Palantir

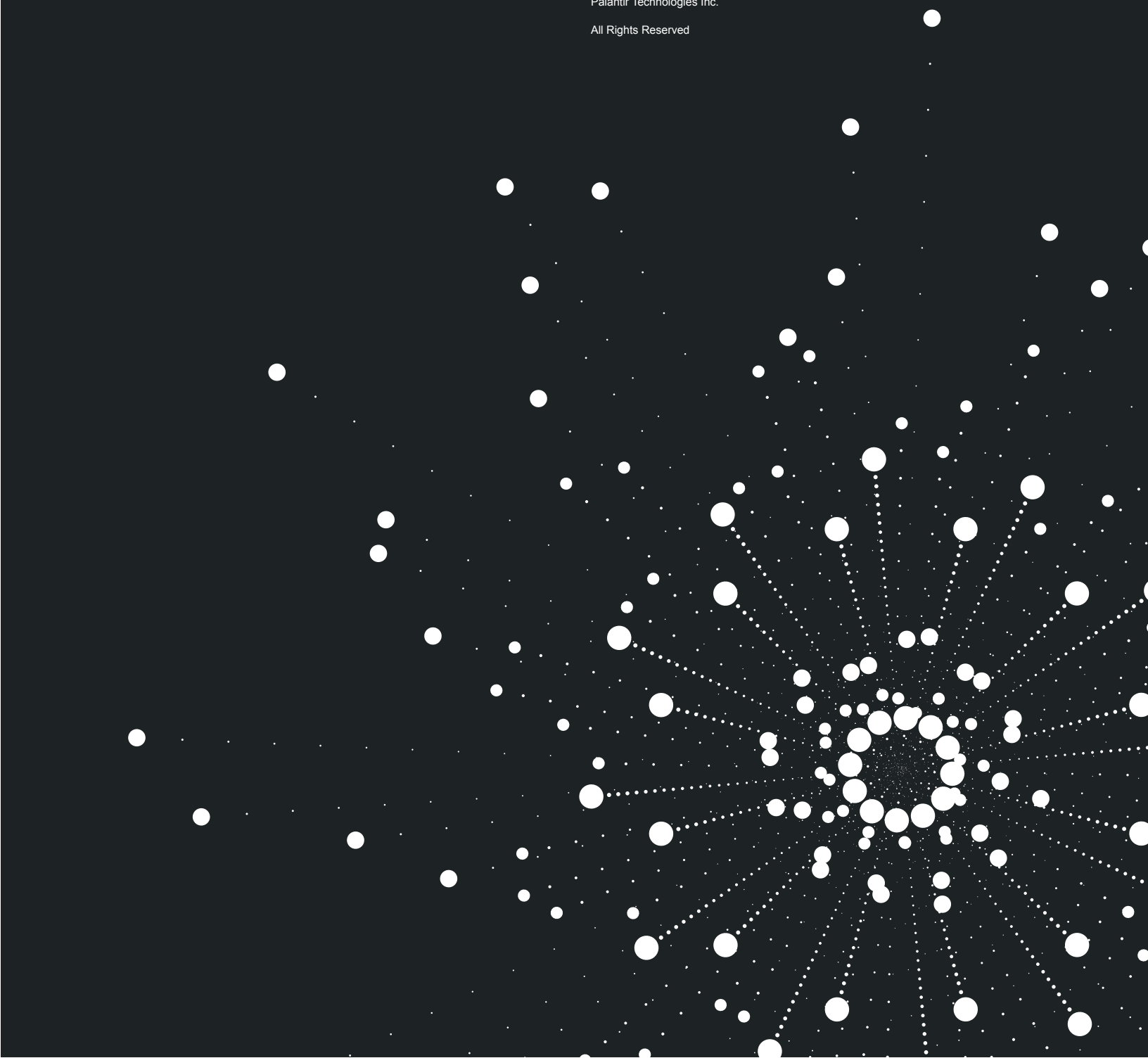
2020 UK Gender Pay Gap Report

October 2021

palantir.com

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01

Introduction

Palantir is committed to welcoming and supporting individuals from all backgrounds, and to providing a work environment free of bias. We commend the increased transparency encouraged by the UK Gender Pay Gap reporting regulations. We believe in data-driven decision-making, and metrics such as these help us understand where we must improve.

02

How the Gender Pay Gap is Calculated

The gender pay gap is the difference between the average hourly rate of pay (median and mean) between male and female employees. The data in this report looks at the difference in the average pay between male and female employees at Palantir Technologies UK, Ltd. This is different from equal pay, which is the difference in pay between men and women who carry out the same jobs, similar jobs, or work of equal value.

A mean gap is a calculation of the average pay or bonus of male versus female employees in our organization.

A median gap is a calculation of the exact mid-point between the lowest and highest-paid male versus female employees in the organization.

Quartiles are calculated by ranking the pay for each employee from lowest to highest. It has a total sample size of 526 employees and breaks down to show the equal proportion and percentage of earnings within that quartile of male and female employees.

03

The Data

FIGURE 1

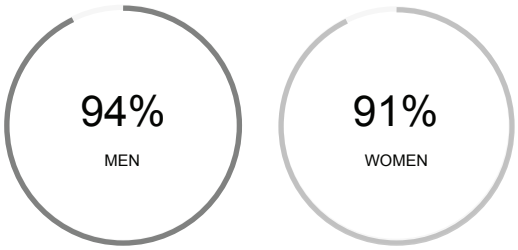
Pay Gap and Bonus Gap

	MEAN	MEDIAN
Gender Pay Gap	12%	15%
Gender Bonus Gap	13%	8%

This data shows the pay gap and bonus gap between male and female employees. The pay gap is calculated as the difference in hourly pay for male and female employees on the snapshot date 5 April 2020, at both the mean and median hourly pay rate. The bonus gap is calculated using the difference in bonus pay over the 12-month period prior to 5 April 2020 at both the mean and median bonus pay.

FIGURE 2

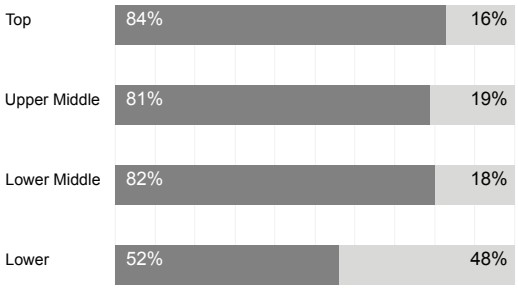
Percentage of Employees Receiving a Bonus



This data shows the percentage of male and female employees receiving a bonus in the 12 months prior to 5 April 2020.

FIGURE 3

Pay Quartiles



This data shows the percentage of male and female employees in each pay quartile at the snapshot date 5 April 2020.

04

Palantir’s Commitment

We are committed to paying every individual fairly, and have designed our compensation practices to prevent bias with this principle in mind.

Global compensation data is reviewed on a biannual basis to ensure that employees are paid appropriately based on their role, experience, and performance, regardless of gender. During the compensation review each manager’s assessment of an individual’s impact is vetted by a compensation manager, and all compensation moves are vetted not only by the head of that business unit but by the compensation team as well. We provide ongoing trainings, including bias mitigation for recruiters, hiring managers, and others involved in determining compensation during the hiring process. We standardize our offer packages for interns and new grads to help reduce pay gaps that historically impact members of underrepresented communities.

Our compensation review process gives us confidence that men and women receive equal pay for equal work. Like many other technology organizations, our pay gap reflects factors such as a lower proportion of females in technical and business development roles. We have a higher proportion of female employees in non-technical roles such as administration, recruiting or operations. We strive to achieve year over year growth in our diversity efforts and since 2016 have seen representation grow by 44% for women. ** We’re proud of the progress we’ve made in recent years, but know there is still much to do to ensure all women can succeed equally in the workplace.

The proportion of male employees who received a bonus was 94% compared to 91% of the total female employees as of the snapshot date 5 April 2020. To be eligible for the 2020 bonus, the employee must have met the plan requirements, which includes being employed during the bonus period of 2019. Of the eligible participants, 99% of the total male, and 99% of the total female participants received a bonus. When looking at the bonus figures, we are confident that for men and women, who joined at the same time and in the same role, there is no difference in their bonus payments.

We are strongly committed to achieving gender parity, to addressing the unequal distribution of men and women in roles across the company, and to deepening progress through increased investments in recruitment, development, and culture. Our efforts are described in more detail below.

05

Palantir’s Progress

Palantir values people who bring a wide range of backgrounds, perspectives, and lived experiences to the company. We’re committed to promoting these values across the broader tech community. As Palantir continues to grow, creating a culture of inclusion is even more critical to the success of our business. Our dedicated Diversity, Equity and Inclusion (DEI) team and recruiters deepen our reach through strategic partnerships with large scale national orgs, work internally to ensure equitable interviewing experiences, and create avenues for connection between students and our internal community.

A diverse workforce is crucial to encourage the broadest and fullest of range of ideas and create innovation. As Palantir continues to grow, creating a culture of inclusion is even more critical to the success of our business.

Here’s what we’re doing to ensure that women thrive in all parts of our business. These efforts are part of our broader strategy to increase diversity and inclusivity across Palantir, and to support underrepresented groups within STEM fields and the tech industry at large.

Actively working to recruit a more diverse workforce:

→ Key Partnerships Our dedicated diversity recruiters deepen our reach through strategic partnerships with large-scale national orgs that support women and other members of underrepresented communities in tech through mentorship, industry experience, and educational resources. To date, we’ve invested nearly £220k in external partnerships and conferences to support communities underrepresented in tech.

→ Equitable Hiring Practices We work internally to ensure equitable interviewing experiences and avenues for connection between students and our internal community. We provide education around and audit for bias in our recruitment process. We also offer standardized and equitable benefits for interns and new grads to reduce historical pay gaps.

→ Measuring Socioeconomic Background Establishing common measures of socio-economic background is a core component of efforts to understand and address barriers to social mobility. We believe that a candidate’s background should not be a sole predictor of their success and ask optional socio-economic indicator questions to ensure our recruiting efforts reach candidates from a wide range of backgrounds.

06

Palantir’s Progress

Enabling more equitable experiences

→ Introducing Equity In 2020 we introduced equity as a core principle at Palantir and placed a critical focus on our resources, policies, and practices to ensure more equitable experiences for all Palantirians. All Palantirians undergo unconscious bias and inclusion trainings at onboarding and have access to opt-in resources like a DEI Library, Inclusive Language Glossary, book clubs, speaker series, and conference sponsorship to further invest in continued learning.

→ Learning Opportunities We’ve enabled continued learning through a broad menu of topical workshops, such as Unconscious Bias Training for Interviewers, Active Allyship, and Inclusive Language. In 2020, more than half of the company engaged in at least one topical DEI workshop, and we continue to see deeper engagements in 2021.

→ Impact Reviews Palantir undertakes impact reviews annually to ensure each Palantir employee, regardless of background, has access to resources that ensure growth and career progression. To mitigate bias in impact reviews, leads undergo training around unconscious bias, as well as how to land feedback, assess employees, and help orient and support their growth.

07

Palantir's Progress

Investing in Efforts to Ensure that Palantir is a Welcoming Place to Work:

→ Benefits Our robust suite of benefits for employees and their families exceeds the industry average and aims to promote health and wellbeing across all areas of employees' lives. In addition to medical, dental, and vision coverage for Palantirians and their families, we offer a wide range of benefits to support Palantirians' mental health and wellbeing. This includes access to virtual therapy, coaching, complimentary medicine, meditation, and fitness classes. We're also proud to offer gender-affirming healthcare coverage.

→ Supporting Families We provide generous paid parental leave, a take what you need policy, bereavement leave, stipends for new parents, and family leave for those taking care of loved ones. We also offer fertility services and adoption assistance. All Palantir parents can take advantage of childcare assistance, free breast milk shipping and storage, and other benefits and programming to support healthy families.

→ Internal Communities Our employee-led resource groups offer all employees an opportunity to network, share experiences, and receive support from similarly situated individuals. Our current representation includes groups for employees of Black/African heritage, Hispanic/Latinx heritage, Pan-Asian heritage as well as members of the LGBTQ+, Parents, Veterans, and Women in Technology communities; we also have a faith-based group. Our Diversity, Equity, and Inclusion team supports these efforts and meet with group leaders regularly to discuss recruitment, outreach, mentoring, diversity, inclusion, and development programs.

08

Palantir’s Progress

Promoting efforts to increase the number of underrepresented populations in STEM fields:

→ Women in Tech Scholarships We offer a number of programs to increase accessibility and support students from communities underrepresented in tech, including our scholarship programs. To date, we’ve awarded over $1.3M across four scholarship programs to 230 students from 20 different countries. We launched the Palantir Women in Technology Scholarship in 2010 to support women beginning careers in tech. Each year, 20 recipients are awarded a monetary scholarship and invited to join Palantir for a day of professional development programming with engineers. As our longest running scholarship program, we’ve awarded 145 women across 55 schools in 13 countries with scholarships.

→ Global Impact Scholarship In 2020, we expanded our reach globally with the Global Impact scholarship to support students beginning careers in tech. We’re proud to have awarded seven students from six countries monetary and professional development support.

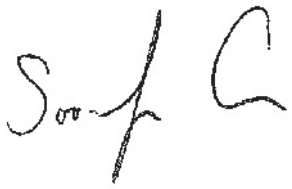
→ Partnerships Our partnerships with organizations such as Rewriting the Code (RTC), BreakLine Mavens, and Bright Network (BN) enable us help mentor members and host professional development programming to prepare members to interview successfully for tech roles. In 2020, we co-created RTC’s first Women in Engineering Summit and were Founding Sponsors for BreakLine’s new vertical, Apex, which supports people of color pivoting into tech. Since 2019, we’ve partnered with BN to advertise our internships, new graduate roles, and scholarship opportunities. We’re proud to have awarded scholarships to five students members, and to be two-time sponsors of their annual Women in TEC event.

09

Looking Ahead

At Palantir, our people are our most important resource. We are proud of the efforts we've taken to build an inclusive community and to address gender inequality, and we know we're just getting started. We're continually working to make Palantir the community we know it can be, and to ensure that our organization is a place where anyone, from any background, can succeed. I certify that the data presented is accurate and calculated in accordance with legislative requirements for the snapshot date of 5 April 2020.

Signed,



Soo Cho
Head of People
Palantir Technologies UK, Ltd.