Meta

November 9, 2026

Adolfo Eleazar Reyna Orta

Dear Adolfo,

On behalf of Meta Platforms, Inc. (the "**Company**" or "**Meta**"), I am pleased to offer you full-time employment in the position of Software Engineer at Meta. You will be based in Fort Pierce, Florida in St. Lucie County, where you will be working remotely from your home office, and expected to perform your job under the guidance of Kostiantyn Yarovyi in the AAI ENG Group department.

At Meta, you'll have the opportunity to do the most important work of your career. The decisions you'll make and the things you'll build here have the potential to impact billions of people around the globe. We look forward to welcoming you to our team, hearing your ideas, and collaborating to help give people the power to build community and bring the world closer together. Meta builds technologies that help people connect, find communities and grow businesses. When Facebook launched in 2004, it changed the way people connect. Apps like Messenger, Instagram and WhatsApp further empowered billions around the world. Now, Meta is moving beyond 2D screens toward AI powered immersive experiences like augmented and virtual reality to help build the next evolution in social technology. This transition is effective as of November 20, 2026 (the "**Transition Date**").

1**. Compensation**.

a. **Base Pay**. In this regular full-time position, you will earn base pay of $207,499 per year. Your base pay will be payable pursuant to the Company's regular payroll policy. Your base pay will be periodically reviewed as a part of the Company's regular reviews of compensation.

b. **Bonus**. You may be eligible to receive a discretionary bonus of up to a target of 15% of your Base Eligible Earnings as defined in the Company's bonus plan. Based on your performance, you can over-achieve your bonus target pursuant to the Company's bonus plan.

c. You hereby represent and warrant that as of your Transition Date, your assigned work location is in Fort Pierce, Florida and you acknowledge that your compensation values (including base pay and RSUs) is solely applicable to Fort Pierce, Florida. For the avoidance of doubt, if it is determined that Fort Pierce, Florida is not your primary work location during the course of your employment, this will amount to a breach of this Offer Letter and Company may unilaterally amend your compensation values (including base pay and RSUs) accordingly to correspond to the city and state that is your primary work location. This may include a reduction in any of the values provided in this offer letter.

2. **At-Will Employment.**

Employment with the Company is for no specific period of time. Your employment with the Company will be on an "at will" basis, meaning that either you or the Company may terminate your employment at any time, with or without advance notice, and for any reason or no particular reason or cause. The Company also reserves the right to modify or amend the terms of your employment at any time, with or without notice, and for any reason in its sole discretion. Any contrary representations which may have been made to you are superseded by this offer of transition. This is the full and

complete agreement between you and the Company on this term. Although your job duties, title, compensation and benefits, as well as the Company's personnel policies and procedures, may change from time to time, the "at will" nature of your employment may only be changed in an express written agreement signed by you and the Company's Chief Executive Officer.

3. **Withholdings**.

All forms of compensation paid to you as an employee of the Company shall be less all applicable withholdings.

4. **Remote Working Conditions**.

a. **Home Office Safety and Security**. You agree to maintain your home office in a professional and safe manner, and to implement appropriate security measures to protect the Company's materials, confidential and proprietary information, and equipment. You are required to continue to comply with the terms of the Confidential Information and Invention Assignment Agreement previously signed by you. The Company may inspect your home office at a mutually agreeable time.

b. **Equipment**. The Company will provide the following equipment for your home office: Laptop and Phone. You agree to be responsible for any and all other equipment associated with your home office. Any equipment issued by the Company for the purpose of your remote working arrangement remains the property of the Company and shall be used exclusively for business purposes. You agree the Company may recall Company-issued equipment at any time.

c. To support your remote work status, you are eligible to receive internet reimbursement, which needs to be submitted consistent with our Travel and Expense Policy.

d. **Covered Expenses**. You agree to be responsible for any and all costs and expenses attributable to your being permitted to work from a home office, unless otherwise required by law.

e. **Income Tax Implications**. You acknowledge that the implications for home office tax deductions under the Internal Revenue Code are completely your responsibility. The Company makes no recommendation whether your home office will qualify for such deductions and urges you to seek the advice of a professional tax consultant to determine eligibility for any tax deductions.

f. **Remote Work Policy**. You agree to review and adhere to the terms and expectations outlined in the Remote Work Policy.

g. **Discretionary Arrangement**. The Company may modify or terminate the remote working arrangement at any time, and require your position to be relocated to a Company office, due to the needs of the business.

5. **Definitions**.

All references in this Offer Letter to the "Company" or "Meta" shall refer to Meta Platforms, Inc. and/or any of its direct or indirect subsidiaries or affiliates, as appropriate.

6. **Other Terms**.

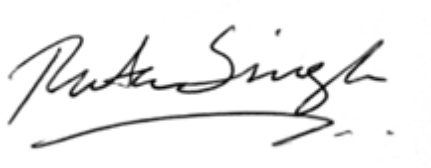
All of the applicable terms of your offer letter remain in force and effect unless specifically amended herein.

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To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return to me on or before 120 hours of receipt. Your offer letter will expire after 120 hours of receipt if not returned.

Sincerely,

Meta Platforms, Inc.



By: Ruta Singh, VP, Global Recruiting

ACCEPTED AND AGREED:

Adolfo Eleazar Reyna Orta

Adolfo Reyna
Adolfo Reyna (Nov 9, 2026 16:06:39 EST)
Signature

Date: Nov 9, 2026