



May 8, 2020

Yanxin Lu

Dear Yanxin,

On behalf of Facebook, Inc. (the “Company” or “Facebook”), I am pleased to confirm the terms of the transition of your position at Facebook to the new position of Software Engineer. You will continue to work out of the Company’s Menlo Park office, under the guidance of Elad Gerson in the ENG(AR/VR Platform Software) department.

At Facebook, 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. This transition is effective as of April 27, 2020 (the “Transition Date”). While you will initially work out of the Menlo Park office, the Company requires that you relocate to the Los Angeles area to work out of the Company’s Los Angeles office no later than the terms outlined below in Paragraph 2.

1. **Compensation**

a. **Base Pay**. In this regular full-time position, your annual base pay will not change and you will continue to receive annual base pay in the amount that was in effect immediately prior to the Transition Date.

b. **Bonus**. You may continue to be eligible to receive a semi-annual discretionary bonus of up to a target percentage of your Base Eligible Earnings as defined in the Company's bonus plan. Your applicable target percentage will be the same as was in effect for you immediately prior to the Transition Date. Based on your performance, you can over-achieve your bonus target pursuant to the Company's bonus plan.

2. **Menlo Park to Los Angeles Transition**.

Subject to government restrictions in Menlo Park and Los Angeles that would prevent you from traveling and to you satisfying any pre-employment conditions in your transfer offer letter, you understand that you will be required to relocate to Los Angeles by the later of:

a. 60 days from the date Facebook’s COVID-19 mandatory working from home restrictions have been lifted in Menlo Park and Los Angeles; or

b. 30 days from the date you have the right to work in Los Angeles, (the “Move Date”).

You understand that you must relocate to Los Angeles no later than the Move Date and commence working from the Los Angeles office on a full-time basis. You are required to let your manager and/or Human Resources Business Partner know if any changes to this arrangement are needed.

If you fail to relocate to Los Angeles in accordance with the terms of this letter, the Company may terminate your employment

3. **Employment Conditions**

All of the terms of your offer letter with Facebook, Inc. dated January 08, 2019 are reinstated and/or remain in force and effect unless specifically amended herein while you remain in Menlo Park. The Company will issue you with a revised transfer offer letter confirming your relocation date to Los Angeles in due course.

4. **Withholdings**.



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

5. **Definitions.**

All references in this Offer Letter to the “Company” or “Facebook” shall refer to Facebook, 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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Very truly yours,

Facebook, Inc.

A handwritten signature in black ink, appearing to read "Miranda Kalinowski".

By: Miranda Kalinowski, VP, Global  
Recruiting  
May 8, 2020

ACCEPTED AND AGREED:

Yanxin Lu

A handwritten signature in blue ink, appearing to read "Yanxin Lu".

Yanxin Lu (May 8, 2020)

Signature

Date: May 8, 2020