

RECURSION PHARMACEUTICALS, INC.

COMPENSATION COMMITTEE CHARTER

(Adopted on February 27, 2021, as amended on January 23, 2025)

The Compensation 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

The purposes of the Committee shall be to:

1. oversee the Company’s compensation policies, plans, benefits programs, and overall compensation philosophy;
2. assist the Board in discharging its responsibilities relating to (a) overseeing compensation of the Company’s Chief Executive Officer (“**CEO**”) and other individuals who are “officers” as defined in Rule 16a-1(f) (all such officers, the “**Executive Officers**”) under the Securities Exchange Act of 1934, as amended (the “**Exchange Act**”), and (b) evaluating and recommending the Executive Officer compensation plans, policies and programs of the Company;
3. administer the Company’s incentive compensation plans, equity compensation plans, and such other plans as designated from time to time by the Board; and
4. prepare the report of the Committee required by the rules and regulations of the Securities and Exchange Commission (the “**SEC**”).

The Committee shall seek to structure the Company’s compensation plans, policies and programs in order to attract and retain the best available personnel for positions of substantial responsibility with the Company, provide incentives for such persons to perform to the best of their abilities for the Company, maintain appropriate levels of risk and reward and promote the success of the Company’s business.

B. COMPOSITION

1. Membership. The Committee shall consist of at least two members of the Board. The 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. Qualifications. The members of the Committee must satisfy the following qualifications; provided, however, that the Company may avail itself of any phase-in rules applicable to newly-listed companies:
 - a. each member of the Committee shall meet the independence standards as determined by the Board after consideration of all factors determined to be relevant under the rules and regulations of the SEC and the applicable securities exchange on which the Company’s securities are listed;
 - b. unless determined otherwise by the Board, each member of the Committee must be a “non-employee director” as defined in Rule 16b-3 promulgated under Section 16 of the Securities Exchange Act of 1934, as amended; and

- c. any other criteria required by applicable law or the rules and regulations of the SEC, the securities exchange on which the Company's securities are listed and such other qualifications as may be established by the Board from time to time.
3. Chairperson. The Board may designate a chairperson of the Committee (the "**Chairperson**"). 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, 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.

1. Executive Compensation. The Committee shall have direct responsibility to:
 - a. review at least annually and approve, or recommend for approval to the Board members other than the CEO, the corporate goals and objectives applicable to the compensation of the CEO, evaluate at least annually the CEO's performance in light thereof, and consider factors related to the performance of the Company in approving the compensation level of the CEO;
 - b. review at least annually and approve, or recommend for approval to the Board members other than the CEO, the CEO's (i) base salary, (ii) incentive bonus, including the specific goals and amount, (iii) equity compensation, and (iv) any other benefits, compensation or similar arrangements, if any (including, without limitation, perquisites and any other form of compensation such as a signing bonus or payment of relocation costs), including any amendments to or terminations of any of the foregoing;
 - c. review and approve, or recommend for approval to the Board members other than the CEO, any employment agreement, severance arrangement, transition or consulting agreement, retirement agreement or change of control protections for the Executive Officers;
 - d. in consultation with the CEO, review at least annually and approve, or recommend for approval to the Board members, items in Section 1(b)(i) through (iv) for the other Executive Officers, including any prospective or former Executive Officers, including any amendments to or terminations of any of the foregoing; and
 - e. review and approve, or recommend to the Board to approve, amendments to or terminations of, any compensatory contracts or similar transactions or arrangements with such other employees as the Committee determines, including employment agreements, severance arrangements, transition or consulting agreements, retirement agreements and change-in-control agreements or provisions.

In evaluating and determining compensation for the CEO and other Executive Officers, the Committee shall consider the results of the most recent stockholder advisory vote on executive compensation required by Section 14A of the Exchange Act (a "**Say-on-Pay Vote**") if such vote is required or such vote is voluntarily sought by the Company.

2. Review, Administer, and Approve, Equity Compensation Plans. The Committee shall review, administer, and approve, or recommend for approval to the Board members, the adoption, amendment, or termination of, the Company's equity incentive plans, including approving changes in the number of shares reserved for issuance thereunder, subject to obtaining any required stockholder approval. As administrator of the Company's equity incentive plans, the Committee's responsibilities include (a) granting stock options, restricted stock units, stock purchase rights or other equity-based or equity-linked awards to individuals eligible for such grants in accordance with procedures and guidelines as may be established by the Board or the Committee and (b) amending such stock options, restricted stock units, stock purchase rights or other equity-based or equity-linked awards. The Committee may also recommend for approval to the Board members the adoption, amendment and termination of such plans.
3. Stockholder Matters. As applicable, the Committee shall advise the Board on management proposals to stockholders on executive compensation matters, including advisory votes on executive compensation and the frequency of such votes, and proposals received from stockholders on executive compensation matters, and the Committee shall oversee management's engagement with stockholders and proxy advisory firms on executive compensation matters. The Committee shall review the results of such votes and consider any implications in connection with the Committee's ongoing determinations and recommendations regarding the Company's executive compensation policies and practice.
4. Oversee Compensation and Benefit Plans and Programs. The Committee shall establish, administer, and periodically review the Company's employee compensation and benefit plans. The Committee shall oversee the development and implementation of the Company's compensation and benefit plans, to ensure that these plans are consistent with this general compensation strategy. In connection with this responsibility, the Committee's responsibilities shall include:
 - a. with respect to annual and long-term incentive compensation plans for service providers of the Company, including the CEO, Executive Officers, and other key employees, (i) establishing performance objectives and evaluating performance achievement; (ii) reviewing and approving all related plans and grant awards pursuant to such plans; and (iii) adopting, amending and terminating any such plans; and
 - b. with respect to any other employee benefit plan, reviewing, approving and administering such plans.

5. Executive Compensation Philosophy and Objectives. In connection with executive compensation, the Committee shall:
 - a. periodically review and approve the Company's executive compensation philosophy as well as new executive compensation programs;
 - b. periodically review on a periodic basis the operations of the Company's executive compensation programs to determine whether they are achieving their intended purpose(s);
 - c. establish and periodically review policies for the administration of executive compensation programs; and
 - d. periodically review the impact of tax and accounting rules changes on any executive compensation programs.
6. Evaluate Compensation Risk. The Committee shall, at least annually, review and discuss the Company's compensation policies and practices with management to:
 - a. determine whether the policies and practices encourage excessive risk-taking;
 - b. review the relationship between risk management policies and compensation; and
 - c. evaluate compensation policies and practices that could mitigate any such risk.

In addition, the Committee shall periodically discuss with the Board corporate succession plans for Executive Officers and other key employees of the Company.

7. Clawback and Recoupment. The Committee shall establish, amend, and administer the Company's compensation recovery policy and any other clawback policy allowing the Company to recoup compensation paid to certain employees.
8. Board Compensation. The Committee shall review and recommend to the Board the form and amount of compensation to be paid for service on the Board and Board committees and for service as a chairperson of the Board or a Board committee, as applicable.
9. Executive Performance. The Committee shall assist the Board in its evaluation of the performance of the CEO, and shall assist the Board and the CEO in the evaluation of the performance of other Executive Officers.
10. Compliance. In consultation with management, the Committee shall oversee regulatory compliance with respect to compensation matters affecting the Company. The Committee shall:
 - a. review and discuss with management the Company's Compensation Discussion and Analysis ("CD&A") and related executive compensation information, recommend that the CD&A and related compensation information be included in the Company's annual report on Form 10-K and in its proxy statement, and

- b. produce the compensation committee report on executive officer compensation included in the Company's proxy statement or annual report on Form 10-K, each to the extent required of the Company.
11. Advisors. The Committee is authorized, in its sole discretion, to retain or obtain the advice of compensation consultants, independent legal counsel and other advisors. The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any compensation consultant, independent legal counsel and other advisor retained by the Committee. Such responsibility includes the sole authority to retain or terminate, and to determine the terms of engagement and the extent of funding necessary for payment of reasonable compensation to, compensation consultants, independent legal counsel and other advisors retained by the Committee. The Company shall provide appropriate funding for the payment of compensation to its compensation consultants, outside legal counsel and other advisors retained by the Committee.

Prior to selecting and receiving advice from compensation consultants, outside legal counsel and other advisors (other than the Company's in-house legal counsel), the Committee shall take into consideration the independence factors set forth in the applicable rules of the SEC and the listing standards of the securities exchange on which the Company's securities are listed.

The Committee may retain, or receive advice from, any compensation advisor it prefers, including advisors that are not independent, after considering the requisite independence factors. Notwithstanding the foregoing, the Committee is not required to assess the independence of any compensation consultant or other advisor that acts in a role limited to consulting on any broad-based plan that does not discriminate in scope, terms or operation in favor of Executive Officers or directors and that is generally available to all salaried employees or providing information that is not customized for a particular company or that is customized based on parameters that are not developed by the consultant or advisor, and about which the consultant or advisor does not provide advice.

The Committee shall evaluate whether any compensation consultant retained or to be retained by it has any conflict of interest in accordance with Item 407(e)(3)(iv) of Regulation S-K.

12. Committee Evaluation. The Committee shall conduct and present to the Board an annual self-performance evaluation of the Committee.
13. 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 in person or by telephone or video conference.
2. The Committee shall maintain written minutes of its meetings and actions by written consent, which minutes and actions shall be filed with the minutes of the meeting of 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 the securities exchange on which the Company's securities are listed or SEC requirements. Specifically, at its discretion, the Committee shall have the authority to form and designate to a subcommittee the authority to

grant equity awards to non-officer employees of the Company within guidelines established by the Committee from time to time. If designated, any subcommittee shall establish its own schedule and maintain written minutes of its meetings, which minutes shall be filed with the minutes of the meetings of the Board.

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. No Executive Officer (including the CEO) may be present during portions of any meeting during which his or her performance and compensation are being deliberated and determined.
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 a member of the Board or any committee thereof.