

## 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 at connecting customers to their world and ensuring that everyone can benefit from the freedom of mobility and greater access to information. And we're committed to doing it the right way — always — by following high standards. Every T-Mobile employee has an obligation to conduct business with uncompromised ethics. This includes a commitment to respect human rights.

In addition to being the right thing to do, treating every employee, every customer and every stakeholder with dignity and respect is essential to our success.

### OUR COMMITMENT

T-Mobile is deeply committed to respecting human rights. 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 outlined in our [Code of Business Conduct](#) and our corporate social responsibility and diversity and inclusion strategies. We are committed to:

- respecting the human rights and diversity of those with whom we work;
- 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, 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 forced labor, child labor and human trafficking in 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 law and practice;
- protecting our customers' privacy and freedom of expression;
- safeguarding confidential information of our customers and employees; and
- ensuring 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 inclusion throughout our organization. We seek to achieve this in many ways, including refusing to tolerate unlawful discrimination and harassment, respecting and including all employees, and recognizing diversity and equity as central parts of our culture and business strategy. We succeed when we do right by each other.

We work hard to make T-Mobile an outstanding employer and corporate citizen and we are relentless in always looking for ways to aim higher, improve the status quo and build on our existing efforts.

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 1998 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**

We have a large and diverse network of suppliers, vendors, customers, and other business partners, and we recognize the roles they play in helping us fulfill the objectives identified in this statement. We expect our business partners to share T-Mobile's commitment to human rights. Recognizing that each entity should seek to undertake its own work to address human rights issues and opportunities, we support their efforts on this subject.

For those business partners who are our suppliers, we also expect those partners to follow our [Supplier Code of Conduct](#), which includes supporting our commitment to human rights, [responsible sourcing](#), equal opportunity and fair labor standards.

## **ACTING ON THESE COMMITMENTS**

We all have a duty to speak up and report any violations to our policies. As part of our commitment to diversity, equity and inclusion and respect for human rights, we have established internal and external mechanisms to help identify and address any potential violations to our statement on human rights.

These mechanisms include:

- the [T-Mobile Integrity Line](#), to which individuals with complaints may report without fear of retaliation;
- our [Code of Business Conduct](#), [Supplier Code of Conduct](#), [Speak-Up Policy](#), [T-Mobile Privacy Notice](#); 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 senior leadership team approves this statement on human rights. The leaders of our Human Resources, Corporate Social Responsibility and Legal Affairs teams are responsible for overseeing the commitments outlined in this statement at T-Mobile.