

Speak Up Policy

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Approved by: Nominating and Corporate Governance Committee of the T-Mobile Board of Directors

1. POLICY DESCRIPTION

To help T-Mobile maintain the highest standards of ethical business conduct by encouraging employees, officers, directors, business partners, and other individuals to speak up without fear of retaliation when they see or suspect something (including illegal or unethical conduct) that could harm the company, our employees, customers, shareholders, or the communities we serve.

2. SCOPE

This Policy applies to the employees and officers of T-Mobile US, Inc. and its subsidiaries (referred to collectively in this Policy as T-Mobile), the members of the T-Mobile Board of Directors, business partners, (including agents, contractors, vendors, and suppliers) and other individuals.

3. ROLES & RESPONSIBILITIES

3.1 All employees and officers of T-Mobile, and the members of the T-Mobile Board of Directors are responsible for complying with this Policy.

3.2 The Enterprise Integrity & Compliance team is responsible for the oversight and management of the T-Mobile Integrity Line and Speak Up program, which includes obtaining and providing guidance and advice on legal and regulatory requirements and ensuring that this Policy and related policies and trainings remain in compliance with applicable laws and regulations.

3.3 The Nominating and Corporate Governance Committee of the Board of Directors is responsible for monitoring compliance with this Policy. T-Mobile's Chief Compliance Officer is responsible for administering this Policy on behalf of the Nominating and Corporate Governance and Audit Committees.

4. DETAILS

Overview: Individuals are protected from retaliation for reporting a Business Conduct Concern in good faith. However, reports made in bad faith, such as those intended to mislead or deceive, or reports proven to be intentionally false or malicious will not be tolerated.

Speak Up Protections:

Non-retaliation. T-Mobile will not tolerate Retaliation against any person who in good faith reports or otherwise provides information or assists in an investigation of Business Conduct Concern. Any T-Mobile officer or employee who is found to have engaged in Retaliation will be subject to discipline, up to and including termination of employment. Suspected Retaliation should be reported immediately through the Reporting Process established in this Policy.

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Confidentiality. A reporter's identity will be kept confidential to the fullest extent reasonably possible within the requirements of law and taking into account the legitimate needs of any review and ensuing investigation.

Anonymous Reports. A Business Conduct Concern may be reported anonymously to the T-Mobile Integrity Line, which is operated independently of T-Mobile by a third-party. In addition, any suspected fraud, potential misrepresentation in financial record-keeping, reporting, accounting or auditing, or deviations from accounting controls may also be reported confidentially and anonymously to the Chair of the Audit Committee, as provided in the Reporting Process described below.

Immunity for Confidential Disclosures of Trade Secrets. The Defend Trade Secrets Act of 2016 grants employees, officers, and business partners immunity from criminal and civil liability if they disclose a trade secret under specific circumstances, including: making a confidential disclosure to a Federal, State, or local government official, or to an attorney with the sole intention of reporting or investigating a suspected violation of law; when the disclosure is part of a complaint or document filed in a lawsuit or other proceeding made under seal; or in connection with a retaliation lawsuit file by an employee, officer, or business partner for reporting a suspected violation of law (in which case they are permitted to disclose the trade secret to their attorney and use the trade secret information in the court proceeding only if the document containing the trade secret is filed under seal and not disclosed except pursuant to court order).

Reporting Process:

T-Mobile provides several options for reporting Business Conduct Concerns and is committed to handling all reports with care.

T-Mobile employees may submit reports to:

- **Manager or Next-Level Manager**
- **MyHR**
- **Enterprise Integrity & Compliance:** via email to T-MobileCompliance@T-Mobile.com
- **T-Mobile Integrity Line:** available 24 hours a day, seven days a week, via T-MobileIntegrityLine.com or by calling 1-866-577-0575
- **T-Mobile's Chief Compliance Officer**

T-Mobile employees may also report financial concerns directly to the Chair of the Audit Committee at the following address: Audit Committee Chair, c/o Chief Compliance Officer, T-Mobile US, Inc., 12920 S.E. 38th Street, Bellevue, WA 98006.

T-Mobile business partners and other individuals:

- **Located in the U.S.:** may report via the T-Mobile Integrity Line (online via T-MobileIntegrityLine.com or by calling 1-866-577-0575)
- **Located Outside the U.S.:** may refer to the T-Mobile Integrity Line (T-MobileIntegrityLine.com) to determine what categories of Business Conduct Concerns are reportable in their jurisdiction, the availability of confidentiality and anonymity protections, the appropriate reporting process, and applicable record retention requirements, as legal requirements for these can vary outside the U.S.

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Although use of the internal Reporting Process is encouraged, this process is not intended to prohibit reporting of a Business Conduct Concern to proper governmental or regulatory authorities.

Information to Include in a Report. A report should focus on factual rather than speculative information and should contain as much specific and detailed information (including any relevant documents) as possible, including the “who,” “what,” “when,” and “where” of the alleged Business Conduct Concern.

Investigation of Reports. T-Mobile treats reports seriously and fairly and will act promptly to fix those things identified in the review or investigation of the reported concerns. A reporter's identity will be kept confidential to the fullest extent reasonably possible within the requirements of law and taking into account the legitimate needs of any review and ensuing investigation.

Communications with the Reporter. T-Mobile is committed to reviewing all reported Business Concerns with care and providing updates on the status of our review when possible. Questions regarding the status of a report should be directed to the resource where the Business Conduct Concern was reported. Reporters may also contact T-Mobile [Enterprise Integrity & Compliance](#) or the T-Mobile Integrity Line via T-MobileIntegrityLine.com or by calling 1-866-577-0575.

Records Retention. The Chief Compliance Officer (or designee) must maintain a log of all Business Conduct Concerns that are forwarded to or received directly by the Enterprise Integrity & Compliance team through the Reporting Process established in this Policy, tracking their receipt, investigation, and resolution, and must prepare a periodic summary report for the Audit Committee. All documentation of reported concerns, including the log, any investigation reports and recommendations, will be maintained in accordance with T-Mobile’s Data Stewardship Policy.

5. VOCAB

Business Conduct Concern: A Business Conduct Concern refers to a concern or a complaint relating to:

- Accounting, internal accounting controls, or auditing matters, including:
 - Fraud or other financial crime;
 - Deliberate error in financial reporting or record-keeping;
 - Deviation from full and fair reporting of T-Mobile’s financial condition or financial results;
 - Misrepresentations or false statements by employees and officers of T-Mobile in regard to a matter contained in T-Mobile’s financial records, financial reports, or audit reports, including such statements made to T-Mobile’s external counsel and auditors; and
 - Deficiencies in or non-conformance with T-Mobile’s internal accounting controls.
- Actual or potential violations of the [T-Mobile Code of Business Conduct](#) or other company policies, and activities which may otherwise be illegal or unethical.

Retaliation: Retaliation refers to terminating, demoting, suspending, or in any manner threatening, harassing, or otherwise discriminating against an employee in the terms and conditions of employment, or taking an action harmful to any person (including whistleblowers), because that person has or is believed to have reported or otherwise provided information relating to, or assisted or participated in an investigation of, a Business Conduct Concern.

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Bad Faith Reports. Reporting a Business Conduct Concern that is determined to be knowingly false or otherwise misleading, including with the intent to financially benefit from the false or misleading report, may subject the reporter to discipline, including potential job termination.

6. MORE INFO AND QUESTIONS

Go to the Integrity Hub on T-Nation for additional information and guidance. You are empowered to contact the Enterprise Integrity & Compliance team or the Chief Compliance Officer with any questions about this Policy.

7. BE MAGENTA

Do the right thing. Always. Employees who fail to follow this or any other T-Mobile policy may be subject to discipline, up to and including termination. Policies can be updated at any time. It's your responsibility to comply.

8. SEE SOMETHING, SAY SOMETHING

Any T-Mobile employee who has knowledge or good faith suspicions of a violation of this policy must make a report to one of the following:

- **Manager or Next-Level Manager**
- **MyHR**
- **Enterprise Integrity & Compliance:** via email to T-MobileCompliance@T-Mobile.com
- **T-Mobile Integrity Line:** available 24 hours a day, seven days a week, via T-MobileIntegrityLine.com or by calling 1-866-577-0575
- **T-Mobile's Chief Compliance Officer**