



2021 DE&I

Diversity, Equity and Inclusion Overview

LaToya Garcia

Sr. Manager DE&I Learning & Development



How We Created a **CULTURE LIKE NO OTHER**

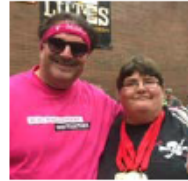


- Launch DE&I Call Center Chapters
- Pride Presenting Sponsorship (Seattle)
 - Special Olympics Washington Sponsorship
 - 1st 100% Score on Human Rights Campaign Corporate Equality Index

2014

- Launch Disability Task Force
- Hosted first Women's Leadership Summit for employees

- Pride Sponsorships to NYC, Dallas, 23 other locations
- Special Olympics sponsorship across 6 states
- Gender Transition Guide released



2016

- Release Super Bowl Ad promoting Equality and "Are You With Us" mantra
- Magenta Military Plan available
- Talking With Trailblazers guest speaker program

- Grow local D&I chapters to 52
- 80+ Pride parades across US & Puerto Rico



2018

- Mike Sievert becomes CEO and Deeanne King CHRO of T-Mobile; both DE&I Executive Sponsors
- Launched 5-year Equity In Action plan and 54 DE&I Promises, including \$25M+ in Community Investment
- Launched Project 10Million

- CEO statement on Support and Solidarity with Black Lives Matter
- Launched sub-affinity groups Asia Pacific, Black, Latinx and Indigenous communities



2020

2013



- Hire our first head of DE&I, Holli Martinez
- Launch formal DE&I programs and six ERGs
 - Veteran Employee Challenge Coin available

2015

- Launch Regional D&I Chapters
 - Multigenerational Network's Celebration Generation



2017

- Sign CEO Action for D&I Pledge
- Fortune Best Place to Work for Diversity
 - Stand Against Racism employee pledge
 - 1st Disability Equality Index 100% Score
 - 1st NYC Veterans Day Parade Sponsorship



2019

- \$2.2B spend with Diverse Suppliers
- \$14.9M given to communities from T-Mobile and T-Mobile Foundation
 - Public Support for LGBTQ Equality Act
 - Announce Gender Pronouns available on retail name badges

2021

- \$2M investment in new scholarships, recruiting and business education programs for Black History Month
 - Juneteenth added as paid employee holiday
 - New employee development programs focused on underrepresented groups
 - Begin the One Team Together Learning Journey for employees

How We're Putting Words Into Action

EQUITY IN ACTION

We will embed diversity, equity and inclusive behaviors across our culture, talent pipelines and partners. And WE WON'T STOP inside our walls. We'll invest in our communities by providing access to wireless and career opportunities to those who need it most. **Equity In Action is the heart of the Un-carrier's bigger and better future.**

First, we Listened To Our Employees and Made a Plan

Employees are the backbone of Equity In Action. We listened to them, heard their feedback, and developed a 5-year plan to put DE&I at the heart and soul of our company.

We made Public Promises

We didn't stop with a plan on paper, we wanted additional accountability through 54 public-facing DE&I promises. Our EIA 54 promises to civil rights organizations are specific, tangible goals to help us complete the EIA mission.

We Established Credible Partners

We have established a External Diversity & Inclusion Council, Executive Sponsors and an internal Leadership Task Force across all lines of business, to hold us accountable.

“These promises signal an even stronger commitment to take bold and actionable steps to increase diversity representation across our leadership teams, to support and strengthen the diversity in our communities, and to ensure equitable access to the 5G network that we know will inspire a new wave of innovation.”

Holli Martinez,
T-Mobile VP of DE&I



54 Commitments to '54 Promises'



12

Workforce
Recruitment &
Retention



6

Wireless for
Low Income



9

Philanthropy &
Community
Investments

10

Corporate
Governance



17

Procurement &
Entrepreneurship



How We're BUILDING NEXT GENERATION TALENT

We have built new programs and systems to attracting, develop, and retaining people from diverse backgrounds. We know that increased representation at all levels means a better, more innovative company.

We develop diverse leaders from within.

We're passionate about increasing representation at the leadership level, and so we invest in programs that help diverse employees become leaders, as well as those that help current executives be more inclusive leaders. This is our way of building a pipeline of diverse leaders who will carry T-Mobile forward!

Black Leadership Academy

In partnership with McKinsey & Company, T-Mobile offers two programs, one for individual contributors (3-month) and one for managers (6-month), to provide leadership development for employees who identify as Black.

Career Advantage

Participants engage in a five month-long path that gives exposure to the Un-carrier way of leadership. For early in career frontline employees.

Career Ride-Along

A chance for employees to win a multi-day executive job shadowing experience. Open to all employees.

ExecOnline

Columbia, Yale, Wharton, Harvard, and MIT provide a variety of ExecOnline courses. They all partner with T-Mobile to provide our Director+ employees with the opportunity for expanded education.

Leadership Development Program (LDP)

Provides high potential manager-level employees with a variety of development activities to support transition to Senior Manager.

Leadership Edge

Provides high potential Directors and Sr. Directors with development activities to support their transition to an executive level role.

Lead Magenta Next

Creates more opportunities for underrepresented talent by putting participants at the intersection of sponsorship, readiness and opportunity.

Magenta⁹

The program gives participants director level exposure to the Un-carrier way of leadership development. Learners self-select into monthly offerings that target leadership skills. Prepares senior managers for director-level positions.

NXTLVL

An enterprise-wide program that provides experienced individual contributors the core leadership skills to prepare them for people manager roles.

“Magenta⁹ helped me be a better communicator, a better leader, a better co-worker.”

Sheila Hanson
Senior Manager,
Collateral Development Marketing



2020 Leadership Programs

LEADERSHIP PROGRAM	PROMOTION PATH	PEOPLE OF COLOR PARTICIPATION	FEMALE PARTICIPATION
Career Advantage	Frontline to Leader	71%	44%
NXTLVL	Any to Manager	65%	50%
LDP	Manager to Sr. Manager	46.3%	38.8%
Magenta ⁹	Sr. Manager to Executive	35.9%	40.5%
Leadership Edge	Director to Executive	31.8%	27.2%
Lead Magenta Next	Manager/Sr. Manager to Leader	100%	72%

How We're CREATING A PLACE FOR CONVERSATION

Our commitment to diversity and inclusion has enriched our company in ways we never could have imagined. At T-Mobile we like to say #BEYOU—and we mean it! We know it is our diverse and passionate workforce that fuels us and has helped us become the best at what we do... and We Won't Stop!

Talking With Trailblazers: Let's Bring in the Experts

At T-Mobile, we pride ourselves on challenging convention and being trailblazers – but we're also well aware there are a lot of trailblazers out there we can listen to, learn from and be inspired by! In August 2018, we launched a speaker series called Talking With Trailblazers, where employees can hear unique experiences and points of view from some of the most diverse and innovative guest speakers in the country, along with employee panelists who share candid stories about their personal challenges and how they've overcome them. Trailblazer topics have included:

Celebrating Black History Month

Marc Morial, President and CEO, National Urban League
Melanie Campbell, President and CEO, National Coalition on Black Civic Participation

Building Your Personal Brand

Betty Liu, Executive Vice Chairman, NYSE

The Significance of Black History, Diversity, and Unity

Congressman Jim Clyburn

Celebrating Hispanic Heritage Month

Antonio Tijerino, President & CEO, Hispanic Heritage Foundation

22 Marquee Events



32 Employees Featured
In Panels Or Spotlights



42,000+ Virtual &
In-Person Attendees



25,000+ Replay Listeners



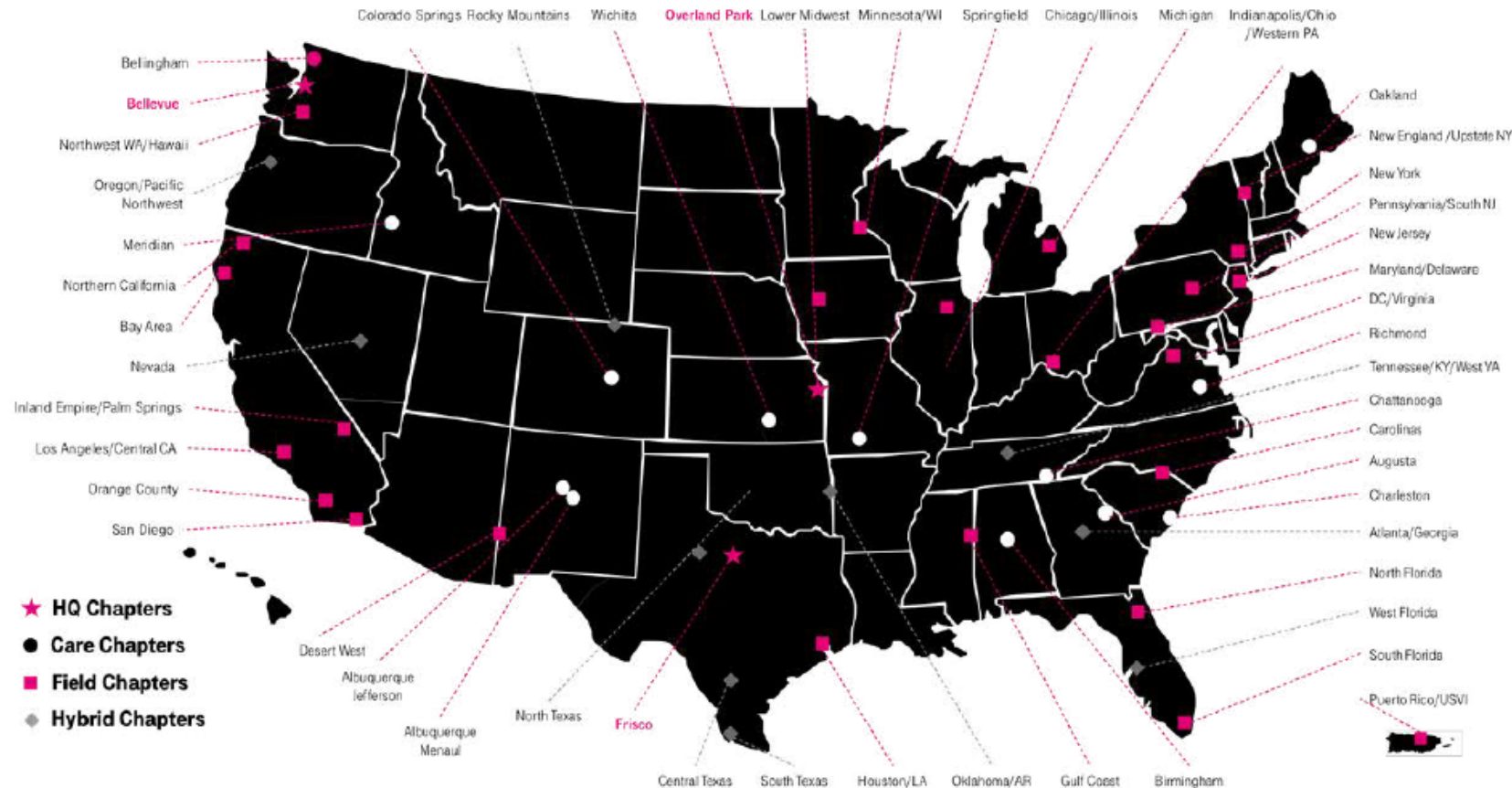
3,438 Tweets From Employees

“Really enjoyed this #TalkingWithTrailblazers panel so glad I work for a company that is such an advocate for women and diversity!”

Elizabeth Frame,
Santa Monica, Retail



How We Support EMPLOYEE RESOURCE GROUPS



They started as a grassroots movement. Now they're the lifeblood of our culture. T-Mobile's employee resource group network is one of the most robust in the country, with nearly 40% of our workforce participating in at least one ERG nationwide to connecting, supporting each other, and raising awareness. We couldn't be prouder about what they've achieved.

6 ERGs and
4 Sub-Affinity Groups
+
50+ Local Chapters
+
30,000+ Active Employees
=
Infinite Engagement

Diversity, Equity and Inclusion Chapters

T-Mobile has over 50 chapters nationwide. At the local level, employees can focus their initiatives on what is most important to them in their community. It's the power of our frontline in action!

How We're GAINING TRACTION

We're making progress, and it's exciting to look back on our accomplishments. But we know we have more work to do. We promise to keep doing the right thing for all people. #WeWontStop!

59%

People of Color

48%

People of Color
Managers
(Excludes Executives)

21%

People of Color
Executives

41%

Women

36%

Women Managers
(Excludes Executives)

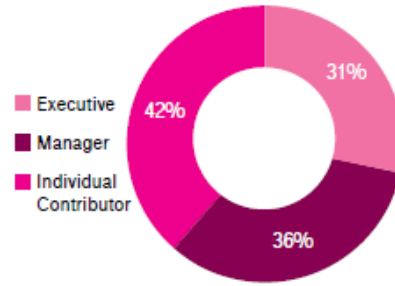
31%

Women
Executives

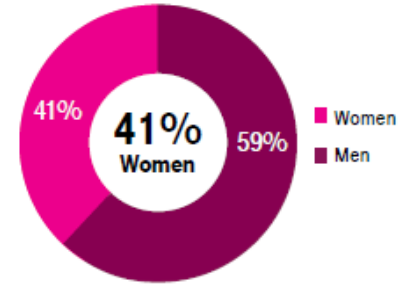


2020 New T-Mobile Population

Women Employees
at Each Level



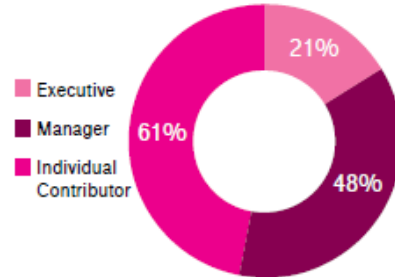
Employees



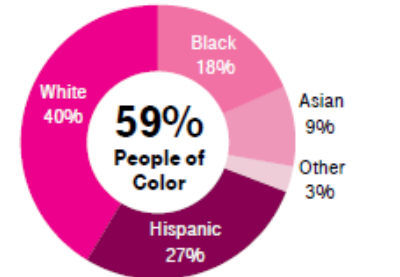
Senior Leadership Team



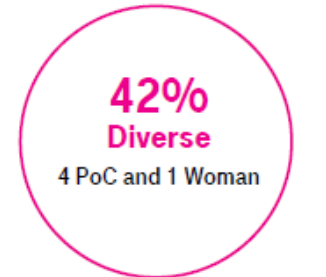
People of Color Employees
at Each Level



Employees



Board of Directors



How We're GAINING TRACTION

Employer Brand Love

We ask often. In 2020, we sent all of our legacy T-Mobile employees a Culture Survey, and we sent both legacy Sprint and T-Mobile employees our May 2020 Ready to Rock It survey.

What do our employees think of all our DE&I efforts?

91% agree**

"I want to work here because of the culture and work environment"

93% agree*

"I take pride in working for my company."

88% agree*

"I often recommend my company to others as a great place to work."

84% agree*

"Employees feel their manager drives diversity & inclusion through their actions."

**2020 New T-Mobile Culture Survey

*May 2020 T-Mobile's Ready to Rock It employee survey



“Awesome pay, great culture,
and excellent family team.”

Current Employee
on Glassdoor

Recent Awards

DE&I Employment

70+ Awards In 2019, naming us a great place to work

Top 100 Companies to Work For, FORTUNE, 2020

Disability

100% Score on Disability Equality Index, Disability:IN 2020

Leading Disability Employer, National Organization on Disability, 2020

LGBTQ

Corporate Equality Index 100% Score, Human Rights Campaign, 2021

Military

Top 100 Military Friendly Employer, Military Friendly, 2008-2021

Top 100 Military Spouse Employer, Military Friendly, 2021

Multicultural

Top 30 Best Employers for Latinos in the Nation, *Latino Leaders*, 2018

Corporation of the Year, U.S. Hispanic Chamber of Commerce and NMSDC, 2018

Women

Top Company for Executive Women and Multicultural Women, National Association of Female Executives and Working Mother, 2020

Best Places to Work for Women and Diverse Managers, *Diversity MBA Magazine*, 2019

Ethics & Customer Care

12th time World's Most Ethical Companies, Ethisphere, 2020

19 JD Power wins for Customer Care, including record-breaking high scores

“ Our longstanding commitment to Diversity, Equity and Inclusion started as a grassroots employee movement that has grown to be an integral part of our culture. We are a stronger company and can better serve our customers when we bring together the unique talents, backgrounds, and perspectives of every person on this team. **”**

Mike Sievert
CEO

T Mobile™



Appendix

How We Support EMPLOYEE RESOURCE GROUPS

Accessibility Community at T-Mobile 11,333 Members

ACT provides an environment that advocates for our employees with disabilities and their families, and allows all employees an opportunity to broaden their understanding regarding the unique needs and talents of individuals with disabilities.

Multicultural Alliance 19,248 Members

MCA strives to explore, cultivate and celebrate T-Mobile's leadership in cultural diversity. The ERG has four sub-affinity groups: Black/African American, Latinx/Hispanic, Native American/Indigenous and Asian/Pacific Islander employees.



Multigenerational Network 13,372 Members

MGN provides an opportunity to promote a productive and engaging multigenerational work environment. Its mission is to showcase the contributions of all generations to better understand our various motivations, perspectives, challenges and experiences.

PRIDE 13,506 Members

PRIDE is a resource for information, consultation and education on sexual orientation and gender identity topics, enhancing T-Mobile as a safe and accepting workplace. Their mission is to move the business forward through engaged conversations – and actions – around significant LGBTQ+ community opportunities at T-Mobile and beyond.

Veterans & Allies Network 12,209 Members

VAN seeks to increase awareness around veteran culture, the positive impact veterans add to the business. VAN members believe that we should all honor and serve those that have served their country, and it is their mission to build an inclusive community for military veterans and their families.

Women & Allies Network 17,642 Members

WAN is a group for women, men and gender nonconforming individuals who want to raise their hands to change our workplace for the better. Its mission is to be famous for encouraging women to lead from every chair, tenaciously defend our share of voice and authentically lead in all facets of life.

