

RECURSION PHARMACEUTICALS, INC.

CORPORATE SOCIAL RESPONSIBILITY COMMITTEE CHARTER

(Adopted on February 27, 2021)

The Corporate Social Responsibility Committee (the “**Committee**”) of the Board of Directors (the “**Board**”) of Recursion Pharmaceuticals, Inc. (the “**Company**”) shall be appointed by the Board to perform the duties and responsibilities set forth in this charter.

A. PURPOSE AND AREAS OF FOCUS

The purpose of the Committee shall be to assist the Board in its oversight of the Company’s Corporate Social Responsibility (the “**CSR**”) strategy and implementation, in an advisory capacity to the Board and the Company, and to aid in maximizing the impact of the Company’s CSR efforts while guiding them to minimize risk.

This purpose recognizes that the Company’s CSR strategy may affect the business operations, brand image and reputation of the Company.

The Company’s mission to “radically improve lives” provides a guiding direction to the Company’s CSR areas of focus as it refers to lives broadly, i.e. patients and those who love them, the Company’s people and their families, and the Company’s communities. Additionally, the areas of focus outlined below, which may be updated from time-to-time, are aligned to the Company’s values and leverage its strengths and resources as an organization.

The Company’s five areas of CSR focus, including description as of January 2021, are the following:

- Diversity, Equity and Inclusion in Technology and Biotechnology. The Company is committed to making progress in these areas internally and influencing progress more broadly within its industry.
- Growth of the Life Science and Technology Ecosystems. The Company is committed to establishing each city in which the Company maintains an official office as a great biotech hub.
- Sustainable Environmental Practice. The Company is committed to operating sustainably given the state of the planet and the region, with the opportunity to role model for others.
- Company’s Responsible use of Artificial Intelligence. The Company is committed to leading AI for the drug discovery industry with responsible use of AI.
- Caring for the Communities in which We Work. The Company is committed to playing a role in “paying our success forward” by lifting up the communities in which we work (in proportion to our employee presence) through giving and volunteering initiatives.

B. COMPOSITION

1. Membership. The Committee shall consist of at least three members of the Board. The members of the Committee shall include the director who is serving as the Company's Chief Executive Officer (the "**CEO Director**"), and the other members of the Committee shall be appointed by the Board upon the recommendation of the Nominating and Corporate Governance Committee and shall serve until the earlier of their resignation or removal by the Board in its discretion.
2. Vacancies. Any vacancy on the Committee shall be filled by, and any member of the Committee may be removed by, the Board.
3. Chairperson. The chairperson of the Committee (the "**Chairperson**") shall be the CEO Director unless another Chairperson is designated by the Board. The Chairperson of the Committee (or, in the Chairperson's absence, a member designated by the Chairperson or the Committee) shall preside at each meeting of the Committee, set the agendas for the Committee meetings and report regularly to the Board regarding the Committee's activities. In the absence of that designation if the CEO Director is not the Chairperson, the Committee may designate a Chairperson by majority vote of the Committee members, provided that the Board may replace any Chairperson designated by the Committee at any time.

C. RESPONSIBILITIES

The following are the principal recurring responsibilities of the Committee. The Committee may perform other functions that are consistent with its purpose and applicable law, rules and regulations and as the Board or Committee deem appropriate. In carrying out its responsibilities, the Committee believes its policies and procedures should remain flexible, in order to best react to changing conditions and circumstances. The Committee aims to maximize the impact of the Company's CSR efforts while minimizing risk through the following responsibilities:

1. Accountability. The Committee shall create accountability for the Company's CSR performance by reviewing target success metrics for each CSR area of focus and ongoing progress towards them.
2. Reporting. The Committee shall review any related public-facing CSR reporting to ensure alignment on level of external CSR transparency and any associated risks, e.g. to brand image, reputation.
3. Alternate Entity Structure. If the Company were to consider reorganizing into a public benefit, social purpose or similar alternative entity structures in the future, the Committee shall be responsible for the initial exploration of such alternate entity structure and shall recommend to the Board for approval any such alternate entity structure.
4. Advisors. The Committee is authorized, in its sole discretion, to retain or obtain the advice of independent legal counsel, experts, consultants and other advisors as it deems necessary or appropriate to carry out its duties. The officers of the Company shall arrange for the payment of (a) the reasonable fees of any advisors, experts, consultants and other advisors engaged by the Committee, in each case, at the request of the Committee acting by resolution or unanimous written consent and (b) ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties

5. Committee Evaluation. The Committee shall conduct and present to the Board an annual self-performance evaluation of the Committee.
6. Charter. The Committee shall review at least annually the adequacy of this charter and recommend any proposed changes to the Board for approval.

D. GENERAL

1. The Committee shall meet at such times as the Committee shall determine. The Committee may meet at the request of (a) its Chairperson, (b) a majority of its members, (c) the Chairperson of the Board or (d) the Chief Executive Officer of the Company. A majority of the Committee members shall constitute a quorum for the transaction of business. The action of a majority of those present at a meeting at which a quorum is present shall be the act of the Committee. The Committee may meet in person or by telephone or video conference.
2. Minutes are kept of each meeting of the Committee, and the Committee must regularly provide reports of its actions to the Board.
3. The Committee may delegate its authority when it deems it appropriate and in the best interests of the Company and when such delegation would not violate applicable law, regulation or, if the Company's securities are listed on a securities exchange, the securities exchange on which the Company's securities are listed or SEC requirements.
4. The Committee has the authority to establish its own rules and procedures for notice and conduct of its meetings so long as they are not inconsistent with any provisions of the Company's bylaws that are applicable to the Committee. The Committee may establish its own meeting schedules, which it shall provide to the Board.
5. The Committee may invite to its meetings other Board members, Company management and such other persons as the Committee deems appropriate in order to carry out its responsibilities.
6. Members of the Committee can receive such fees, if any, for their service as Committee members as may be determined by the Board or a duly authorized Board committee, as applicable. Members of the Committee may not receive any compensation from the Company except the fees that they receive for service as an employee or other service provider of the Company, member of the Board or any committee thereof.