

# Meta Ireland Gender Pay 2022 Report

## Introduction

Diversity, equity, and inclusion are core to everything we do at Meta. We know diverse and inclusive teams build better products and make better decisions. We are committed to creating a workforce that reflects the communities and people we serve.

Compensation at Meta is made up of base salary, cash bonus or commission, and equity in the company. We work hard to avoid unconscious bias affecting how much people get paid. Managers do not make decisions about compensation increases - instead, we use a formulaic approach that determines pay based on the market rate for the role, location, level plus performance assessment.

Gender pay is a measure of the average pay for men and women irrespective of their roles. This is different to equal pay for doing the same roles. At Meta we review total compensation data, including base, bonus, and equity, annually and have had pay parity for people globally for many years.

## Our Gender Pay Results

Outlined below are our gender pay results which include all employees employed by Meta in Ireland.

In Ireland we're reporting\* that:

- We have a **mean all employees hourly rate pay gap** of 15.7%
- We have a **median all employees hourly rate pay gap** of 15%
- We have a **mean STE\*\* hourly pay gap** is 7.1%
- We have a **median STE hourly pay gap** is 14.4%
- We have a **mean bonus pay gap** of 43.3%
- We have a **median bonus pay gap** of 22.1%

\* We do not have a result to report for part-time employees as at the snapshot date there were only a small number of part-time employees who are all female.

\*\* "STE" means "temporary employees" which Meta refers to as Short-Term Employees or STEs.

## Gender Pay Gap - Ireland Report 2022

### Pay Gap between Men and Women - all employees

Mean Hourly Pay	15.7%	Median Hourly Pay	15.0%
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Mean Bonus Pay	43.3%	Median Bonus Pay	22.1%
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### Pay Gap between Men and Women - STE's only

Mean Hourly Pay	7.1%	Median Hourly Pay	14.4%
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### Representation by quartile

	Men	Women
Upper Quartile	63.0%	37.0%
Upper Middle Quartile	51.1%	48.9%
Lower Middle Quartile	44.2%	55.8%
Lower Quartile	39.3%	60.7%

Proportion of employees receiving a bonus	96.7%	96.8%
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Proportion of employees receiving Benefits in Kind	100%	100%
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Simply put, the **mean** pay gap is the difference in average hourly pay of male employees and the average hourly pay of female employees. The **median** pay gap is calculated by finding the difference between the midpoint in all the males and the female employees' hourly pay.

### Additional results by reporting entity

In addition to the above, the legislation requires that we publish results separately for each legal entity that has a headcount above 250. In our case, this applies to the 'Meta Platforms

Ireland Limited' ("Meta Platforms") entity which excludes our Novi business employees, our Whatsapp employees and our Data centre employees. The factors that are causing Meta Ireland's pay gap and the steps that we are taking to close the pay gap apply equally to Meta Platforms. The results for Meta Platforms are in the appendix.

### Why do we have a gender pay gap?

In Ireland, we have almost **equal numbers of men and women**. However, if you order people's pay highest to lowest paid and split them into 4 groups, which the report calls quartiles, over **60% of the people paid in the upper quartile are men** and almost the same % in the lower quartile are women. This leads to a median pay gap in favour of men (15%) driven by unequal representation by level and by job type.

Women are better represented in non-tech roles when compared with tech roles in Meta Ireland. As Tech jobs like Production Engineers are typically paid more in the market, it has a disproportionate impact on pay gaps. The bonus gap is higher than the hourly pay gap which is primarily driven by **higher Tech equity**. Also contributing to the pay gap, at the time of the data cut, we had slightly more males than females in our most senior roles in Meta Ireland.

### How we are addressing representation

We began reporting global diversity data in 2014 and have made good progress increasing the number of females and other traditionally underrepresented groups employed at Meta since then, but we recognize that we need to do more.

In 2022, the number of women employees globally rose from 36.7% to 37.1%, the number of women in technical roles increased from 24.8% to 25.8%. Between 2014 when we first publicly reported our representation data and 2022, the number of women in leadership roles has increased from 23.0% to 35.5%.

When hiring we use a Diverse Slate Approach - which means ensuring a minimum standard for diversity on interview panels - to make sure we are connecting to as broad a candidate base as possible, and make sure our interviewers are representative of the workforce we are seeking to attract. We also use a combination of Meta-led initiatives and partnerships to create more equitable opportunities across primary to secondary education, University Recruiting, and Experienced Hires.

We review and assess our Attract strategy to ensure we are inclusive to diversity and increase presence at women specific conferences such as the Women in Tech series. Last year we established an External Partnership model and worked with a number of partners including: AHEAD, Everywoman, the Irish Wheelchair Association and WALK. All these partnerships result in a steady increase in the hiring rates of underrepresented candidates, and we have seen increases to female representation at Meta, including in technical roles and in leadership roles.

As well as ensuring a diverse workforce, we also need an inclusive workplace. We are actively embedding inclusion into the moments that matter for employees at Meta: onboarding, building community, career development, performance reviews and feedback, learning and training, and product innovation. For example, we have introduced mandatory diversity and inclusion training for managers, inclusion best practices have been integrated into manager onboarding, as well as manager behaviours. We also have a variety of programmes in place to help build a more inclusive environment ranging from a women's employee resource group and a dedicated Women's Leadership Day to training and immersive experiences for all employees.

Diversity is critical to our success as a company. We have more to do across the board, but we are committed to increasing the representation of women and other underrepresented groups, at all levels and in all areas of our business.

Appendix:  
Meta Platforms Ireland Limited gender pay results

## Gender Pay Gap - Ireland Report 2022

### Meta Platforms Ireland

#### Pay Gap between Men and Women - all employees

<b>Mean Hourly Pay</b>	16.9%	<b>Median Hourly Pay</b>	15.4%
<b>Mean Bonus Pay</b>	46.8%	<b>Median Bonus Pay</b>	27.7%

#### Pay Gap between Men and Women - STE's only

<b>Mean Hourly Pay</b>	7.1%	<b>Median Hourly Pay</b>	14.4%
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#### Representation by quartile

	Men	Women
<b>Upper Quartile</b>	62.4%	37.6%
<b>Upper Middle Quartile</b>	49.7%	50.3%
<b>Lower Middle Quartile</b>	42.8%	57.2%
<b>Lower Quartile</b>	37.9%	62.1%

<b>Proportion of employees receiving a bonus</b>	96.3%	96.4%
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<b>Proportion of employees receiving Benefits in Kind</b>	100%	100%
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