



## 2022 Year-end Performance@ Letter

### Your Summary

Performance Rating:

**Redefined Expectations**

Level: **IC4, PROMOTION**

#### Salary

Previous	124,000.00 USD
New	172,480.00 USD
+ %	39.1%

#### Bonus Target

Previous	10%
New	15%

#### Total Target Cash

Previous	136,400.00 USD
New	198,352.00 USD
+ %	45.42%

#### Bonus Payout\*

**2022 Bonus Payout 19,810 USD**

#### Equity Refresher\*\*

739 RSUs

\*In order to receive your bonus, you must be employed by Meta at the time of payment, unless local law states otherwise.

\*\*The terms of refresher RSUs are subject to the company's 2012 Equity Incentive Plan, our Board's Compensation, Nominating and Governance Committee approval and your RSU agreement. Meta recommends that you consult with a tax or financial advisor regarding the tax implications of your equity awards.

\*\*The number of RSUs was determined by dividing your refresher value of \$136,028 USD by \$184.07 which was the average closing price of Meta stock for the 7 trading days between February 2nd, 2023 and February 10th, 2023, inclusive.

Dear Daniel,

Based on your accomplishments and the impact that you had in 2022, your performance rating is **Redefined Expectations**. At Meta, performance is one of the main drivers of compensation, which means your rating plays a key role in how compensation is calculated. Your promotion salary increase is calculated based on your salary rates for your new level, and your salary increase is effective as of February 27, 2023.

Your 2022 Bonus Payout is calculated as shown in the formula below and will be in your March 2023 paycheck (less applicable taxes and withholdings). This Bonus Payout is your full 2022 Year-end Bonus less any bonus advance paid in 2022 (if applicable). Eligible earnings reflect time spent in a Company Bonus eligible role and excludes all commission based earnings.

Eligible Earnings	X	Bonus Target	X	Individual Multiplier	X	Company Multiplier	=	Bonus Payout
112,077 USD		10%		250%		85%		23,816 USD
<b>2022 Year-end Bonus</b>								23,816 USD
<b>(One-time Bonus Advance)</b>								- (4,006 USD)
<b>2022 Bonus Payout</b>								19,810 USD

As part of our compensation philosophy, we would like for you to be invested in Meta and the long term value that you are helping to create in the world. Therefore, we are also recommending to our Board's Compensation, Nominating and Governance Committee that you be awarded an equity refresher grant of 739 restricted stock units (RSUs). Subject to your continued employment, you will vest in 1/16th of these RSUs on each quarterly vest date beginning May 15, 2023.

For more information about our compensation programs, please visit the people portal here: <https://fburl.com/compprograms>

Thank you for your contributions to Meta and congratulations on your promotion!

Sincerely,  
Tengfei Mu

cc: Daniel Kimball Employment File