



**PALANTIR TECHNOLOGIES INC.
CORPORATE GOVERNANCE GUIDELINES
(Adopted on September 3, 2020; Effective upon effectiveness of the registration statement
relating to the Company's public listing)
(as amended on November 26, 2024)**

The Board of Directors (the "Board") of Palantir Technologies Inc. (the "Company") has adopted the following Corporate Governance Guidelines (these "Guidelines") to reflect the Board's strong commitment to sound corporate governance practices and to encourage effective policy and decision making at both the Board and management level, with a view to enhancing long-term value for the Company and its stockholders in a manner that is consistent with its fiduciary duties. These Corporate Governance Guidelines are intended to assist the Board in the exercise of its governance responsibilities and serve as a framework within which the Board may conduct its business. The Company's governance structure is designed to be a working structure for principled actions, effective decision-making and appropriate monitoring of both compliance and performance.

These Corporate Governance Guidelines are not intended to change or interpret any federal or state law or regulation, including the General Corporation Law of the State of Delaware, or the Amended and Restated Certificate of Incorporation (the "Certificate") or Amended and Restated Bylaws (the "Bylaws") of the Company. These Corporate Governance Guidelines are subject to modification from time to time by the Board.

I. THE BOARD

1. Role

It is the principal duty of the Board to exercise its powers in accordance with its fiduciary duties to the Company and in a manner it reasonably believes to be in the best interests of the Company and its stockholders. It is also the Board's duty to oversee senior management in the competent and ethical operation of the Company. To satisfy this duty, the directors will take a proactive, focused approach to their position, and set standards to ensure that the Company is committed to business excellence, ethical and honest conduct and highest levels of integrity. Directors bring to the Company a wide range of experience, knowledge and judgment, and will use their skills and competencies in the exercise of their duties as directors of the Company.

2. Size

The number of directors that constitutes the Board will be fixed from time to time by a resolution adopted by the Board in conformity with the Company's Certificate and Bylaws. The Compensation, Nominating and Governance Committee of the Board (the "Compensation, Nominating and Governance Committee") periodically reviews the size of the Board to ensure that the current number of directors most effectively supports the Company.

3. Composition

There should at all times be a majority of independent directors on the Board. An "independent director" is a person who meets the definition of independent director under the rules of the stock exchange on which the Company's securities are listed and the director is not an executive officer or employee of the

Company or any other individual who, in the opinion of the Board, has a relationship which would interfere with the exercise of independent judgment in carrying out the responsibilities of a director.

4. Lead Independent Director

If the Board does not have an independent Chairperson, a lead independent director ("Lead Independent Director") may be appointed by the Board. The Lead Independent Director will be responsible for calling separate meetings of the independent directors, determining the agenda and serving as chairperson of meetings of independent directors, reporting to the Company's Chief Executive Officer ("CEO") and the Chairperson of the Board, regarding feedback from executive sessions, serving as spokesperson for the Company as requested and performing such other responsibilities as may be designated by a majority of the independent directors from time to time. If a Lead Independent Director is appointed, their identity will be disclosed in the Company's annual proxy statement and/or published on the investor relations page of the Company's website.

5. Executive Sessions

The non-employee directors will meet in executive sessions without employee directors or management present on a periodic basis but no less than twice a year. Such executive sessions will be led by independent directors. "Non-employee directors" are all directors who are not Company employees, including both independent directors and such directors who are not independent directors by virtue of a material relationship, former status or family membership, or for any other reason.

In addition, if the non-employee directors include directors who are not independent directors, the independent directors will also meet on a periodic basis but no less than twice a year in an independent director executive session.

6. Director Qualifications

The Compensation, Nominating and Governance Committee works with the Board to determine periodically, as appropriate, the desired Board qualifications, expertise and characteristics, including such factors as business experience and diversity; and with respect to diversity, the Compensation, Nominating and Governance Committee may consider such factors as differences in professional background, education, skill and other individual qualities and attributes that contribute to the total mix of viewpoints and experience represented on the Board.

The Compensation, Nominating and Governance Committee and the Board evaluate each director in the context of the membership of the Board as a group, with the objective of having a group that can best perpetuate the success of the business and represent stockholder interests through the exercise of sound judgment using its diversity of background and experience in the various areas. Each director should be an individual of high character and integrity.

Each director must ensure that other existing and anticipated future commitments do not materially interfere with the director's service as a director. Any employee director must submit their offer of resignation from the Board in writing to the Chairperson of the Compensation, Nominating and Governance Committee (if applicable) upon termination of employment with the Company. Upon a change of their principal employer, a non-employee director shall promptly inform the Chairperson of the Board. The Compensation, Nominating and Governance Committee shall assess the appropriateness of such non-employee director remaining on the Board and, in its judgment, may recommend to the Board whether to request that such non-employee director tender their resignation. If so requested, such non-employee director is expected to promptly tender their resignation from the Board and all committees thereof in writing to the Chairperson of the Compensation, Nominating and Governance Committee (if applicable).

7. Limitation on Other Board Service

Directors should advise the Chairperson of the Compensation, Nominating and Governance Committee (if applicable) of any invitations to join the board of directors of any other public company prior to accepting the directorship or committee membership. No director should serve on more than four additional public company boards without the approval of the Board. Any director who is a CEO should not serve on more than two additional public company boards. The Board, through the Compensation, Nominating and Governance Committee, will have the opportunity to review the appropriateness of the continued service of a director who changes the role, position or areas of responsibility that they held when they were elected to the Board.

Service on other boards and/or committees should be consistent with the Company's conflict of interest policies set forth below.

8. Selection of New Directors

Until the Final Class F Conversion Date (as defined in the Certificate), the Company will not have a classified board of directors, and all directors will be elected for annual terms. Each year, at the Company's annual meeting of stockholders, the Board will nominate a slate of directors for election by the stockholders. In accordance with the Bylaws, the Board will also be responsible for filling vacancies or newly-created directorships on the Board that may occur between annual meetings of stockholders. The Compensation, Nominating and Governance Committee is responsible for identifying and screening candidates for Board membership and recommending candidates to the entire Board for Board membership.

9. Directors Who Become Aware of Circumstances that May Adversely Reflect Upon the Director or the Company

When a director, including any director who is currently an officer or employee of the Company, becomes aware of circumstances that may adversely reflect upon the director, any other director or the Company, the director should notify the Compensation, Nominating and Governance Committee of such circumstances. The Compensation, Nominating and Governance Committee will consider the circumstances, and may in certain cases request the director to cease the conflicting activity, or in more severe cases, request that the director submit their resignation from the Board if, for example, continuing service on the Board by the individual is not consistent with the criteria deemed necessary for continuing service on the Board.

10. Term Limits

Term limits may result in the loss of long-serving directors who over time have developed unique and valuable insights into the Company's business and therefore can provide a significant contribution to the Board. Because each director is periodically subject to election by the Company's stockholders, the Board does not believe it is in the best interests of the Company to establish term limits.

11. Compensation

The compensation of directors will be approved by the Board upon recommendation of the Compensation, Nominating and Governance Committee, which will take into account the directors' independence status. A compensation consultant will report, if and when deemed advisable by the Compensation, Nominating and Governance Committee, to such Committee regarding the status of the Company's director compensation in relation to comparable companies. This report will include consideration of independence, employee status and both direct and indirect forms of compensation to the Company's directors, including any charitable contributions by the Company to organizations in which

a non-employee director is involved. Following a review of the report, the Compensation, Nominating and Governance Committee will recommend any changes in director compensation to the Board, which will then approve the director compensation. The Company's employees will not receive additional compensation for their service as directors.

12. Conflicts of Interest

Directors are expected to avoid any action, position or interest that conflicts with the interests of the Company or gives the appearance of a conflict. If an actual or potential conflict of interest develops, the director will report all facts regarding the matter to the Chairperson of the Compensation, Nominating and Governance Committee (if applicable). Any material conflict must be resolved or the director should resign. If a director has a personal interest in a matter before the Board, the director must disclose the interest to the Board, excuse themselves from discussion and abstain from voting on the matter.

13. Board Communication Policy

The Board believes that management speaks for the Company. Each director should refer all inquiries from the press, members or others regarding the Company's operations to management. Individual Board members may, from time to time, at the request of the management, meet or otherwise communicate with various constituencies that are involved with the Company. If comments from the Board are appropriate, they should, in most circumstances, come from the Chairperson of the Board or the Lead Independent Director in compliance with the Company's Regulation FD Compliance and External Communications Policy.

14. Board Access to Senior Management

The Board has access to management in order to ensure that directors can ask any questions and receive all information necessary to perform their duties. Directors should exercise judgment to ensure that their contact with management does not distract managers from their jobs or disturb the business operations of the Company. In addition, the Board encourages members of management to be invited to attend Board meetings where they may share relevant information or insight related to business discussed at the meeting.

15. Succession Planning

The Board is responsible for succession plans for the Chief Executive Officer, and only the Board may appoint a Chief Executive Officer. The Compensation, Nominating & Governance Committee shall monitor management's succession plans for other key executives.

16. Authority to Retain Independent Advisors

The Board and each of its committees may hire independent advisors, such as auditors, compensation consultants, legal counsel and other advisors. The Board as a whole will have access to these advisors and other independent advisors that the Company retains or that the Board considers necessary or advisable in performing its responsibilities.

17. Director Orientation Continuing Education

The directors and the Company are committed to ensuring that all directors receive orientation and continuing education.

II. BOARD MEETINGS; STOCKHOLDER MEETINGS; INVOLVEMENT OF SENIOR MANAGEMENT

1. Board Meeting Attendance

The Board will meet on a periodic basis, in person or by telephone or video conference, at such times and places as the Board determines. In addition, special meetings may be called from time to time. Directors are expected to attend each meeting and to invest the time and effort necessary to understand the Company's business and financial strategies and challenges. The basic duties of the directors include being prepared for and attending Board meetings and actively participating in Board discussions. Directors are also expected to make themselves available outside of Board meetings for advice and consultation. A director who is unable to attend a Board or committee meeting should notify the Board Chairperson or the applicable committee Chairperson and the CEO in advance of the meeting.

2. Annual Meeting of Stockholders Attendance

Each director is encouraged to attend each of the Company's annual meetings of stockholders.

3. Attendance of Non-Directors

The Board encourages invitations to management and outside advisors or consultants from time to time to participate in Board and/or committee meetings to (i) make presentations and provide insight into items being discussed by the Board that involve the invitee and (ii) bring managers with high potential into contact with the Board. Attendance of any non-directors at Board meetings is at the discretion of the Board.

4. Advance Receipt of Meeting Materials

Information regarding the topics to be considered at a meeting is essential to the Board's understanding of the business and the preparation of the directors for a productive meeting. To the extent feasible, the meeting agenda and any written materials relating to each Board meeting will be distributed to the directors sufficiently in advance of each meeting to allow for review of the agenda and materials. Directors are expected to have reviewed and be prepared to discuss all materials distributed in advance of any meeting.

III. COMMITTEE MATTERS

1. Number, Name, Responsibilities and Independence of Committees

The Board currently has two (2) primary standing committees: the Audit Committee of the Board (the "Audit Committee") and the Compensation, Nominating and Governance Committee. The Audit Committee and Compensation, Nominating and Governance Committee are each composed of independent directors. From time to time, the Board may form or disband an ad hoc or standing Board committee, depending upon the circumstances. Each committee will perform its duties as assigned by the Board in compliance with the Bylaws and the committee's charter.

2. Assignment and Rotation of Committee Members

Based on the recommendation of the Compensation, Nominating and Governance Committee, the Board appoints committee members and committee chairpersons in accordance with applicable law and according to criteria set forth in the applicable committee charter and other criteria that the Board determines to be relevant to the responsibilities of each committee. Committee membership and the position of committee chairperson will not be rotated on a mandatory or regular basis unless the Board determines that rotation is in the best interest of the Company.

3. Frequency of Committee Meetings and Agendas

The committee chairpersons and appropriate members of management, in accordance with the committee's charter and, as appropriate, in consultation with the committee members, will determine the frequency and length of the committee meetings and develop the meeting agendas. Committee chairpersons will summarize committee discussions and actions with the full Board.

4. Committee Charters

Each committee will review its charter annually and recommend to the Board any changes it deems necessary.

IV. DIRECTOR COMMUNICATIONS POLICY

The Board believes that stockholders should have an opportunity to send communications to the non-management members of the Board. The Board believes that management speaks for the Company but individual directors may, from time to time, communicate with various constituencies that are involved with the Company. It is expected that directors would do this with knowledge of management and, in most instances, only at the request of management. In cases where stockholders and other interested parties wish to communicate directly with our non-management directors, messages can be sent to our Chief Revenue Officer and Chief Legal Officer and/or our General Counsel or Legal Department at Palantir Technologies Inc., 1200 17th Street, Floor 15, Denver, Colorado 80202.

Each communication should set forth (i) the name and address of the stockholder, as it appears on the Company's books, and if the Company's common stock is held by a nominee, the name and address of the beneficial owner of the Company's common stock, or, if such party is not a stockholder, the name and address and other relevant contact information of such party, and (ii) if applicable, the number of shares of the Company's common stock that are owned of record by the record holder and beneficially by the beneficial owner.

Our Chief Revenue Officer and Chief Legal Officer, General Counsel, or Legal Department, in consultation with appropriate directors as necessary, shall review all incoming communications submitted in accordance with this policy (except for mass mailings, product complaints or inquiries, job inquiries, business solicitations and patently offensive or otherwise inappropriate material) and, if appropriate, will route such communications to the appropriate director(s) or, if none is specified, to the Chairperson of the Board or the Lead Independent Director if there is not an independent Chairperson of the Board and the Board has appointed a Lead Independent Director.

Our Chief Revenue Officer and Chief Legal Officer, General Counsel, or Legal Department may decide in the exercise of their or its judgment whether a response to any communication is necessary and shall provide a report to the Compensation, Nominating and Governance Committee on a quarterly basis of any stockholder communications received for which the Chief Revenue Officer and Chief Legal Officer, General Counsel, or Legal Department has responded.

These policies and procedures for communications with the non-management directors are administered by the Compensation, Nominating and Governance Committee. These policies and procedures do not apply to (i) communications to non-management directors from officers or directors of the Company who are stockholders or (ii) stockholder proposals submitted pursuant to Rule 14a-8 under the Securities and Exchange Act of 1934, as amended.

V. INTERPRETATION

These Guidelines should be interpreted and construed in the context of all applicable laws and the Certificate, the Bylaws and other corporate governance documents.

VI. REVIEW, AMENDMENT AND WAIVER

The Board is committed to continuously reviewing and updating our policies. The Compensation, Nominating & Governance Committee will periodically review these Corporate Governance Guidelines and propose any changes it deems appropriate to the Board for consideration. The Board may amend these Corporate Governance Guidelines, or grant waivers in exceptional circumstances, provided that any such modification or waiver may not be a violation of any applicable law, rule or regulation.