T-Mobile US, Inc. (TMUS)

2026 DEF 14A · filed 2026-04-27 · CIK 0001283699

Headline facts

CEO TOTAL PAY

$35,439,421

Srinivasan Gopalan · 2025 · ‘ 18% YoY

SAY ON PAY

Not disclosed

CEO PAY RATIO ITEM 402(U)

407 to 1

Median employee: $37,993,644

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

HEDGING

prohibited

PLEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

4 peers auto-selected from TMUS’s disclosed compensation peer group. Each row shows the peer’s latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
T AT&T INC.	$29,906,872	215:1	$29,906,872	INDEPENDENT COMPENSATION CONSULTANT The Committee is authorized by its charter to employ an independent compensation consultant and other advisors
CHTR CHARTER COMMUNICATIONS, INC. /MO/	$6,466,193	—	$79,159	Compensation and Benefits Committee
CSCO CISCO SYSTEMS, INC.	$52,838,751	298 to 1	$52,838,751	Compensation Committee
CMCSA COMCAST CORP	$35,148,413	381 to 1	$92,390	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
G. Michael Sievert Vice Chairman (Former President and Chief Executive Officer)	$2,585,192	$27,546,942	—	$13,885,585	**$50,408,096**
Srinivasan Gopalan President and Chief Executive Officer (Former Chief Operating Officer)	$861,539	$27,114,078	—	$884,151	**$35,439,421**
Ulf Ewaldsson Former President, Technology and Former Executive Vice President, Strategic Advisor	$733,269	$14,572,754	—	$4,715,033	**$22,311,446**
Michael J. Katz Chief Business and Product Officer (Former President, Marketing, Strategy and Products)	$975,000	$18,017,182	—	$65,534	**$22,197,216**
Jonathan A. Freier Chief Operating Officer (Former President, Consumer Group)	$950,000	$16,209,405	—	$151,630	**$20,370,035**
Callie R. Field Former President, Business Group and Former Executive Vice President, Strategic Advisor	$875,000	$14,689,907	—	$14,000	**$18,396,407**

CEO pay mix (latest year)

Base salary	3%
Cash incentive	9%
Equity	85%
Other	3%
At-risk	**95%**

SOURCE CITATIONS

Every fact above, traced back to filing text

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CEO pay ratio = 407 to 1

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.94

"is a reasonable estimate calculated in a manner consistent with applicable rules of the SEC. In light of the additional one-time cash and equity compensation that we paid to Mr. Gopalan in 2025 as an incentive for him to join our senior leadership team, we expect the 2025 pay ratio to be significantly higher than the CEO pay ratio in future years when we are not providing compensation to recruit a new Chief Executive Officer. If we were to exclude these one-time cash and equity compensation values, our Chief Executive Officer's total annual compensation for 2025 would have been $31,020,304 and…"

Median employee compensation = $37,993,644

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.9

"to be $76,141. We experienced a Chief Executive Officer transition effective November 1, 2025 and, as permitted by Item 402(u), for purposes of calculating our 2025 pay ratio, we chose to annualize the pay of Mr. Gopalan, who was the Chief Executive Officer serving in such position on the date we identified our median employee (December 31, 2025). Our Chief Executive Officer's total annual compensation for 2025 was $37,993,644. This amount represents the Chief Executive Officer's compensation as reported in the 2025 Summary Compensation Table above (adjusted to include his employer-paid health…"

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

"The policy is administered by the Compensation Committee of the Board of Directors"

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

"clawback policy implemented by the Company, including, without limitation, the Company's Amended and Restated Executive Incentive Compensation Recoupment Policy, as and to the extent set forth in such clawback policy or the applicable award agreement."

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

"Securities Trading Policy Prohibition on Options Trading, Hedging, Pledging and Short Sales"

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

"Securities Trading Policy Prohibition on Options Trading, Hedging, Pledging and Short Sales"

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

"stock ownership guidelines, the Chief Executive Officer and all executive officers reporting to the Chief Executive Officer are expected to acquire and maintain ownership of shares of common stock equal in value to a specified multiple of the executive officer's base salary measured as of September 30th of each year."