2025 Meta Global Reporting Initiative (GRI) Index

The 2025 Responsible Business Practices Report was prepared in reference to the GRI standards for the 2024 fiscal year (January 1 – December 31, 2024) unless otherwise noted.

Disclosure	Description
General Disclosures	
GRI 2: General Disclosures 2021	
2-1 Organizational details	As stated on page 14 of our 2024 Annual Report on Form 10-K↗, Meta Platforms, Inc. ("the Company") is a publicly held company, listed on the New York Stock Exchange (NYSE: META), incorporated in Delaware in 2012. Our corporate headquarters are located in Menlo Park, California. We have offices in more than 90 cities across North America, Europe, the Middle East, Africa, Asia-Pacific, and Latin America. We own 27 data center locations globally and we also lease some data centers at selected locations.
2-2 Entities included in the organization's sustainability reporting	The 2025 Responsible Business Practices Report covers environmental, social, and governance topics for all entities included in the consolidated financial statements. For more details, see: our 2024 Annual Report on Form 10-K↗.
2-3 Reporting period, frequency, and contact point	Reporting period is January 1, 2024 to December 31, 2024, unless otherwise noted. Meta has published Sustainability Reports since 2017, Human Rights reports since 2021, and Responsible Business Practice Reports since 2023. The 2025 Responsible Business Practices Report was published on December 5, 2025, and Meta filed its 2024 Annual Report on Form 10-K on January 30, 2025. For more details, see: the About This Report section↗, Human Rights Report↗, and Sustainability Resources↗.
2-4 Restatements of information	Meta has not made any restatement in the reporting period.
2-5 External assurance	Ernst & Young, LLP reviewed Meta Platforms, Inc.'s (Meta) accompanying schedule of select sustainability indicators (the "Subject Matter") included in Appendix A for the year ended December 31, 2024, in accordance with the criteria also set forth in Appendix A (the "Criteria"). Meta's management is responsible for the Subject Matter in accordance with the Criteria. Our responsibility is to express a conclusion on the Subject Matter based on our review. For more details, see: Independent Accountants' Review Report↗.

Disclosure	Description
General Disclosures	
GRI 2: General Disclosures 2021 (CONT.)	
2-6 Activities, value chain, and other business relationships	Meta is active in the Communication Services Sector, as defined by the Global Industry Classification Standard (GICS®). We build technology that helps people connect and share, find and build communities, and grow businesses. Our products enable people to connect and share with friends and family through mobile devices, personal computers, virtual reality (VR) and mixed reality (MR) headsets, augmented reality (AR), and wearables. We also help people discover and learn about what is going on in the world around them, enable people to share their experiences, ideas, photos, videos, and other content with audiences ranging from their closest family members and friends to the public at large, and stay connected everywhere. Meta is moving our offerings beyond 2D screens toward immersive experiences like augmented, mixed, and virtual reality to help build the next computing platform. Our vision is to bring personal superintelligence to everyone, so that people can direct it towards what they value in their own lives. As we continue to increase our investments and focus more of our resources on AI, we are focused on five major opportunities: 1. Improved advertising 2. More engaging experiences 3. Business messaging 4. Meta AI 5. AI devices These are each long term investments that are downstream from us building general intelligence and leading AI models and infrastructure. Our supply chain includes the design and manufacturing of hardware and technology as well as the procurement of goods and services. These include materials, content services, packaging, and consulting. Meta designed a supplier engagement program to progress towards achieving net zero emissions across its value chain in 2030. Meta works to set expectations with key suppliers for setting emissions reduction targets and supports them in meeting those targets. These expectations are incorporated into the supplier life cycle, including requests for proposals, contracts, and supplier business reviews. Our memberships in the Responsible Business Alliance (RBA), Responsible Minerals Initiative, Responsible Factory Initiative, and Responsible Labor Initiative enable us to efficiently drive solutions beyond our industry and advance positive impact in our own supply chain. For more details, see: the Supply Chain Management section↗, 2024 Annual Report on Form 10-K↗, and Responsible Supply Chain (RSC)↗.
2-7 Employees	Headcount was 74,067 as of December 31, 2024. For more details, see: our 2024 Annual Report on Form 10-K↗.
2-9 Governance structure and composition	See our Investor Relations website↗ for more details about our Board of Directors and its committees, executive leadership, and the Corporate Responsibility & Non-Financial Reporting team. For more details, see: the Corporate Governance section↗ and 2025 Annual Meeting and Proxy Statement↗.
2-10 Nomination and selection of the highest governance body	The purpose of the Compensation, Nominating & Governance Committee of the Board of Directors of Meta Platforms, Inc. is to assist the Board with respect to certain compensation matters, director nomination matters, related guidelines and policies, and other governance matters. For more details, see: Charter of the Compensation, Nominating & Governance Committee↗.
2-11 Chair of the highest governance body	Meta founder and CEO, Mark Zuckerberg, is the Chairman of the Board. Robert M. Kimmitt serves as our Lead Independent Director.
2-12 Role of the highest governance body in overseeing the management of impacts	Our Board is responsible for overseeing strategic and business risk management and believes that a thoughtful approach to risk oversight is critical. As part of these responsibilities, the Board and its committees are informed on key corporate responsibility efforts, including reporting and disclosure. Meta engages with shareholders on key topics like company strategy, corporate governance, board oversight, executive compensation, and responsible business practices. In 2024, Meta engaged with more than 60 shareholders representing over 40% of outstanding shares. Feedback from these discussions is shared with the Board, and the Board collaborates to determine appropriate next steps to address matters of importance. For more details, see: the Corporate Governance section↗ and 2025 Annual Meeting and Proxy Statement↗.

Disclosure	Description
General Disclosures	
GRI 2: General Disclosures 2021 (CONT.)	
2-13 Delegation of responsibility for managing impacts	Executive leadership sets the tone for our approach to responsible business and promotes alignment with our business goals. Kate Kelly, VP, Deputy General Counsel & Corporate Secretary, leads our efforts with executive oversight from Jennifer Newstead, Chief Legal Officer, and Joel Kaplan, Chief Global Affairs Officer. Meta leverages cross-team management to drive responsible business practices, governance, engagement, and reporting. This approach enables teams to actively identify, prioritize, and align initiatives with broader business objectives. Collaborative efforts across Meta play a crucial role in supporting this distributed approach, ensuring that initiatives are comprehensive, integrated, and effectively coordinated throughout the company. For more details, see: the Corporate Governance section ↗ and 2025 Annual Meeting and Proxy Statement ↗.
2-14 Role of the highest governance body in sustainability reporting	The Board and its committees are informed on key sustainability efforts, including reporting.
2-15 Conflicts of interest	The independent directors within the Board annually appoint a Lead Independent Director, who works with the Chairman to establish effective governance, oversight, and policy- and decision-making within the Board. The Lead Independent Director leads the Board in the event that the Chairman may encounter a conflict of interest in a given circumstance. Section 1.12.2 of our Amended and Restated Bylaws ↗ discusses our efforts to prevent conflicts of interest with our nominees for independent director positions. Our founder, Chairman, and CEO, Mark Zuckerberg, is a controlling stockholder. For more details, see: page 50 of our 2024 Annual Report on Form 10-K ↗.
2-16 Communication of critical concerns	Senior management regularly identifies key risks and reports them to the Board of Directors. For more details, see: 2025 Annual Meeting and Proxy Statement ↗.
2-17 Collective knowledge of the highest governance body	The Board believes that ongoing education is important for maintaining a current and effective Board. Accordingly, the Board encourages directors to participate in ongoing education, as well as participation in accredited director education programs. Meta will reimburse directors for expenses incurred in connection with these education programs. Our board believes that having a set of directors with complementary qualifications, expertise, experience, and backgrounds best ensures effective oversight, allows us to represent the interests of our shareholders, and provides practical insights and a range of perspectives. We have continued to refresh our board with the addition of five new independent directors since our last Annual Meeting of Shareholders. The skills and qualifications of our director nominees are more fully described in the sections of our 2025 Annual Meeting and Proxy Statement ↗ entitled "Director Nominees and Executive Officers" and "Corporate Governance." For more details, see: 2025 Annual Meeting and Proxy Statement ↗.
2-18 Evaluation of the performance of the highest governance body	The Board and each of its committees shall conduct an annual self-assessment of each individual director's performance, the Board's performance and the performance of each committee of the Board. The Compensation, Nominating & Governance Committee, in coordination with the Lead Independent Director, will oversee the self-assessment process, and the results of the self-assessment process will be reported to the Board. For more details, see: Corporate Governance Guidelines ↗.
2-19 Remuneration policies	For more details on base pay, bonuses, clawbacks and retirement benefits, see the Executive Compensation section of our 2025 Annual Meeting and Proxy Statement ↗.
2-20 Process to determine remuneration	The Compensation, Nominating & Governance Committee oversees compensation policies and practices, including compensation philosophy, objectives, and design. It does so with the advisory of an independent compensation consultant, Compensia. Our CEO and Head of People provide their views to the Committee on how to implement our compensation philosophy through our executive compensation program. For us to be successful, we design our executive compensation programs to attract and retain a talented team of engineering, product, sales, and business professionals who can help achieve our mission through the successful pursuit of our company priorities. For more details, see: Charter of the Compensation, Nominating & Governance Committee ↗.

Disclosure	Description
General Disclosures	
GRI 2: General Disclosures 2021 (CONT.)	
2-21 Annual total compensation ratio	For the year ended December 31, 2024, the median annual total compensation for all employees (excluding our CEO) was $417,400. The total annual compensation of our CEO, Mark Zuckerberg, was $27,219,874. For more details, see: page 57 of our 2025 Annual Meeting and Proxy Statement ↗.
2-22 Statement on sustainable development strategy	“The possibilities our technology will unlock for people only matter if we have a safe and thriving planet.” – Mark Zuckerberg, Meta CEO For more details, see: Sustainability website ↗.
2-23 Policy commitments	Our policy commitments are described in our Corporate Governance Guidelines ↗ and reflect the Board’s strong commitment to sound corporate governance practices and to encourage effective policy and decision making at both the Board and management level, with a view to enhancing long-term value for Meta shareholders. For more details, see: Code of Conduct ↗ and Corporate Human Rights Policy ↗.
2-24 Embedding policy commitments	Our Board of Directors, its committees, and our management provide oversight around our responsible business efforts. For more details, see: Code of Conduct ↗ and Corporate Human Rights Policy ↗.
2-25 Processes to remediate negative impacts	Our community standards define what is and is not allowed on our technologies. We release quarterly Community Standards Enforcement Reports ↗ to account for related data. See our Corporate Human Rights Policy ↗ for more details about our due diligence efforts to identify and remediate human rights risks and negative impacts, as well as our approach to governance, oversight, accountability, and stakeholder engagement relevant to human rights impacts.
2-26 Mechanisms for seeking advice and raising concerns	Our Code of Conduct ↗ provides guidance on implementation of company policies and practices for responsible business conduct. Our Responding to Workplace Complaints ↗ page describes our reporting and investigation procedures for business conduct.
2-27 Compliance with laws and regulations	In March 2024, the European Commission opened formal proceedings regarding the compliance of our “subscription for no ads” model with requirements under the DMA, and it issued preliminary findings in July 2024 reflecting its preliminary view that our model does not comply with such requirements. In addition, the European Data Protection Board has published an opinion on the operation of such models under GDPR, and European consumer protection organizations have raised concerns regarding our compliance with consumer protection laws. In response to these developments, we began offering users in the European Union, European Economic Area, and Switzerland who elect to continue using our services free-of-charge, supported by ads, an option to see less personalized ads. For more details, see: our 2024 Annual Report on Form 10-K ↗.
2-28 Membership associations	For more details and a list of trade groups, organizations, associations, and coalitions of which Meta is a member, please see our Political Engagement page ↗.
2-29 Approach to stakeholder engagement	Through frequent conversations and strategic partnerships, we incorporate various perspectives and insights into our business decisions. For more details, see: the Stakeholder Engagement sections throughout this report, and 2025 Annual Meeting and Proxy Statement ↗.
Material Topics	
GRI 3: Material Topics 2021	
3-1 Process to determine material topics	We conducted a priority topics assessment in 2021 to determine the most significant risks and opportunities for our business. We refreshed this assessment in 2022 to reflect evolving business priorities.

Disclosure	Description
Economic Performance	
GRI 3: Material Topics 2021	
3-3 Management of material topics	For more details about how Meta manages economic performance, see our 2025 Annual Meeting and Proxy Statement↗.
GRI 201: Economic Performance 2016	
201-1 Direct economic value generated and distributed	We delivered strong business performance, including the following financial and community highlights: • Revenue was $164.50 billion for full year 2024. • Costs and expenses were $95.12 billion for full year 2024. • Income from operations was $69.38 billion for full year 2024, representing a 42% operating margin. • Family daily active people was 3.35 billion on average for December 2024, an increase of 5% year-over-year. For more details, see: our 2024 Annual Report on Form 10-K↗.
201-3 Defined benefit plan obligations and other retirement plans	For the year ended December 31, 2024, Meta recorded approximately $6.35 million in accrued compensation and benefits. For more details, see: our 2024 Annual Report on Form 10-K↗.
Market Presence	
GRI 3: Material Topics 2021	
3-3 Management of material topics	For details on our management of our market presence, see item 7 in our 2024 Annual Report on Form 10-K↗.
GRI 202: Market Presence 2016	
202-2 Proportion of senior management hired from the local community	For details on our senior management, see: 2025 Annual Meeting and Proxy Statement↗.
Indirect Economic Impacts	
GRI 3: Material Topics 2021	
3-3 Management of material topics	For details about our management of our indirect economic impacts, see our 2024 Annual Report on Form 10-K↗.
GRI 203: Indirect Economic Impacts 2016	
203-1 Infrastructure investments and services supported	For details on our investment in infrastructure, see page 96 in our 2024 Annual Report on Form 10-K↗.
203-2 Significant indirect economic impacts	For details on our indirect economic impacts in calendar year 2024, see the Economic Opportunity section↗ and 2024 economic impact study↗.

Disclosure	Description
Anti-Corruption	
GRI 3: Material Topics 2021	
3-3 Management of material topics	We hold ourselves accountable to a high standard and take pride not just in what we build — but how we build it. Throughout the world, we conduct business using ethical business practices only, and we create and maintain accurate business records, always. We do not tolerate any form of corruption, including offering or accepting bribes, kickbacks and other improper payments, directly, or through third parties acting on our behalf. We are committed to compliance with the letter and the spirit of anti-corruption laws including the US Foreign Corrupt Practices Act (FCPA) and the UK Bribery Act (collectively, "Anti-Corruption Laws"), everywhere we do business. For more details, see: Anti-Corruption Policy ↗.
GRI 205: Anti-Corruption 2016	
205-1 Operations assessed for risks related to corruption	Meta utilizes third parties to conduct risk-based due diligence. Risks related to corruption can occur with political contributions, event sponsorships, hiring decisions, and the facilitation of payments. For more details, see: Anti-Corruption Policy ↗.
205-2 Communication and training about anti-corruption policies and procedures	All Meta personnel are required to complete ethical conduct training. Our Code of Conduct provides details and case study examples of the prevention of bribery and corruption along with links to sources of further details and personnel to contact with questions and concerns. For more details, see: Code of Conduct ↗.
Tax	
GRI 3: Material Topics 2021	
3-3 Management of material topics	For details regarding our tax management, see our Approach to Tax Policy ↗.
GRI 207: Tax 2019	
207-1 Approach to tax	Our Approach to Tax Policy is regularly reviewed by our Audit & Privacy Committee of our Board of Directors. Meta cooperates with all tax authorities and conducts dialogue regarding interpretational disagreements where necessary. We believe a stable, uniform international tax system would best enable us to support our advertisement-based business model, and tax laws should evolve with businesses to stimulate growth. For more details, see: Approach to Tax Policy ↗.
207-2 Tax governance, control, and risk management	The Audit & Privacy Committee is accountable for compliance with the tax strategy, and our management establishes and maintains internal control over financial reporting, including tax. For details about how our tax governance and control framework is evaluated and audited, and to view our external auditor's report concerning our financial reporting, see our 2024 Annual Report on Form 10-K ↗.
207-3 Stakeholder engagement and management of concerns related to tax	Meta converses with tax authorities when necessary regarding interpretational disagreements on tax law. We proactively engage with policymakers globally to provide feedback and share best practices regarding tax policies' roles in evolving markets and business models.
Materials	
GRI 3: Material Topics 2021	
3-3 Management of material topics	See the Meta Responsible Minerals Sourcing Policy ↗ for more details on how we manage minerals sourcing. Our methodology for addressing upstream emissions from our sourced construction materials can be found in our 2025 Meta Sustainability Report ↗ and our 2025 Meta Environmental Data Index ↗.

Disclosure	Description
Energy	
GRI 3: Material Topics 2021	
3-3 Management of material topics	We match 100% of our electricity use with clean and renewable energy. Management processes can be found in our 2025 Meta Sustainability Report ↗ and our 2025 Meta Environmental Data Index ↗.
GRI 302: Energy 2016	
302-1 Energy consumption within the organization	Meta consumed 783,690 Gj of direct energy in 2024. For more details, see: 2025 Meta Sustainability Report ↗ and our 2025 Meta Environmental Data Index ↗.
302-2 Energy consumption outside of the organization	Meta consumed 66,332,047 Gj of indirect energy in 2024. For more details, see: 2025 Meta Sustainability Report ↗ and our 2025 Meta Environmental Data Index ↗.
302-3 Energy intensity	Meta consumed 112.00 MWh of electricity per million USD of revenue in 2024. For more details, see: 2025 Meta Sustainability Report ↗ and our 2025 Meta Environmental Data Index ↗.
Water and Effluents	
GRI 3: Material Topics 2021	
3-3 Management of material topics	The water we use in our offices and at our data centers is withdrawn from our local water utilities or local aquifers. We report our water withdrawals based on data from our local water utilities or meter data, where available. Where water activity data is incomplete or unavailable for an operation, existing activity data or publicly available intensity metrics (gallons/square foot) are used as a proxy to estimate water withdrawal and consumption. Management processes can be found in our 2025 Meta Sustainability Report ↗ and our 2025 Meta Environmental Data Index ↗.
GRI 303: Water and Effluents 2018	
303-1 Interactions with water as a shared resource	Meta has a goal to become water positive in 2030, when we will restore more water than we consume in our operations through water restoration projects that address shared water challenges. At the watershed level, we will restore 200% of consumption in high water stress regions, and 100% of consumption in medium water stress regions. We choose plant species, efficient irrigation, and alternative water sources when available, Forestry Stewardship Council (FSC)-certified new wood products and smart scheduling technologies that are expected to together save millions of gallons of water per year. For more details, see: Our Approach to Water Restoration ↗ and our 2025 Meta Sustainability Report ↗.
303-3 Water withdrawal	Meta withdrew 5,637 megaliters of water in 2024. For more details, see: 2025 Meta Sustainability Report ↗ and our 2025 Meta Environmental Data Index ↗.
303-4 Water discharge	Meta discharged 2,514 megaliters of water to third-party water (e.g. municipal sewers) in 2024. For more details, see: 2025 Meta Sustainability Report ↗ and our 2025 Meta Environmental Data Index ↗.
303-5 Water consumption	Meta consumed 3,123 megaliters of water in 2024. For more details, see: 2025 Meta Sustainability Report ↗ and our 2025 Meta Environmental Data Index ↗.

Disclosure	Description
Biodiversity	
GRI 3: Material Topics 2021	
3-3 Management of material topics	We conduct ongoing climate-related risk and opportunity assessments to help us take measures to protect and promote biodiversity across our company's footprint. Management processes can be found in our 2025 Meta Sustainability Report↗.
GRI 304: Biodiversity 2016	
304-3 Habitats protected or restored	Since 2023, our standard data center design dedicates the vast majority of unbuilt outdoor spaces to restore native habitat and largely eliminates turf and exotic ornamental species. By 2024, the focus on preservation and restoration practices was programmatically connected to each step of data center development: diligence, planning, design, construction, and operation. Meta is committed to playing a positive role and investing in the long-term vitality of the communities in which we operate our data centers. For more details, see: 2025 Meta Sustainability Report↗.
Emissions	
GRI 3: Material Topics 2021	
3-3 Management of material topics	Our GHG footprint includes the emissions associated with running our business and data centers, as well as the indirect emissions upstream and downstream of our operations. We use the operational control approach when calculating our GHG footprint, in which we account for 100% of the GHG emissions over which we have operational control. Management processes can be found in our 2025 Meta Sustainability Report↗ and our 2025 Meta Environmental Data Index↗.
GRI 305: Emissions 2016	
305-1 Direct (Scope 1) GHG emissions	Meta produced 47,468 metric tons of Scope 1 emissions in 2024. For more details, see: 2025 Meta Sustainability Report↗ and our 2025 Meta Environmental Data Index↗.
305-2 Energy indirect (Scope 2) GHG emissions	Meta produced 1,358 metric tons of Scope 2 emissions in 2024. For more details, see: 2025 Meta Sustainability Report↗ and our 2025 Meta Environmental Data Index↗.
305-3 Other indirect (Scope 3) GHG emissions	Meta produced 8,151,769 metric tons of Scope 3 emissions in 2024. For more details, see: 2025 Meta Sustainability Report↗ and our 2025 Meta Environmental Data Index↗.
305-4 GHG emissions intensity	Meta GHG emissions intensity was 0.30 metric tons CO_2 per million USD of revenue in 2024. For more details, see: 2025 Meta Sustainability Report↗ and our 2025 Meta Environmental Data Index↗.
Supplier Environmental Assessment	
GRI 3: Material Topics 2021	
3-3 Management of material topics	Management processes relating to supply chain can be found in our 2025 Meta Sustainability Report↗ and our 2025 Meta Environmental Data Index↗.
GRI 308: Supplier Environmental Assessment 2016	
308-1 New suppliers that were screened using environmental criteria	As a member of the RBA, Meta requires our direct manufacturing suppliers to adhere to the RBA Code of Conduct. This Code of Conduct contains a comprehensive list of requirements in key topic areas, including labor, human rights, ethics, and the environment. Within the environmental provisions, the RBA Code of Conduct specifies requirements to identify environmental impacts and minimize adverse effects on the community, environment, and natural resources, while safeguarding the health and safety of the public. This includes climate-related processes and requirements, including requiring suppliers to track energy consumption and all relevant Scope 1 and 2 GHG emissions, as well as to evaluate and identify cost-effective methods to improve efficiency and reduce overall GHG emissions. More information can be found in our 2025 Meta Sustainability Report↗.

Disclosure	Description
Supplier Environmental Assessment	
GRI 308: Supplier Environmental Assessment 2016 (CONT.)	
308-2 Negative environmental impacts in the supply chain and actions taken	We assess suppliers' conformance to the RBA Code of Conduct and other RSC policies and standards via independent third-party audits, supplier questionnaires, and other types of on-site assessments. We work with suppliers to understand root causes, develop corrective action plans, and assess closure for any identified areas of concern. We rely on the RBA's Validated Assessment program (VAP) Standard for onsite compliance verification against the RBA Code of Conduct. For audits completed in 2024, 8.8% of the findings were related to Environmental requirements. For more details, see: 2025 Meta Sustainability Report ↗.
Occupational Health and Safety	
GRI 3: Material Topics 2021	
3-3 Management of material topics	Meta is committed to maintaining a safe and healthy work environment, as well as promoting environmental stewardship. This commitment is outlined in the company's Environmental, Health and Safety Policy (EHS Policy), which applies to all of our affiliates and subsidiaries worldwide, as well as all personnel, including contingent workers (including vendors' workers, contractors, and consultants).
GRI 403: Occupational Health and Safety 2018	
403-1 Occupational health and safety management system	Meta is committed to maintaining a safe and healthy work environment, as well as promoting environmental stewardship. This commitment is outlined in the company's internal EHS Policy, which applies to all of our affiliates and subsidiaries worldwide, as well as all personnel, including contingent workers (including vendors' workers, contractors, and consultants). The EHS Policy establishes principles that integrate effective environmental, health, and safety practices into all aspects of our business. The management system within each business unit has been implemented based on recognized risk management and management system standards and guidelines, including the International Organization for Standardization (ISO) standards 14001 (environmental) and 45001 (occupational safety and health). By adhering to these standards and guidelines, Meta demonstrates its commitment to protecting the environment, ensuring workplace safety, and promoting the well-being of its personnel.
403-2 Hazard identification, risk assessment, and incident investigation	The Meta Environmental, Health and Safety (EHS) team is dedicated to maintaining a robust risk management program that ensures systematic, iterative, and collaborative risk assessments for biological, chemical, physical, and radiological hazards. This comprehensive approach is fundamental to our proactive strategy in hazard identification and mitigation. By conducting thorough site risk assessments, Meta EHS is able to continuously identify potential hazards, thereby enabling the implementation of effective risk reduction strategies. This ongoing process not only helps in preemptively addressing potential safety issues but also enhances the overall safety standards across all Meta facilities. Through these diligent practices, Meta EHS upholds its commitment to safeguarding the health and safety of all employees and minimizing environmental impact, aligning with our core values of responsibility and excellence.
403-3 Occupational health services	Meta has an occupational health program that prioritizes the protection of employees from work-related safety and health hazards, with a focus on preventing injuries and illnesses and promoting worker well-being. In addition to the overall program, each Meta operating unit conducts internal assessments to identify areas for improvement and implements a corrective action plan to effectively address any identified risks.
403-4 Worker participation, consultation, and communication on occupational health and safety	Meta fosters collaboration and communication between management, employees, and third-party providers through the establishment of formal joint health and safety committees. This platform enables employees to voice concerns related to EHS matters, receive updates from our management, and actively contribute to enhancing EHS practices. Furthermore, our operating units hold regular safety meetings with designated safety champions from each specific pillar. These site-level discussions aim to identify areas for improvement and implement corrective actions to ensure the well-being and safety of employees while working on-site.

Disclosure	Description
Occupational Health and Safety	
GRI 403: Occupational Health and Safety 2018 (CONT.)	
403-5 Worker training on occupational health and safety	Meta has a team of trained EHS professionals who oversee the company's standards, programs, training, procedures, and other safeguards. The company is committed to communicating and providing training on relevant EHS policies and programs to Meta personnel and suppliers. EHS training is developed using a systematic instructional design approach that includes needs assessment, learning objectives, instructional strategies, course design, and evaluation criteria for completion and continuous improvement. To ensure accessibility, Meta translates EHS trainings into local languages for its personnel where required. In 2024, Meta personnel completed a total of 147,405 hours of safety training through 368 safety courses or training sessions.
403-6 Promotion of worker health	For details on our health and wellness benefits, visit our Benefits website↗.
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	At Meta, we take the prevention and mitigation of occupational health and safety impacts very seriously. We understand that our business relationships can have a direct impact on the safety and well-being of our employees, contractors, and partners. To address this, we have implemented a comprehensive risk management program at the corporate level and within each business group that is designed to identify and mitigate potential hazards before they become a problem. Our EHS programs include regular assessments of our operations and those of our business partners to ensure compliance with all relevant laws and regulations. We also provide training and resources to our employees and partners to help them understand and manage potential risks. Additionally, we have established clear protocols for reporting and addressing any incidents or concerns related to occupational health and safety. Through our RSC Program and engagement with suppliers on occupational health and safety, Meta aims to prevent or mitigate significant negative occupational health and safety impacts. We believe that by taking a proactive approach to managing these risks, we can create a safer and healthier work environment for everyone involved in our business. This not only benefits our employees and partners but also helps to protect our reputation and bottom line. By prioritizing the well-being of those who work with us, we can build stronger, more sustainable relationships and achieve long-term success.
403-8 Workers covered by an occupational health and safety management system	The occupational health and safety management system applies to all Meta personnel, including the Board of Directors, officers, and employees of Meta, as well as contingent workers (including vendor workers, contractors, and consultants).
403-10 Work-related ill health	Worker-related ill health is considered Protected Health Information (PHI) and is protected by federal privacy and security regulations. Meta manages PHI through its Information Security Program, which aligns with the HITRUST Cyber Security Framework (CSF). The company also engages independent third parties to audit compliance with industry security standards and regulatory requirements, including the HIPAA Privacy and Security Rules. For specific hazards, including psychological hazards, separate medical providers are utilized, and they do not share any identifiable health information, including patient PHI, with Meta. This ensures that sensitive health information remains confidential and secure.
Non-Discrimination	
GRI 3: Material Topics 2021	
3-3 Management of material topics	Our Human Rights assessment identified non-discrimination as a salient human rights risk. For more details, see: Human Rights Report↗ .
GRI 406: Non-Discrimination 2016	
406-1 Incidents of discrimination and corrective actions taken	For details and examples of how we addressed discrimination on our technologies, see our 2025 Annual Meeting and Proxy Statement↗.

Disclosure	Description
Child Labor	
GRI 3: Material Topics 2021	
3-3 Management of material topics	Meta is committed to and respects international standards on human rights. Meta is a member of the United Nations Global Compact (UNGC) and is committed to working towards the ten principles of the UNGC focused on human rights, labor, environment, and anti-corruption. The UNGC's principles include amongst others the elimination of all forms of forced and compulsory labor and the effective abolition of child labor. For our management approach to prevent child labor, see our Anti-Slavery and Human Trafficking Statement ↗.
GRI 408: Child Labor 2016	
408-1 Operations and suppliers at significant risk for incidents of child labor	For details on operations and suppliers at significant risk for incidents of child labor, see the "Risks of Modern Slavery and Human Trafficking" section in the Anti-Slavery and Human Trafficking Statement ↗.
Forced or Compulsory Labor	
GRI 3: Material Topics 2021	
3-3 Management of material topics	Meta is committed to and respects international standards on human rights. Meta is a member of the UNGC and is committed to working towards the ten principles of the UNGC focused on human rights, labor, environment, and anti-corruption. The UNGC's principles include, amongst others, the elimination of all forms of forced and compulsory labor and the effective abolition of child labor. For details on how Meta manages prevention of forced or compulsory labor, see the Anti-Slavery and Human Trafficking Statement ↗.
GRI 409: Forced or Compulsory Labor 2016	
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	For details, see the "Risks of Modern Slavery and Human Trafficking" section in the Anti-Slavery and Human Trafficking Statement ↗.
Supplier Social Assessment	
GRI 3: Material Topics 2021	
3-3 Management of material topics	Our key partnerships include the RBA, the Responsible Labor Initiative, the Responsible Factory Initiative, and the Responsible Minerals Initiative. Collaborating with these external partners enables us to efficiently drive solutions beyond our industry and advance positive impact in our own supply chain. For details on how Meta assesses and manages social impacts of suppliers, see the Supply Chain Management section ↗.
Public Policy	
GRI 3: Material Topics 2021	
3-3 Management of material topics	Public policy decisions can have significant implications for the people that use our services and the future direction of our company. Meta regularly engages with government officials to discuss policy issues important to the company as well as share information about our programs and technologies. For details on how Meta approaches public policy engagement, see the Public Policy Engagement and Advocacy section ↗.
GRI 415: Public Policy 2016	
415-1 Political contributions	Where legally permitted to do so, either by administering our federally registered PAC or through direct corporate contributions, we support the campaigns of candidates for public office in the US who have certain policy stances that are consistent with our public policy views and business interests. For more details, see: Political Engagement webpage ↗.

Disclosure	Description
Customer Privacy	
GRI 3: Material Topics 2021	
3-3 Management of material topics	We collect data to enhance people's experiences on our technologies and serve relevant content. It is our duty to be mindful of why we collect data, ensure we use it responsibly, and encourage people who use our technologies and programs to customize their preferences and maintain control of their privacy settings. We have invested more than $8 billion in a rigorous privacy program designed not only to identify and address privacy risks early, but to embed privacy into our design process from the start. More than 3,000 people across Meta focus primarily on privacy. For more details, see: the Data Privacy section↗ and Privacy Progress website↗.
GRI 418: Customer Privacy 2016	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	In March 2024, the European Commission opened formal proceedings regarding the compliance of our "subscription for no ads" model with requirements under the DMA, and it issued preliminary findings in July 2024 reflecting its preliminary view that our model does not comply with such requirements. In addition, the European Data Protection Board has published an opinion on the operation of such models under GDPR, and European consumer protection organizations have raised concerns regarding our compliance with consumer protection laws. In response to these developments, we began offering users in the European Union, European Economic Area, and Switzerland who elect to continue using our services free-of-charge, supported by ads, an option to see less personalized ads. For more details, see: our 2024 Annual Report on Form 10-K↗.