SOCIAL PLAN
FACEBOOK NETHERLANDS B.V.

I. GENERAL PROVISIONS

1. INTRODUCTION

1.1 This Social Plan (the "**Plan**") is intended to limit the adverse consequences as much as possible for employees whose positions will be made redundant within Facebook Netherlands B.V. (the "**Company**") as a result of the inevitable redundancy of a job or jobs — inevitable in retrospect, after a period of at least 26 weeks — due to measures taken in response to business economic circumstances (within the meaning of Section 7:669(3)(a) of the DCC (as defined below)), resulting in the elimination of an employee's position (a "**Redundancy**"), notified to the impacted employee by means of a Redundancy Letter in the period from 1 July 2025 until 31 December 2027 (the "**Applicability Period**"). The Plan and the Applicability Period are subject to the conditions set out in Appendix A.

1.2 The Plan was drafted after consultation between, and obtaining the approval of the Company's Works Council (the "**Works Council**") and the representatives of the Dutch trade union, De Unie (the "**Trade Union Representative"**).

1.3 The Plan applies to employees who are employed with the Company pursuant to an employment agreement for an indefinite period of time and who have received written notification from the Company that their positions will become redundant as a result of a Redundancy (the "**Redundancy Letter**") and who accept a Settlement Agreement (as defined below), in which the terms and conditions and payment dates are laid down.

1.4 The Plan does not apply to:

- any employee whose employment agreement is unilaterally terminated due to redundancy as a result of a Redundancy by asking the UWV for prior approval to give notice or by asking the court to dissolve the employment agreement;
- any employee whose employment agreement is terminated for reasons other than being made redundant as a result of a Redundancy (for example, but not limited to, breach of the employment agreement, long term illness - even if the employee's position was made redundant as a result of a Redundancy during prolonged occupational disability, underperformance, urgent cause (*dringende reden* within the meaning of the DCC (as defined below)), non-extension of a fixed term contract);
- any employee whose employment agreement is terminated due to reaching the State Pensionable Age (*AOW-gerechtigde leeftijd*);

- temporary employment workers (*inleenkrachten*), secondees (*gedetacheerden*), self-employed persons (*zzp'ers*), consultants, freelancers or any other person providing any services or performing any activities for the Company;
- any employee who gives notice to terminate their employment agreement or otherwise terminates their employment agreement without their role being made redundant (or prior to being informed about their role being made redundant).

1.5 The Company will as much as reasonably possible try to find other suitable positions for the employees who will have to be made redundant as a result of a Redundancy. Nonetheless, it is unlikely that the Company will be able to offer a suitable position to all redundant employees, so unfortunately, it cannot be excluded that the employment of a number of employees will have to be terminated. Therefore, the Plan also contains various financial arrangements for these employees.

1.6 Employees have a duty of nondisclosure for the duration of their employment and afterwards in relation to the Plan, Redundancy Letter, Settlement Agreement and Severance Package (as defined below). Employees do have the right to consult with their legal advisor and provide any information necessary to be properly advised on a Redundancy.

2 DEFINITIONS OF TERMS

2.1 "**DCC**": the Dutch Civil Code.

2.2 "**Earlier Termination**": the situation in which the Company and the Employee mutually agree that the Employee's employment agreement will terminate on a date prior to the Termination Date.

2.3 "**Earlier Termination Date**": the termination date in case of an Earlier Termination.

2.4 "**Employee**": a person who is employed with the Company under an employment contract within the meaning of Book 7 Section 610 of the DCC whose job will be made redundant as a result of a Redundancy during the Applicability Period.

2.5 "**Equity**": the Employee's restricted stock units in Meta Platforms, Inc governed by the Equity Incentive Plan, 2012 (as updated, supplemented or amended by Meta Platforms, Inc. from time to time).

2.6 "**Exemption Date**": the date on which the Employee's position becomes redundant.

2.7 "**Gross Weekly Pay**": the Total Target Cash divided by four (4).

2.8 "**Group**": any other company or entity forming part of the group to which the Company belongs.

2.9 "**Reflection Period**": the applicable statutory reflection period as referred to in Book 7 Section 670b of the DCC, containing the right to terminate the Settlement Agreement within two (2) weeks (14 days) after the signing of the Settlement Agreement by way of a written statement addressed to the Company;

2.10 "**Settlement Agreement**": a Settlement Agreement, as referred to in Section 7:900 *et sec* of the Dutch Civil Code (including final discharge by the employee), the Employee will be provided with in accordance with the provision of the Plan.

2.11 "**Severance Package**": the severance package to which the Employee is entitled to after termination of employment as referred to in section 8 of the Plan.

2.12 **"Signing Period"**: The period of 14 days to sign the Settlement Agreement commencing on the date the Employee receives a Redundancy Letter.

2.13 "**Suitable Alternative Position**": a position within the Group (as defined above) that is compatible with the Employee's education, experience and capacities as set out in the Dutch Civil Code and as specified in the Redundancy Scheme Regulations (*Uitvoeringsregels ontslag om bedrijfseconomische redenen April 2023, as published by the UWV*).

2.14 "**Termination Date**": the termination date of your employment relationship as referred to in the Settlement Agreement.

2.15 "**Total Target Cash**": the gross monthly base salary, holiday allowance and average commission and/or company bonus (if applicable). The average commission is calculated as follows: (i) the annual commission paid out to the Employee in the twelve months prior to the Termination Date divided by 12, or (ii) in case of a shorter tenure, the average commission earned by the Employee / divided by the months of employment. The average bonus is calculated as follows: (i) the annual cash bonus paid out to the Employee in the three calendar years prior to the year of the Termination Date, divided by 36, or (ii) in case of a shorter tenure the annual cash bonus paid out to the Employee in the two calendar years prior to the year of the Termination Date divided by 24 or, in case of an even shorter tenure, the calendar year prior to the year of the Termination Date divided by 12 or a pro rated number of months in case tenure was shorter. Both in (i) and (ii), if the Employee was employed during only a part of a calendar year, the average bonus will be divided by the months of employment in that calendar year to establish a pro-rated annual amount.

2.16 "**Vested Equity**": any Equity that has vested on or before prior to the Termination Date.

2.17 "**UWV**": the Dutch Employee Insurance Agency.

3. PURPOSE OF THE PLAN

3.1 The Plan contains the social, financial and organisational measures intended to offset the adverse consequences for the employees whose roles will become redundant as a result of a Redundancy as much as possible.

3.2 The Company considers it their responsibility to strive towards maintaining the employees' employment opportunities. The Company therefore takes the starting point "from Work to Work". For this purpose, the Plan includes: *inter alia* a Severance Package; outplacement services; and compensation for legal fees.

II. REGULAR PROCESS

4. REDUNDANCY DETERMINATION AND COMMUNICATION

4.1 When determining redundancy, the rules will be followed from the DCC and the UWV's Redundancy Scheme Regulations as referred to in section 2.13.

4.2 The Employee will be informed in writing that their role is redundant. As part of this communication the Employee will be furnished with a Redundancy Letter and Settlement Agreement, in which a package is included based on the Plan.

5. REASSIGNMENT

5.1 The Company will assess whether any Suitable Alternative Position is available for the Employee or could become available within either the applicable notice period or a reasonable period as referred to in Book 7 Section 669 subsection 1 of the DCC.

5.2 If the Employee is successfully reassigned to a Suitable Alternative Position or another position s/he has voluntarily applied for (not being a Suitable Alternative Position) before signing the Settlement Agreement, the Settlement Agreement offer is withdrawn as per the moment the Employee accepts the Suitable Alternative Position or another position s/he has voluntarily applied for (not being a Suitable Alternative Position). The Employee is then no longer entitled to the provisions set out in the Plan, except for the reimbursement of legal costs in accordance with section 13.1.

5.3 In the event the Employee is successfully reassigned to a Suitable Alternative Position or another

position s/he has voluntarily applied for (not being a Suitable Alternative Position) after s/he has signed the Settlement Agreement, the Settlement Agreement is annulled and deemed to never have been entered into as of the moment the Employee accepted the Suitable Alternative Position or other position s/he has voluntarily applied for (not being a Suitable Alternative Position). The Employee is then no longer entitled to the provisions set out in the Plan, except for the reimbursement of (i) legal costs in accordance with section 13.1 and (ii) the outplacement costs incurred in accordance with section 12 up to the moment the Employee accepted the Suitable Alternative Position or other s/he has voluntarily applied for (not being a Suitable Alternative Position).

5.4 If the Employee is successfully reassigned in a Suitable Alternative Position or another position s/he has voluntarily applied for (not being a Suitable Alternative Position), all rights and benefits related to the Suitable Alternative Position or other position s/he has voluntarily applied for (not being a Suitable Alternative Position) will be set out in the offer made by the Company to the Employee.

5.5 In the event the Employee accepts a Suitable Alternative Position outside the Netherlands or or other position s/he has voluntarily applied for outside the Netherlands (not being a Suitable Alternative Position), the Employee will have to relocate to the country where the Suitable Alternative Position is located. Working from the Netherlands permanently will not be an option. However, if the Suitable Alternative Position or other position s/he has voluntarily applied for outside the Netherlands requires a work and/or residence permit, the Company will give the Employee up to a maximum period of six months from the date on which the Suitable Alternative Position or other position (not being a Suitable Alternative Position) outside the Netherlands is offered, to obtain the necessary permits (the "**Relocation Period**"). The actual duration of the Relocation Period depends on the average time needed to obtain the required work and/or residence permit and will be confirmed to the Employee. If the Employee does not obtain the required permit(s) within the Relocation Period, the employment relationship will end immediately by means of an updated Settlement Agreement. The Employee will remain entitled to the provisions set out in this Plan in the event of termination.

5.6 The Employee that accepts a Suitable Alternative Position outside the Netherlands or another position outside the Netherlands s/he has voluntarily applied for (not being a Suitable Alternative Position) is eligible for relocation benefits in accordance with the any applicable relocation schemes in place in connection with the position concerned (as updated and amended by the Company from time to time).

5.7 The Employee's tenure with the Company (i.e. continuous service) will be respected when the

Employee accepts a Suitable Alternative Position or another position (not being a Suitable Alternative Position).

III. FINANCIAL PROVISIONS

6. TERMINATION OF EMPLOYMENT

6.1 In the event the Employee's role has become redundant, the Company will offer the Employee a Settlement Agreement based on the terms set out in the Plan.

6.2 If an Employee signs the Settlement Agreement within the Signing Period and subsequently does not revoke the Settlement Agreement during Reflection Period, the terms and conditions as set out in this Plan will apply to the Employee.

6.3 If an Employee does not return the signed Settlement Agreement within the Signing Period and is not reassigned or revokes the Settlement Agreement during the Reflection Period after signing the Settlement Agreement, the Company will continue to unilaterally terminate the Employee's employment agreement by requesting the UWV to be provided with prior approval to give notice. The Employee remains obligated to comply with their statutory reassignment obligations. After the required permission has been obtained from the UWV, if no Settlement Agreement has been signed, the Company will give notice with due observance of the applicable individual notice period after deducting the time of the procedure at the UWV (in accordance with Book 7 Section 672 subsection 6 of the DCC), provided one (1) months' notice period remains. The Employee will then be entitled to the statutory transition payment on the basis of Book 7 Section 673 of the DCC. The Employee will then not be entitled to the Severance Package as referred to in section 8 and/or any other additional benefits following from the Plan.

6.4 Any Employee who has signed a Settlement Agreement within the Signing Period may continue to (voluntarily) apply for another position until the Termination Date. If such application is successful and the Employee is reassigned to the new position, the Settlement Agreement will be annulled and deemed to have never been entered into. The Employee is then no longer entitled to the provisions set out in the Plan, except for the reimbursement of legal costs in accordance with section 13.1 and (ii) the outplacement costs incurred in accordance with section 12 up to the moment the Employee accepted the Suitable Alternative Position.

6.5 In case the Employee prefers an Earlier Termination, the Earlier Termination Date will be confirmed by the Company in writing. The Employee will not be required to work their notice period. For the avoidance of any doubt, in the event of an Earlier Termination, the Employee will not be entitled to

any salary (including emoluments) that would have otherwise been earned in the period between the Earlier Termination Date and the Termination Date. The Employee will remain entitled to the Severance Package in the case of an Earlier Termination. In the event that this clause 6.5 applies, all references to the Termination Date in the Settlement Agreement and/or the Plan must be deemed to mean the Earlier Termination Date.

7. EXEMPTION DATE

7.1 The Employee will be exempted from performing their duties as per the Exemption Date. The Employee will furthermore remain available up to the Termination Date of their employment agreement to answer any questions with respect to the duties exercised by them. Access to Meta's systems will be cut on the Exemption Date. Where an Employee indicates that they wish to be reassigned within the Group, the Employee will be provided with details on how to access and apply for Suitable Alternative Roles.

7.2 Insofar as the Employee is entitled to the 30%-ruling as at their individual notification date, the application of the 30%-ruling shall continue beyond their Exemption Date only to the extent permitted by law. For the avoidance of doubt, where an Employee who is on the 30%-ruling is required by the Company to continue working during the Transition Period, the Company anticipates the application of the 30%-ruling will continue during their Transition Period to the end of the next calendar month following the month of their last working day (i.e. the day prior to their Exemption Date), subject always to applicable laws (as may be amended or updated from time-to-time).

8. SEVERANCE PACKAGE

8.1 Subject to the Employee signing a Settlement Agreement, the Employee will be entitled to the Severance Package in accordance with section 8.2, whereby the Employee will never be entitled to less than the statutory transition payment. The Severance Package shall be deemed to include the statutory transition payment and/or any contractual (termination or severance) payment and any financial claims on the basis of supplementary schemes and/or other payments in connection with the termination of employment. Insofar as applicable, the transition payment and/or a reasonable compensation on the basis of Book 7 Section 673 *et sec* of the DCC and/or any other payments in relation to the termination of the employment agreement are deemed to be included in any payments due under the Plan.

8.2 Provided an Employee signs the Settlement Agreement within the Signing Period and does subsequently not revoke the Settlement Agreement during the applicable Reflection Period, an Employee will have a right to the following Severance Package which consists of:

i) 18 weeks of Gross Weekly Pay plus two (2) times the Total Target Cash per prorated year of service;

ii) a signing bonus of three (3) times the Total Target Cash; and

iii) a transition period of four (4) months for all impacted Employees, or longer if their applicable

notice period exceeds four months (the "**Transition Period**"). This Transition Period commences on the next calendar day of the month after the Employee has signed the Settlement Agreement.

9. STATUTORY FINAL SETTLEMENT

9.1 As of the Termination Date, the Employee shall be provided with the statutory final settlement (*wettelijke eindafrekening)* which includes the pro rata holiday allowance and pay-out of any accrued but untaken holidays (PTO) until the Termination Date. The final settlement will be paid within one month after the Termination Date, provided all business property has been returned in good shape in accordance with section 16 below and all expense claims have been filed.

10. BONUS / COMMISSION AND RESTRICTED SHARE UNITS

10.1 The Employee is not entitled to payment of any (prorated) bonus in respect of the financial year of the Termination Date and/or any of previous years.

10.2 Insofar as the Employee is eligible for commission payments, these amounts will be paid out to the Employee in accordance with the applicable commission plan.

10.3 The Employee can access a schedule of vest dates for any Equity which has been awarded to the Employee via their stock plan account with Charles Schwab. Any Vested Equity will belong to the Employee and can be accessed in their plan account. Any Equity that is unvested at the Termination Date will be cancelled. Employees will remain eligible to receive quarterly Equity vests up to their Termination Date in accordance with the terms of Meta's applicable equity plan(s) (as amended, updated or replaced from time to time).

11. PENSION AND INSURANCES

11.1 As per the Termination Date, the Employee's participation in the Company's pension scheme will terminate. Up to the Termination Date, the Company will comply with all obligations under the Pension Act and the applicable pension scheme, arising from the employment contract and/or the termination thereof.

11.2 The Employee's participation in Life@Benefits, including insurances, if any, will be terminated as per the Termination Date, in line with the applicable provisions of those insurances.

12. OUTPLACEMENT SERVICES

12.1 The Company will provide for outplacement services via the outplacement service provider Lee Hecht Harrison (or any such alternative vendor who is in place during the Applicability Period). If that does not prove to be possible, the outplacement service provider will support the Employee to explore the external labour market.

12.2 The costs of this outplacement assistance will be paid directly by the Company to the outplacement agency, provided that the Employee signs the Settlement Agreement and the Employee has confirmed (in the manner specified by the Company) that they want to participate in this outplacement program, by no later than one (1) week after the date of signing the Settlement Agreement.

12.3 If the Company has not received said timely confirmation from the Employee confirming their wish to participate, s/he will no longer be entitled to said outplacement assistance.

12.4 The outplacement program has a duration of three (3) months and must be started within 60 days after the Termination Date.

12.5 If the Employee chooses to participate in any additional outplacement or outplacement in another manner, then these costs will not be reimbursed by the Company.

13. LEGAL COSTS

13.1 Subject to the Employee signing a Settlement Agreement, the Company will reimburse the actual costs of legal assistance (not being financial and/or tax advice) of the Employee in respect of reviewing the Settlement Agreement up to a maximum of EUR 750 (excl. VAT, incl. disbursements (*verschotten*) and incl. office costs (*kantooropslag*)), to be paid directly to the Employee's lawyer after written proof of a specified invoice addressed to the Company and made out in the name of the Employee and explicitly stating that any VAT cannot be deducted by any of the parties. The invoice must be received by the Company by no later than the Termination Date. Any invoice received by the Company after the Termination Date will not be paid by the Company.

13.2 The Company and De Unie have prepared a list with designated parties who may be consulted by the Employee for the legal assistance referred to in Article 13.1, should the Employee so wish (the

"**Designated Party/Parties**"). The Company does not have any affiliation with any of the Designated Parties. The list of Designated Parties will be made available to the Employee upon request. This list of Designated Parties will be updated by the Company and De Unie from time to time to ensure the information remains up-to-date. For the avoidance of doubt, the Employee is free to seek legal assistance from a provider that is not listed as a Designated Party or to choose not to seek legal assistance at all.

14. MEDICAL COSTS CONTRIBUTION

14.1 Subject to the Employee signing a Settlement Agreement, the Company will pay the Employee a contribution of EUR 1,000 gross towards medical expenses.

15. MENTAL HEALTH SUPPORT

15.1 The Employee is entitled to Lyra mental health support during three (3) months after the Termination Date.

15.2 The costs of this support will be paid directly by the Company to Lyra.

IV. OTHER SETTLEMENT PROVISIONS

16. BUSINESS PROPERTY

16.1 On or before the last working day prior to the Exemption Date (if any) or at the latest on (the last working day prior to) the Termination Date, the Employee will return to the Company all items, documents and records, property or assets, whether or not stored in electronic form and on data carriers or storage devices of any type (and whether such carriers or storage devices belong to the Company or the Employee), belonging to the Company that the Employee has or will acquire (such as credit card, mobile phone, keys, entry passes, handbooks, documents, correspondence, business records, policies, know how, commercial offers, client lists, financial information, plans, data carriers, storage devices, computers, discs or laptop), in good order, and destroy all confidential information concerning the Company or any other company or entity forming part of Meta that is being held on personal property not being returned to the Company.

16.2 Up to the return date, the Employee will continue to make use of all items stated above in the usual manner, which means that this use will not lead to more costs for the Company than the average of the costs that the Employee has incurred in that respect in the three (3) months prior to the signing date of

the Settlement Agreement.

17. CLAWBACK PROVISIONS

17.1 Any clawback provisions in the Employee's employment agreement, such as (but not limited to) relocation payments and signing bonuses, will not be exercised.

18. RESTRICTIVE COVENANTS

18.1 The Employee will remain to be bound by any clauses included in the employment agreement in relation to non-solicitation (including the non-poaching of employees, competitors, industry partners, clients and/or customers), confidentiality (as also referred to in section 1.9) and/or intellectual property.

19. REFERENCES

19.1 Upon the Employee's request, and subject to the Employee signing a Settlement Agreement, the Company will provide the Employee with references in accordance with the Company's Neutral Reference Policy which can be accessed through the People Portal.

19.2 The Company reserves the right to decline the Employee's request to provide a reference in accordance with the Company's general reference policies.

V. FINAL PROVISIONS

20. IMMIGRATION

20.1 The Deloitte support in relation to immigration and visa continues in accordance with existing standard policies / programs up to the Termination Date. Additional information with regard to immigration which will be shared separately by the Company with the Works Council and with Employees.

21. PREGNANCY AND MATERNITY LEAVE

21.1 The Termination Date of the Employee that is pregnant and/or on Meta Maternity Leave will be set with due observance of the applicable statutory notice period that will start running no earlier than six (6) weeks after the end date of Meta Maternity Leave. All provisions of the Plan equally apply to the

Employee.

22. JOB APPLICATION LEAVE

22.1 The Employee will have a right to attend job interviews with other potential employers within the Netherlands during working hours.

23. HARDSHIP CLAUSE

23.1 Should the application of the Plan in specific individual cases lead to manifestly unfair and unreasonable consequences for the Employee, the Company may at its sole discretion deviate from the Plan at the request of and in favour of the Employee, but only in very exceptional circumstances.

24. CONCLUDING PROVISIONS

24.1 The Plan may be amended or renewed in the following cases:

a. if circumstances arise as a result of which the Company cannot reasonably be held to adhere to the Plan;

b. if situations occur that are not provided for in the Plan, the Company will aim to reach a (similar) solution, which will not result in more costs for the Company;

c. if applicable (tax) laws and/or regulations change, which changes have a direct impact on the validity of the rights and obligations as set out in the Plan;

d. after discussions and agreement between the Company, the Works Council and the Trade Union Representative. In this respect, the Company will commit to enter into discussions with the Works Council and the Trade Union Representative, 6 months prior to the expiry of the Applicability Period on whether it should be extended for a further period.

Any amendments to or renewals of the Plan will only be valid after the Company, the Works Council and the Trade Union Representative have entered into consultations and have reached a written agreement in respect thereof. The provisions to be amended or renewed will in principle be replaced by another, legally valid provision, which will correspond to the provision that is to be amended or renewed to the extent possible. Both parties will act in accordance with the principles of reasonableness and fairness and will not unreasonably withhold their cooperation and/or agreement to any proposed amendments or renewals.

Any amendments to and/or renewals of the Plan will not affect the legal validity of the other provisions of the Plan.

APPENDIX A
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Conditions for the Plan and Applicability Period

The Plan and Applicability Period is conditional upon:

A. In relation to the Request for Advice submitted to the Works Council on 9 May 2025:
the Works Council issuing a neutral or positive advice without any conditions attached by 25 July 2025 (the "**Relevant Advice**");

B. Simultaneously with providing the Relevant Advice:
both the Works Council and the Trade Union Representative signing in agreement with this Plan;

C. Confidentiality:
the Works Council and the Trade Union Representative agreeing that all discussions relating to the Redundancies described in the Request for Advice dated 9 May 2025 will remain confidential unless and until an agreement is reached and finalised, and the Company, the Works Council, and the Trade Union Representative have jointly agreed on the timing and manner of communication regarding the Redundancies.

D. in case of a request for advice, the Works Council providing positive or neutral advice, without conditions attached to it, within 12 weeks of receiving a request for advice regarding Redundancies. If the Works Council does not provide positive or neutral advice, without conditions attached to it, the Company, the Works Council and the Trade Union Representative, will negotiate in good faith on a different social plan; and

E. discussions between the Company, the Works Council and the Trade Union Representative regarding a Redundancy are kept confidential until such time as the Company is ready to inform employees of the relevant Redundancy.