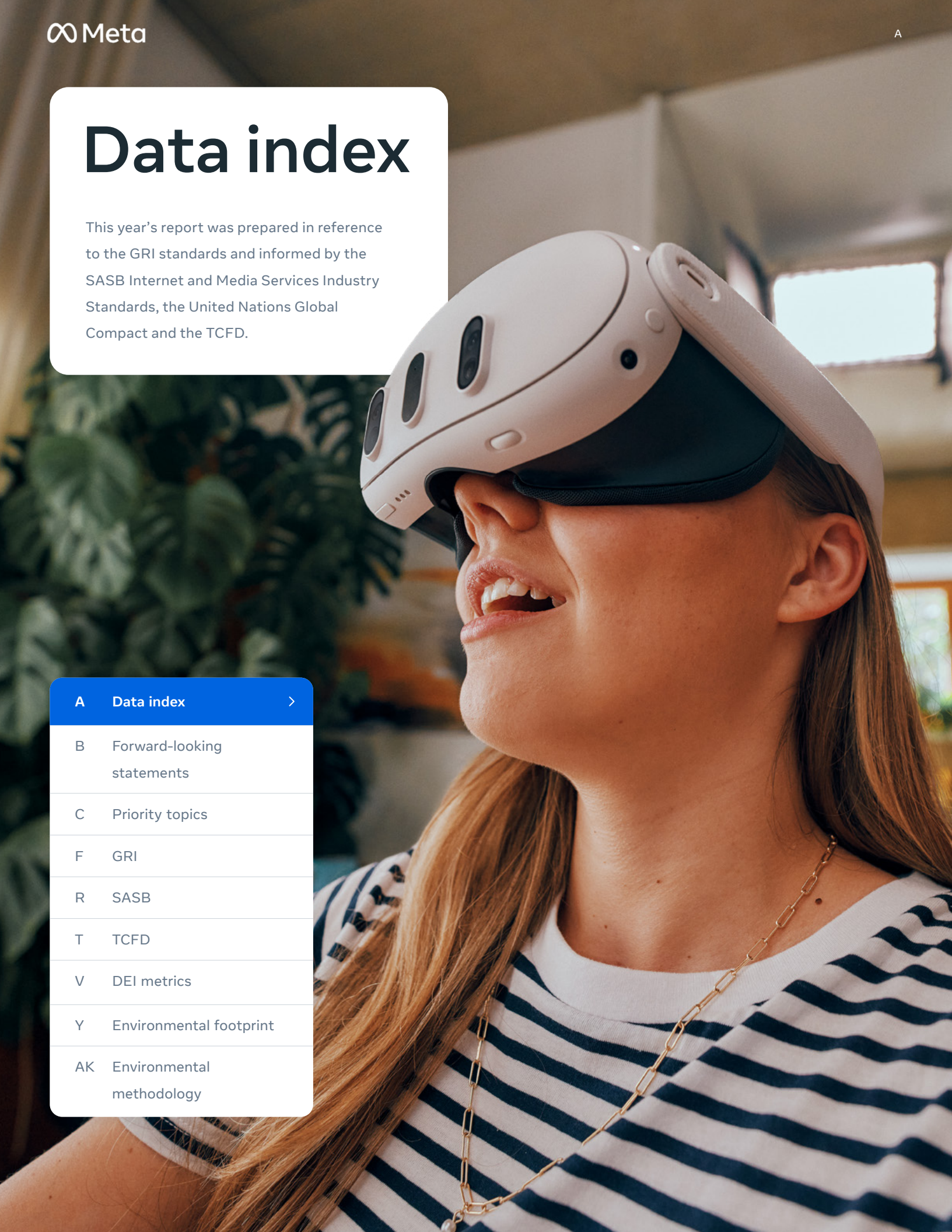
Data index

This year's report was prepared in reference to the GRI standards and informed by the SASB Internet and Media Services Industry Standards, the United Nations Global Compact and the TCFD.



Forward-looking statements

This report covers only the Meta business and does not address the performance or operations of our suppliers, contractors or partners. Statements regarding targets, goals and commitments are aspirational and may also be based on estimates and assumptions under developing standards that may change in the future. As such, no guarantees or promises are made that they will be met or successfully executed, and actual results may differ, possibly materially. In addition, data, statistics and metrics included in this report are non-audited estimates, not necessarily prepared in accordance with generally accepted accounting principles, continue to evolve and may be based on assumptions believed to be reasonable at the time of preparation but may be subject to revision. This report has not been externally assured or verified by an independent third party unless otherwise noted. This report represents our current policy and intent and is not intended to create legal rights or obligations.

In this report, our use of the terms “material,” “materiality” and other similar terms is consistent with that of GRI, SASB, TCFD and other standards referenced in the preparation of this report, or refers to topics that reflect our significant economic, social and environmental impacts or that substantially influence the assessments and decisions of a diverse set of stakeholders. We are not using these terms as they are used under the securities or other laws of the United States or any other jurisdiction or as these terms are used in the context of financial statements and financial reporting. This report is not comprehensive, and for that reason, should be read in conjunction with our most recent Annual Report on Form 10-K, our subsequent reports on Forms 10-Q and 8-K and other filings made with the Securities and Exchange Commission (SEC).

This report contains forward-looking statements. All statements contained in this report other than statements of historical fact, including statements regarding our future results of operations and financial position, our business strategy and plans and our objectives for future operations, as well statements regarding targets, goals and commitments, are forward-looking statements. The words “believe,” “may,” “will,” “estimate,” “continue,” “anticipate,” “intend,” “expect” and similar expressions are intended to identify forward-looking statements. We have based these forward-looking statements largely on our current expectations and projections about future events and trends that we believe may affect our financial condition, results of operations, business strategy, short-term and long-term business operations and objectives and financial needs.

Especially with respect to the matters discussed in this report, many factors and uncertainties relating to our operations and business environment, all of which are difficult to predict and many of which are outside of our control, influence whether any forward-looking statements can or will be achieved. Any one of those factors, including as the result of changes in circumstances, estimates that turn out to be incorrect, standards of measurement that change over time, assumptions not being realized or other risks or uncertainties, could cause our actual results, including the achievement of targets, goals or commitments, to differ materially from those expressed or implied in writing in any forward-looking statements made by Meta or on its behalf.

Priority topics

Our 2024 Responsible Business Practices Report focuses on the key topics identified throughout our stakeholder engagement process. Descriptions and links to additional information on the full list of priority topics Meta works to address can be found in the following tables.

Issue	Meaning	Link to resource
Environmental topics		
Climate change	• Manage short-, medium- and long-term climate risks and opportunities that could significantly impact our organizational goals and society • Measure and report progress against GHG emission reduction goals • Implement Board and management oversight of climate risks and opportunities	2024 Responsible Business Practices Report↗
Data center efficiency	• Build and operate efficient data centers by prioritizing energy efficiency, renewable energy, water efficiency and sustainable materials during design, construction and operation	2024 Responsible Business Practices Report↗
Natural capital	• Incorporate environmentally responsible practices designed to maintain and improve long-term biodiversity, regeneration capacity and productivity • Prioritize projects, partnerships and operations that preserve natural habitats and resources, such as water • Disclose impacts and dependencies in accordance with natural capital frameworks and regulations	2024 Meta Sustainability Report↗
Operational waste	• Minimize waste generated in our facilities and offices, and responsibly manage the treatment and disposal of waste • Incorporate circularity principles into operations through design and material selection and the expansion of beneficial reuse • Design products and packaging with renewable materials and end of life in mind	2024 Meta Sustainability Report↗
Social topics		
Accessibility	• Design technologies and features that help people with disabilities get the most out of our tools, technologies and programs	Facebook help center↗
Access to technology	• Partner to close the gap in access to reliable internet • Provide affordable technology options to underserved markets and demographics • Devote resources to digital literacy, education and skills development	Technology and innovation news↗
Community investment and engagement	• Leverage scale, people and technology to partner with communities on initiatives that address societal needs and create lasting positive impacts	Community stories at Meta↗
Data privacy and security	• Treat data responsibly and adhere to industry standards for privacy and data protection • Invest in data protection training • Build the tools to help people who use our technologies and programs to secure their personal information and make the right privacy choices	Privacy center↗

Issue	Meaning	Link to resource
Social topics (CONT.)		
Digital well-being and safety	• Design tools, technologies and programs with well-being and safety objectives from the start • Mitigate negative impacts on well-being and safety through content governance, in particular to ensure the well-being of children, teens and young adults • Amplify content and resources that support well-being and safety • Protect the physical safety of people using our technologies through design and by working with relevant authorities	2024 Responsible Business Practices Report↗
Diversity, equity and inclusion	• Build a workforce where employees from every background and with a wide range of experiences and perspectives, are seen, valued and heard • Support programs that provide equitable access to digital skills, and promote economic equity across all communities, including underserved communities • Report on DEI metrics • Grow the business in a way that promotes social and economic benefits throughout the value chain • Offer tools, programs and technologies in a nondiscriminatory manner	Diversity at Meta↗
Economic opportunity	• Enable communities and businesses to grow and realize their full potential by providing targeted product and service offerings, training and resources	2024 Responsible Business Practices Report↗
Employee engagement	• Regularly solicit employee feedback and transparently report on outcomes of engagement • Support an inclusive and welcoming work environment by enabling employees with opportunities to contribute to and shape our responsible business strategies • Provide employees opportunities to participate in social impact programs and events	2024 Responsible Business Practices Report↗
Human capital	• Invest in employee skill development and create paths to upward mobility • Offer meaningful retention programs and the ability to work flexibly • Strive for pay equity across groups, access to healthcare and mental well-being services and responsiveness during crises	Meta employee benefits↗
Human rights	• Assess supply chain for violations to human rights standards and provide mechanisms to redress violations • Implement clear policies on labor rights, including child labor, forced labor and the right to collective bargaining • Maintain a safe and healthy work environment for employees • Protect freedom of expression and privacy for people using our technologies • Protect the safety and dignity of people using our technologies • Uphold a commitment to nondiscrimination	2024 Responsible Business Practices Report↗ Corporate Human Rights Policy↗ Promoting safety and expression↗ Human Rights Report↗
Social justice	• Track impacts on community projects and promote social and environmental justice more broadly through our technologies • Invest in and implement technologies that address inequities • Implement accountability measures to mitigate barriers to social and environmental justice and freedom of expression	2024 Responsible Business Practices Report↗

Issue	Meaning	Link to resource
Governance topics		
Competitive behavior	• Monitor and comply with antitrust laws	Code of Conduct↗
Content governance	• Develop controls to govern the inclusion, visibility and distribution of content on Meta technologies, and to prevent dehumanizing content and online abuse • Enforce content policies • Track and report the outcomes of content governance efforts • Prevent and address misinformation • Reduce the potential for online harm through mechanisms such as content moderation, algorithmic design and removal	2024 Responsible Business Practices Report↗ Community Standards Enforcement Report↗
Corporate governance	• Ensure Board and management oversight of material risks and opportunities, including those related to responsible business • Establish and enforce transparent policies	Investor relations website↗
Fair and responsible tax practices	• Practice corporate tax responsibility	Approach to tax policy↗
Public policy engagement and advocacy	• Engage with governments and other stakeholders to promote a transparent business environment that enables sustainable growth • Participate in public policy dialogues on issues that support our business and responsible business strategies, and where we can contribute expertise to solve policy issues	2024 Responsible Business Practices Report↗
Responsible design of technologies and programs	• Design core Meta technologies, programs and algorithms in a responsible manner • Consider the societal and human rights impacts of social media use and product design • Ensure appropriate and ethical advertising content • Incorporate policies that prohibit advertisers from targeting protected classes of people who use our technologies and programs • Develop responsible AI • Share knowledge and resources with the tech community to scale best practices	2024 Responsible Business Practices Report↗ Advertising policies↗
Risk management	• Identify, assess and control threats to the organization • Embed risk management throughout the governance structure • Manage connectivity interruptions and protect communication during crises	Leadership and governance↗
Stakeholder engagement	• Monitor, solicit and respond to feedback from corporate stakeholders, including critics • Collaborate with others across the public, private and civil society sectors on shared priorities	2024 Responsible Business Practices Report↗
Supply chain	• Work with suppliers who align with our policies and share our commitment to human rights, cognitive diversity, environmental protection and other sustainable business standards • Enforce and track supplier adherence to Code of Conduct • Minimize environmental and social impacts of sourcing materials for our products and operations • Support small and diverse businesses in our value chain	2024 Responsible Business Practices Report↗ Responsible Minerals Sourcing Policy↗
Transparency	• Issue timely disclosures on business activities and government data requests • Align with relevant standards and reporting data that is comparable, accurate and timely	2024 Responsible Business Practices Report↗
Trust and integrity	• Conduct business with integrity • Maintain compliance with legal and environmental policies • Promote ethical behavior from the top down • Offer training on ethical business, nondiscrimination and privacy and data protection • Enhance transparency, risk management and communication	Investor relations website↗

GRI

The 2024 Responsible Business Practices Report was prepared in reference to the GRI standards for the 2023 fiscal year (January 1–December 31, 2023) unless otherwise noted.

Disclosure	Description
General disclosures	
GRI 2: General Disclosures 2021	
2-1 Organizational details	As stated on page 13 of our 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 headquarters are located in Menlo Park, CA. Meta has 16 data center locations within our operational control globally, located in Singapore, Denmark, Ireland, Sweden and the United States. We ended 2023 with offices in more than 90 cities across North America, Europe, the Middle East, Africa, Asia Pacific and Latin America. For more details, see: 2024 Responsible Business Practices Report↗.
2-2 Entities included in the organization's sustainability reporting	The 2024 Responsible Business Practices Report covers environmental, social and governance (ESG) topics for all entities included in the consolidated financial statements, including two segments: Family of Apps and Reality Labs. For more details, see: Form 10-K↗.
2-3 Reporting period, frequency and contact point	Reporting period is January 1, 2023-December 31, 2023, unless otherwise noted. Meta has published sustainability reports since 2017, and we published Responsible Business Practice Reports in 2024 and 2023. The 2024 Responsible Business Practices Report was published on September 20, 2024, and Meta filed its SEC Form 10-K on February 2, 2024. For more details, see: 2024 Responsible Business Practices Report↗, Sustainability resources↗.
2-4 Restatements of information	Meta has not made any restatement in the reporting period.
2-5 External assurance	Independent Accountants' Review Report↗
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®). Through our technologies and programs, Meta aims to bring the metaverse to life. Meta builds technology that helps people connect with each other, share information, find communities and grow businesses through mobile devices, personal computers, virtual reality (VR) and mixed reality (MR) headsets, and wearables. Meta is moving our offerings beyond 2D screens toward immersive experiences like augmented and virtual reality to help build the metaverse, which we believe is the next evolution in social technology. Our vision for the metaverse does not center on any single product, but rather an entire ecosystem of experiences, devices and new technologies. 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 achieve net zero emissions across its value chain in 2030. Meta works to set expectations with key suppliers for committing to emissions reduction targets and support them in meeting those targets. These expectations are incorporated into the supplier life cycle, including requests for proposals, contracts and supplier business reviews. Through our memberships in the Responsible Business Alliance (RBA), Responsible Minerals Initiative and Responsible Labor Initiative, we strategize with other companies to create and maintain responsible value chains worldwide. For more details, see: 2024 Responsible Business Practices Report↗, Form 10-K↗, Responsible supply chain (RSC)↗.

Disclosure	Description
General disclosures	
GRI 2: General Disclosures 2021 (CONT.)	
2-7 Employees	Headcount was 67,317 as of December 31, 2023. From 2017-2021, Meta reported its diversity numbers from July 1 to June 30 of the following year. In 2022, we began reporting DEI data from the calendar year to align our DEI metrics reporting with the rest of the 2023 Responsible Business Practices Report. For more details, see: DEI metrics, 2024 Responsible Business Practices Report↗.
2-9 Governance structure and composition	See the 2024 Responsible Business Practices Report↗ for more details about our Board of Directors and its committees, executive leadership and ESG team. Sections C1.1a, C1.1b and C1.1d in our 2023 CDP Response↗ describe ESG oversight and climate-related competencies within our governance structure, and the Stakeholder engagement section discusses how our Board of Directors consider shareholder input. For more details, see: 2024 Annual meeting and proxy statement↗.
2-10 Nomination and selection of the highest governance body	Our Compensation, Nominating and Governance Committee is responsible for identifying and evaluating candidates for membership on our Board, based on the criteria set forth in our corporate governance guidelines, and has sole authority to recommend nominees to our Board. The Compensation, Nominating and Governance Committee considers recommendations from directors, shareholders, management and others as it deems appropriate and uses the same criteria for evaluating candidates regardless of the source of the recommendation. Our Board is responsible for nominating persons for election to our Board upon the recommendation of our Compensation, Nominating and Governance Committee, and may not nominate any person for election without the prior favorable recommendation of our Compensation, Nominating and Governance Committee. For more details, see: 2024 Annual meeting and proxy statement↗.
2-11 Chair of the highest governance body	Meta founder and CEO, Mark Zuckerberg, is the Chairman of the Board.
2-12 Role of the highest governance body in overseeing the management of impacts	The Audit & Risk Oversight Committee within the Board oversees our responsible business program and strategy and periodically meets with management to review our ESG program. For more details, see: 2024 Responsible Business Practices Report↗. Meta engages with shareholders on key topics like company strategy, corporate governance, board oversight, executive compensation and responsible business practices. In 2023, Meta engaged with more than 50 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: 2024 Responsible Business Practices Report↗, page 44 of our 2024 Annual meeting and proxy statement↗.
2-13 Delegation of responsibility for managing impacts	Our Audit & Risk Oversight Committee oversees our ESG program and strategy and major risk exposures, including those concerning human and civil rights. The ESG team, under the direction of Kate Kelly, VP, Deputy General Counsel and Corporate Secretary, leads our responsible business strategy efforts with executive oversight from Nick Clegg, President, Global Affairs, and Jennifer Newstead, Chief Legal Officer. The ESG team facilitates strategy, governance, engagement and reporting on responsible business practices. For more details, see: 2024 Responsible Business Practices Report↗, 2024 Annual meeting and proxy statement↗.

Disclosure	Description
General disclosures	
GRI 2: General Disclosures 2021 (CONT.)	
2-14 Role of the highest governance body in sustainability reporting	The Board and its committees provide oversight around our responsible business efforts, including reporting. The Board reviews the Responsible Business Practices report each year before publication. The Audit & Risk Oversight Committee has primary oversight of our responsible business program and strategy. This Committee will review with management, at least annually, our major ESG risk exposures and the steps management has taken to monitor or mitigate such exposures, in coordination with the other committees of the Board as appropriate. The Committee periodically reviews the status of the Company's ESG program and strategy with the Company's management.
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 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: Page 31 of our 2024 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 diverse 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 varied perspectives. By "diversity," we mean the composition of teams with people of different characteristics and backgrounds. It can refer to many different axes of difference (e.g., cognitive, experiential, social, belief, identity, skills, ability, etc.). For more details, see: Page 14 and page 26 of our 2024 Annual meeting and proxy statement↗.
2-18 Evaluation of the performance of the highest governance body	Each member of our Board and Board committees completes an annual self-evaluation, and all independent directors annually evaluate our CEO's performance. The Compensation, Nominating and Governance Committee has the power to appoint and remove members from the privacy committee as necessary. For more details, see: 2024 Annual meeting and proxy statement↗.
2-19 Remuneration policies	For more details on base pay, bonuses, clawbacks and retirement benefits, see the Executive Compensation section of our 2024 Annual meeting and proxy statement↗.
2-20 Process to determine remuneration	The Compensation, Nominating and 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.
2-21 Annual total compensation ratio	For the year ended December 31, 2023, the median annual total compensation for all employees (excluding our CEO) was $379,050. The total annual compensation of our CEO, Mark Zuckerberg, was $24,399,968. For more details, see: Page 72 of our 2024 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↗.

Disclosure	Description
General disclosures	
GRI 2: General Disclosures 2021 (CONT.)	
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: Our Code of Conduct↗ and our 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: Our Code of Conduct↗ and our Corporate Human Rights Policy↗.
2-25 Processes to remediate negative impacts	Our community standards define what is and isn't allowed on our technologies. We release quarterly Community Standards Enforcement Reports to account for related data. Our Family of Apps utilize a penalty system to remove violating content. Recent updates to the penalty system prioritize helping people understand why our systems removed their content, preventing re-offenses. Section 02 of our Corporate Human Rights Policy↗ describes our due diligence efforts to identify human rights risks and negative impacts, and Section 03 of our Corporate Human Rights Policy describes how we remedy them. See Section 05 of our Corporate Human Rights Policy for more details about 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 April 2023, the Irish Data Protection Committee (IDPC) found Meta Platforms Ireland Limited (Meta IE) to be in non-compliance with the General Data Protection Regulation (GDPR). IDPC imposed a 1.2 billion euro fine for Meta IE's transfers of personal data to the US, since July 16, 2020, on grounds of standard contractual clauses. EDPB ordered Meta to achieve compliance in its data transfers by suspending them and stopping unlawful processing of related data in the US. Meta appealed the decision, and the Irish High Court issued an interim stay. For more details, see: 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 diverse voices and insights into our business decisions. We also conduct regular assessments of our priority responsible business topics, which include interviews and workshops with internal and external stakeholders. For more details, see: 2024 Responsible Business Practices Report↗, page 44 of our 2024 Annual meeting and proxy statement↗.
Material topics	
GRI 3: Material Topics 2021	
3-1 Process to determine material topics	See the Priority topics section for details about the process involved in our priority topics assessment, which involved internal and external stakeholders, and for more details on each priority topic. In 2023, we initiated a double materiality assessment aligned with the EU Corporate Sustainability Reporting Directive (CSRD). More details on each priority topic can be found in the data index.
3-2 List of material topics	There were no updates to our priority topics in 2023.

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 2024 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 $134.90 billion for full year 2023. • Costs and expenses were $88.15 billion for full year 2023. • Income from operations was $46.75 billion for full year 2023, representing a 35% operating margin. • Family daily active people was 3.19 billion on average for December 2023. We continued to invest based on our company priorities, with 80% of our 2023 total costs and expenses recognized in our Family of Apps segment and 20% in our Reality Labs segment. For more details, see: Item 8 of our Form 10-K↗.
201-2 Financial implications and other risks and opportunities due to climate change	Our business is dependent on our ability to maintain and scale our technical infrastructure, and any significant disruption in our technologies and programs could damage our reputation, result in a potential loss of engagement and people who use our technologies and programs, and adversely affect our financial results. Global climate change could result in certain types of natural disasters occurring more frequently or with more intense effects. Any such events may result in people who use our technologies and programs being subject to service disruptions or outages and we may not be able to recover our technical infrastructure and user data in a timely manner to restart or provide our services, which may adversely affect our financial results. We also have been, and may in the future be, subject to increased energy and/or other costs to maintain the availability or performance of our products and services in connection with any such events. For more details, see: Form 10-K↗.
201-3 Defined benefit plan obligations and other retirement plans	For the year ended December 31, 2023, Meta recorded approximately $6.7 million in accrued compensation and benefits. For more details, see: Page 13 of our 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 Form 10-K↗.
GRI 202: Market Presence 2016	
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	In July 2023, Meta announced our achievement of global pay equity across genders and pay equity by race in the United States for people in similar jobs, considering location, role and level. For more details, see: Page 13 of our Form 10-K↗.
202-2 Proportion of senior management hired from the local community	For details on our senior management, see page 31 in the 2024 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 Form 10-K↗.

Disclosure	Description
Indirect economic impacts	
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 Form 10-K↗.
203-2 Significant indirect economic impacts	For details on our indirect economic impacts in calendar year 2023, see the 2024 Responsible Business Practices Report↗.
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.
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 & Risk Oversight Committee within the 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↗, 2024 Responsible Business Practices Report↗.
207-2 Tax governance, control and risk management	The Audit & Risk Oversight 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, see Item 9 of our Form 10-K↗. Our external auditor's audit report concerning our financial reporting can be found in Part II, Item 8 of our 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.

Disclosure	Description
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. The Environmental methodology section discusses our methodology for addressing upstream emissions from our sourced construction materials.
Energy	
GRI 3: Material Topics 2021	
3-3 Management of material topics	We are committed to accelerating the renewable energy transition and match 100% of the electricity used within our operations with renewable energy. Management processes can be found in our 2024 Meta Sustainability Report↗.
GRI 302: Energy 2016	
302-1 Energy consumption within the organization	Meta consumed 787,114 Gj of direct energy in 2023. For more details, see: Environmental data.
302-2 Energy consumption outside of the organization	Meta consumed 55,956,522 Gj of indirect energy in 2023. For more details, see: Environmental data.
302-3 Energy intensity	Meta consumed 131.42 MWh of electricity per million USD of revenue in 2023. For more details, see: Environmental data.
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. Management processes can be found in our 2024 Meta Sustainability Report↗.
GRI 303: Water and Effluents 2018	
303-1 Interactions with water as a shared resource	Meta is committed to becoming 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 in the watersheds where we operate. 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, alternative water sources when available, Forestry Stewardship Council (FSC)-certified new wood products and smart scheduling technologies that together save millions of gallons of water per year. For more details, see: Becoming water positive↗.
303-3 Water withdrawal	Meta withdrew 5,274 megaliters of water in 2023. For more details, see: Environmental data.
303-4 Water discharge	Meta discharged 2,196 megaliters of water to third-party water (e.g. municipal sewers) in 2023. For more details, see: Environmental data.
303-5 Water consumption	Meta consumed 3,078 megaliters of water in 2023. For more details, see: Environmental data.

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 biodiversity across our company's footprint. Management processes can be found in our 2024 Meta Sustainability Report↗.
GRI 304: Biodiversity 2016	
304-3 Habitats protected or restored	We promote biodiverse habitats in all phases of data center development through minimizing our footprint, consolidating construction to preserve sensitive or ecologically unique habitats and intentionally restoring and enhancing native habitats in landscape design. More than half of the total area of our US data center campuses is dedicated to native and biodiverse habitat. This includes preserved areas and areas with planned or already initiated restoration of native species.
Emissions	
GRI 3: Material Topics 2021	
3-3 Management of material topics	Meta's 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. Meta uses 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 the Environmental methodology section.
GRI 305: Emissions 2016	
305-1 Direct (Scope 1) GHG emissions	Meta produced 48,952 metric tons of Scope 1 emissions in 2023. For more details, see: 2024 Responsible Business Practices Report↗.
305-2 Energy indirect (Scope 2) GHG emissions	Meta produced 1,658 metric tons of Scope 2 emissions in 2023. For more details, see: 2024 Responsible Business Practices Report↗.
305-3 Other indirect (Scope 3) GHG emissions	Meta produced 7,445,621 metric tons of Scope 3 emissions in 2023. For more details, see: 2024 Responsible Business Practices Report↗.
305-4 GHG emissions intensity	Meta GHG emissions intensity was 0.43 metric tons CO_2 per million USD of revenue in 2023. For more details, see: Environmental data.
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 2024 Meta Sustainability Report↗.
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 requirements, the Code of Conduct specifies 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. 13% of suppliers by procurement spend comply with this climate-related requirement. For more details, see: Page 126 of our 2023 CDP Response↗.

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. For more details, see: 2024 Meta Sustainability Report↗.
Occupational health and safety	
GRI 3: Material Topics 2021	
3-3 Management of material topics	For details regarding our management of health and safety, see the 2024 Responsible Business Practices Report↗.
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 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). 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 environmental, health and safety (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 2023, Meta personnel completed a total of 143,642.5 hours of safety training through 406 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 Environmental, Health and Safety programs 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.
Diversity and equal opportunity	
GRI 3: Material Topics 2021	
3-3 Management of material topics	For more details on management of DEI, see the 2024 Responsible Business Practices Report↗.

Disclosure	Description
Diversity and equal opportunity	
GRI 405: Diversity and Equal Opportunity 2016	
GRI 405-1 Diversity of governance bodies and employees	For details, see: DEI data index.
GRI 405-2 Ratio of basic salary and remuneration of women to men	In July 2023, Meta announced it achieved pay equity in the United States across genders, taking into account factors like role, location and level.
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: 2024 Responsible Business Practices 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 2024 Annual meeting and proxy statement↗.
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↗.

Disclosure	Description
Supplier social assessment	
GRI 3: Material Topics 2021	
3-3 Management of material topics	We belong to the RBA, the Responsible Minerals Initiative and the Responsible Labor Initiative, multi-stakeholder groups within which we collaborate to enable and sustain responsible value chains. For details on how Meta assesses and manages social impacts of suppliers, see the 2024 Responsible Business Practices Report↗.
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 2024 Responsible Business Practices Report↗.
Public policy	
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 United States who have certain policy stances that are consistent with our public policy views and business interests. For more details, see: Political Engagement webpage↗.
Customer privacy	
GRI 3: Material Topics 2021	
3-3 Management of material topics	We've grown our product, engineering and operations teams focused primarily on privacy across the company from a few hundred people at the end of 2019 to more than 3,000 people at the end of 2023. For more details, see the 2024 Responsible Business Practices Report↗ and our Privacy Progress website↗.
GRI 418: Customer Privacy 2016	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	In April 2023, the Irish Data Protection Committee (IDPC) found Meta Platforms Ireland Limited (Meta IE) to be in non-compliance with the General Data Protection Regulation (GDPR). IDPC imposed a 1.2 billion euro fine for Meta IE's transfers of personal data to the US, since July 16, 2020, on grounds of standard contractual clauses. EDPB ordered Meta to achieve compliance in its data transfers by suspending them and stopping unlawful processing of related data in the US. Meta appealed the decision, and the Irish High Court issued an interim stay. For more details, see: Page 10 of our Form 10-K↗.

SASB

Meta's 2024 SASB disclosures respond to the metrics listed for the Internet and Media Services industry within the Technology and Communications Sector.

Disclosure number	Description	Unit of measurement	Location/response/comments
Environmental footprint of hardware infrastructure			
TC-IM-130a.1	(1) Total energy consumed	Gigajoules (GJ)	Environmental data
	(2) Percentage grid electricity	Percentage (%)	Environmental data
	(3) Percentage renewable	Percentage (%)	Environmental data
TC-IM-130a.2	(1) Total water withdrawn	Thousand cubic meters (m^3), Percentage (%)	Environmental data
	(2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters (m^3), Percentage (%)	Environmental data
TC-IM-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	Discussion and analysis	Environmental data
Data privacy, advertising standards and freedom of expression			
TC-IM-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	Discussion and analysis	Transparency center↗
TC-IM-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Reporting currency	When relevant, see Part I, Item 3 and Part II, Item 8 in Note 10 in our annual report on Form 10-K↗. Our annual reports on Form 10-K and quarterly reports on Form 10-Q are available on our investor relations website↗.
TC-IM-220a.4	(1) Number of law enforcement requests for user information	Number	Transparency center↗
	(2) Number of users whose information was requested	Number	Transparency center↗
	(3) Percentage resulting in disclosure	Percentage (%)	Transparency center↗
TC-IM-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering or censoring	Discussion and analysis	Transparency center↗
TC-IM-220a.6	Number of government requests to remove content, percentage compliance with requests	Number, Percentage (%)	Transparency center↗

Disclosure number	Description	Unit of measurement	Location/response/comments
Data security			
TC-IM-230a.2	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Discussion and analysis	Privacy center↗
Employee recruitment, inclusion and performance			
TC-IM-330a.2	Employee engagement as a percentage	Percentage (%)	2024 Responsible Business Practices Report↗
Intellectual property protection and competitive behavior			
TC-IM-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Reporting currency	When relevant, see Part I, Item 3 and Part II, Item 8 in Note 10 in our annual report on Form 10-K↗.

TCFD

The TCFD has developed a voluntary, consistent, climate-related financial risk disclosure framework for companies to provide information to investors, lenders, insurers and other stakeholders. Our responses below are drawn from our 2023 CDP Climate Change response.

TCFD recommendations	Description	Location/response/comments
Governance		
Describe the Board's oversight of climate-related risks and opportunities.	The Audit & Risk Oversight Committee of Meta's Board of Directors receives regular updates on key sustainability priorities, including climate change and supply chain initiatives, as well as the overall Net Zero and Sustainability program strategy.	2024 Meta Sustainability Report↗
Describe management's role in assessing and managing climate-related risks and opportunities.	At least annually, management reviews the company's sustainability programs, policies and risks with the committee, including steps taken to monitor and mitigate exposures. The committee receives briefings from senior leaders, including the VP of Infrastructure Data Centers, the Global Head of Net Zero and Sustainability and the Director of Sustainability, ensuring the Board is well-informed on our sustainability efforts and progress.	2024 Meta Sustainability Report↗
Strategy		
Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	We identify and assess our climate-related risks and opportunities through a comprehensive 4-step framework outlined in our Climate Action Plan that integrates sustainability and resilience into our operations and supply chain management. We annually screen and assess the TCFD recommended climate-related physical and transition risks and opportunities described using multiple scenarios and time horizons. For additional information on identified and assessed climate-related risks and opportunities, please refer to Tables 1-3 in our 2024 Climate Action Plan.	2024 Meta Sustainability Report↗
Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	We evaluate each risk's impact to our business across short (current or 0-3 years), medium (~2030 or 3-10 years) and long term (~2050 or 10-30 years) horizons; costs are estimated whenever possible and evaluated in conjunction with qualitative impacts such as physical damages, business interruption, reputational risks, regulatory changes and changes to market forces.	2024 Meta Sustainability Report↗
Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	We use scenario analysis to understand our exposure to actual (current) and potential (future) climate risks in the future including both physical chronic and acute changes as well as risks associated with the global transition to a lower carbon economy. To test the agility and resilience of our strategy in the face of climate risk, we use climate-related physical and transition risk scenarios including three Representative Concentration Pathways (RCP2.6, RCP4.5 (low and high), RCP8.5), and six Network for Greening the Financial System (NGFS) scenarios (Below 2°C, Net Zero by 2050, Delayed Transition, Divergent Net Zero, Nationally Determined Contributions, Current Policies). We use these scenarios to strategically evaluate potential climate impacts for multiple future time horizons (the 2030 and 2050 decades) across our business and global operations.	2024 Meta Sustainability Report↗

TCFD recommendations	Description	Location/response/comments
Risk management		
Describe the organization's processes for identifying and assessing climate-related risks.	Climate-related physical and transition risks and opportunities are identified and assessed by our Net Zero and Sustainability team's subject matter experts, key internal partners, as well as outside consultants. We do this by conducting regular climate risk and opportunity assessments using the the Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report (AR5) methodology for risk. This approach is consistent with ISO 14091:2021 — Adaptation to climate change — Guidelines for vulnerability, impacts and risk assessment and is informed by the European Sustainability Reporting Standards (ESRS) double materiality assessment methodology. Taking this risk assessment methodology approach, we conduct screening assessments on an annual basis and more in-depth assessments every two years. The scope of these climate-related risk assesments are global and includes the evaluation of organization-wide impacts (such as reputational and market risks), as well as specific asset-level impacts, such as the effect of policy on operational costs or physical risks due to climate-related hazards.	2024 Meta Sustainability Report↗
Describe the organization's processes for managing climate-related risks.	To manage climate-related risks and opportunities, we implement a range of strategies tailored to different types of risks. For physical risks, this includes enhancing the resilience of our infrastructure through adaptive design and construction practices. For transition risks, we focus on reducing our carbon footprint by increasing energy and water efficiency, bringing new renewable energy to the grid and supporting carbon removal projects. Additionally, we collaborate with suppliers to improve their sustainability and climate risk management practices, ensuring that they meet our standards.	2024 Meta Sustainability Report↗
Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	Climate-related risks are embedded into the company's overall operations through integration of climate risk mitigation into business units' strategic planning. Our Net Zero and Sustainability team partners with organizations across the company, reporting up to our Head of Global Net Zero and Sustainability and senior leadership. We are in the process of integrating climate risks into our broader integrated risk management processes to ensure climate change is considered in the context of other risks and stressors.	2024 Meta Sustainability Report↗
Metrics and targets		
Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Our annual environmental metrics, including greenhouse gas emissions, can be found in our annual Environmental data index.	Environmental data
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Our annual environmental metrics, including greenhouse gas emissions, can be found in our annual Environmental data index.	Environmental data

DEI metrics

Since 2014, we've publicly reported our diversity metrics and shared our plans to better support underrepresented people in our workforce and through our products.

Global gender — Percentage by employee type

		July 2018-June 2019	July 2019-June 2020	July 2020-June 2021	Calendar year 2022	Calendar year 2023
Overall	Female	36.9%	37.0%	36.7%	36.4%	35.8%
	Male	63.1%	63.0%	63.3%	63.6%	64.2%
Tech	Female	23.0%	24.1%	24.8%	26.2%	26.1%
	Male	77.0%	75.9%	75.2%	73.8%	73.9%
Non-tech	Female	57.2%	58.5%	59.6%	60.6%	60.3%
	Male	42.8%	41.5%	40.4%	39.4%	39.7%
Leadership	Female	32.6%	34.2%	35.5%	37.2%	36.0%
	Male	67.4%	65.8%	64.5%	62.8%	64.0%

Data points from 2018 to 2022 have been rounded to the nearest tenth of a percentage point. Data was pulled December 31, 2022. Totals may not add up to 100.0% due to rounding.

For the years 2017-2021, we reported our diversity numbers from July 1 to June 30 of the following year. In 2022, we switched to a calendar year reporting approach for our DEI data, to match the rest of this report. The numbers shared here replicate the numbers originally shared in each year's respective annual report.

US ethnicity — Percentage by employee type

		July 2018-June 2019	July 2019-June 2020	July 2020-June 2021	Calendar year 2022	Calendar year 2023
Overall	Asian	43.0%	44.4%	45.7%	48.4%	48.7%
	Black	3.8%	3.9%	4.4%	4.2%	4.2%
	Hispanic	5.2%	6.3%	6.5%	6.4%	6.4%
	White	44.2%	41.0%	39.1%	37.0%	36.7%
	2 or more	3.1%	4.0%	3.9%	3.7%	3.7%
	Additional groups	0.7%	0.4%	0.4%	0.3%	0.3%
Tech	Asian	52.3%	53.4%	54.4%	56.5%	56.3%
	Black	1.5%	1.7%	2.1%	2.3%	2.3%
	Hispanic	3.5%	4.3%	4.6%	4.8%	4.8%
	White	40.0%	37.2%	35.6%	33.2%	33.4%
	2 or more	2.3%	3.2%	3.1%	3.0%	3.0%
	Additional groups	0.4%	0.2%	0.2%	0.2%	0.2%
Non-tech	Asian	24.7%	24.5%	23.9%	24.3%	24.1%
	Black	8.2%	8.9%	10.1%	9.9%	10.0%
	Hispanic	8.8%	10.7%	11.3%	11.2%	11.3%
	White	52.5%	49.4%	48.0%	48.2%	45.5%
	2 or more	4.6%	5.8%	6.0%	5.8%	5.8%
	Additional groups	1.2%	0.7%	0.7%	0.6%	0.6%
Leadership	Asian	24.9%	25.4%	26.1%	29.7%	30.8%
	Black	3.1%	3.4%	4.7%	4.3%	4.2%
	Hispanic	3.5%	4.3%	5.1%	5.2%	4.8%
	White	65.4%	63.2%	60.9%	57.0%	53.6%
	2 or more	2.9%	3.4%	2.9%	3.5%	3.6%
	Additional groups	0.3%	0.3%	0.2%	0.3%	0.3%

Our Definitions of Technical Roles, Additional Groups and Leadership: Technical Roles are positions that require specialization and knowledge needed to accomplish mathematical, engineering or scientific related duties. The technical workforce is defined by position; not department or reporting manager, an employee's skills or prior experience. Additional Groups includes "American Indian or Alaska Native" and "Native Hawaiian or Other Pacific Islander." Leadership is defined as the Director level and above — including those in people management and individual contributor roles.

EEO-1 Demographic Data: The EEO-1↗ can be found on our Investor Relations website.

Percentage US veterans

Calendar year 2022	Calendar year 2023
2.3%	2.4%

Percentage US LGBTQ+

Calendar year 2022	Calendar year 2023
9.8%	9.7%

Percentage US people with disabilities (PwD)

Calendar year 2022	Calendar year 2023
7.2%	7.5%

Environmental footprint[1,2,3,4,5,6]

1.1 GHG emissions

Total GHG emissions					
Market-based (in metric tons CO_2e)					
	2019	**2020**	**2021**	**2022**	**2023**
Net total	4,330,000	4,984,000	5,740,244	8,453,471	7,443,182
Carbon removal (carbon credits applied)	-	145,000	90,000	80,000	53,050
Total	4,330,000	5,129,000	5,830,244	8,533,471	7,496,232
Scope 1	44,000	29,000	55,173	66,934	48,952
Scope 2	208,000	9,000	2,487	273	1,658
Scope 3	4,078,000	5,091,000	5,772,583	8,466,264	7,445,621
Location-based (in metric tons CO_2e)					
	2019	**2020**	**2021**	**2022**	**2023**
Total	6,295,000	8,559,000	10,163,476	14,007,222	14,067,104

Greenhouse gas intensity					
Market-based Scope 1 and 2 emissions (in metric tons CO_2e/unit of key performance indicators)					
	2019	**2020**	**2021**	**2022**	**2023**
GHG intensity per monthly active person	0.00008	0.00001	0.00002	0.00002	0.00001
GHG intensity per million USD of revenue	-	-	0.49	0.58	0.43
GHG intensity per MWh	-	-	0.0061	0.0058	0.0033

1.1 GHG emissions

Operational GHG emissions					
Market-based Scope 1 and 2 emissions (in metric tons CO_2e)					
	2019	**2020**	**2021**	**2022**	**2023**
Total operational GHG emissions	252,000	38,000	57,661	67,207	50,610
Data centers total	207,000	14,000	25,240	22,163	12,283
Altoona (IA)	2,000	1,000	2,118	920	525
Clonee (Ireland)	<500	1,000	1,364	264	591
DeKalb (IL)	-	-	0	1,859	37
Eagle Mountain (UT)	-	-	3,250	3,609	251
Forest City (NC)	9,000	<500	1,401	587	409
Fort Worth (TX)	1,000	<500	779	625	1,532
Gallatin (TN)	-	-	-	138	141
Henrico (VA)	<500	<500	4,822	821	609
Huntsville (AL)	-	-	261	1,788	693
Los Lunas (NM)	1,000	<500	1,067	1,298	1,404
Luleå (Sweden)	<500	<500	374	79	95
New Albany (OH)	<500	2,000	408	2,605	741
Odense (Denmark)	<500	<500	2,824	655	258
Prineville (OR)	1,000	3,000	3,862	4,501	1,231
Sarpy (NE)	<500	3,000	2,348	1,642	570
Stanton Springs (GA)	-	-	300	535	462
Leased data center facilities	188,000	-	25	72	0
Other data center-related facilities	4,000	2,000	40	166	2,731
Offices total	44,000	24,000	32,421	45,044	38,328

1.1 GHG emissions

Market-based vs. location-based

Scope 2 emissions (in metric tons CO_2e)

	2019		2020		2021		2022		2023	
	Market-based	Location-based	Market-based	Location-based	Market-based	Location-based	Market-based	Location-based	Market-based	Location-based
Total facilities GHG emissions	205,000	1,885,000	9,000	2,718,000	2,487	3,080,194	273	3,921,611	1,658	5,141,350
Data centers total	197,000	1,813,000	2,000	2,650,000	2,487	2,987,964	273	3,821,450	733	5,036,131
Altoona (IA)	-	483,000	-	555,000	-	425,377	-	474,826	-	532,158
Clonee (Ireland)	-	143,000	-	159,000	-	187,475	-	178,367	-	302,256
DeKalb (IL)	-	-	-	-	-	2,122	-	8,087	-	63,407
Eagle Mountain (UT)	-	-	-	-	-	62,962	-	145,985	-	216,510
Forest City (NC)	8,000	208,000	-	202,000	-	165,026	-	143,754	-	144,050
Fort Worth (TX)	-	295,000	-	399,000	-	378,198	-	355,696	-	361,674
Gallatin (TN)	-	-	-	-	-	-	-	2,664	-	49,617
Henrico (VA)	-	3,000	-	69,000	-	146,396	-	204,494	-	228,705
Huntsville (AL)	-	-	-	-	-	32,464	-	156,885	-	261,541
Los Lunas (NM)	-	135,000	-	266,000	-	276,795	-	347,033	-	392,487
Luleå (Sweden)	-	6,000	-	7,000	-	3,917	-	2,782	-	4,009
New Albany (OH)	-	20,000	-	157,000	-	229,785	-	335,561	-	361,857
Odense (Denmark)	<500	18,000	-	57,000	2,487	51,171	273	49,198	-	56,451
Prineville (OR)	-	167,000	-	200,000	-	245,996	-	284,462	-	378,007
Sarpy (NE)	-	101,000	-	294,000	-	329,674	-	458,460	-	491,404
Stanton Springs (GA)	-	-	-	-	-	84,402	-	258,773	-	394,369
Leased data center facilities	188,000	193,000	-	223,000	-	272,848	-	323,060	-	678,861
Other data center-related facilities	1,000	41,000	2,000	62,000	-	93,354	-	91,364	733	118,767
Offices total	8,000	72,000	7,000	68,000	-	92,230	-	100,160	925	105,220

1.1 GHG emissions

Market-based vs. location-based					
Scope 3 emissions (in metric tons CO_2e)					
	2019	**2020**	**2021**	**2022**	**2023**
Total	4,078,000	5,091,000	5,772,583	8,466,264	7,445,621
Category 1: Purchased goods and services	1,428,000	1,846,000	2,956,909	2,545,466	2,045,470
Category 2: Capital goods	1,671,000	2,516,000	2,466,041	5,346,583	4,835,270
Category 3: Fuel and energy- related activities	264,000	56,000	10,483	12,658	8,454
Category 4: Upstream transportation and distribution	65,000	49,000	180,183	176,636	124,324
Category 5: Waste generated in operations	4,000	10,000	18,430	18,519	38,468
Category 6: Business travel	529,000	129,000	8,653	251,807	317,841
Category 7: Employee commuting	90,000	61,000	23,163	45,054	54,256
Category 8: Upstream leased assets	16,000	24,000	1,185	3,444	2,249
Category 9: Downstream transportation and distribution	5,000	10,000	37	16	47
Category 11: Use of sold products	5,000	390,000	106,232	62,306	16,476
Category 12: End-of-life treatment of sold products	<500	<500	1,267	3,775	2,765

2.1 Electricity

Electricity consumption					
Electricity consumption by facility (In MWh)					
	2019	**2020**	**2021**	**2022**	**2023**
Total electricity consumption	5,140,000	7,170,000	9,420,839	11,508,131	15,325,314
Electricity from grid (%)	100%	100%	>99%	>99%	>99%
Data centers total	4,918,000	6,966,000	9,117,122	11,167,416	14,975,435
Altoona (IA)	853,000	980,000	950,705	1,043,606	1,243,306
Clonee (Ireland)	382,000	487,000	634,648	668,290	953,837
DeKalb (IL)	-	-	4,724	16,934	138,965
Eagle Mountain (UT)	-	-	229,946	504,049	787,740
Forest City (NC)	614,000	595,000	580,842	492,786	507,068
Fort Worth (TX)	695,000	941,000	1,014,447	959,419	1,029,570
Gallatin (TN)	-	-	0	6,264	116,520
Henrico (VA)	10,000	204,000	515,270	701,003	805,061
Huntsville (AL)	-	-	85,286	368,841	614,198
Los Lunas (NM)	289,000	571,000	717,932	929,488	1,110,100
Luleå (Sweden)	373,000	369,000	306,054	267,471	351,931
New Albany (OH)	38,000	270,000	511,414	702,694	793,063
Odense (Denmark)	128,000	343,000	500,863	517,718	518,005
Prineville (OR)	573,000	686,000	898,409	982,177	1,375,321
Sarpy (NE)	178,000	519,000	736,810	1,007,635	1,148,091
Stanton Springs (GA)	-	-	215,279	636,266	968,565
Leased data center facilities	647,000	795,000	964,650	1,105,834	2,187,020
Other data center-related facilities	113,000	206,000	249,843	256,939	327,073
Offices total	222,000	204,000	303,717	340,657	349,878

2.1 Electricity

Electricity intensity (in MWh/unit of key performance indicators)					
	2019	**2020**	**2021**	**2022**	**2023**
Electricity intensity per monthly active person	-	-	0.0026	0.0031	0.0041
Electricity intensity per million USD revenue	-	-	79.9	98.7	131.42

Electricity mix (in % of total electricity used)					
	2019	**2020**	**2021**	**2022**	**2023**
Renewable	86%	100%	100%	100%	100%
Non-renewable	14%	0%	0%	0%	0%

2.2 Total energy consumed

Energy consumption (in GJ)					
	2019	**2020**	**2021**	**2022**	**2023**
Total energy consumption	-	27,075,000	34,882,163	42,560,221	55,956,522
Direct energy consumption	-	438,000	853,042	1,138,794	787,114
Indirect energy consumption	-	26,638,000	34,029,121	41,421,428	55,169,408
Heating consumption	-	-	-	-	9,518
Cooling consumption	-	-	-	-	13,190

2.3 Fuels

Fuel consumption					
	2019	**2020**	**2021**	**2022**	**2023**
Non-renewable fuels					
Natural gas (therms)	-	-	6,153,856	7,539,592	4,818,116
Diesel — distillate fuel oil No. 2 (gal)	-	-	363,082	1,376,871	1,025,707
Diesel — distillate fuel oil No. 4 (gal)	-	-	842,460	724,151	699,427
Gasoline (gal)	-	-	52,375	119,955	22,309
Renewable fuels					
Hydrotreated vegetable oil (gal)	-	-	0	0	1,144

2.4 Data center operations and design

Power usage effectiveness (PUE)					
	2019	**2020**	**2021**	**2022**	**2023**
PUE (data center energy efficiency)	1.11	1.10	1.09	1.08	1.08

Sustainable design					
Green building standards for data centers and offices (% of sq ft covered by green building standards and/or EnMS)					
	2019	**2020**	**2021**	**2022**	**2023**
Total	-	-	98%	99%	>99%
Data centers (LEED Gold or above, or ISO 50001)	-	-	100%	100%	100%
Offices (LEED Gold or above, or ISO 50001)	-	-	97%	98%	98%

3.1 Water withdrawal

Water withdrawal					
Water withdrawal by facility (in megaliters)					
	2019	**2020**	**2021**	**2022**	**2023**
Total water withdrawal	3,430	3,726	5,043	4,893	5,274
Data centers total	2,731	3,000	3,418	3,618	3,881
Altoona (IA)	145	151	140	199	173
Clonee (Ireland)	395	615	928	839	659
DeKalb (IL)	-	-	0	30	55
Eagle Mountain (UT)	-	-	58	89	87
Forest City (NC)	85	68	64	63	55
Fort Worth (TX)	322	300	254	346	404
Gallatin (TN)	-	-	0	0	3
Henrico (VA)	-	42	80	55	42
Huntsville (AL)	-	-	39	104	152
Los Lunas (NM)	92	140	153	161	283
Luleå (Sweden)	58	49	39	25	50
New Albany (OH)	33	35	121	87	72
Odense (Denmark)	266	360	373	428	371
Prineville (OR)	208	445	354	240	180
Sarpy (NE)	62	108	106	101	123
Stanton Springs (GA)	-	-	105	77	61
Leased data center facilities	1,011	645	604	773	1,102
Other data center-related facilities	54	42	45	0	10
Offices total	699	726	1,625	1,275	1,393

3.1 Water withdrawal

Water withdrawal by source					
Water withdrawal by source (in megaliters)					
	2019	**2020**	**2021**	**2022**	**2023**
From groundwater	-	37	33	37	88
From third-party water (e.g., municipal water supply)	-	3,689	5,009	4,856	5,186
Water usage effectiveness (WUE)					
	2019	**2020**	**2021**	**2022**	**2023**
Annual data center WUE	0.27	0.30	0.26	0.20	0.18
Water withdrawal intensity (in liters/unit of key performance indicators)					
	2019	**2020**	**2021**	**2022**	**2023**
Water withdrawal per monthly active person	0.001200	0.001130	0.001405	0.001308	0.001410
Water withdrawal per million USD revenue	-	-	42.8	42.0	45.0
Water withdrawal from areas with water stress (in megaliters)					
	2019	**2020**	**2021**	**2022**	**2023**
Total from areas with high or extremely high baseline water stress	-	-	1,390	1,130	1,360
From groundwater	-	-	-	-	88
From third-party water (e.g., municipal water supply)	-	-	-	-	1,272
From areas without water stress	-	-	3,652	3,763	3,914
Recycled water (in megaliters)					
	2019	**2020**	**2021**	**2022**	**2023**
Total water recycled	854	643	580	266	720

3.2 Water consumption

Water consumption (in megaliters)					
	2019	**2020**	**2021**	**2022**	**2023**
Total water consumption	1,971	2,202	2,569	2,638	3,078
Data centers total	-	2,197	162	2,511	2,938
Offices total	-	73	2,406	128	140
Water consumption from areas with water stress (in megaliters)					
	2019	**2020**	**2021**	**2022**	**2023**
From areas with high or extremely high baseline water stress	-	-	162	443	504
From areas without water stress	-	-	2,406	2,195	2,573

3.3 Water discharge

Water discharge by source (in megaliters)					
	2019	**2020**	**2021**	**2022**	**2023**
Total water discharge	-	1,524	2,473	2,254	2,196
To third-party water (e.g., municipal sewers)	-	1,524	2,473	2,254	2,196
Water discharge to areas with water stress (in megaliters)					
	2019	**2020**	**2021**	**2022**	**2023**
Total water discharge to high or extremely high baseline water stress	-	-	864	687	856
To third-party water (e.g., municipal sewers)	-	-	-	-	856

3.4 Water stewardship

Water restoration (in megaliters)					
	2019	**2020**	**2021**	**2022**	**2023**
Volumetric water restoration benefits	145	2,250	2,336	2,352	5,889
Water use embedded in purchased electricity (in megaliters)					
	2019	**2020**	**2021**	**2022**	**2023**
Total embedded water consumption in purchased electricity	-	-	31,924	41,172	55,475
Total embedded water consumption in purchased electricity for our contracted renewable energy	-	-	3,313	2,895	3,810
Avoided water consumption	-	-	28,611	38,278	51,664

Footnotes

1. The environmental metrics represented in this report are rounded to the nearest whole digit on a line item basis. Due to rounding applied to all individual line items, the total values may not directly match the summation of the individual line items. Prior to 2021, values were rounded and totals were calculated before rounding throughout this report.
2. “Net” total GHG emissions reflects total market-based emissions adjusted for application of carbon credits.
3. “Other data center-related facilities” includes facilities where Meta used less than 100,000 MWh of electricity in the reporting year, such as warehouses, network infrastructure or colocation facilities. Owned, online data centers are always reported by site, even if they were below this threshold.
4. Our methodology for calculating environmental metrics can be found on page AK.
5. We regularly apply updates to our annual inventories. For each year below, changes are reflected in the corresponding year and later inventories:
    a. 2021:
        i. Data from Life Cycle Assessments for our hardware and sold products were used to calculate our Scope 3 emissions.
        ii. 2021 Category 1, 2, 8 and 11 emissions were recalculated with higher quality data inputs to improve accuracy.
        iii. All Scope 3 Categories were broken out individually to improve transparency and eliminate the previously reported “Other Applicable Categories.”
        iv. Emissions associated with third-party construction-related energy usage were recategorized into Category 1 instead of Category 3 to better align with the GHG Protocol Scope 3 Category Boundaries.
        v. Emissions associated with overhead electricity load at leased data centers was recategorized into Category 8 Instead of Category 3 to better align with the GHG Protocol Scope 3 Category Boundaries. These emissions were further recategorized in the 2023 inventory into Scope 2 (see footnote 5.c).
        vi. 2021 Category 6 emissions were recalculated to incorporate more accurate and transparent methodologies for applying sustainable aviation fuel emissions reductions.
        vii. 2021 Total Fuel and Energy Consumption were recalculated to eliminate third-party construction-related fuel use outside of our operational control.
    b. 2022:
        i. A new Category 5 estimation methodology was developed to improve completeness across all operations.
        ii. Employee commuting now includes emissions calculations on a well-to-tank basis.
        iii. A new Category 1 and Category 2 methodology was developed to improve the completeness, accuracy and reliability of the underlying activity and financial data.
    c. 2023:
        i. A new Category 6 estimation methodology was developed to improve completeness across all operations.
        ii. Usage from Ray-Ban | Meta smart glasses were incorporated into Category 11 as a newly sold-by-Meta product.
        iii. Emissions associated with overhead electricity load at our leased data centers were recategorized into Scope 2 instead of Scope 3 to better align with the GHG Protocol Operational Control Approach.
6. In accordance with the GHG Protocol, Meta reports CO_2 emissions from biogenic emissions sources separately from other Scope 1 GHG emissions. These emissions represent 160 metric tons of CO_2.
7. Not included in our 2023 water withdrawal numbers are an additional 1,724 megaliters of water withdrawn for the construction of Meta data centers.

2023 environmental metrics methodology

At Meta, our sustainability work helps us to operate efficiently and responsibly in our mission to build community and bring the world closer together. As a global company, we recognize the tech industry's environmental impact and role to play in addressing climate change. We embrace the responsibility to understand the full scope of our footprint and be transparent and accountable in our mission to reduce our emissions.

Identifying the source of our emissions on an annual basis enables us to prioritize emissions reduction where we can make the most meaningful progress on our path to net zero emissions across our value chain in 2030. Similarly, minimizing our water use, being transparent with our water data and restoring water in the same watersheds where our data centers are located are vital to reach our commitment to restore more water than we use by 2030.

Greenhouse gas emissions

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 global operations. These emissions correspond to Scope 1, Scope 2 and Scope 3 emissions as defined by World Resources Institute's (WRI) GHG Protocol ↗. Meta uses 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.

Operational emissions

Scope 1 and 2 emissions are considered our operational emissions. Scope 1 emissions come from our direct operations, such as combustion of natural gas to heat our offices and the fuel burned in our employee shuttles. Scope 2 includes indirect emissions from purchased energy, such as the electricity powering our data centers. We consider purchased electricity for construction outside of our operational control and therefore report these in Scope 3.

Scope 1 emissions Direct emissions from our data centers, offices and transportation fleet	• Stationary combustion (e.g., natural gas consumed at our Menlo Park campus for heating) • Mobile combustion (e.g., diesel emissions from our intercampus shuttles) • Fugitive emissions (e.g., refrigerant losses)
Scope 2 emissions Indirect emissions from purchased energy for our data centers and offices	• Purchased electricity • District heating • Stationary combustion from leased sites

In 2020, Meta reduced our operational emissions by 94% from a 2017 baseline and addressed the residual emissions with high-quality carbon removal projects. As a result, our operations have produced net zero emissions since then.

Full value chain emissions[1]

Scope 3 emissions come from sources within our full value chain beyond our operations and comprise the largest component of our footprint. Scope 3 includes:

1. Upstream emissions, such as the emissions from manufacturing our data center servers or emissions from employee commuting; and
2. Downstream emissions, such as the emissions associated with consumers using our Meta Quest VR headset devices.

1. Category 10: Processing of sold products, Category 13: Downstream leased assets, Category 14: Franchises and Category 15: Investments are determined to not be relevant.

Scope 3 emissions Our value chain emissions upstream and downstream of our operations	**Upstream:** • Purchased goods and services (e.g., upstream emissions from purchased office supplies) • Capital goods (e.g., server hardware) • Fuel and energy-related activities • Upstream transportation and distribution (e.g., emissions associated with the transportation of our augmented and virtual reality related consumer hardware) • Waste generated from our operations • Business travel • Employee commuting (including telecommuting) • Upstream leased assets (including leased data center overhead electricity use)
	Downstream: • Downstream transportation and distribution • Direct use of our augmented and virtual reality related consumer hardware • End-of-life treatment of our augmented and virtual reality related consumer hardware

How we calculate our GHG emissions

Meta is aligning our emissions reduction targets with the Science Based Targets initiative ↗ and takes a scientific, standardized approach to calculating its GHG emissions in accordance with the GHG Protocol ↗. Furthermore, our GHG emissions data undergoes limited assurance conducted by a third party. This is completed annually to provide additional confidence to our publicly reported metrics.

We quantify our GHG emissions via activity data, Life Cycle Assessments (LCAs) and financial data. We prioritize calculating our emissions through activity data, which directly measures an activity that results in GHG emissions such as kilowatt hours (kWh) of electricity. Due to the complex nature of our business and value chain, we use other methods to help calculate our emissions when activity data is not available.

> We measure our emissions by metric tons of carbon dioxide equivalent, or CO_2e, units. CO_2e is used to standardize the emissions from different greenhouse gases based on their global warming potentials.

Activity data

For activity data, we take the quantity of a specific measured activity and multiply it by an associated emissions factor to calculate the total emissions from that activity. For example, the kWh of electricity consumed at a Meta site is multiplied by the appropriate country-specific or regional-specific, publicly available emissions factor to calculate the total emissions from that site's electricity use. We use activity data to calculate:

- Scope 1 and Scope 2 emissions
- Fuel and energy-related activities
- Waste generated in operations
- Upstream Transportation and Distribution where supplier specific data is available
- Business travel (including radiative forcing)
- Employee commuting
- Direct use of our augmented and virtual reality related consumer hardware

Where activity data is incomplete or unavailable for an operation that results in GHG emissions, existing activity data is used as a proxy to estimate these emissions. This ensures we are reporting a complete GHG inventory across all of our operations. For example, the weight of waste at several Meta sites is used as a proxy to estimate waste at other sites in the same region that do not have final waste weight data.

Life cycle assessments (LCAs)

To understand cradle-to-gate emissions and/or upstream emissions that are released before certain assets are used (e.g., the emissions released from the production of concrete before it is poured), we conduct third-party LCA studies or utilize LCA tools to measure our impact. This is applicable in our most recent GHG inventory for the following emissions:

- Upstream emissions associated with the materials used in the construction of our data centers
- Upstream emissions of materials in office renovations and new construction
- Cradle-to-gate emissions of our augmented and virtual reality related consumer hardware, such as our Meta Quest VR headset devices
- Cradle-to-gate emissions in key data center hardware components, such as hard drives
- End-of-life treatment of our augmented and virtual reality related consumer hardware

Financial

Our Environmentally Extended Input Output (EEIO) method utilizes financial spend data and applies industry-specific emission factors (e.g., kg CO_2e per dollar spent on electronic manufacturing) published by the U.S. Environmental Protection Agency (EPA) ↗ to calculate "cradle-to-gate" emissions. We apply the EEIO method to the following:

- Purchased goods and services
- Capital goods not related to data center and office construction, augmented and virtual reality related consumer hardware and key data center hardware components
- Upstream transportation and distribution where supplier specific data is unavailable
- Upstream leased assets

Market-based instruments

We have publicly committed to matching 100% of our electricity use with renewable energy including wind, solar and hydropower. We procure and retire one Energy Attribute Certificate (EAC) for every megawatt hour of electricity used to power our global operations. Meta also procures and retires one EAC for every megawatt hour of electricity use in select Scope 3 categories.[2] Additionally, Meta procures Sustainable Aviation Fuel (SAF) and applies the associated emissions reductions from SAF allocated in the reporting year as a market-based instrument to Category 6: Business Travel.

A core focus of Meta's renewable energy program is adding new renewable energy projects to the electricity grids that support our data centers to drive the transition to renewable energy in our communities. In alignment with these principles, Meta adheres to the following EAC market boundaries:

1. Owned data centers[3]: EACs from the same grid region[4]
2. Leased data centers[5]: EACs from the same grid region or same geographic region[6]
3. Other Scope 2 loads (offices, points-of-presence): EACs from same grid region or same geographic region
4. Scope 3 loads: EACs from same grid region; once exhausted, EACs from same geographic region

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2. This includes data center construction in Category 1: Purchased Goods and Services, transmission and distribution loss in Category 3: Fuel and Energy Related Activities, employee work from home in Category 7: Employee Commuting and United States-based electricity consumption from our products in Category 11: Use of Sold Products.
3. Owned data centers include all completed data centers owned and operated by Meta. Data center loads while under construction are treated in line with Leased data centers.
4. Grid Regions: WECC, ERCOT, MISO/SPP, PJM/NC, SERC, Nordpool (Europe), Singapore/Southeast Asia.
5. For our most recent reporting year, all leased data center load was in the United States and covered by EACs generated in-country.
6. Geographic Regions: Americas (AMER); Europe, Middle East and Africa (EMEA); Asia Pacific (APAC)

Improving our GHG methodology

As Meta decarbonizes our value chain over the next decade, the data and methodology that drives our climate work will evolve and improve each year. We have disclosed our Scope 1 and 2 emissions for the last decade. We began reporting on some Scope 3 categories in 2015 and have reported on every relevant category defined by the GHG Protocol since 2019. As techniques to calculate our emissions improve, we will apply those methods to previous years to refine our GHG footprint. For example, in 2020 we used the EPA's updated EEIO emission factors for our Scope 3 calculations and updated our 2019 data accordingly.

Going forward, we will focus on increasing accuracy and granularity of our data. For example, we recalculated our 2020 data based on updated LCA data for key data center hardware and our augmented and virtual reality related consumer hardware. We will use activity data for more emissions categories as methods to do so become available. We will continue reporting and updating our emissions boundaries as our business grows on our path to net zero emissions.

PUE/WUE

Each year, we calculate the Power Usage Effectiveness (PUE) and Water Usage Effectiveness (WUE) of our data centers. PUE measures how efficiently our data centers consume the energy to operate our servers and network infrastructure. It is calculated by dividing the energy consumed at the data center by IT electricity load. The closer our annual PUE is to "1" indicates how efficient our data centers are designed to consume electricity.

Annual WUE is calculated by dividing our water withdrawal, in liters, by IT electricity load, in kWh. The closer WUE is to "0," the more efficient consumption of water to cool our IT-related infrastructure.

These metrics are calculated based on best available data, including internal meters, design estimates and utility bills where applicable.

Water withdrawal

The water that we use in our offices and at our data centers are 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. We also report our water withdrawal during construction, based on reported data from our construction partners. Not included in our 2022 operational water withdrawal numbers are an additional 1,780,000 cubic meters of water withdrawn for the construction of Meta data centers.

Water consumption

For our data centers, we determine our water consumption via two methods:

1. Calculating the difference between water withdrawal and wastewater discharge
2. Calculating consumption based on cycles of concentration from our cooling systems

For our offices, we estimate our water consumption based on industry averages. All of our wastewater is discharged to local wastewater facilities.

Water risk

We use water stress metrics in the World Resources Institute's Aqueduct tool ↗ to conduct initial assessments of our water risks. When appropriate, we increase the level of water risk based on additional local knowledge.

Meta

about.meta.com/actions/responsible-business-practices↗