OVERVIEW

What does the merger mean for my Sprint stock awards?
According to the merger agreement between Sprint and T-Mobile, your outstanding Sprint stock awards have been converted to T-Mobile stock awards after the close of merger.

How does the conversion work for my Sprint stock awards?
Your outstanding Sprint stock awards have been converted to T-Mobile stock awards according to the final merger exchange ratio of 1 share of Sprint = 0.10256 shares of T-Mobile stock. See the TIA example below. For conversion examples for other award types, review the Appendix.

TIA Conversion
A Sprint employee has 167 unvested Turn-around Incentive Award units. Here is how the TIA was converted to T-Mobile units at close using the exchange ratio and rounded up to the nearest share.

<table>
<thead>
<tr>
<th>Sprint TIAs</th>
<th>Exchange Ratio</th>
<th>T-Mobile TIAs</th>
</tr>
</thead>
<tbody>
<tr>
<td>167</td>
<td>0.10256</td>
<td>18</td>
</tr>
</tbody>
</table>

How was the conversion ratio determined?
The conversion ratio was set per the terms of the Business Combination Agreement (BCA) dated April 29, 2018.

How do I access my stock awards now that the transition to Fidelity Stock Plan Services (Fidelity) is complete?
- **Employees with existing Fidelity accounts:** You can visit netbenefits.com/tmobile and use your existing Fidelity login credentials you use to manage your 401(k) or ESPP. After logging in, you may need to activate your account.
- **Employees without existing Fidelity accounts:** You will need to visit netbenefits.com/tmobile to activate your account. Click the “Register Now” link on the right side of the NetBenefits page to create your login.

Will the vesting schedule change for my Sprint stock awards?
The vesting schedule for your awards has not changed. All outstanding unvested awards will vest according to your award agreement.

What is the new stock ticker for my stock awards?
The new stock ticker for your awards is TMUS. All outstanding stock awards have converted to T-Mobile stock awards.

Will the value of my Sprint stock awards change as a result of the merger?
The value of your stock awards has not changed. The merger exchange ratio (0.10256) was applied to convert your Sprint stock awards to T-Mobile stock awards, but the overall value of your award did not change.

Does this conversion impact my taxes?
The conversion of your outstanding Sprint stock awards to T-Mobile stock awards is not a taxable event.
FIDELITY

What is a Fidelity account?
The Fidelity Account® is an individual brokerage account that was opened for you to view and manage your converted stock awards. This account will also be used to manage any future T-Mobile stock awards that you may be eligible for, as well as any voluntary participation in the T-Mobile Employee Stock Purchase Plan.

I have my 401(k) and/or ESPP at Fidelity, can I use my existing login to access my stock awards?
If you have a 401(k) or ESPP login with Fidelity, you can use your existing login to access your converted stock awards. You'll see all your stock and retirement accounts in one place!

How do I access my Fidelity Account®?
Visit Fidelity’s website at: netbenefits.com/tmobile. If you have an existing username and password for 401(k) or ESPP accounts, you'll use the same credentials to login.

Where can I see my Sprint shares that already vested?
Only your unvested awards and any unexercised stock options were transitioned to Fidelity. Sprint shares from previous vests and any history are held in your UBS account. They were not included in the transition to Fidelity. If you want to transfer your previously vested shares to Fidelity so that all your shares are viewable in one place, contact Fidelity.

What is the policy on security trading?
You can't trade in T-Mobile stock when you are aware of material non-public information. In addition, certain employees are subject to periodic blackouts during which they may not trade in T-Mobile stock. Employees subject to blackout will be notified in advance of a blackout window. You'll be prompted to take Insider Trading training approximately 30 days after close.

TURN-AROUND INCENTIVE (TIA)

What is a Turn-around Incentive Award (TIA)?
The Sprint Turnaround Incentive Award (TIA) was a one-time stock award granted to employees who were employed at Sprint on September 21, 2016. Sprint granted a second TIA award to employees that were hired from September 22, 2016 to March 31, 2017 on May 24, 2017. Employees hired after March 31, 2017 are not eligible for the TIA.

If my Turn-around Incentive Award 2 (TIA 2) performance period has not ended, was it adjusted for performance at close?
Yes, the number of shares of Sprint Common Stock subject to each Sprint TIA 2 (TIA granted on May 24, 2017) Award immediately prior to the Effective Time was adjusted for performance and set to 100% of the target award per the terms of the merger agreement.

Did my TIA vest immediately at close?
The vesting schedule for your TIA will not change. Your TIA will continue to vest according to the original vesting schedule.

What happens to my TIA if I leave the company?
Refer to your TIA agreement for details on how your awards will be treated upon separation from T-Mobile.
Tip! Download your award agreement from UBS for future reference.
**PERFORMANCE RESTRICTED STOCK UNITS (PRSU)**

Was my Performance-based Restricted Stock Unit (PRSU) award adjusted for performance at close?
According to the merger agreement and the award agreement, your 2018 PRSU award was adjusted to 100% of target at close of the merger and will continue to vest according to the original vesting schedule. If you also held a 2017 PRSU Award, the performance period ended on 03/31/20 (prior to close) and it was adjusted to 111.33% per the communication you previously received.

Did my PRSU awards vest immediately at close?
The vesting schedule for your PRSU award has not changed. Your PRSU award will continue to vest according to the original vesting schedule and is now viewable in your Fidelity account.

What happens to my PRSU awards if I leave the company?
Refer to your PRSU award agreement for details on how your awards will be treated upon separation from T-Mobile. Tip! Download your award agreement from UBS for future reference.

**RESTRICTED STOCK UNITS (RSU)**

Did my Time-based RSU (RSU) awards vest immediately at close?
The vesting schedule for your RSU award has not changed. Your RSU award will continue to vest according to the original vesting schedule and is now viewable in your Fidelity account.

What happens to my RSU awards if I leave the company?
Refer to your RSU award agreement for details on how your awards are treated upon separation from T-Mobile. Tip! Download your award agreement from UBS for future reference.

**STOCK OPTIONS**

Did my Stock Options vest immediately at close?
The vesting schedule for your Stock Options has not changed. Your Stock Options will continue to vest according to the original vesting schedule and is now viewable in your Fidelity account.

What happens to my Stock Options if I leave the company?
Refer to your Stock Option award agreement for details on how your awards are treated upon separation from T-Mobile. Tip! Download your award agreement from UBS for future reference.
APPENDIX: AWARD CONVERSION EXAMPLES

PRSU Conversion
A Sprint employee has 5,386 unvested PRSUs. Here is how the PRSUs were converted to T-Mobile PRSUs at close using the exchange ratio and rounded up to the nearest share.

<table>
<thead>
<tr>
<th>Sprint PRSUs</th>
<th>Exchange Ratio</th>
<th>T-Mobile PRSUs</th>
</tr>
</thead>
<tbody>
<tr>
<td>5,386</td>
<td>×0.10256</td>
<td>=553</td>
</tr>
</tbody>
</table>

RSU Conversion
A Sprint employee has 10,508 unvested RSUs. Here is how the RSUs were converted to T-Mobile RSUs at close using the exchange ratio and rounded up to the nearest share.

<table>
<thead>
<tr>
<th>Sprint RSUs</th>
<th>Exchange Ratio</th>
<th>T-Mobile RSUs</th>
</tr>
</thead>
<tbody>
<tr>
<td>10,508</td>
<td>×0.10256</td>
<td>=1,078</td>
</tr>
</tbody>
</table>

Stock Option Conversion
A Sprint employee has 891 Stock Options at an option price of $8.17. Here is how the options were converted to T-Mobile Stock Options at close using the exchange ratio and rounded down to the nearest share and grant price rounded up to the nearest cent.

<table>
<thead>
<tr>
<th>Sprint Stock Options</th>
<th>Exchange Ratio</th>
<th>T-Mobile Stock Options</th>
</tr>
</thead>
<tbody>
<tr>
<td>891</td>
<td>×0.10256</td>
<td>=91</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Sprint Option Price</th>
<th>Exchange Ratio</th>
<th>T-Mobile Option Price</th>
</tr>
</thead>
<tbody>
<tr>
<td>$8.17</td>
<td>÷0.10256</td>
<td>=$79.67</td>
</tr>
</tbody>
</table>