

# Meta UK Gender Pay Gap Report: April 2026

## Introduction

Compensation at Meta is made up of base salary, cash bonus or variable incentive compensation, 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.

## Our 2025 UK Gender Pay Results

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

For the year April 2024 to April 2025, we are reporting that:

- We have a mean hourly pay gap of -3.2% in 2025
- We have a median hourly pay gap of 0.8% in 2025
- We have a mean bonus pay gap of 38.0% in 2025
- We have a median bonus pay gap of 89.9% in 2025

## Statutory declaration

I confirm that the information and data in this report are accurate and in line with the requirements of the Gender Pay Gap Reporting Regulations.

Signed by :

*Orna Curry*

Orna Curry  
Director | People Risk and Compliance

# Gender Pay Gap - UK Report 2025

## Pay Gap between Men and Women - all employees

<b>Mean Hourly Pay</b>	-3.2%	<b>Median Hourly Pay</b>	0.8%
<b>Mean Bonus Pay</b>	38.0%	<b>Median Bonus Pay</b>	89.9%

Proportion of Women		
	Women	Men
<b>Upper Quartile</b>	25.7%	74.3%
<b>Upper Middle Quartile</b>	26.5%	73.5%
<b>Lower Middle Quartile</b>	28.8%	71.2%
<b>Lower Quartile</b>	27.4%	72.6%

Proportion of employees receiving a bonus		
	Men	Women
	98.5%	95.2%