

**CREATING
VALUE
THROUGH
DIVERSITY**



2023 Annual Report and 2024 Plan

Women, Minority, Disabled Veteran, Lesbian, Gay,
Bisexual Transgender, and Persons with Disabilities
Business Enterprises Procurement

T Mobile™

General Order 156

March 1, 2024

T-Mobile West LLC dba T-Mobile (U-3056-C), Sprint Spectrum, L.P. (U-3062-C), MetroPCS California, LLC dba Metro by T-Mobile (U-3079-C), and Assurance Wireless USA, L.P. dba Assurance (U-4327-C)



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T-Mobile's 2023 Annual Report and 2024 Plan Submitted Per General Order 156

I. Introduction

T-Mobile West LLC, dba T-Mobile; MetroPCS California, LLC, dba Metro by T-Mobile; Sprint Spectrum, L.P.; and Assurance Wireless USA, L.P. dba Assurance Wireless (referred to collectively for purposes of this report as “T-Mobile” except where indicated otherwise) respectfully submit the following consolidated 2023 Annual Report and 2024 Plan (the “Report”). The Report reflects T-Mobile’s continued strong support of the California Public Utilities Commission’s and the Legislature’s goals to increase procurement from Women, Minority, Disabled Veteran, and Lesbian, Gay, Bisexual and Transgender, and Disabled-owned Business Enterprises (hereinafter referred to as “Diverse Business Enterprises”).

T-Mobile continues to make significant strides with diverse procurement. Since 2011, when it began to formally track this information, T-Mobile’s diverse spend in California with CPUC certified suppliers has increased more than twenty-fold -- from approximately \$70 million to over \$1.4 billion for 2023. We are proud to report that in 2023, we met the Commission’s procurement goal for Minority Business Enterprises and Women Business Enterprises.¹ The company’s overall diversity procurement in 2023 was over 22.5% and – if handset/SIM card procurement were excluded (since there are no diverse supplier sources for those products) – our diversity procurement would have been over 37 percent. *See* Section II.D, below.

T-Mobile remains devoted to creating value through diversity and we are working to continue that momentum as we continue to grow and improve our Supplier Diversity Program in 2024 and beyond.

¹ As discussed below in Section II.D, T-Mobile acknowledges that its Disabled Veteran-owned Business procurement continues to be a challenge and it is exploring possible avenues to further address those challenges.

II. 2023 Annual Report

The following Annual Report summarizes T-Mobile's Diverse Business Enterprise-related activities for the period from January 1 through December 31, 2023. This report focuses on our supplier diversity initiatives, acknowledging that our progress in this area is deeply rooted in our organizational culture and internal dedication to diversity, equity, and inclusion.

In 2023, because of our steadfast commitment to supplier diversity, T-Mobile became the 40th organization to be accepted to the Billion Dollar Roundtable (BDR). The BDR, created in 2001, is a non-profit organization comprised of U.S. corporations that spend at least \$1 billion or more annually on a Tier I basis with certified diverse suppliers. This is a big accomplishment that we are very proud of and look forward to continuing for the foreseeable future.

At T-Mobile, we are guided by our values and are unwavering in our commitment to fostering diversity, equity, and inclusion among our employees, customers, suppliers, and the communities we serve. This commitment is exemplified in our Equity In Action work where, in collaboration with leading civil rights organization, we've pledged to advance diversity, equity, and inclusion across all facets of our business, including our work specific to California. Our dedication extends to our CA External Diversity Council, comprising representatives from various diverse communities. The council plays a vital role in our ongoing efforts and collaboration.

T-Mobile takes pride in our diverse employee base, which fuels innovation and creativity in the wireless industry. Approximately 63% of our workforce identifies as ethnically diverse, and about 42% as women. Our Diversity, Equity, and Inclusion Chapters, over 35 in total with four in California, spanning the Bay Area, Inland CA, Kingsburg/Central CA, and Southern CA, organize employee volunteer activities and community events, reinforcing our commitment to inclusivity. Our corporate culture is the driving force behind our continuous pursuit of diverse procurement program and initiatives at T-Mobile. This internal focus not only benefits our employees but also enhances our ability to meet the needs of our diverse customer base.

We are honored to have received national recognition as an employer of choice for women, people of color, veterans, LGBTQ+ individuals, and members of the disability community. In the past year, we were acknowledged as one of the Best Employers for Diversity by Forbes, Corporation of the Year from three well respected Community Based Organizations, among other prestigious accolades.

Program Activities (9.1.1)

The following is a summary of our Diverse Business Enterprise activities in 2023:

1. Identifying Opportunities in Underutilized Categories

T-Mobile's Supplier Diversity Program is steadfast in dedication to increase its Diverse Business Enterprise procurement, while also supporting under-represented communities. To that end, the

Supplier Diversity team continued to fund an initiative for underrepresented communities, to help build a more diverse telecom workforce. Three years ago, T-Mobile launched its trademarked NextTech Diversity Program, which funds career training and job placement for hundreds of underrepresented candidates to become 5G network technicians and commercial trucker drivers. Notably, T-Mobile partnered with two diverse suppliers to provide these trainings. In 2021 and 2022 there was a combined total of 220 program graduates. In 2023 there were 175 graduates, each having been offered and accepted permanent job placement. Twenty-two of the NextTech graduates are from California and we plan to continue recruiting efforts in the State.

In addition, T-Mobile continues to engage in opportunities to address areas of the business with low diverse spend. For example, in 2023 we continued our engagement with Community Based Organizations (CBOs) across California and the nation. The Supplier Diversity team attended more than 40 events, which included matchmaking, panel, and/or educational sessions. From these events, we were able to connect with suppliers in all categories, with an eye toward those in underutilized categories, and then share their supplier information with our sourcing team for review and possible engagement for potential opportunities.

Additionally, the Supplier Diversity team worked closely with the Procurement team to continue to support diverse and small businesses by meeting regularly with sourcing managers to discuss opportunities and benefits or working with diverse suppliers.

2. Business Unit Program

Throughout 2023, T-Mobile remained committed to a robust programmatic approach to supplier diversity. The Supplier Diversity team diligently conducted training sessions tailored to each business category within the Procurement department. These sessions played a crucial role in equipping sourcing managers with the necessary skills to effectively navigate our internal tool -- the Diverse and Small Business Clearinghouse -- to search for diverse suppliers. The training also emphasizes the importance of engaging with and supporting diverse suppliers.

To further streamline the process, our Supplier Diversity team supplied sourcing managers with curated lists of diverse suppliers aligned with their respective assigned categories. This proactive measure was designed to facilitate seamless engagement and collaboration with these suppliers.

Throughout the year, the Supplier Diversity team maintained an active dialogue with the Procurement organization, disseminating information about highlights, changes, and results within the Supplier Diversity Program. This ongoing engagement ensured that the broader procurement team remained informed and aligned with our supplier diversity initiatives.

As we continue to enhance our supplier diversity efforts, these systematic approaches underscore our dedication to fostering inclusivity and diversity within our procurement processes.

3. Mentorship and Development Programs

In 2023, T-Mobile continued its strong partnership with the University of Washington’s Foster School of Business to grow and develop CPUC-certified and other certified diverse-owned businesses. T-Mobile leverages the Foster School’s Consulting and Business Development Center (CBDC) as it is the largest and most expansive business school center in the country focused on growing under-served businesses via several programs.

Since 2019, T-Mobile has sponsored 10 minority-owned businesses to complete the Minority Business Executive Program, two (2) businesses to complete the Ascend Seattle program, and, as a founding corporate partner with the Ascend National Cohort, four (4) companies to complete this program during the 2022-23 and 2023-24 program years.

The Minority Business Executive Program is a week-long residential executive education program for certain certified MBEs and covers topics including: financial management, marketing and branding, organizational leadership and development, and negotiations.

Ascend [AscendCities.com] is a national network of business support organizations in 13 US cities (including Los Angeles) that use the CBDC’s M³ model of scaling businesses by improving Management skills, increasing access to Money through loans and investments, and connecting businesses to Market opportunities through contracts with corporations, middle-market firms, government, and anchor institutions. As a founding corporate partner for the Ascend National Cohort, T-Mobile is leading a national effort to use the M³ model to grow MBEs and other diverse-owned companies beyond the \$5 and \$10 million revenue thresholds. T-Mobile’s Sr. Program Manager of Supplier Diversity was a featured speaker at the 2023 Ascend National Conference held on the campus of Loyola Marymount University in Los Angeles.

4. Implementing Best Practices

In 2023, we remained committed to consistently implementing and refining best-in-class standards:

Supplier Diversity Procurement Policy – This Supplier Diversity Procurement Policy plays a vital role in fostering a more inclusive and equitable business environment. It is designed to continue cultivating a more robust and competitive supplier base, requiring inclusion of a minimum of at least one certified diverse supplier in Request for Proposal (RFP) opportunities.

Supplier Diversity Policy Statement– Supplier Diversity Policy Statement, signed by our CEO, confirms our top-down commitment to fostering an inclusive and equitable business ecosystem, to be viewed and known Enterprise-wide.

Supplier Diversity Rewards Program – Recognizes Sourcing Professionals who award contracts to diverse suppliers on a quarterly basis. Twelve employees were recognized and awarded in 2023.

5. Legal Diversity Taskforce

T-Mobile's Legal Diversity Task Force was created in 2013 to increase diversity within our own Legal Department as well as in the major law firms with whom the company works. The Task Force is made up of five subcommittees, each focused on impacting various aspects of diversity within T-Mobile's Legal Department.

The Legal Diversity Task Force continued to expand and strengthen its efforts in 2023 on its strategic initiatives designed to further T-Mobile's impact on promoting the diversification of the legal profession at all levels. Specific to supplier diversity, the Legal Supplier Diversity Committee analyzed and monitored legal spend data with women and minority owned firms, promoted the use of women and minority-owned law firms including highlighting these firms on the Legal Affairs Department's intranet site, and facilitating matchmaking with women owned and minority owned providers. T-Mobile's General Counsel has previously signed on to NAMWOLF's Partner Program, pledging to set a goal of at least five percent (5%) of the company's outside counsel spend with Certified Minority- and Women-Owned Law Firms.

Also in 2023, the T-Mobile Legal Affairs Department once again conducted its annual diversity survey with its largest outside law firms. This survey underscores our commitment to engaging underrepresented counsel on T-Mobile matters and ensure that our firms support our diversity efforts. The Task Force reviewed its outside law firms for their diversity and inclusion contributions and awarded T-Mobile's annual Legal Affairs Department Diversity Excellence Award to the firm making the greatest impact.

The T-Mobile Legal Affairs Department continued to focus on engaging all members of the department on topics of diversity, equity, & inclusion through volunteer activities and production of an ongoing speaker series on relevant topics. The department also worked to develop underrepresented talent internally, including through participation in programs conducted by the Leadership Council on Legal Diversity (LCLD). Four Legal Affairs Department attorneys were chosen to participate in the LCLD Pathfinders and Fellows career development and leadership programs, which are designed to advance diverse legal talent into leadership roles. T-Mobile's General Counsel also adopted a program pledge with the LCLD to take several actions focused on driving diversity both within the Legal Affairs Department and throughout the legal industry. Lastly, T-Mobile has launched a mentoring program to support and promote its talent with a focus on underrepresented talent.

6. Best Practices for Prompt Payment

T-Mobile takes pride in its ongoing commitment to proactively collaborate with small and diverse suppliers to expedite their payment terms. For several years now, T-Mobile has been extending Net30 payment terms to CPUC certified suppliers with limited annual sales. This initiative serves to bolster suppliers' cash flow and enhance their overall profitability. By expediting invoice payments, this program significantly accelerates our suppliers' access to capital.

The Net30 payment information is seamlessly integrated into our supplier registration information, with our Supplier Diversity team consistently highlighting these advantageous payment terms to eligible suppliers. Furthermore, this information is readily accessible on the supplier diversity page of our company website.

7. LGBTBE Outreach Activities

T-Mobile continues to work diligently to integrate LGBTBEs into our Supplier Diversity Program. Key to our integration, has been our partnerships with the National Gay and Lesbian Chamber of Commerce (NGLCC), and the Greater Seattle Business Association (GSBA). As a corporate member and sponsor of both organizations, we regularly attend meetings, conduct one-on-one “match making” meetings, and participate in their respective conferences and events.

We continued to work closely with the NGLCC and participate in their California Growth Initiative, a program aimed at increasing the number of certified LGBTBEs. Our Supplier Diversity staff participated and/or presented at the NGLCC’s CA affiliates training sessions and participated in matchmaking events hosted by the organization.

T-Mobile also continued the “T-Mobile #BEYOU” Scholarship Fund with the GSBA. The Scholarship expands our enterprise-wide core principles to the suppliers and individuals engaged with the nation’s largest LGBTQ+ chamber of commerce. It is one of the ways we encourage LGBTQ+ scholars to learn about and find employment or contracting opportunities in the telecommunications industry. In addition, T-Mobile engaged with the GSBA through their Ready for Business Fund, which is a small business recovery program that distributes cash grants and other support to small and diverse businesses.

8. Partnerships, Conferences and Sponsorships

T-Mobile sponsored numerous supplier diversity events and was a corporate sponsor of the national organizations listed below:

- National Minority Supplier Diversity Council,
- Women’s Business Enterprise National Council,
- National Veteran Business Development Council,
- National Gay & Lesbian Chamber of Commerce,
- Disability:IN

In addition, our Supplier Diversity team participated in several educational and matchmaking sessions and spoke at several events across the country, where we sought to connect with potential suppliers and elevate our corporate Supplier Diversity Program.

Here is a list and summary of T-Mobile’s 2023 key engagements with organizations focused on supplier

diversity:

American Indian Chamber of Commerce California (“AICCCAL”)

T-Mobile continued as corporate sponsor and member. We also sit on the organization’s advisory council.

Asian Business Association of San Diego (“ABA-SD”)

T-Mobile is a corporate sponsor and supports ABA-SD’s California Asian American Native Hawaiian and Pacific Islander Economic and Small Business Development Study. T-Mobile received Excellence in Equity award from ABA-SD in 2023.

Asian Business Association of Los Angeles (“ABALA”)

T-Mobile is a corporate sponsor and member. We also sit on the organization’s advisory council. Title sponsor of their Women’s Business Pioneer Luncheon in Los Angeles.

California Capital Financial Development Corporation (“California Capital”)

T-Mobile continues to be a member of CA Capital, sponsoring different initiatives. T-Mobile participated and presented at a virtual training: How to do business with Corporations.

California Hispanic Chamber of Commerce (“CHCC”)

T-Mobile continues to be a member and support CHCC’s Annual Convention, Business Policy Summit and CA Diversity Awards and CAPS Program (Creating a Path for Success).

T-Mobile’s support has also contributed to CA Capital’s development of their Supplier Diversity Technical Assistance and Capacity Building curriculum.

California Public Utilities Commission Joint Utilities Committee

As a member of the Joint Utilities Committee, T-Mobile actively participated in the Committee’s quarterly meetings to share best practices and discuss matters related to GO-156.

California Public Utilities Commission Small and Diverse Business Expos

T-Mobile participated in the 2023 Fall Expo Where the team sat on a Utilities Panel to discuss programs and managed a booth where we met scores of suppliers.

Greater Los Angeles African American Chamber of Commerce (“GLAAACC”)

T-Mobile is an active member of this chamber and participated in the Chamber’s activities.

Greater Seattle Business Association (“GSBA”)

T-Mobile is a corporate sponsor and member of the GSBA, the nation’s largest LGBT and allied chamber of commerce. The GSBA represents over 1,300 small businesses, as well as corporate and nonprofit members, who share the values of promoting equality and diversity and provides us with the opportunity to identify businesses that could also be eligible for CPUC certification. T-Mobile was the title sponsor of their annual Scholars event in 2023.

Elite Nor-Cal Service-Disabled Veteran Owned Business (Elite Nor-Cal SDVOB)

T-Mobile is a member and corporate sponsor.

Leadership Council on Legal Diversity (“LCLD”)

T-Mobile was a member and participated in the organization’s career development and leadership programs and our General Counsel adopted a pledge of active support for several internal and external diversity initiatives.

Los Angeles Gay and Lesbian Chamber of Commerce (“LAGLCC”)

T-Mobile is corporate member and sponsor.

National Association of Minority & Women Owned Law Firms (“NAMWOLF”)

T-Mobile is a corporate sponsor of the virtual Awards Gala at the organization’s Annual Meeting.

National Veteran Business Development Council (“NVBDC”)

T-Mobile is a corporate sponsor and member.

National Gay & Lesbian Chamber of Commerce (“NGLCC”)

T-Mobile is a member and a corporate sponsor of NGLCC’s 2023 International Business and Leadership Conference. T-Mobile was recognized with the Best of the Best Award by the NGLCC and the National Business Inclusion Consortium.

National Minority Supplier Development Council (“NMSDC”)

T-Mobile is a corporate sponsor and member.

Northwest Mountain Minority Supplier Development Council (“NWMMSDC”)

T-Mobile continued its long-standing relationship with this regional council that generally focuses on Pacific Northwest activity near our headquarters in Bellevue, Washington. This relationship provides us with, among other things, the opportunity to connect with companies that we can encourage to pursue CPUC certification. In addition to being part of the Council’s Board of Directors, T-Mobile also holds a position on their Certification Committee. T-Mobile also sponsored the Council’s Business Conference, Advocacy and Legacy Awards Luncheon and their 27th Annual scholarship fundraiser and silent auction.

Women’s Business Enterprise National Council (“WBENC”)

T-Mobile is a member and corporate sponsor for the National Conference & Business Fair. The Supplier Diversity team attended the event and held one-on-one matchmaking sessions with suppliers.

Women’s Business Enterprise Council – Pacific (“WBEC-Pacific”)

T-Mobile holds a position on the Board of Directors and is a corporate member, and sponsor in 2023. The Diversity team participated and attended several events held by the organization.

U.S. Black Chamber of Commerce (“USBC”)

T-Mobile is a corporate sponsor and member. The Diversity team virtually attended their 2023 Annual Conference, conducting 1:1 matchmaking with suppliers.

U.S. Hispanic Chamber of Commerce (“USHCC”)

T-Mobile remains a corporate sponsor and member. The Supplier Diversity team participated in

a matchmaking event, meeting diverse suppliers.

U.S. Pacific Islander Asian American Chamber of Commerce (“USPAACC”)

T-Mobile is a corporate sponsor and member. In 2023, T-Mobile was the co-chair sponsor for USPAACC’s Annual Conference.

Utah Black Chambers (“UBC”)

T-Mobile continued to be a corporate member and sponsor of the Utah Black Chambers in 2023. The Supplier Diversity team currently hold positions on their advisory council and Supplier Diversity council.

Veterans and Business Network (“VIB”)

T-Mobile is the 5-Star Title Sponsor of VIB’s 2023 Annual Conference, where we participated in matchmaking. T-Mobile is also a corporate member of this San Diego based organization, and holds a seat on the Corporate Advisory Council

Western Regional Minority Supplier Development Council (“WRMSDC”)

In 2023, T-Mobile continued as a member and corporate sponsor of this Bay Area based organization.

B. Summary of Diverse Business Enterprises Purchases/Contracts³ (9.1.2)

T-Mobile summaries are included in the following attachments:

- Attachment 1 – *2023 Total Diverse Business Enterprises Procurement -- Direct and Sub*
- Attachment 2 – *2023 Diverse Business Enterprises Procurement by Product and Services Categories -- Direct*
- Attachment 3 – *2023 Diverse Business Enterprises Procurement by Product and Services Categories -- Sub*
- Attachment 4 – *2023 Diverse Business Enterprises Detail by SIC – Direct and Sub*
- Attachment 5 – *2023 Diverse Business Enterprises Revenue Reported – Direct*
- Attachment 6 – *2023 Diverse Business Enterprises Results by Set Goals – Direct and Sub*
- Attachment 7 – *2023 Diverse Business Enterprises Procurement Summary*
- Attachment 8 – *2023 Diverse Business Enterprises by Product and Service Categories*

³ T-Mobile notes that it does not have information readily available from which it can identify the number of Diverse Business Enterprises who have the majority of their workforce working in California.

C. Itemization of Diverse Business Enterprises Program Expenses (9.1.3)

T-Mobile Diverse Business Enterprises Program Expenses	
January 1, 2023 – December 31, 2023	
Expense Category	2023 Expenses
Wages	\$448,000
Other Employee Expenses	\$0
Program Expenses	\$611,066
Reporting Expenses	\$149,187
Training & Conferences	\$1,038,500
Consultants	\$0
Other	\$0
Total	\$2,246,753

D. Progress in Meeting or Exceeding Set Goals and Explanation of Circumstances (9.1.4)

T-Mobile's efforts to enhance its diversity procurement practices over the past several years have met with notable success. As noted above, we are pleased to report that in the last year, we met the Commission's goal for Minority Business Enterprises and Women Business Enterprise procurement.

While we are proud of our continuing progress, we also recognize there continue to be challenges with the reporting guidelines under GO 156.

For example, T-Mobile acknowledges that DVBE procurement continues to be a challenge and is exploring avenues to further address those challenges. However, our level of spend and its impact in the State of California would be more accurately reflected if the Clearinghouse's certification criteria allowed for DVBE suppliers that are not California residents but provide services in California (consistent with the certification of other diverse businesses), rather than only certifying DVBEs per the narrower requirements of the Department of General Services.

Moreover, T-Mobile continues to believe that the inclusion of handset and SIM card spend significantly distorts procurement rates. In particular, and as noted in previous Reports, T-Mobile is not aware of any handset or SIM manufacturers that qualify as Diverse Business Enterprises, yet the General Order precludes any categorical exclusions. See GO 156, Section 8.7. T-Mobile remains hopeful that the Commission will reconsider the possible exclusion of handset and SIM card spend from net procurement. In the meantime, T-Mobile notes that its total diverse spend for 2023 excluding handset and SIM card procurement is 37.65%; an accomplishment which is well in excess of current Commission goals and far more reflective of its efforts to promote the goals of the General Order. See Attachment 9.

E. Summary of Prime Contractor Utilization of WMDVLGBTDBE Subcontractors (9.1.5)

In 2023, T-Mobile continued to proactively encourage prime contractors to adopt plans or practices that are consistent with T-Mobile's goals. In addition, we encourage prime suppliers to track and report Tier II spend on a quarterly basis. To that end, in 2023 we continue to request diverse spend from prime suppliers that are already reporting such spend to other governmental agencies or Fortune 500 companies.

F. Required Additional Disclosures (9.1.6 – 9.1.11)

List of Diverse Business Enterprises Complaints

T-Mobile is not aware of any WMDVLGBTDBE complaints registered in 2023.

Summary of Purchases/Contracts for Products/Services in Excluded Categories

Not applicable.

Description of Efforts Made to Recruit Diverse Business Enterprises Suppliers

Efforts are detailed in the preceding sections of the Report: "Partnerships, Conferences and Sponsorships" and "Legal Diversity Task Force".

Justification for Continued Existence of Any "Excluded Category"

Not applicable.

Summary of Diverse Business Enterprises Renewable and Nonrenewable Energy Procurement

T-Mobile does not currently track renewable and non-renewable energy procurement, wireless, broadband, smart grid or rail projects by Diverse Supplier.

File Verifiable Report on Diverse Business Enterprises Participation in Fuel Markets

T-Mobile procures fuel for fleet vehicles used for cell site construction and maintenance. Fuel purchases are included in Attachment 1- *2023 Total Diverse Business Enterprises Procurement -- Direct and Sub*.

III. 2024 Annual Plan

At T-Mobile we acknowledge diversity and inclusion not just as words, but a way of life and strategic business. As a diverse and inclusive company serving a diverse customer base, we strive, and expect to have our suppliers and vendors also be diverse. We recognize that these relationships connect us to a more diverse and inclusive business community, which positions T-Mobile to provide products and services for our customers' needs.

In addition, we understand the economic impact to those diverse communities by partnering with diverse and small business concerns. Achieving the GO 156 goals outlined in attachments 1-8 is dependent on the number of qualified suppliers and contract opportunities, and removal of non-Procurement managed exclusions. For reporting year 2024 the synergies, single operational alignment, and centralized procurement, combined with a projected slowdown in network capital expenditures, may significantly impact all measured diverse categories. The economic and inflationary challenges are the major impacting factors as access to capital for diverse and small businesses is even more difficult.

T-Mobile, like many businesses, continues to grapple with inflation and other supply chain challenges. Economic and inflationary challenges are similarly adversely impacting diverse businesses. Additionally, a host of new or updated Federal Acquisition Regulation clauses targeting supply chain and cybersecurity are expected to have an outsized impact on diverse owned businesses; however, we will continue to evaluate opportunities as they arise using good faith efforts to meet our CPUC goal again in 2024.

T-Mobile has prepared the following 2024 Annual Plan ("Plan") that summarizes our current strategies to achieve short, medium, and long-term program goals for increasing utilization of Diverse Business Enterprises.

A. Overview (10.1.2)

1. Internal Training and Communication

We continue to recognize that increased and continuous internal awareness of supplier diversity is critical to the success of the program. In 2024, we intend to continue to provide our Procurement Sourcing Managers with the training and tools they need, as well as increase communication to the Procurement team throughout the year. In addition to maintaining the dissemination of quarterly newsletters, the Supplier Diversity team intends to participate in the Procurement organization's monthly All Employee meetings to reinforce the importance of supplier diversity and engage in dialogue on the topic. The Supplier Diversity team also intends to continue conducting training sessions for sourcing managers on the internal supplier clearinghouse tool and ad-hoc training for newly hired sourcing managers.

We continue to believe that ongoing communication will help keep supplier diversity top-of-mind for our sourcing managers, and lead to increased consideration and ultimately utilization of diverse suppliers.

2. External Communication

In addition to increasing our internal communication, we continue to enhance our external communications to better inform current and potential diverse suppliers about our Supplier Diversity Program. Supplier Diversity team plans to continue to proactively contact

Community Based Organizations (CBOs) to inform them of contract opportunities and seek recommendations for diverse members that can potentially fill the opportunities. To improve communication to potential suppliers, we will continue to encourage CBOs to include information about T-Mobile's Supplier Diversity Program and opportunities in their communication to their respective members. We also intend to continue our attendance and participation at CBO events throughout California.

3. Mentorship and Development Programs

In 2024, we plan to continue the support of the NextTech Diversity Program and currently plan on training and placing 90 candidates.

Additionally, T-Mobile is continuing our partnership with the University of Washington Foster School of Business and the Northwest regional council of NMSDC to provide diverse business owners with education and mentorship to manage and grow their business. T-Mobile plans to award at least seven scholarships to diverse suppliers to participate in the Mentor Protégé Program, with the possibility of increasing to 10 suppliers. In 2024, T-Mobile is on track to award four MBE education scholarships to diverse owned businesses in California to attend LA Ascend, a management education program at the Fred Kiesner Center for Entrepreneurship in the College of Business at Loyola Marymount University. The program is taught by the College's leading faculty members from the major disciplines including Entrepreneurship, Marketing, Management, and Accounting.

4. Business Unit Program

In 2024, T-Mobile will remain focused on driving accountability of supplier diversity throughout the Procurement organization with frequent and detailed engagement. The Supplier Diversity team will continue to meet bi-monthly with internal Procurement leadership to review diverse spend by business unit and category. Further, we intend to continue to have our Procurement Sourcing Managers encourage our Tier I non-diverse handset and network equipment suppliers to increase and report Tier II spend with diverse suppliers. To that end, and as mentioned above, we have implemented an amendment to our vendor contracts to request diverse spend from prime suppliers that are already reporting such spend to other governmental agencies or Fortune 500 companies. Also in 2024, The Supplier Diversity team plans to continue to recognize and reward sourcing professionals who award new contracts to small and diverse businesses through our Buyer Incentive Program.

5. Legal Diversity Taskforce

In 2024, the Legal Diversity Task Force plans to continue to enhance its efforts to promote and diversify the legal profession at all levels. Specific to supplier diversity, the Legal Supplier Diversity subcommittee is planning to undertake the following high-level initiatives, among others, to increase utilization of diverse law firms throughout the Legal Department:

- Increase Legal Department awareness of readily available diverse suppliers;
- Facilitate engagement of diverse suppliers by Legal Department decision makers;
- Continue our participation and engagement with the National Association of Minority and Women- Owned Law Firms (NAMWOLF);
- Monitor on a regular basis the Department's progress on diverse law firm engagement and spend.

In addition, T-Mobile intends to continue to support local minority bar associations and continue its membership with the Leadership Council on Legal Diversity and participate in the organization's programs to develop the talent and leadership skills of diverse in-house attorneys.

6. Partnerships, Conferences and Sponsorships

We intend to continue working with the following organizations to strengthen our outreach and engagement with the diverse business community. We also plan to explore new opportunities to engage T-Mobile sourcing professionals, local employees, and members of our Diversity and Inclusion team in these events and organizations. These organizations are highly respected and understand the goal of finding qualified diverse suppliers that can provide products and services to our business.

African American Chamber of Commerce

American Indian Chamber of Commerce of California

*Asian American Chamber of Commerce of Kansas City
("AACCKC")*

Asian Business Association of Los Angeles ("ABALA")

Association of Women's Business Centers ("AWBC")

California Asian Pacific Chamber of Commerce ("CalAsian Chamber")

California Black Chamber of Commerce

*California Capital Financial Development Corporation ("California
Capital") California Hispanic Chamber of Commerce ("CHCC")*

California Public Utilities Commission Joint Utilities Committee

*California Public Utilities Commission Small and Diverse Business
Expos*

Central Valley Asian Chamber of Commerce

Fresno Economic Development Center

Fresno Metro Black Chamber of Commerce

Greater Los Angeles African American Chamber of Commerce ("GLAAACC")

Greater Riverside Hispanic Chamber of Commerce

Greater Seattle Business Association ("GSBA")

Hispanic Chamber of Commerce of Kansas City ("HCKC")

Latin Business Association ("LBA")

Leadership Council on Legal Diversity ("LCLD")

Los Angeles Gay and Lesbian Chamber of Commerce ("LAGLCC")

*National Association of Minority & Women Owned Law Firms
("NAMWOLF")*

National Latina Business Women's Association

National Veteran Business Development Council ("NVBDC")

National Gay & Lesbian Chamber of Commerce ("NGLCC")

National Minority Supplier Development Council ("NMSDC")

Northwest Mountain Minority Supplier Development Council

(“NWMTNMSDC”)
Orange County Hispanic Chamber of Commerce (“OCHCC”)
OC Black Chamber of Commerce
Pacific Southwest Minority Supplier Development Council (“PSWMSDC”)
Sacramento Hispanic Chamber of Commerce
San Diego Hispanic Chamber of Commerce
San Francisco Chamber of Commerce
San Francisco Hispanic Chamber of Commerce
San Joaquin Hispanic Chamber of Commerce
TechSCALE
Tulare Kings Hispanic Chamber of Commerce
U.S. Black Chamber of Commerce (“USBC”)
U.S. Hispanic Chamber of Commerce (“USHCC”)
U.S. Pacific Islander Asian American Chamber of Commerce (“USPAACC”)
Utah Black Chambers (“UBC”)
Veterans in Business Network (“VIB Network”)
Western Regional Minority Supplier Development Council (“WRMSDC”)
Wireless Infrastructure Association (“WIA”)
*Women’s Business Enterprise Council – Pacific (“WBEC-
Pacific”)*
Women’s Business Enterprise National Council (“WBENC”)

Summary of Diverse Business Enterprises Short, Mid and Long-Term Goals (10.1.1)

T-Mobile remains fully committed to meeting the Commission’s 23% diversity procurement goal, i.e., 15% for MBEs, 5% for WBEs, 1.5% for DVBEs, and 1.5% for LGBTBEs. As noted above, T-Mobile has been able to meet and exceed those goals for MBEs and WBEs in 2023 and has every intention of doing so in the future on a short, mid and long-range basis. DVBE procurement is currently at 0.07%. T-Mobile is dedicated to improving procurement from DVBEs and has short, mid and long-range goals of 0.5%, 1% and 1.5% respectively.

Consistent with the Proposed Decision in Rulemaking 21-03-010 dated February 9, 2022, T-Mobile has established the following voluntary goals for LGBTBEs: 0.5% by 2022, 1.0% by 2023, and 1.5% by 2024. As noted above, T-Mobile has made inroads into LGBTBE procurement, and we will strive for continued success with these business enterprises.

T-Mobile has not, however, assigned specific values to the various categories of products and services identified in this Report. Procurement for any particular product or service can vary by year and T-Mobile does not currently have sufficient information to inform such particularized goals. As discussed throughout, T-Mobile’s outreach to Diverse Business Enterprises is broad-based and we welcome the opportunity to enhance our procurement regardless of category. For reference, however, T-Mobile has included Attachment 8 to this Report which breaks down the 2023 actual procurement by product and service categories.

Required Additional Disclosures (10.1.3 – 10.1.6)

Plans for Recruiting Diverse Business Enterprises Suppliers Where Utilization Has Been Low

T-Mobile is committed to recruiting and developing Diverse Business Enterprise talent in traditional, non-traditional, and under-utilized areas, and to otherwise encourage those suppliers to register with the Supplier Clearinghouse or any other recognized certifying entity. For examples of activities that T-Mobile intends to undertake in 2024, *see* above sections “Partnerships, Conferences and Sponsorships” under and “Legal Diversity Task Force.”

Plans for Recruiting Diverse Business Enterprises Suppliers in Excluded Categories

Not applicable.

Plans for Prime Contractor Utilization of Diverse Business Enterprises Subcontractors

T-Mobile intends to continue to require new prime suppliers to report on a quarterly basis their amount of direct and indirect spend with CPUC certified diverse businesses. Where applicable, T-Mobile plans to continue to include prime contractor utilization of Diverse Business Enterprise subcontractors in our contract language. In addition, T-Mobile intends to work with its prime suppliers to promote reasonable diversity procurement goals for their Tier II vendors.

Plans for Complying with Diverse Business Enterprises Program Guidelines

T-Mobile intends to continue to strive to meet the Commission’s goals as established in GO 156.

Attachment 1

2023 Total Diverse Business Enterprises Procurement Summary - Direct and Sub**

Line No.		Ethnicity	Direct	Sub	Total	%
1	Minority Men	African American	\$277,082,244	\$7,000,922	\$284,083,166	4.43%
2		Asian Pacific American	\$585,454,890	\$49,224,033	\$634,678,923	9.90%
3		Hispanic American	\$7,773,095	\$5,191,537	\$12,964,632	0.20%
4		Native American	\$0	\$0	\$0	0.00%
5		Other	\$0	\$237,545	\$237,545	0.00%
6		Total Minority Men		\$870,310,229	\$61,654,037	\$931,964,266
7	Minority Women	African American	\$561,504	\$2,579	\$564,083	0.01%
8		Asian Pacific American	\$4,625,184	\$7,884,773	\$12,509,957	0.20%
9		Hispanic American	\$12,359,660	\$11,416,809	\$23,776,469	0.37%
10		Native American	\$585,101	\$6,819	\$591,920	0.01%
11		Other	\$0	\$33,314,257	\$33,314,257	0.52%
12		Total Minority Women ¹		\$18,131,448	\$52,625,236	\$70,756,684
13	Minority Business Enterprise (MBE)		\$888,441,677	\$114,279,273	\$1,002,720,950	15.64%
14	Women Business Enterprise (WBE)		\$401,316,361	\$16,754,241	\$418,070,602	6.52%
15	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$14,594,868	\$263,121	\$14,857,989	0.23%
16	Disabled Veteran Business Enterprise (DVBE)		\$1,562,563	\$3,181,469	\$4,744,032	0.07%
17	Persons with Disabilities Business Enterprise (DBE)		\$3,800,222	\$41,495	\$3,841,717	0.06%
18	8(a)*		\$0	\$0	\$0	0.00%
19	Total Diverse Business Enterprises Procurement ²		\$1,309,715,691	\$134,519,598	\$1,444,235,289	22.53%
20						
21	Net Procurement				\$ 6,409,641,108	100%

¹The total procurement for minority women, i.e., \$70,756,684 is included as part of Total Minority Business Enterprises (Line 12). Consistent with Commission direction, total procurement for minority women is not included in Women Business Enterprises (Line 14) although T-Mobile believes that the failure to include that procurement in WBE as well as MBE provides the Commission with an incomplete view of procurement.

²Diverse Business Enterprises supplier spend is based on total spend with all vendors certificated by the Supplier Clearinghouse and Small Business Administration pursuant to Section 8(a) of Small Business Act as amended (15 U.S.C. 637 (a)), or the Secretary of Commerce pursuant to Section 5 of Executive Order 11625.

* 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

** Percentage of Subscribers used in the calculation methodology is rounded to the nearest whole number/percentage.

Attachment 2

2023 Total Diverse Business Enterprises Procurement by Product and Services Category - Direct**

Line No.		Ethnicity		PRODUCTS ¹		SERVICES ²		Total	
1	Minority Men	African American	Direct	\$78,663,705	1.23%	\$198,418,538	3.10%	\$277,082,244	4.32%
2		Asian Pacific American	Direct	\$164,193,840	2.56%	\$421,261,051	6.57%	\$585,454,890	9.13%
3		Hispanic American	Direct	\$300,174	0.00%	\$7,472,921	0.12%	\$7,773,095	0.12%
4		Native American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
5		Other	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
6		Total Minority Men		Direct	\$243,157,718	3.79%	\$627,152,510	9.79%	\$870,310,229
7	Minority Women	African American	Direct	\$561,504	0.01%	\$0	0.00%	\$561,504	0.01%
8		Asian Pacific American	Direct	\$1,754,690	0.03%	\$2,870,493	0.04%	\$4,625,183	0.07%
9		Hispanic American	Direct	\$0	0.00%	\$12,359,660	0.19%	\$12,359,660	0.19%
10		Native American	Direct	\$0	0.00%	\$585,101	0.01%	\$585,101	0.01%
11		Other	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
12		Total Minority Women ³		Direct	\$2,316,194	0.04%	\$15,815,254	0.25%	\$18,131,448
13	Minority Business Enterprise (MBE)		Direct	\$245,473,913	3.83%	\$642,967,764	10.03%	\$888,441,677	13.86%
14	Women Business Enterprise (WBE)		Direct	\$106,127,315	1.66%	\$295,189,047	4.61%	\$401,316,362	6.26%
15	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	\$0	0.00%	\$14,594,868	0.23%	\$14,594,868	0.23%
16	Disabled Veteran Business Enterprise (DVBE)		Direct	\$0	0.03%	\$1,562,563	0.02%	\$1,562,563	0.02%
17	Persons with Disabilities Business Enterprise (DBE)		Direct	\$0	0.00%	\$3,800,222	0.06%	\$3,800,222	0.06%
18	8(a)*		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
19	Total Diverse Business Enterprises Procurement ⁴		Direct	\$351,601,228	5.49%	\$958,114,463	14.95%	\$1,309,715,691	20.43%
20									
21	Net Procurement			\$ 6,409,641,108		\$ 6,409,641,108		\$ 6,409,641,108	
22	Total Number of Diverse Business Enterprises that received direct spend		100						

Net Product Procurement	\$ 351,601,228
Net Service Procurement	\$ 958,114,463

1 Products include vendors with primary SIC Category Codes 24, 30, 34, 35, 36, 39, 50.

2 Services include vendors with primary SIC Category Codes 15, 16, 17, 42, 48, 49, 65, 73, 76, 81, 87, 89, 99.

3 The total procurement for minority women, i.e., \$18,131,448 is included as part of Total Minority Business Enterprises (Line 12). Consistent with Commission direction, total procurement for minority women is not included in Women Business Enterprises (Line 14) although T-Mobile believes that the failure to include that procurement in WBE as well as MBE provides the Commission with an incomplete view of procurement.

4 Diverse Business Enterprises supplier spend is based on total spend with all vendors certificated by the Supplier Clearinghouse and Small Business Administration pursuant to Section 8(a) of Small Business Act as amended (15 U.S.C. 637 (a)), or the Secretary of Commerce pursuant to Section 5 of Executive Order 11625.

* 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

** Percentage of Subscribers used in the calculation methodology is rounded to the nearest whole number/percentage.

Attachment 3

2023 Total Diverse Business Enterprises Procurement by Product and Services Category - Sub**

Line No.	Ethnicity		PRODUCTS ¹	SERVICES ²	Total				
1	Minority Men	African American	Sub	\$1,931,383	0.03%	\$5,069,539	0.08%	\$7,000,922	0.11%
2		Asian Pacific American	Sub	\$35,094,661	0.55%	\$14,129,372	0.22%	\$49,224,033	0.77%
3		Hispanic American	Sub	\$301,303	0.01%	\$4,890,234	0.08%	\$5,191,537	0.08%
4		Native American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
5		Other	Sub	\$177,758	0.00%	\$59,787	0.00%	\$237,545	0.00%
6		Total Minority Men	Sub	\$37,505,105	0.59%	\$24,148,932	0.37%	\$61,654,037	0.96%
7	Minority Women	African American	Sub	\$1,702	0.00%	\$877	0.00%	\$2,579	0.00%
8		Asian Pacific American	Sub	\$2,597,889	0.04%	\$5,286,883	0.08%	\$7,884,773	0.12%
9		Hispanic American	Sub	\$30,803	0.00%	\$11,386,006	0.18%	\$11,416,809	0.18%
10		Native American	Sub	\$0	0.00%	\$6,819	0.00%	\$6,819	0.00%
11		Other	Sub	\$33,134,309	0.52%	\$179,947	0.00%	\$33,314,256	0.52%
12	Total Minority Women ³	Sub	\$35,764,703	0.56%	\$16,860,533	0.26%	\$52,625,236	0.82%	
13	Minority Business Enterprise (MBE)	Sub	\$73,269,808	1.14%	\$41,009,465	0.64%	\$114,279,273	1.78%	
14	Women Business Enterprise (WBE)	Sub	\$1,190,696	0.02%	\$15,563,546	0.24%	\$16,754,241	0.26%	
15	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Sub	\$0	0.00%	\$263,121	0.00%	\$263,121	0.00%	
16	Disabled Veteran Business Enterprise (DVBE)	Sub	\$0	0.00%	\$3,181,469	0.05%	\$3,181,469	0.05%	
17	Persons with Disabilities Business Enterprise (DBE)	Sub	\$0	0.00%	\$41,495	0.00%	\$41,495	0.00%	
18	8(a)*	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
19	Total Diverse Business Enterprises Procurement⁴	Sub	\$74,460,504	1.16%	\$60,059,095	0.94%	\$134,519,598	2.10%	
20									
21	Net Procurement		\$ 6,409,641,108		\$ 6,409,641,108		\$ 6,409,641,108		

Net Product Procurement	\$ 74,460,504
Net Service Procurement	\$ 60,059,095

1 Products include vendors with primary SIC Category Codes 24, 30, 34, 35, 36, 39, 50.

2 Services include vendors with primary SIC Category Codes 15, 16, 17, 42, 48, 49, 65, 73, 76, 81, 87, 89, 99.

3 The total procurement for minority women, i.e., \$52,625,235.86 is included as part of Total Minority Business Enterprises (Line 12). Consistent with Commission direction, total procurement for minority women is not included in Women Business Enterprises (Line 14) although T-Mobile believes that the failure to include that procurement in WBE as well as MBE provides the Commission with an incomplete view of procurement.

4 Diverse Business Enterprises supplier spend is based on total spend with all vendors certificated by the Supplier Clearinghouse and Small Business Administration pursuant to Section 8(a) of Small Business Act as amended (15 U.S.C. 637 (a)) or the Secretary of Commerce pursuant to Section 5 of Executive Order 11625.

* 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

** Percentage of Subscribers used in the calculation methodology is rounded to the nearest whole number/percentage.

Attachment 4

2023 Total Diverse Business Enterprises Detail by SIC - Direct and Sub**

SIC Code	SIC Description		African American		Asian Pacific American		Hispanic American		Native American		Other		Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total
			Female	Male	Female	Male	Female	Male	Female	Male	Female	Male							
15	Building Construction - General Contractors & Operative Builders	\$	\$0	\$440,278	\$5,889,709	\$80,107	\$11,314,074	\$0	\$0	\$0	\$17,703,642	\$74,531	\$17,724,169	\$17,656,868	\$121,305	\$0	\$0	\$0	\$35,502,342
		%	0.00%	0.01%	0.09%	0.00%	0.18%	0.00%	0.00%	0.00%	0.00%	0.28%	0.00%	0.28%	0.28%	0.00%	0.00%	0.00%	0.00%
16	Heavy Construction, Except Building Construction Contractors	\$	\$0	\$4,724,143	\$194,089	\$0	\$193,651	\$241,986	\$0	\$0	\$21,576,941	\$0	\$5,533,812	\$21,396,997	\$0	\$0	\$0	\$0	\$26,930,809
		%	0.00%	0.07%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.34%	0.00%	0.09%	0.33%	0.00%	0.00%	0.00%	0.00%	0.42%
17	Contructions - Special Trade Contractors	\$	\$0	\$0	\$0	\$229,163	\$8,310	\$826,934	\$0	\$0	\$85,152,001	\$70,600	\$1,124,194	\$85,152,001	\$0	\$6,850	\$3,963	\$0	\$86,287,009
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	1.33%	0.00%	0.02%	1.33%	0.00%	0.00%	0.00%	0.00%	1.35%
24	Lumber and Wood Products, Except Furniture	\$	\$0	\$0	\$0	\$544,883	\$0	\$0	\$0	\$0	\$574,984	\$0	\$544,883	\$574,984	\$0	\$0	\$0	\$0	\$1,119,867
		%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%	0.01%	0.01%	0.00%	0.00%	0.00%	0.00%	0.02%
30	Rubber and Miscellaneous Plastic Products	\$	\$0	\$0	\$0	\$0	\$0	\$282,016	\$0	\$0	\$0	\$0	\$282,016	\$0	\$0	\$0	\$0	\$0	\$282,016
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
34	Fabricated Metal Products, Except Machinery & Transport Equipment	\$	\$0	\$0	\$2	\$33,682,621	\$0	\$319,460	\$0	\$0	\$33,629,960	\$55,859	\$67,192,251	\$495,651	\$0	\$0	\$0	\$0	\$67,687,902
		%	0.00%	0.00%	0.00%	0.53%	0.00%	0.00%	0.00%	0.00%	0.52%	0.00%	1.05%	0.01%	0.00%	0.00%	0.00%	0.00%	1.06%
35	Industrial and Commercial Machinery and Computer Equipment	\$	\$561,504	\$70,883,483	\$93	\$0	\$30,796	\$0	\$0	\$0	\$2,587	\$0	\$71,475,875	\$2,587	\$0	\$0	\$0	\$0	\$71,478,462
		%	0.01%	1.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.115%	0.00%	0.00%	0.00%	0.00%	0.00%	1.12%
36	Electronic, Electrical Equipment & Components, Except Computer Equipment	\$	\$0	\$2,396,062	\$1,775,562	\$7,684,732	\$0	\$0	\$0	\$0	\$94,748,804	\$121,899	\$11,978,254	\$94,748,804	\$0	\$0	\$0	\$0	\$106,727,058
		%	0.00%	0.04%	0.03%	0.12%	0.00%	0.00%	0.00%	0.00%	1.48%	0.00%	0.187%	1.48%	0.00%	0.00%	0.00%	0.00%	1.67%
39	Miscellaneous Manufacturing Industries	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
42	Motor Freight Transportation	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
48	Communications	\$	\$0	\$6,348,188	\$0	\$435,687	\$0	\$5,798,078	\$585,101	\$0	\$4,189,472	\$0	\$13,167,054	\$4,189,472	\$0	\$0	\$0	\$0	\$17,356,525
		%	0.00%	0.10%	0.00%	0.01%	0.00%	0.09%	0.01%	0.00%	0.07%	0.00%	0.21%	0.07%	0.00%	0.00%	0.00%	0.00%	0.27%
50	Wholesale Trade - Durable Goods	\$	\$1,702	\$7,315,544	\$2,576,923	\$157,376,265	\$8	\$0	\$0	\$0	\$11,495,986	\$0	\$167,270,441	\$11,495,986	\$0	\$0	\$0	\$0	\$178,766,427
		%	0.00%	0.11%	0.04%	2.46%	0.00%	0.00%	0.00%	0.00%	0.18%	0.00%	2.61%	0.18%	0.00%	0.00%	0.00%	0.00%	2.79%
73	Business Services	\$	\$0	\$1,096,859	\$764,150	\$372,197,823	\$12,147,771	\$3,068,431	\$6,819	\$0	\$184,018,555	\$3,640,848	\$389,248,651	\$169,454,147	\$14,598,484	\$487	\$3,639,487	\$0	\$576,941,255
		%	0.00%	0.02%	0.01%	5.81%	0.19%	0.05%	0.00%	0.00%	2.87%	0.06%	6.07%	2.64%	0.23%	0.00%	0.06%	0.00%	9.00%
76	Miscellaneous Repair Services	\$	\$0	\$0	\$0	\$11,856,033	\$0	\$1,814,536	\$0	\$0	\$0	\$0	\$13,670,569	\$0	\$0	\$0	\$0	\$0	\$13,670,569
		%	0.00%	0.00%	0.00%	0.18%	0.00%	0.03%	0.00%	0.00%	0.00%	0.00%	0.21%	0.00%	0.00%	0.00%	0.00%	0.00%	0.21%
81	Legal Services	\$	\$0	\$2	\$0	\$543	\$0	\$34,841	\$0	\$0	\$600,447	\$0	\$35,385	\$600,447	\$0	\$0	\$0	\$0	\$635,832
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.01%
87	Engineering, Accounting, Research, Management & Related Services	\$	\$877	\$36,439,944	\$1,342,597	\$50,591,020	\$93,840	\$0	\$0	\$10,763,731	\$2,912,642	\$88,468,278	\$10,763,731	\$108,198	\$2,606,177	\$198,267	\$0	\$0	\$102,144,652
		%	0.00%	0.57%	0.02%	0.79%	0.00%	0.00%	0.00%	0.00%	0.17%	0.05%	1.38%	0.17%	0.00%	0.04%	0.00%	0.00%	1.59%
89	Services, Not Elsewhere Classified	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,535,991	\$0	\$0	\$1,535,991	\$0	\$0	\$0	\$0	\$1,535,991
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%	0.00%	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.02%
99	Nonclassifiable Establishments	\$	\$0	\$154,438,665	\$36	\$47	\$81,859	\$484,663	\$0	\$0	\$2,938	\$2,160,365	\$155,005,117	\$2,938	\$30,001	\$2,130,517	\$0	\$0	\$157,168,573
		%	0.00%	2.41%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.03%	2.42%	0.00%	0.00%	0.03%	0.00%	0.00%	2.45%
Total		\$	\$564,083	\$284,083,166	\$12,543,161	\$634,678,923	\$23,776,469	\$129,646,785	\$591,920	\$0	\$465,996,039	\$9,036,744	\$1,002,720,950	\$418,070,603	\$14,857,988	\$4,744,032	\$3,841,716	\$0	\$1,444,235,289
		%	0.01%	4.43%	0.20%	9.90%	0.37%	0.20%	0.01%	0.00%	7.27%	0.14%	15.64%	6.52%	0.23%	0.07%	0.06%	0.00%	22.53%

Total Product Procurement	\$ 426,061,732
Total Service Procurement	\$ 1,018,173,558
Net Procurement	\$ 6,409,641,108

* 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

** Percentage of Subscribers used in the calculation methodology is rounded to the nearest whole number/percentage.

Supplier Diversity Annual Report and Annual Plan
 Number of Diverse Suppliers and Revenue Reported to the Supplier Clearinghouse

Number of Diverse Suppliers Data														
Revenue Reported to the Supplier Clearinghouse								Utility-Specific [Year] Summary						
Number of Diverse Suppliers	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total
Under \$1 million	2	0	0	1	2	0	5	18	26	0	0	1	0	45
Under \$5 million	7	4	1	0	0	0	12	16	9	1	1	1	0	28
Under \$10 million	10	10	0	0	0	0	20	3	5	0	0	0	0	8
Above \$10 million	30	32	1	0	0	0	63	13	5	1	0	0	0	19
Total	49	46	2	1	2	0	100	50	45	2	1	2	0	100

Revenue and Payment Data														
Revenue Reported to the Supplier Clearinghouse								Utility-Specific [Year] Summary						
Revenue of Diverse Suppliers	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total WMDVLGBTDBE	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total Diverse Business Enterprises
Under \$1 million	\$2,000,000	\$0	\$0	\$1,000,000	\$2,000,000	\$0	\$5,000,000	\$3,272,732	\$7,575,053	\$0	\$0	\$160,735	\$0	\$11,008,521
Under \$5 million	\$35,000,000	\$20,000,000	\$5,000,000	\$0	\$0	\$0	\$60,000,000	\$45,143,707	\$23,200,969	\$4,395,960	\$1,562,563	\$3,639,487	\$0	\$77,942,686
Under \$10 million	\$100,000,000	\$100,000,000	\$0	\$0	\$0	\$0	\$200,000,000	\$24,709,827	\$37,089,967	\$0	\$0	\$0	\$0	\$61,799,794
Above \$10 million	\$300,000,000	\$310,000,000	\$10,000,000	\$0	\$0	\$0	\$620,000,000	\$815,315,411	\$333,450,372	\$10,198,907	\$0	\$0	\$0	\$1,158,964,690
Total	\$437,000,000	\$430,000,000	\$15,000,000	\$1,000,000	\$2,000,000	\$0	\$885,000,000	\$888,441,677	\$401,316,362	\$14,594,868	\$1,562,563	\$3,800,222	\$0	\$1,309,715,691

* 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

Attachment 6

2023 Total Diverse Business Enterprises Results set by Goal**

	Year Result %	Year Goal %
Minority Male Business Enterprise	14.54%	7.50%
Minority Female Business Enterprise	1.10%	7.50%
Minority Business Enterprise (MBE)	15.64%	15.00%
Women Business Enterprise (WBE)	6.52%	5.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.23%	1.00%
Disabled Veteran Business Enterprise (DVBE)	0.07%	1.50%
Persons with Disabilities Business Enterprise (DBE)	0.06%	0.00%
8(a)*	0.00%	0.00%
Total	22.53%	22.50%

* 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

** Percentage of Subscribers used in the calculation methodology is rounded to the nearest whole number/percentage.

Attachment 7

2023 Total Diverse Business Enterprises Procurement Summary**

Line No.		Minority Men	Minority Women	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total Diverse Business Enterprises
1	Direct \$	\$870,310,229	\$18,131,448	\$888,441,677	\$401,316,362	\$14,594,868	\$1,562,563	\$3,800,222	\$0	\$1,309,715,691
2	Sub \$	\$61,654,037	\$52,625,236	\$114,279,273	\$16,754,241	\$263,121	\$3,181,469	\$41,495	\$0	\$134,519,598
3	Total \$	\$931,964,266	\$70,756,685	\$1,002,720,950	\$418,070,603	\$14,857,988	\$4,744,032	\$3,841,716	\$0	\$1,444,235,289
4	Direct %	13.58%	0.28%	13.86%	6.26%	0.23%	0.02%	0.06%	0.00%	20.43%
5	Sub %	0.96%	0.82%	1.78%	0.26%	0.00%	0.05%	0.00%	0.00%	2.10%
6	Total %	14.54%	1.10%	15.64%	6.52%	0.23%	0.07%	0.06%	0.00%	22.53%
7	Net Procurement	\$ 6,409,641,108								

* 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

** Percentage of Subscribers used in the calculation methodology is rounded to the nearest whole number/percentage.

Attachment 8

2023 Total Diverse Business Enterprises by Product and Services Categories**

Line No.	Actual 2023								Actual 2023						
	Products	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total Diverse Business Enterprises	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total Diverse Business Enterprises
1															
2	SIC Code Description														
3	Raw Materials ¹	\$67,737,134	\$1,070,634	\$0	\$0	\$0	\$0	\$68,807,769	1.06%	0.02%	0.00%	0.00%	0.00%	0.00%	1.07%
4	Finished Products Misc Goods ²	\$239,028,333	\$11,498,573	\$0	\$0	\$0	\$0	\$250,526,905	3.73%	0.18%	0.00%	0.00%	0.00%	0.00%	3.91%
5	Technical Equipment / Analysis Instruments ³	\$11,978,254	\$94,748,804	\$0	\$0	\$0	\$0	\$106,727,058	0.19%	1.48%	0.00%	0.00%	0.00%	0.00%	1.67%
6	SubTotal	\$318,743,721	\$107,318,010	\$0	\$0	\$0	\$0	\$426,061,732	4.97%	1.67%	0.00%	0.00%	0.00%	0.00%	6.65%
7															
8	SIC Code Description														
9	Construction / Facilities / Transportation Services ⁴	\$38,052,745	\$124,205,866	\$121,305	\$6,850	\$3,963	\$0	\$162,390,729	0.59%	1.94%	0.00%	0.00%	0.00%	0.00%	2.53%
10	Professional Services ⁵	\$477,716,929	\$181,753,870	\$14,706,682	\$2,606,664	\$3,837,753	\$0	\$680,621,899	7.45%	2.84%	0.23%	0.04%	0.06%	0.00%	10.62%
11	Legal Services ⁶	\$35,385	\$600,447	\$0	\$0	\$0	\$0	\$635,832	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.01%
12	Communications / Other Services ⁷	\$168,172,170	\$4,192,410	\$30,001	\$2,130,517	\$0	\$0	\$174,525,098	2.62%	0.07%	0.00%	0.03%	0.00%	0.00%	2.72%
13	SubTotal	\$683,977,229	\$310,752,593	\$14,857,988	\$4,744,032	\$3,841,716	\$0	\$1,018,173,558	10.67%	4.85%	0.23%	0.07%	0.06%	0.00%	15.89%
14	Total ⁸	\$1,002,720,950	\$418,070,603	\$14,857,988	\$4,744,032	\$3,841,716	\$0	\$1,444,235,289	15.64%	6.52%	0.23%	0.07%	0.06%	0.00%	22.53%

1Raw Materials include vendors with primary SIC Codes: 24, 34

2Finished Products Misc Goods include vendors with primary SIC Codes: 30, 35, 39, 50

3Technical Equipment / Analysis Instruments include vendors with primary SIC Codes: 36

4Construction / Facilities / Transportation Services include vendors with primary SIC Codes: 15, 16, 17, 41, 42, 49, 76

5Professional Services include vendors with primary SIC Codes: 65, 73, 87, 89

6Legal Services include vendors with primary SIC Codes: 81

7Communications / Other Services include vendors with primary SIC Codes: 27, 48, 99

8Consistent with the practice of other reporting utilities, TMobile has aligned its goals with the CPUC's goals.

* 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

** Percentage of Subscribers used in the calculation methodology is rounded to the nearest whole number/percentage.

Attachment 9

2023 Total Diverse Business Enterprises Procurement Summary with Handset/SIM Card Procurement Excluded from Net Procurement**

Line No.	Ethnicity	Direct	Sub	Total		
1	Minority Men	African American	\$277,082,244	\$7,000,922	\$284,083,166	8.64%
2		Asian Pacific American	\$472,930,937	\$49,224,033	\$522,154,970	15.88%
3		Hispanic American	\$7,773,095	\$5,191,537	\$12,964,632	0.39%
4		Native American	\$0	\$0	\$0	0.00%
5		Other	\$0	\$237,545	\$237,545	0.01%
6		Total Minority Men	\$757,786,276	\$61,654,037	\$819,440,313	24.93%
7	Minority Women	African American	\$561,504	\$2,579	\$564,083	0.02%
8		Asian Pacific American	\$4,625,184	\$7,884,773	\$12,509,957	0.38%
9		Hispanic American	\$12,359,660	\$11,416,809	\$23,776,469	0.72%
10		Native American	\$585,101	\$6,819	\$591,920	0.02%
11		Other	\$0	\$33,314,257	\$33,314,257	1.01%
12		Total Minority Women ¹	\$18,131,448	\$52,625,236	\$70,756,684	2.15%
13	Minority Business Enterprise (MBE)		\$775,917,724	\$114,279,273	\$890,196,997	27.08%
14	Women Business Enterprise (WBE)		\$307,362,610	\$16,754,241	\$324,116,851	9.86%
15	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$14,594,868	\$263,121	\$14,857,989	0.45%
16	Disabled Veteran Business Enterprise (DVBE)		\$1,562,563	\$3,181,469	\$4,744,032	0.14%
17	Persons with Disabilities Business Enterprise (DBE)		\$3,800,222	\$41,495	\$3,841,716	0.12%
18	8(a)*		\$0	\$0	\$0	0.00%
19	Total Diverse Business Enterprises Procurement ²		\$1,103,237,986	\$134,519,598	\$1,237,757,585	37.65%
20						
21	Net Procurement Without Handset				\$ 3,287,502,226	100%

¹The total procurement for minority women, i.e., \$70,756,684 is included as part of Total Minority Business Enterprises (Line 12). Consistent with Commission direction, total procurement for minority women is not included in Women Business Enterprises (Line 14) although T-Mobile believes that the failure to include that procurement in WBE as well as MBE provides the Commission with an incomplete view of procurement.

²Diverse Business Enterprises supplier spend is based on total spend with all vendors certificated by the Supplier Clearinghouse and Small Business Administration pursuant to Section 8(a) of Small Business Act as amended (15 U.S.C. 637 (a)), or the Secretary of Commerce pursuant to Section 5 of Executive Order 11625.

* 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

** Percentage of Subscribers used in the calculation methodology is rounded to the nearest whole number/percentage.