

T-Mobile for Business Innovate Awards
Terms & Conditions

The T-Mobile for Business Innovate Awards Contest (“**Contest**”) begins at **12:00am** Pacific Time (“**PT**”) on **April 1, 2026** (“**Start Time**”) and ends at **11:59pm** PT on **July 31, 2026** (“**End Time**”), and the duration between the Start Time and End Time is the “**Contest Period**”).

WHO MAY MAKE A SUBMISSION: Open to entities (“**Entrant**”) who are current T-Mobile for Business (“**TFB**”) or publicly-funded T-Mobile for Government / T-Mobile for Education (“**TFG/TFE**”) customers during the entire term of the Contest through the awarding of any prizes and, in the case of TFB entrants, have 500 or more employees or have been designated a “strategic” account by T-Mobile in its sole discretion. Employees (and their immediate families (parent, child, spouse or sibling and their respective spouses, regardless of where they reside) and those living in their same households, whether or not related) of T-Mobile USA, Inc. (“**Promoter**”), the Judges (as defined below) and their respective employers and employees, and their respective parents, affiliates, subsidiaries and advertising and promotion agencies are not eligible to participate. Contest is subject to all applicable federal, state and local laws. Void where prohibited by law.

HOW TO MAKE A SUBMISSION: During the Contest Period, go to <https://www.t-mobile.com/business/customer-innovate-awards> and fill out the entry form for your entity (each, a “**Submission**”). All Submissions must be received by the End Time to be eligible. An Entrant’s T-Mobile sales representative may initiate a submission, but Entrants must completely fill out and submit the submission form. Each Submission must demonstrate clear use of T-Mobile’s network or communications solutions, and all details and information provided within each submission must be truthful and accurate.

JUDGING. All eligible Submissions will be judged by an individual with unique perspective and experience as chosen by Promoter (“**Luminary**”) for the Innovation in Impact Prize (as defined below) and a panel of judges selected by Promoter (“**Judges**”) for the Panel Prizes (as defined below). Assuming sufficient eligible entries are received and are in compliance with these Rules, Luminary will select one winner for the Innovation in Impact Prize and the Judges will select a first, second, and third place winner of the Panel Prizes for each of the Categories (as defined below) on or about **August 31, 2026**. By entering, all Entrants agree to be bound to these Official Rules and the decisions of the Promoter, Luminary, and Judges, which are final and binding in all respect. Participating members of the judging panel will be selected by Promoter (in its sole discretion).

The Submissions will be judged based on the following judging criteria for the Panel Prizes: Demonstrates Bold, Transformative Thinking (33%); Originality of Solution/Creativity of Idea (34%); and Real-World Results of the Solution (33%); with up to 10% in bonus points for the use of AI. For the Innovation in Impact Prize, the Submissions will be judged on the criteria as for the Panel Prizes, with weighting to be determined by Luminary in their sole discretion. All Submissions must be based on the use of the T-Mobile cellular network. In the event of a tie in judging of the Panel Prizes, the tie will be broken among all tied Submissions, by awarding the prize to the Submission with the highest score in the Originality of Solution/Creativity of Idea category. First, Second, and Third place potential recipients from eligible TFB Submissions will be chosen in each of the categories of a) Innovation in Customer Experience, b) Innovation in Employee Enablement, and c) Innovation in Industry, and First, Second, and Third place potential recipients from eligible TFG/TFE Submissions (together with the TFB potential recipients, the “**Potential Panel Recipients**”) will be chosen under the category of Innovation in Community (together with the TFB categories, the “**Categories**”). The winner of the Innovation in Impact Prize may not also receive a Panel Prize. Promoter shall have the right to conduct a background check on any Potential Panel Recipients and the potential Innovation in Impact Prize recipient (together, the “**Potential Recipients**”).

Promoter reserves the right to move an Entrant's Submission from the Entrant's submitted Category to any other Category and to reject any Potential Recipient for any or no reason.

PRIZES: The Innovation in Impact Prize will include a \$30,000 donation to a 501(c)(3) charity of the winning Entrant's choice and inclusion in an article to appear at a later date in the Wall Street Journal ("**Publisher**") covering the T-Mobile for Business Innovate Awards (with timing and content subject to Publisher's performance and availability) (the "**Publisher Article**"). First prize for each Panel Prize Category will include a \$25,000 donation to a 501(c)(3) charity of the winning Entrant's choice and inclusion in the Publisher Article. Second and Third prizes for each of the Categories will include \$10,000 and \$5,000 donations, respectively, to 501(c)(3) charities of each winning Entrant's choice. The Innovation in Impact Prize and each prize for the TFB Category will also include 2 hotel rooms for 2 nights and Gartner IT Symposium/XPO expo passes for 2 for each winning Entrant, with all lodging arrangements to be handled by Promoter's event agency in Promoter's sole discretion. Each potential recipient charity is subject to Promoter's approval in Promoter's sole discretion. All prizes will also feature inclusion in T-Mobile for Business social media and press releases regarding the Contest. All prizes to TFG/TFE Entrants are subject to compliance with any regulations, organizational policies, or internal approval requirements applicable to the TFG/TFE Entrant in question. All prize winners must agree to attend or participate in all aspects of the applicable prize.

GENERAL CONDITIONS: By participating, each Entrant agrees:

(a) to abide by these Terms and Conditions and decisions of Promoter and its designees, which shall be final and binding in all respects relating to this Contest;

(b) to release, discharge, indemnify and hold harmless Promoter, and its parent, affiliates, subsidiaries, members, franchisees and licensees, and advertising and promotion agencies, and the respective officers, directors, shareholders, employees, agents and representatives of the forgoing (collectively, "**Released Parties**") from any and all injuries, liability, losses and damages of any kind to persons, including death, or property resulting, in whole or in part, directly or indirectly, from participant's participation in the Contest or any Contest-related activity or the acceptance, possession, use or misuse of any item awarded;

(c) to the use of Entrant's company name, trademark, Submission, and any submitted comments from Entrant representatives regarding the Contest or the Submission, for programming, advertising, publicity and promotional purposes in any and all media, now or hereafter known, worldwide and on the Internet, and in perpetuity by Promoter, and their designees, without compensation (unless prohibited by law) or additional consents from Entrant or any third party and without prior notice, approval or inspection, and to execute specific consent to such use;

(d) that the Released Parties are released from any liability arising from the use described in the preceding paragraph, including, without limitation, claims for invasion of privacy, infringement of any right of publicity, or defamation (including libel and slander);

(e) Entrant will not release any publicity or other materials on their own or through someone else regarding their participation in the Contest without the prior consent of the Promoter, which may be withheld in Promoter's sole discretion; and

(f) Entrant represents and warrants that (i) it is the owner of the copyright and all other rights in and to the all content, concepts, and other intellectual property rights contained in the Submission or has valid licenses

or releases to empower Entrant to provide the licenses and permissions required by these Terms & Conditions; and (ii) it is fully authorized to agree to the terms of these Terms & Conditions.

MISCELLANEOUS: Released Parties are not responsible for lost, late, incomplete, damaged, inaccurate, stolen, delayed, misdirected, undelivered, or garbled Submissions or tweets, or for lost, interrupted or unavailable network, server, Internet Service Provider (“ISP”), websites, or other connections, availability or accessibility or miscommunications or failed computer, satellite, telephone or cable transmissions, lines, or technical failure or jumbled, scrambled, delayed, or misdirected transmissions or computer hardware or software malfunctions, failures or difficulties, or other errors or difficulties of any kind whether human, mechanical, electronic, computer, network, typographical, printing or otherwise relating to or in connection with the Contest, including, without limitation, errors or difficulties which may occur in connection with the administration of the Contest, the processing or review of Submissions or tweets, the announcement of the award, or in any Contest-related materials. Released Parties are also not responsible for any incorrect or inaccurate information, whether caused by site users, tampering, hacking, or by any equipment or programming associated with or utilized in the Contest. Released Parties are not responsible for injury or damage to any person's computer related to or resulting from participating in this Contest or downloading materials from or use of websites. Persons who tamper with or abuse any aspect of the Contest or websites, who act in an unsportsmanlike or disruptive manner or who are in violation of these Terms and Conditions, as solely determined by Promoter, will be disqualified and all associated Submissions will be void. Should any portion of the Contest be, in Promoter’s sole opinion, compromised by virus, worms, bugs, non-authorized human intervention or other causes which, in the sole opinion of the Promoter, corrupt or impair the administration, security, fairness or proper play, or submission of Submissions, Promoter reserves the right at its sole discretion to suspend, modify or terminate the Contest (or portion thereof) and, if terminated, at its discretion, select the potential Recipient from all eligible, non-suspect Submissions received prior to action taken using the Recipient determination process outlined above. **Caution: any attempt to deliberately damage any website or undermine the legitimate operation of the Contest may be in violation of criminal and civil laws and should such an attempt be made, Promoter reserves the right to seek damages and other remedies (including attorneys’ fees) from any such individual to the fullest extent of the law, including criminal prosecution.**

GOVERNING LAW: All issues and questions concerning the construction, validity, interpretation and enforceability of these Terms and Conditions, or the rights and obligations of the participant, Promoter in connection with the Contest, shall be governed by, and construed in accordance with, the laws of the State of Washington without giving effect to any choice of law or conflict of law rules (whether of the State of Washington or any other jurisdiction).

PROMOTER: T-Mobile USA, Inc., 12920 SE 38th Street, Bellevue, WA 98006.