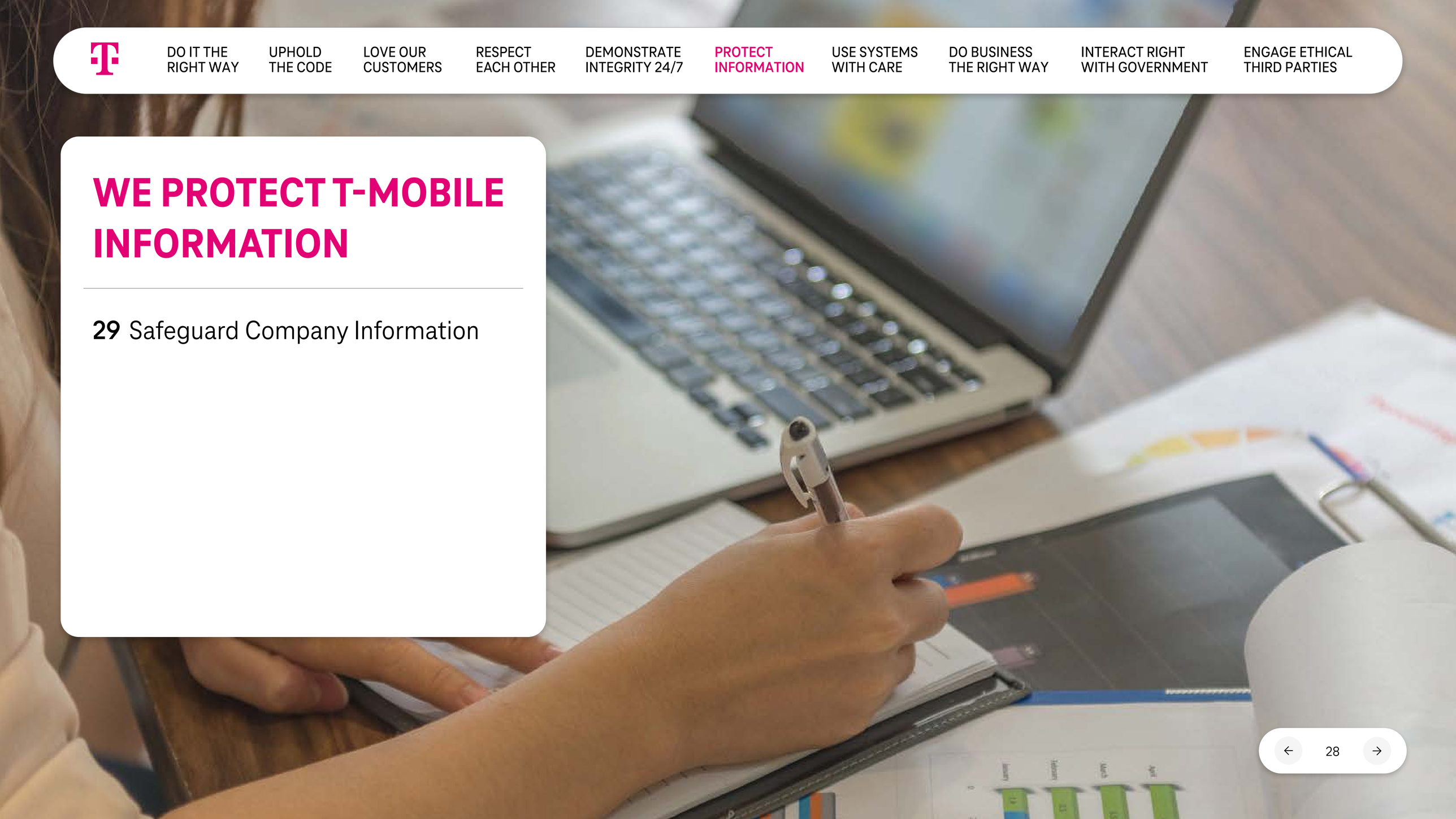
Trading T-Mobile stock or the stock of any other company based on this information not only lacks integrity and is unfair to other investors, but also violates company policy and is illegal.

How we avoid trading on inside information:

- Never buy or sell any securities while in possession of material, non-public information of T-Mobile, whether such information was acquired through your employment with T-Mobile or otherwise.
- Understand what constitutes "material, non-public information."
- Never give someone else (for example, a spouse, family member, friend, or broker) a "tip" about material, non-public information.
- Never recommend or suggest that anyone else trade in securities based on material, non-public information of T-Mobile, even if you are not sharing the information itself.
- Review and understand our Policy on Securities Trading.
- Go to the Integrity Hub: Securities Trading for additional information and guidance.

WE PROTECT T-MOBILE INFORMATION

29 Safeguard Company Information



Safeguard Company Information

WE PROTECT OUR COMPETITIVE ADVANTAGE by safeguarding T-Mobile's sensitive business information and intellectual property.

Our "secret sauce" to doing well is our ability to use our business information and technical know-how to introduce leading-edge services and products that our customers love.

We are each responsible for keeping this valuable commercial information confidential.

How we safeguard T-Mobile's confidential information and intellectual property:

Identify and protect sensitive information

- Understand what sensitive company and business information is classified as Restricted, Confidential, and Internal under T-Mobile's Data Classification & Handling Standard.
- Appropriately classify sensitive company and business information or communications that you own or create.
- Ensure that T-Mobile Restricted and Confidential information and internal data is protected at all times and made available only to internal or external users with a business need to know, as authorized by the information owner.
- Only store T-Mobile Restricted and Confidential data on devices, applications, or systems hosted by T-Mobile or an authorized T-Mobile supplier.
- Retain and dispose of T-Mobile information in accordance with the Data Stewardship Policy and Data Stewardship Standard.

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Safeguard Company Information (cont.)

Understand requirements for accessing and sharing Restricted and Confidential information

- Only access or share Restricted and Confidential information for a legitimate business purpose.
- Share Restricted and Confidential information only via T-Mobile's managed and approved platforms (e.g., company email, SharePoint, OneDrive, Teams) and only with approved parties.
- Don't publish or share Restricted and Confidential information on any internal or external website or on social media.
- Requests by external parties for sensitive T-Mobile information should be directed to Legal Affairs.
- Third parties that handle or store T-Mobile data must adhere to our Third-Party Information Security Policy.

Seek additional information if you need it

- Go to SecureT for additional information and guidance.

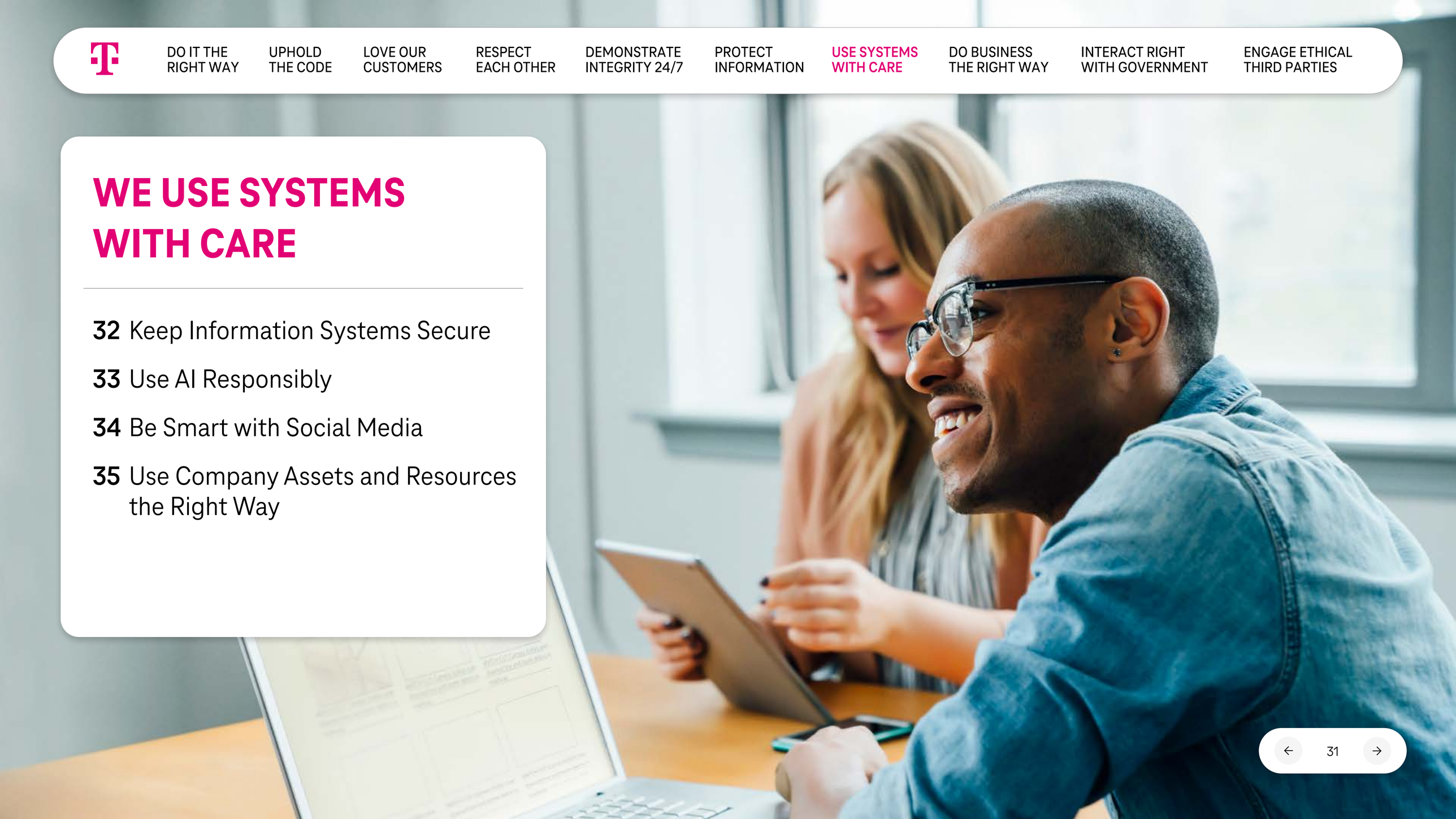
WE USE SYSTEMS WITH CARE

32 Keep Information Systems Secure

33 Use AI Responsibly

34 Be Smart with Social Media

35 Use Company Assets and Resources the Right Way



Keep Information Systems Secure

INFORMATION AND COMMUNICATIONS SECURITY IS A TOP PRIORITY for T-Mobile, and that includes ensuring that company information and communications systems are secure.

We are vigilant about protecting T-Mobile's systems from unauthorized access, including by following robust security practices when accessing or using company systems.

How we keep T-Mobile's information and communications systems secure:

Protect against unauthorized access

- Protect your credentials. Change your password, PIN or other credentials immediately if you suspect they have been compromised.
- Never share your system credentials (passwords, PINS, tokens, or codes) with anyone, for any purpose.
- Do not use anyone else's system credentials.
- Follow the appropriate authorization process for requesting access to customer and employee data, and T-Mobile resources and assets.
- Comply with T-Mobile security controls, including requirements for authentication, software patching, and virus control directives.
- Understand how to avoid social engineering attacks, and immediately report suspicious communications.
- Review and understand our Acceptable Use Policy.

Use authorized assets and applications

- Only use T-Mobile-approved applications, including when working remotely.
- Do not install or use unauthorized software, hardware, or external storage devices, as they can be used to transmit malware or ransomware or to remove sensitive documents from your computer.
- Before traveling internationally, check with International Travel Security about transporting T-Mobile assets and data.
- Go to the Integrity Hub: Cyber Security for additional information and guidance.

Use AI Responsibly

T-MOBILE IS COMMITTED to harnessing the power of AI the right way.

AI has tremendous potential to improve the way T-Mobile delivers services, delights customers, reduces risk, supports employees, and expands the availability of our services.

At the same time, AI may have unintended consequences, including inaccurate or biased responses. Acting responsibly while using AI enables us to leverage the power of AI for good while helping to mitigate its risks.

How we use AI responsibly:

- Integrate our AI Principles – Responsibility, Fairness, and Transparency – into our everyday interactions with AI.
- Review and understand our Responsible AI Policy, which outlines T-Mobile's expectations and restrictions regarding AI acquisition, development, deployment, and operation.
- Only use T-Mobile-approved AI tools.
- Review AI outputs for accuracy, fairness, and bias before using or relying on them.
- Always keep ethics, privacy, security, and safety in mind when using AI.
- Don't use free or other public versions of AI tools for work purposes.
- Don't input customer, employee, or applicant information into an AI tool unless you have confirmed that the tool has been expressly approved for that type of use.
- Consult Legal if your AI tool makes decisions concerning employees or consumers, as additional review and safeguards may be required.
- Go to the AI Defined for additional information and guidance.

Be Smart with Social Media

SOCIAL MEDIA ENGAGEMENT is an integral part of doing business.

With billions of impressions and millions of followers, social media is a great place to make our voices heard. But as you know, with great power comes great responsibility.

How we use social media the right way:

- Use your own private email address to create your personal social media account.
- When posting to your personal account about T-Mobile, make it clear that you are expressing your personal opinions, that you're not speaking on behalf of the company, and that you're employed by T-Mobile, either in the body of the post or by using #TeamMagenta.
- Don't create social handles that include the T-Mobile name or branding; our nickname, products, or services; your store number; or any word or trademark that implies a connection to T-Mobile.
- Don't share restricted, confidential, or proprietary information about business initiatives, products, or services on social media.
- Only post videos recorded in the workplace on social media if you're on the clock; your manager approves; everyone filmed has agreed it's okay to record and post; no restricted or confidential information is shown; the content doesn't violate T-Mobile policies, including our policies on Equal Employment Opportunity, Standards of Conduct, and Workplace Expectations; and you're working at a location that is appropriate for filming.
- Only employees whose job it is to speak for T-Mobile may post on behalf of T-Mobile.
- Don't attempt to answer customer questions unless customer support on social media is your job.
- Review and understand our Social Media Policy.
- Go to the Integrity Hub: Social Media for additional information and guidance.

Use Company Assets and Resources the Right Way

WE USE T-MOBILE ASSETS and resources to do our jobs every day.

These include money, information, property, equipment, devices, electronic systems, applications, vehicles, and office supplies. Each of us is responsible for exercising common sense and using company resources properly.

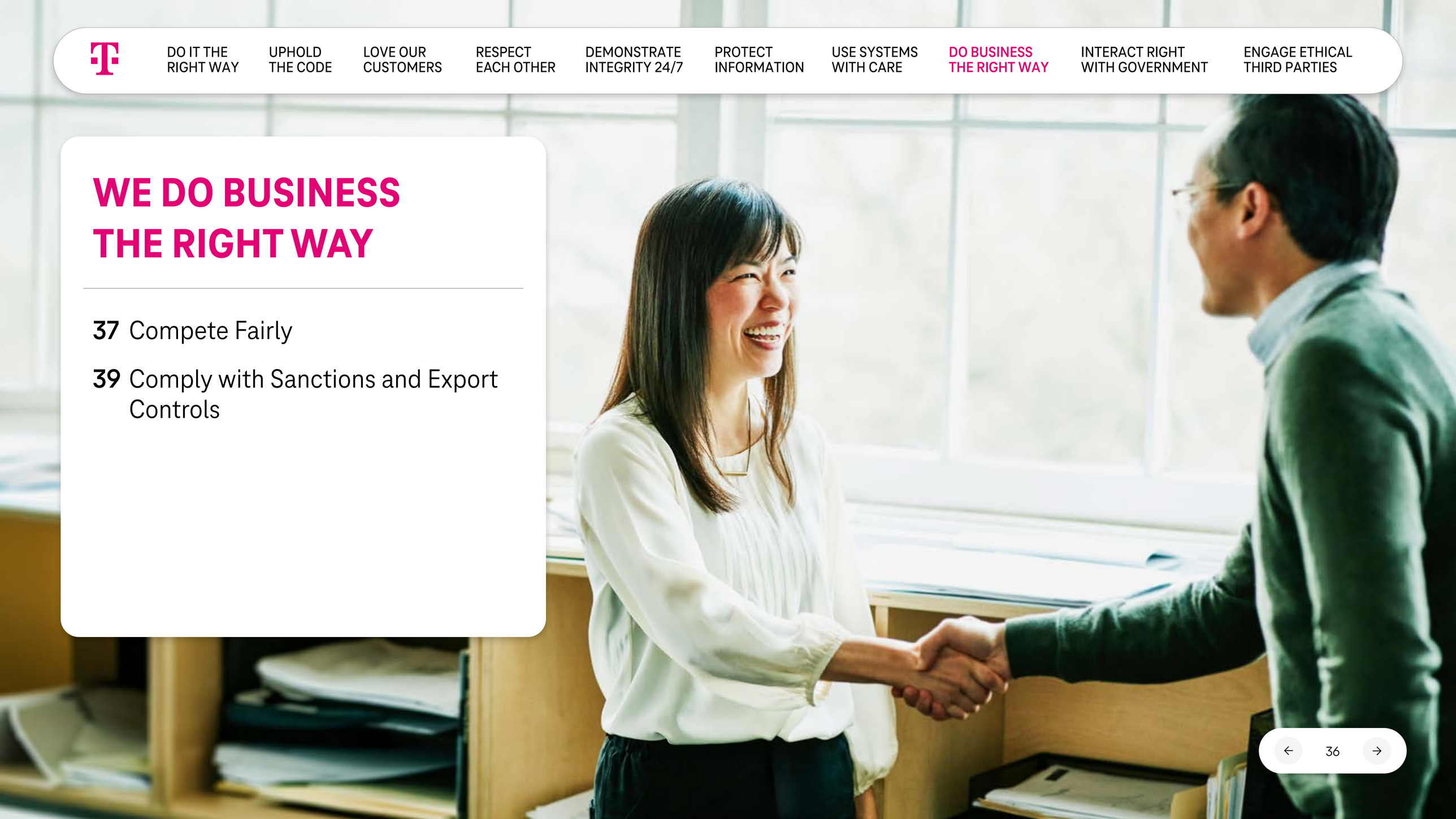
How we use company resources and assets properly:

- Spend T-Mobile's funds wisely and guard against waste and abuse.
- Understand that T-Mobile assets and resources are to be used for business purposes; personal use is acceptable only if it is incidental, infrequent, not otherwise prohibited, and does not interfere with business purposes or the security of the resource.
- Do not use T-Mobile assets or resources in ways that violate the law or T-Mobile policies, including those relating to workplace discrimination and harassment, intellectual property, trade secrets, privacy, child abuse, inappropriate sexual content or conduct, outside business or employment, personal political activities, and threatening behavior.
- Use only T-Mobile-approved applications for business communication.
- Be aware that access to and use of T-Mobile assets and resources, including your company email account, is not private and may be monitored by the company.
- Understand that business-related data stored on, processed by, or transmitted via T-Mobile resources is T-Mobile's property, and that it may be accessed, monitored, used, and disclosed by T-Mobile. T-Mobile may also review certain uses or transactions on any personal resource to the extent it is used for T-Mobile business purposes.
- Review and understand our Acceptable Use Policy.
- Go to the Integrity Hub: Acceptable Use for additional information and guidance.

WE DO BUSINESS THE RIGHT WAY

37 Compete Fairly

39 Comply with Sanctions and Export Controls



Compete Fairly

WHEN WE AMP UP COMPETITION, customers win.

Healthy competition and fair business practices put our customers first by giving them access to a variety of services and products at fair prices. Competing fairly ensures that we meet our business objectives the right way.

How we compete fairly:

Carefully manage interactions with competitors

- Avoid discussing or exchanging any T-Mobile proprietary information with competitors but if necessary to discuss or exchange such information always obtain legal guidance in advance.
- Understand that a competitor can include any individual or entity that develops or sells services or products that compete with T-Mobile or that competes with T-Mobile in the acquisition of goods or services, including employee recruitment.
- Review and understand our Competitor Interactions Standard (Antitrust).

Avoid actions that may limit competition or unfairly harm competitors

- Do not enter into any agreements or understandings with competitors that limit competition.
- Understand the types of agreements that can be interpreted as limiting competition.
- Do not enter into agreements with suppliers or customers that are intended to exclude competitors from the market.
- Review and understand our Antitrust Compliance Policy.

[continued on next page]

Compete Fairly (cont.)

Collect and use only competitor information that is publicly available

- Gather competitive intelligence using only publicly available information sources; if you are unsure whether certain information is publicly available, err in favor of caution and don't use or disclose it.
- Do not use deception or offer anything of value to induce someone to disclose non-public competitive information.
- Do not accept, encourage, or use non-public competitive information from a current or former employee of a competitor, even if that person now works for T-Mobile.
- Review and understand our Competitive Intelligence Policy.

Seek additional information if you need it

- Go to the Integrity Hub: Fair Competition for additional information and guidance.

Comply with Sanctions and Export Controls

T-MOBILE COMPLIES with economic sanctions and export controls that restrict or prohibit us from doing business or sharing specified technology and technical information with certain countries, regions, governments, entities, and individuals.

How we comply with economic sanctions:

- Understand how economic sanctions may affect your international business relationships or transactions.
- Ensure that appropriate due diligence, including restricted party screening, is conducted on T-Mobile employees, contractors, customers, suppliers, vendors, and other third parties to avoid transacting with sanctioned parties, countries, or regions in violation of law.
- Include appropriate compliance provisions in contracts to facilitate counterparties' compliance and hold them accountable.
- Review and understand our Global Trade Controls Compliance Policy.

How we comply with export controls:

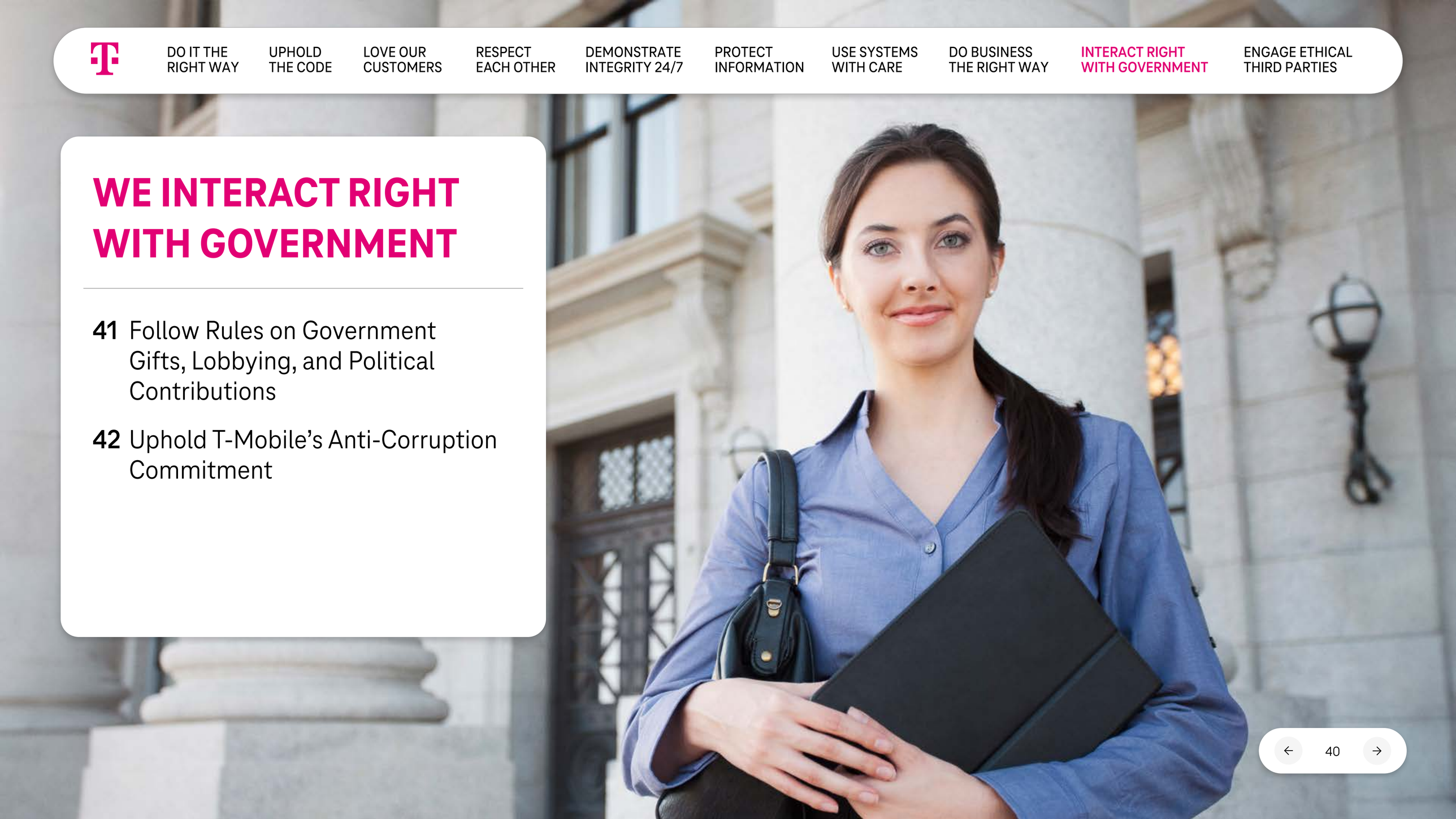
- Be aware that U.S. export regulations restrict us from exporting or sharing certain products and technologies with specified countries and regions and their citizens, even if those citizens live and work in the United States.
- Understand that export restrictions may limit how we can export or share our technical equipment or technologies or services with encryption capabilities.
- Include appropriate compliance provisions in contracts to facilitate compliance and hold third parties accountable.
- Review and understand our Global Trade Controls Compliance Policy.

If your role or business processes involve the sharing of products, technology, or technical information with the governments, businesses, or citizens of other countries, go to the Integrity Hub: Trade for additional information and guidance.

WE INTERACT RIGHT WITH GOVERNMENT

41 Follow Rules on Government Gifts, Lobbying, and Political Contributions

42 Uphold T-Mobile's Anti-Corruption Commitment



Follow Rules on Gifts, Lobbying, and Political Contributions

T-MOBILE WORKS TO GUIDE AND INFORM government decisions that impact our business, customers, and employees.

We do this by actively participating in the political and policymaking process. We engage the right way by following all campaign contribution and lobbying laws and the ethical rules that apply to interactions with the government and elected officials.

When you engage in personal political activities, you must do so as a private citizen and not as a representative of T-Mobile; and you must do so on your own time and with your personal resources.

How we follow rules on government gifts, lobbying, and political contributions:

Get advance approval for business courtesies to government officials

- Obtain prior written approval from Enterprise Integrity & Compliance before offering gifts, meals, or anything else of value to a government official.
- Understand who qualifies as a "government official" under T-Mobile policies.
- Go to the Integrity Hub: Gifts to Government Officials for additional information and guidance.

Obtain proper authorization before lobbying

- Ensure that only authorized T-Mobile employees or consultants engage in lobbying for T-Mobile.
- Understand which activities may qualify as "lobbying" under T-Mobile policies.

Follow proper procedures before making political contributions on behalf of T-Mobile

- Ensure that U.S. campaign contributions or solicitations made by or on behalf of T-Mobile comply with all legal requirements and receive advance written approval from an authorized executive vice president or their delegate.
- Before making a campaign contribution or solicitation to a state or local candidate or committee, T-Mobile corporate officers and employees who are responsible for selling to U.S. state or local governments, or who administer state or local government contracts, should consult the current list of jurisdictions that regulate contributions and solicitations from the employees of government contractors to determine whether any revised rules apply.
- Never make political contributions in cash or using a cash equivalent, such as gift cards.

Follow T-Mobile policies and get more information if you need it

- Review and understand our Political Activities & Lobbying Policy and our Gifts & Business Entertainment Policy.
- Go to the Integrity Hub: Political Activities & Lobbying for additional information and guidance.

Uphold T-Mobile's Anti-Corruption Commitment

T-MOBILE IS COMMITTED to truthful and transparent interactions with government officials and employees.

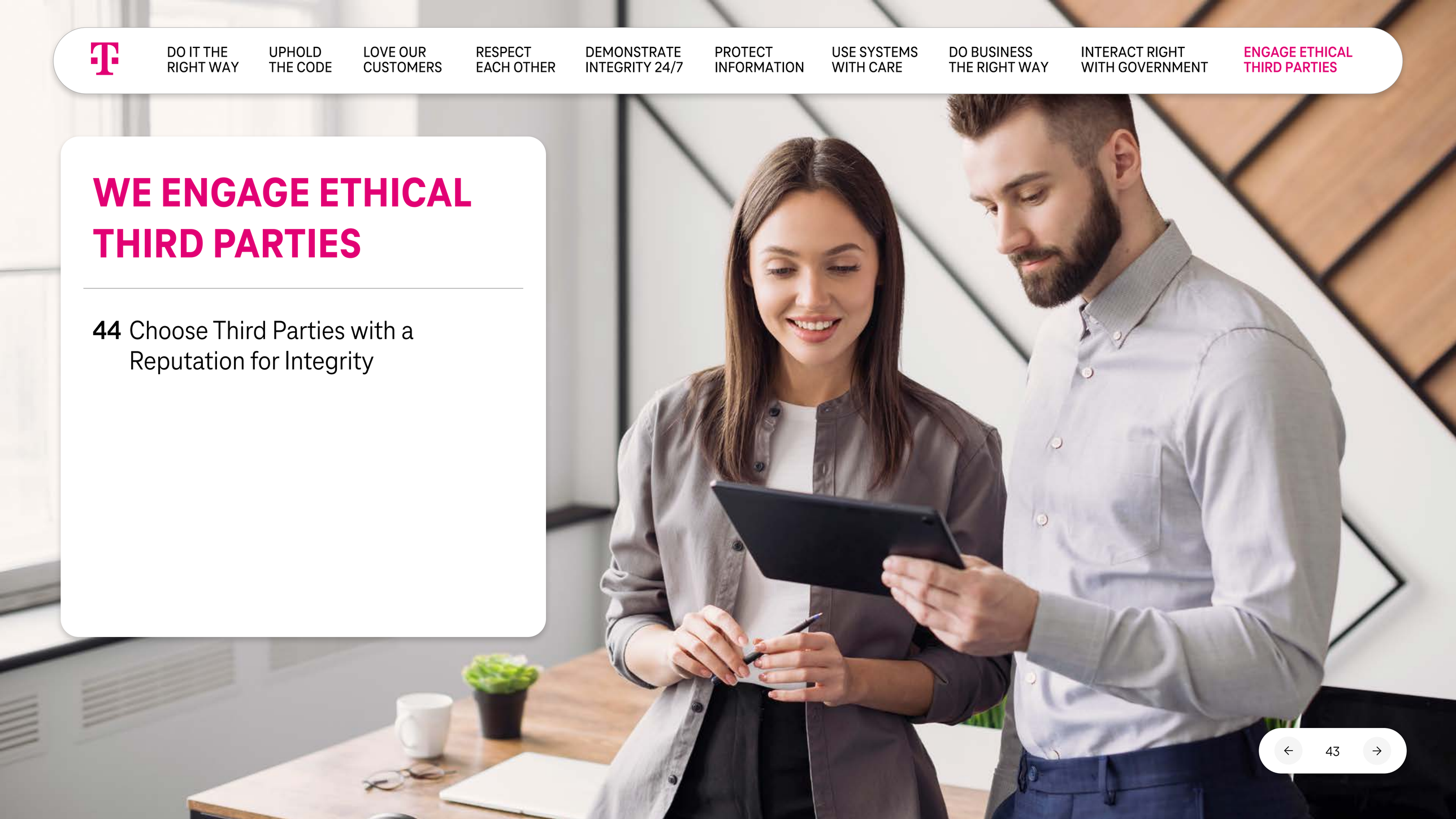
We prohibit any attempt to offer or give anything of value to improperly influence them or the government's official actions or decisions; to improperly obtain or retain business; to improperly direct business to any person; or to secure any improper advantage.

How we uphold T-Mobile's commitment to anti-corruption:

- Do not offer, promise to give, or actually give anything of value to improperly influence a government official.
- Understand what qualifies as "anything of value."
- Understand who qualifies as a "government official."
- Do not offer or make facilitation payments, which are payments provided in exchange for obtaining or expediting routine government actions, such as clearing goods through customs or expediting a government review or approval of a visa, license, permit, certificate, or regulatory matter.
- Make charitable donations to support a legitimate charitable cause, not as part of an exchange of favors.
- Ensure that T-Mobile's records, books, and accounts accurately and completely reflect all transactions.
- In addition to your interactions with government officials, don't pay bribes or kickbacks to anyone.
- Review and understand our Anti-Corruption Policy.
- Go to the Integrity Hub: Anti-Corruption for additional information and guidance.

WE ENGAGE ETHICAL THIRD PARTIES

44 Choose Third Parties with a Reputation for Integrity



Choose Third Parties with a Reputation for Integrity

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, especially loving our customers and doing it the right way, always.

We also want them to share our commitment to business practices that are fair and considerate of their workers and the environment. Before selecting or engaging third parties, we consider their business integrity and commitment to upholding T-Mobile's values.

How we choose ethical third parties:

- Be aware that our Supplier Code of Conduct and Supplier policies set forth T-Mobile's expectations of third parties, which include data privacy and security, anti-corruption, human rights, equal opportunity, fair labor standards, accessibility, and responsible sourcing.
- Ensure all appropriate third-party contracts go through the procurement process, Legal review, and Third-Party Risk Management (TPRM) review before they are executed.
- Understand that T-Mobile has a zero-tolerance policy against human trafficking and activities related to trafficking in our supply chain. Violations will result in disciplinary action, including potential termination of contract and employment.
- Follow our Procurement and Approval Authority Policy and Legal Contract Administration Policy.
- Go to the Procurement Hub, TPRM site, or Integrity Hub: Third Parties for additional information and resources.

RESOURCES AT A GLANCE

Acceptable Use of T-Mobile Resources
Acceptable Use Policy
Integrity Hub

Accurate Books & Records
Integrity Hub

Anti-Corruption
Anti-Corruption Policy
Integrity Hub

Anti-Discrimination & Anti-Harassment
Employee Handbook
Integrity Hub

Antitrust & Fair Competition
Antitrust Compliance Policy
Competitor Interactions Standard
Integrity Hub

Communication & Information Systems Security (Cyber Security)
Acceptable Use Policy
International Travel Security Site
Integrity Hub

Competitive Intelligence
Competitive Intelligence Policy
Integrity Hub

Conflicts of Interest
Avoiding Conflicts of Interest Policy
Employee Handbook
Integrity Hub

Customer Data Privacy
Acceptable Use Policy
CPNI Standard
Data Stewardship Policy
Data Stewardship Standard
Location Data Standard
Personal Data Policy
Privacy Notices
Third-Party Information Security Policy
SecureT Site
Integrity Hub

Environmental, Health, & Safety (EHS)
EHS Policy
EHS Standards
EHS Site
Safety Hotline: 1-877-604-SAFE (7233)

Export Controls
Global Trade Controls Compliance Policy
Integrity Hub

Gifts & Business Entertainment
Gifts & Business Entertainment Policy
Integrity Hub

Gifts & Entertainment to Govt. Officials
Gifts & Business Entertainment Policy
Political Activities & Lobbying Policy
Integrity Hub

Information Classification & Security
Data Stewardship Policy
Data Classification & Handling Standard
Data Stewardship Standard
Third-Party Information Security Policy
SecureT Site

Non-Retaliation
Employee Handbook
Speak Up Policy
Integrity Hub

Political Activities & Lobbying
Political Activities & Lobbying Policy
Integrity Hub

Responsible AI
Responsible AI Policy
AI Defined

Securities Trading
Policy on Securities Trading
Integrity Hub

Social Media
Social Media Policy
Integrity Hub

Speak Up
Speak Up Policy
T-MobileIntegrityLine.com
Enterprise Integrity & Compliance
Integrity Hub
Integrity Hotline: 1-866-577-0575

Third-Party Integrity
Legal Contracts Administration Policy
Procurement & Approval Authority Policy
Supplier Code of Conduct
Procurement Hub
Third-Party Risk Management Site
Integrity Hub

Trade Sanctions
Global Trade Controls Compliance Policy
Integrity Hub

INTEGRITY AT WORK

T-Mobile's Code of Business Conduct

Approved: 2024.09.12.
Effective: 2024.10.07.
Tech. Revision: 2026.08.13.