



STATE OF NEW YORK  
OFFICE OF THE STATE COMPTROLLER

February 24, 2026

Mark Elliot Zuckerberg  
Meta Platforms Inc  
1601 Willow Road  
Menlo Park, CA 94025

Dear CEO,

I write as Trustee of the New York State Common Retirement Fund, one of the largest public pension funds in the United States, which holds and invests the assets of the New York State and Local Retirement System on behalf of its 1.2 million members, retirees, and beneficiaries. As a long-term shareholder, I encourage Meta Platforms Inc to provide greater transparency regarding how artificial intelligence (“AI”) is affecting your workforce and long-term workforce management strategy.

While AI offers transformative potential for productivity, research has shown that AI’s use may have negative workforce management consequences. I am particularly concerned about the disproportionate impact on specific discrete occupations, tasks, and career stages—particularly early-career and entry-level workers in professions where AI may automate, rather than augment, professional judgment. Unlike prior technological innovation shifts that were deployed over decades, the current rapid speed of AI deployment across multiple sectors all at once can produce sudden and large-scale workforce disruptions. These changes could introduce longer-term consequences and risks to the quality and productivity of company workforces, including Meta Platforms Inc, if not properly managed.

As a result, I’m seeking reporting from the Company on its AI strategy, job reductions related to automation, job transformations, and investments in retraining or redeployment of those displaced by automation. This information helps investors assess whether AI adoption is being implemented in a sustainable manner with these broader risks in mind or is focused on short-term workforce reductions that could undermine long-term shareholder value.

And shareholders aren’t alone in their concern. Recent bipartisan attention in Congress, including legislation introduced by Senators Hawley and Warner, reflect growing interest in understanding how AI adoption is affecting employment, job quality, and skills demand across the economy. While federal legislative outcomes remain uncertain, the underlying concern is clear: the policy environment around AI and job displacement is rapidly evolving and demands close evaluation by companies.

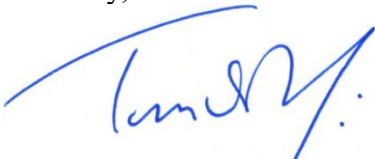
Given the keen interest in and controversy surrounding AI adoption, transparency around AI-related workforce impacts can also help mitigate reputational, legal, and regulatory risk. Companies that proactively disclose how they are managing workforce transitions associated with the adoption of AI may be better positioned to demonstrate responsible governance and avoid negative outcomes that can arise from poorly managed change. For these reasons, I encourage Meta Platforms Inc to increase disclosure regarding AI-related workforce management practices and their impacts, including, where appropriate:

- The number or proportion of jobs eliminated, created, or materially restructured due to AI adoption;
- the business functions or geographies most affected;
- investments in employee retraining, reskilling, or redeployment tied to AI implementation; and
- governance and oversight structures guiding AI strategy and workforce management.

I welcome the opportunity to hear from you regarding how Meta Platforms Inc plans to address these risks and encourage you to contact Kyle Seeley at [CorpGov@osc.ny.gov](mailto:CorpGov@osc.ny.gov) to schedule a convenient time to discuss this matter.

Thank you for your consideration, and I look forward to your response.

Sincerely,



Thomas P. DiNapoli  
New York State Comptroller