

Meta Ireland Gender Pay 2025 Report

Introduction

Compensation at Meta is made up of base salary, cash bonus or sales incentive, and equity in the company. 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.

Notes:

- 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.
- 2. “STE” means “temporary employees” which Meta refers to as Short-Term Employees or STEs.
- 3. There were no STE’s employed in Runways Informations Services Limited on the snapshot date.

Results

Meta Platforms Ireland Limited			Runways Information Services Limited		
Median Hourly Pay Gap	18.9%		Median Hourly Pay Gap	12.4%	
Median Bonus Gap	26.2%		Median Bonus Gap	9.3%	
Average Hourly Pay Gap	26.5%		Average Hourly Pay Gap	-10.0%	
Average Bonus Gap	37.4%		Average Bonus Gap	-31.6%	
STE Median Hourly Pay Gap	-44.1%				
STE Mean Hourly Pay Gap	-29.0%				
Quartiles	Men	Women	Quartiles	Men	Women
Upper	62.6%	37.4%	Upper	90.5%	9.5%
Upper Middle	49.9%	50.1%	Upper Middle	90.0%	10.0%
Lower Middle	45.6%	54.4%	Lower Middle	95.0%	5.0%
Lower	37.8%	62.2%	Lower	76.2%	23.8%
Number of employees Receiving a bonus	92.0%	95.0%	Number of employees Receiving a bonus	100.0%	100.0%
Number of employees Receiving BIK	96.8%	98.4%	Number of employees Receiving BIK	100.0%	100.0%

Why do we have a gender pay gap?

The majority of Meta's employees in Ireland are employed under the Meta Platforms Ireland Limited entity (~95%) which employs 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 a similar % in the lower quartile are women. This leads to a median pay gap in favour of men (18.9%) driven by unequal representation by level and by job type.

Runways Information Services Limited employs a much smaller number of employees. This means the results are much more influenced by the smaller sample size.

Across both entities, women are better represented in non-tech roles when compared with tech roles in Meta Ireland. As tech jobs like Software 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**.

What are we doing to close the gap?

At Meta, all employees, including both men and women, receive equal pay for equal work and have done so for many years.

We value building cognitively diverse teams reflecting a wide range of backgrounds, experiences and perspectives, so that we can build products that serve everyone for today and the future. We continue to drive consistency in employment practices to ensure fairness and objectivity for all.