



Family Forming

Starting a family is exciting, but navigating the complexities of your own unique fertility journey can also be stressful. While we can't remove all of the stress related to family planning, our goal is to offset it as much as possible by connecting you with Carrot, our partner for family forming and fertility benefits, for support with fertility treatments, surrogacy, adoption, Doula care and hormone replacement therapy. Through Palantir's Carrot benefit, employees have a lifetime benefit max of \$35k.

Carrot is focused on making fertility care easier, accessible and more affordable. Carrot provides fertility education powered by data, and compassionate human experts to facilitate decision-making. In addition to the financial benefits described above, Carrot users also receive:

- - - Appointment booking at clinics, including Carrot partners where users will have priority status
 - Access to experts well versed in the medical, emotional, and financial issues that come with fertility treatments
 - Customized product experience on Carrot's online portal that can provide smart recommendations based on your location
 - Unlimited chat by text, voice, or video with Carrot Experts
 - Unlimited access to medication ordering and live video sessions with nurses and other experts showing you how to administer complicated medication

Lastly, Palantir covers taxes incurred for treatments deemed not medically necessary, based on IRS standards. We made this adjustment in an effort to align the intention to provide an equitable benefit through Carrot with the impact to Palantirians along their unique fertility and family forming journeys. This includes all Carrot benefits

extending beyond fertility treatments such as adoption, gestational carrier support, and other family forming services without a qualifying medical event.