

Meta Platforms, Inc. (META)

2026 DEF 14A · filed 2026-04-16 · CIK 0001326801

Headline facts

CEO TOTAL PAY

\$25,125,904

Mark Zuckerberg · 2025 · + 8% YoY

SAY ON PAY CD&A

89%

Extracted from: Compensation Discussion & Analysis

CEO PAY RATIO CD&A

65 to 1

Median employee: \$388,200

COMPENSATION COMMITTEE CD&A

Compensation, Nominating & Governance Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

present

EXECUTIVE COMPENSATION

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Mark Zuckerberg Chief Executive Officer	\$1	—	—	\$25,125,903	\$25,125,904
Javier Olivan Chief Operating Officer	\$1,205,523	\$18,382,820	—	\$2,159,503	\$24,520,549
Andrew Bosworth Chief Technology Officer	\$998,570	\$18,382,820	—	\$275,943	\$21,955,122
Christopher K. Cox Chief Product Officer	\$999,039	\$18,382,820	—	\$11,750	\$21,691,398
Susan Li Chief Financial Officer	\$989,423	\$16,711,548	—	\$85,968	\$20,062,612

CEO pay mix (latest year)

Base salary	0%
Cash incentive	0%
Equity	0%
Other	100%
At-risk	0%

Every fact above, traced back to filing text

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CEO pay ratio = 65 to 1

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“Act and is therefore unenforceable. CEO PAY RATIO For the year ended December 31, 2025: •the median of the annual total compensation of all employees of our company (other than our CEO) was \$388,200; and •the annual total compensation of our CEO was \$25,125,904. Based on this information, for 2025, the ratio of the annual total compensation of our CEO to the median of the annual total compensation of all other employees was 65:1. We believe this ratio is a reasonable estimate calculated in a manner consistent with Item 402(u) of Regulation S-K under the Exchange Act. As permitted by SEC rules,...”

Median employee compensation = \$388,200

Extracted from: Compensation Discussion & Analysis · confidence 0.9

“Act), may be permitted to directors, executive officers or persons controlling us, we have been informed that in the opinion of the SEC such indemnification is against public policy as expressed in the Securities Act and is therefore unenforceable. CEO PAY RATIO For the year ended December 31, 2025: •the median of the annual total compensation of all employees of our company (other than our CEO) was \$388,200; and •the annual total compensation of our CEO was \$25,125,904. Based on this information, for 2025, the ratio of the annual total compensation of our CEO to the median of the annual total...”

Say on pay = 89%

Extracted from: Compensation Discussion & Analysis · confidence 0.84

“votes cast at the 2025 Annual Meeting of Shareholders were in favor of our say on pay proposal.”

Compensation committee = Compensation, Nominating & Governance Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Role of Our Compensation, Nominating & Governance Committee”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Clawback Policy”

Hedging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“hedging activities relating to our securities, holding our securities in margin accounts, pledging our securities as collateral for loans (unless otherwise approved by our compensation, nominating & governance committee), and engaging in short sales of our securities”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“our executives are subject to company-wide policies that prohibit trading in futures and derivative securities and engaging in hedging activities relating to our securities, holding our securities in margin accounts, pledging our securities as collateral for loans (unless otherwise approved by our compensation, nominating & governance committee), and engaging in short sales of our securities”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“our executives are subject to stock ownership guidelines that require them to maintain significant ownership of our common stock, effective after an initial period following their appointment as an executive officer”