



Exhibit A

What You Get Paid- Q2 2026

Commission Structure Plan

This Exhibit A outlines the commission structure and payment terms for all approved Agent Partners of Mobilfy Worldwide, LLC ("Company"). The following terms govern the calculation, review, and payment of commissions for all Agents Partners.

Commision Rates: Agent Partners commission will be based on the following compensation structure:

T-Mobile Business Agent Partner Profit Share.

Info	Tier Level	Monthly Acts	Spiff Share	Residual Shares
Your monthly activation volume determines your tier — the more activations you complete, the higher your payout share.	I	1750	90%	8%
	II	850	87.50%	7%
	III	350	85%	6%
	IV	175	80%	5%
	Agent	1+	75%	3% -10+ acts 0% -below 10

Top Residuals, Spiffs and White-Glove Support – Only at Mobilfy!

Mobilfy delivers more than compensation — we deliver a true partner experience.

- ✓ **Maximize Earnings:** Highest spiff opportunities and top-tier residuals.
- ✓ **Dedicated Guidance:** Support from your Partner Success Manager & Partner Expert.
- ✓ **White-Glove Services:** Exclusive Sourcing, Activations & Marketing to save time and drive growth

It's exclusive. It's proven. It's built to help you win big with Mobilfy.

See agreement and details within for the full breakdown.

Commission rates may change based on Mobilfy's Commission & Payout Guidelines, which will be shared with Agent Partners when updated.



Exhibit A- Continued

What You Get Paid- Q2 2026

Compensation Notes:

- Activation compensation is paid for subscribers on eligible rate plans, based on the rates outlined in the applicable compensation tables.
- Compensation is calculated using the plan's monthly recurring charge (MRC), net of any discounts. Taxes, fees, and surcharges are excluded from commission calculations.
- If a plan includes a one-time device subsidy, the MRC used for compensation will be reduced by the subsidy amount in accordance with T-Mobile's monthly CAP.
- Port-ins from other T-Mobile brands (including Sprint, T-Mobile Prepaid, Metro by T-Mobile, and UScellular) do not qualify for compensation unless otherwise specified in T-Mobile's CAP.
- If an activation is suspended in the same month it is activated, the compensation validation period begins once the line is removed from suspension.
- Control Center activations must remain active to qualify for compensation.

Commission Payout Timing & Early Release Policy:

- **Standard (Guaranteed) Payout:** Commissions are guaranteed once the line clears the 120-day validation period. After validation, commissions are paid on the normal commission cycle, typically within approximately 45 days following the close of that period.
- **Early Commission Release (Good Faith Advance):** Mobilify may offer an early release of commissions as a good-faith advance prior to the standard payout timeline. Eligibility is based on consistent sales performance, defined as maintaining at least 70% of the prior month's activation volume and demonstrating a clear trend toward meeting or exceeding that level again in the month of release. Early releases may include a brief activity review with your MPE and/or Partner Success Manager to confirm consistency and program alignment.
- If performance does not meet early release criteria, commissions will automatically follow the standard payout timeline. There is no forfeiture or penalty.

Disclaimer: This document is intended as a compensation summary only. It does not replace, modify, or supersede the terms of any executed agreement. In the event of any conflict, the executed agreement will govern. Please refer to your contract for all binding terms and conditions.



**T-MOBILE
FOR BUSINESS**
PARTNER PROGRAM

Exhibit B

What We Get Paid- Q2 2026

Partner Generated Compensation Table

Activations resulting from a Partner Generated Opportunity:

Activation Type	Activation Compensation	Total MRC Residual	Residual Period
Partner Generated – Eligible Rate Plan	4x Total MRC	10%	46 Months*
Partner Generated – HSI Rate Plan	5x Total MRC	10%	46 Months*
Partner Generated – Government Rate Plan	4x Total MRC	10%	46 Months*
Partner Generated – Government HSI Plan	5x Total MRC	10%	46 Months*

TFB Direct Led Compensation Table

Activations resulting from a TFB Direct Led Opportunity:

Activation Type	Activation Compensation	Total MRC Residual	Residual Period
VAS – Eligible Rate Plan	2x Total MRC	10%	46 Months**
VAS – Government Rate Plan	2x Total MRC	10%	46 Months**
MDM Software Only	\$5.00	N/A	N/A
Equipment Only	\$20.00	N/A	N/A
Equipment & MDM	\$25.00	N/A	N/A

TFB Control Center Compensation Table

Control Center activations require prior written approval from T-Mobile, granted at its sole discretion via email. Activations involving ready-to-deploy (also known as IoT packaged) products are not eligible for compensation:

Activation Type	Activation Compensation	Total MRC Residual	Residual Period
Partner Teaming – Control Center Activation	3x Total MRC	10%	46 Months
Direct Led – Control Center Activation	2x Total MRC	10%	46 Months

** Residuals begin once the customer pays their first bill and continue for up to 46 consecutive months, provided you remain an active Mobilfy Worldwide agent partner and the line and/or customer continues paying without pauses or suspensions. Any interruption in payment will stop residuals for that line and/or customer.

Commission rates may change based on Mobilfy's Commission & Payout Guidelines, which will be shared with Agent Partners when updated.