

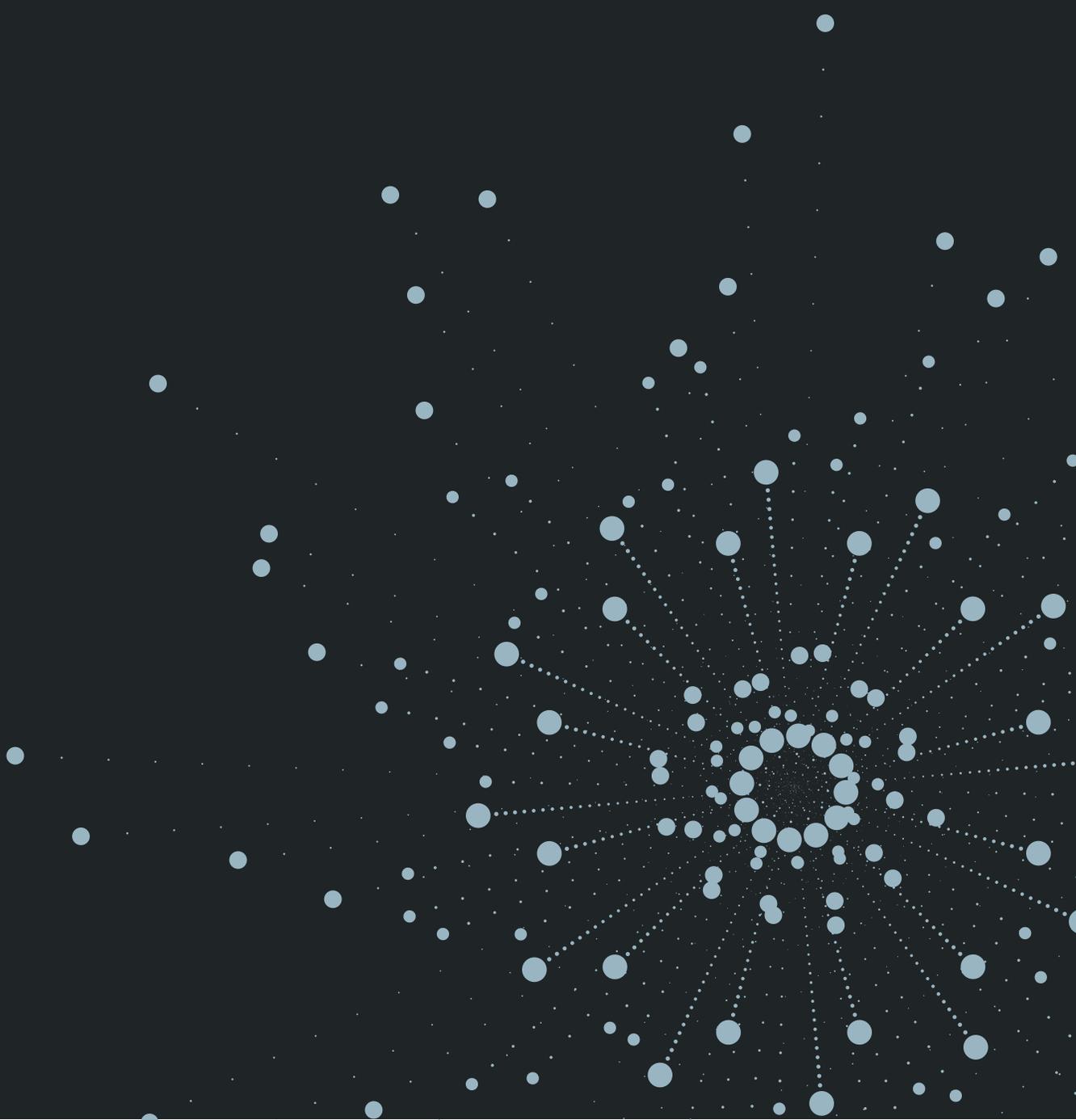
2018 UK Gender Pay Gap Report

— April 2019

palantir.com

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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.

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The Data Part 1

The following data includes employees of Palantir Technologies UK, Ltd. (“Palantir UK”) as of 5 April 2018. ↴

FIGURE 1

Pay Gap and Bonus Gap

Gender Pay Gap	MEAN 10%	MEDIAN 13%
Gender Bonus Gap	MEAN 9%	MEDIAN 0%

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 2018, 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 2018 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 2018.

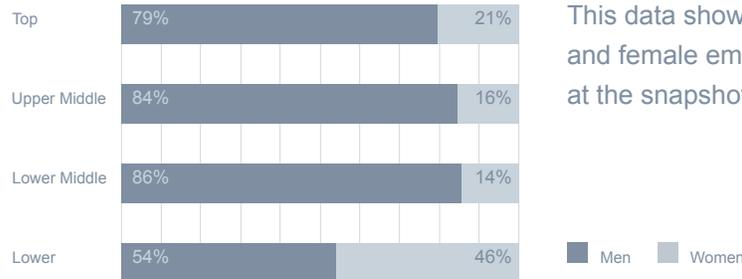


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The Data Part 2

FIGURE 3

Pay Quartiles



This data shows the percentage of male and female employees in each pay quartile at the snapshot date 5 April 2018.

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Understanding the Data

We are committed to paying every individual fairly, and have designed our compensation practices to prevent bias with this principle in mind. We review global compensation data quarterly to ensure that employees are paid appropriately based on their role, experience, and performance, regardless of gender. We also provide ongoing trainings for recruiters, hiring managers, and others involved in determining compensation during the hiring process. In addition, we have eliminated the practice of asking candidates about prior salary to help prevent the perpetuation of pay disparities.

Our compensation review process gives us confidence that men and women receive equal pay for equal work. Our pay gap instead reflects a separate challenge: the uneven distribution of men and women in roles across the company. Currently, women are under-represented in technical and business development roles, which comprise the majority of the upper three pay quartiles of UK employees. More women hold administrative and operational roles, which are more likely to fall in the lowest pay quartile. When those roles are excluded from the calculations, there is no difference in the median hourly pay, while the mean hourly pay for women is actually 3% higher than that of men.

We are strongly committed to addressing the unequal distribution of men and women in roles across the company. We're investing in efforts to recruit, develop, and advance women across all departments, as a part of our ongoing commitment to attract and retain a more diverse workforce, described in more detail below.



Fostering Diversity and Inclusion at Palantir Part 1

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:

- Over the past two years, we have redesigned our recruiting strategy to expand our hiring pipeline and ensure we target a diverse group of candidates, particularly for roles within product and business development where women are currently underrepresented. Our recruiting team maintains detailed metrics on recruiting and hiring to monitor for bias and assess our progress toward internal goals.
- We work with organizations such as Rewriting the Code, Ron Brown Leaders Network and the Anita Borg Institute to help us nurture diverse talent pools and identify exceptional technologists from underrepresented groups.



Fostering Diversity and Inclusion at Palantir Part 2

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

- Our employee resource groups and mentoring programs support, advocate for, and celebrate various groups and communities across Palantir. We have employee affinity groups that support Women in Technology, Black, LatinX, Veterans, LGBTQ employees, and parents.
- All new employees are required to participate in workshops designed to increase awareness of and empathy for the challenges faced by different groups of employees, including but not limited to women in the workplace. We conduct mandatory anti-harassment and anti-discrimination training, and offer additional training to employees on issues such as unconscious bias and inclusivity.
- We invest in a wide array of benefits to support parents, caregivers, and families, including support for fertility treatments, adoption, surrogacy and discounted access to childcare. We provide nursing rooms, family spaces, and free breast milk shipping and storage to support the transition for new parents returning to the workplace.
- We've increased parental leave benefits, giving new parents and caregivers additional fully-paid time-off with their families and providing training to all of our managers on how they can best support employees returning to work from a parental leave of absence.

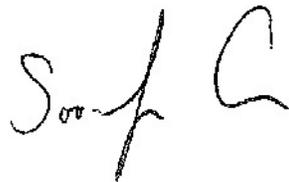
Promoting Efforts to Increase the Number of Underrepresented Populations in STEM Fields:

- We sponsor a number of different initiatives, including the Palantir Women in Technology Scholarship, to celebrate and support underrepresented populations who are beginning careers in technology.
- In 2017, we expanded our scholarship program to Europe. By the close of this year's program we will have awarded more than £150,000 in scholarship funds to aspiring technologists across the UK and Europe.
- We participate in industry-wide initiatives such as the Grace Hopper Celebration, the world's largest gathering of women technologists, and partner with nonprofits such as she++ to engage the communities where we work.

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, but we know we're just getting started. We're continually working to make Palantir the community we want it to 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 5th April 2018.

Signed,



Soo Cho

Head of People
Palantir Technologies UK, Ltd.