

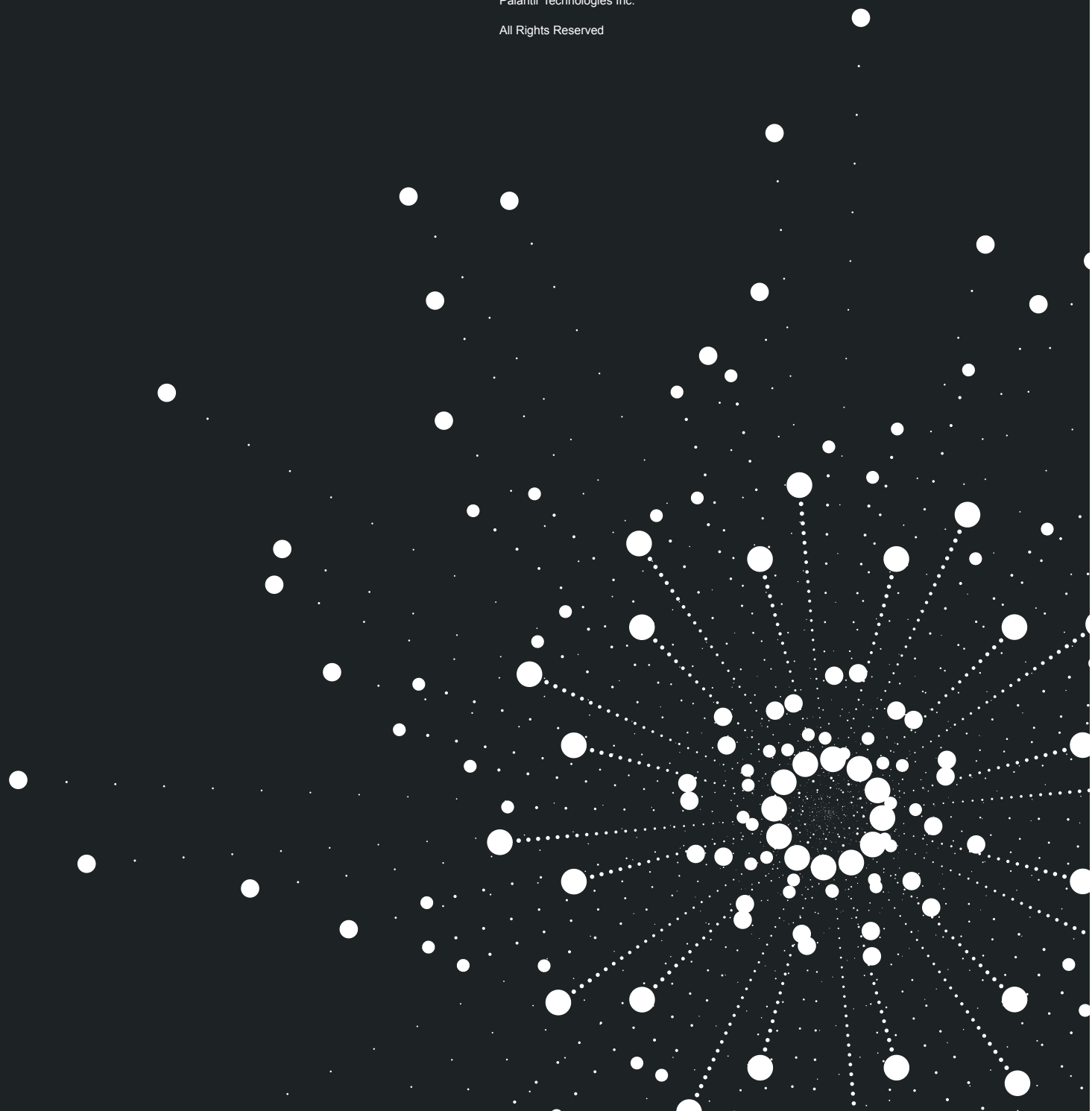
2025 UK Gender Pay Gap Report

— April 2026

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01

Introduction

Palantir is committed to welcoming and supporting individuals from all backgrounds, and to providing a work environment that sets all employees up to succeed. To align with UK government reporting requirements, data in this report uses the binary gender categories of 'men' and 'women'.

02

How the Gender Pay Gap is Calculated

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

A mean gap is a calculation of the average pay or the average bonus of men versus the average pay or the average bonus of women employees at Palantir.

A median gap is a calculation of the exact mid-point between the lowest and highest-paid men versus the exact mid-point between the lowest and highest-paid women employees at Palantir.

Quartiles are calculated by ranking the pay for each employee from lowest to highest, and, using the total sample size of 721 employees (being all Palantir's UK employees who were employed on the snapshot date of 5 April 2025), breaks down the equal proportion and percentage of earnings within each quartile for men and women.



03

The Data

FIGURE 1

Pay Gap and Bonus Gap

Gender Pay Gap	MEAN	MEDIAN
	9%	12%
Gender Bonus Gap	MEAN	MEDIAN
	40%	51%

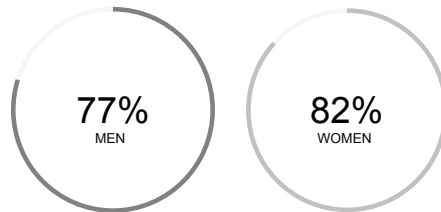
This data shows the pay gap and bonus gap between men and women employees.

The pay gap is calculated as the difference in hourly pay for men and women employees on the snapshot date of 5 April 2025, at both the mean and median hourly pay rate.

The bonus gap is calculated using the difference in bonus pay (bonus pay for the purposes of this report includes equity compensation (based on the taxable amount)) for men and women employees over the 12-month period prior to 5 April 2025 at both the mean and median pay rate.

FIGURE 2

Percentage of Employees Receiving a Bonus



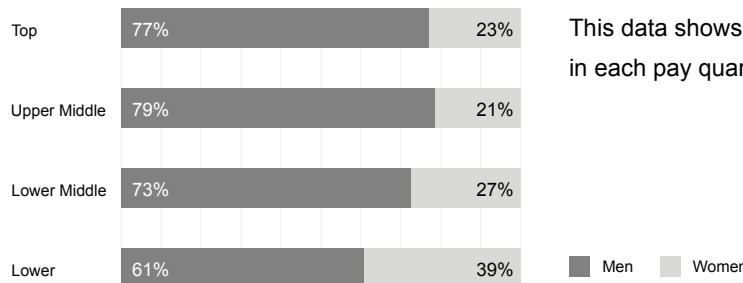
(bonus pay for the purposes of this report includes equity compensation (based on the taxable amount))

This data shows the percentage of men and women employees receiving a bonus in the 12 months prior to 5 April 2025.

To be eligible for the 2025 equity bonus, employees must meet the applicable requirements under the Palantir Technologies Inc. equity award agreements and equity plan, which include being employed by Palantir or a group company or affiliate on each applicable vesting date during the bonus period for 2025. Generally, new hires must meet a vesting cliff of at least 1 year prior to any equity vesting, and as a result, new hires with less than a year's service were not eligible for a bonus and are not factored into the 2025 bonus data.

FIGURE 3

Pay Quartiles



This data shows the percentage of men and women employees in each pay quartile at the snapshot date of 5 April 2025.



The Analysis

Palantir's gender pay and bonus gaps represent a challenge common in the wider tech industry and working world at large: the underrepresentation of women in technical and leadership roles. For example, we have a higher percentage of men in longer-tenured technical roles, which fetch higher salaries and receive greater equity compensation (which is classified as bonus pay for the purposes of this report) due to competitive market rates. In contrast, we have a higher proportion of women employees in non-technical roles such as administration, recruiting or operations. In the market, these roles tend to command more modest salaries and equity awards.

However, we are pleased to report that there has been improvement in the median pay and bonus gaps, with the median pay gap decreasing from 16% to 12% and the median bonus gap decreasing from 66% to 51%. We acknowledge that the mean pay and bonus gaps have stayed the same since the year prior, and we are committed to continuing to close these gaps.



Palantir's Commitment and Progress

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

Palantir values people who add a wide range of backgrounds, perspectives and lived experiences to the company. As Palantir continues to grow, building a culture of respect and collaboration is critical to the success of our business. We work hard internally to ensure equitable interviewing experiences and avenues for connectivity between candidates and our internal community. We leverage technical tooling that evaluates coding screening based on merit. We provide education around, and audit for, bias in our recruitment process. Our engineering interview process is also standardised, regardless of role or level.

Global compensation data is generally reviewed on an annual basis to ensure that employees are paid appropriately based on their role, experience, location and performance, regardless of gender. During the compensation review, each manager's assessment of an individual's impact is considered by a compensation manager, and all compensation adjustments are vetted not only by the head of that business unit, but also by the compensation team. We provide ongoing training for individuals involved in determining compensation during Palantir's hiring process and throughout an employee's tenure. We also standardise our offer packages for interns and new graduates to help eliminate pay gaps. Our aim in standardising pay for new graduates in particular is to ensure that people who start their careers at Palantir do so on an equal footing. Our compensation review process and our analysis to assess the reasons for any gaps that do exist gives us confidence that men and women receive equal pay for equal work.

Our generous suite of benefits available to all 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 Palantir employees and their families, we offer a wide range of benefits to support employees' mental health and wellbeing. This includes access to virtual mental health therapy and coaching, meditation, and fitness classes. We provide a generous paid parental leave and time-off policy, issue stipends for new parents, and support our employees in taking time off for bereavement or when they need to care for loved ones experiencing an illness or injury. We also offer fertility services and adoption assistance, child and adult care benefits, milk shipping at no personal cost, and more, all geared toward supporting healthy Palantirian families.



Looking Ahead

At Palantir, our people are our most important resource. We are proud of the efforts we have taken to build an inclusive community, and we are continuously working to ensure that our organisation is a place where all can succeed.

I certify that the data presented is accurate and calculated in accordance with legislative requirements for the snapshot date of 5 April 2025.

Signed,



Neeta Sarma
Head of People
Palantir Technologies UK, Ltd.