

RECURSION PHARMACEUTICALS, INC.

OUR COMMITMENT TO ENVIRONMENTAL SUSTAINABILITY

Recursion is committed to building a healthier and more sustainable future for our employees, the environment, the patients we intend to serve and the communities in which we live and work.

Our goal: Net-zero greenhouse gas emissions by 2030

As a company driven by science, we recognize the need to act with urgency to mitigate our impact on climate change. We are committed to reducing and offsetting our greenhouse gas emissions across our operations with the goal of becoming net-zero by the year 2030.

This goal is intentionally ambitious because we believe setting bold challenges pushes us to make the greatest impact. We recognize we have more work to do to understand the full breadth of the emissions generated from our operations, as well as the specific steps needed to achieve our goal. That's why in 2022, we plan to perform a detailed measurement and analysis of our greenhouse gas emissions, with plans to disclose our Scope 1 and 2 emissions in future Environmental, Social and Governance (ESG) reports. As part of that process, we will identify sources of emissions within our operations and create a plan to reduce, eliminate or offset those emissions between now and the year 2030.

Energy Management

Recursion encourages energy efficiency and Smart Office technologies through a whole-building approach that enables agencies and organizations to improve the efficiency of an entire facility rather than specific laboratory or office components. We incorporate energy and workstream efficiency planning in both office and laboratory settings and are committed to continuing to find new ways to uncover inefficiencies and boost the utilization of smart technology to improve sustainability, save resources and boost productivity.

Efficient Office and Laboratory Practices

Recursion has sought out ways to reduce our environmental impact by adopting more energy-efficient building, office and lab practices. These include:

- Space and occupancy-efficient practices, such as:
 - Occupancy light sensors
 - LED lighting
 - Light-sensing fixtures
 - Temperature and light settings programmed to reduce energy use during after-hours
 - Flexible and ergonomically-adaptable workstations
 - Providing laptops in place of desktop computers
- Air quality monitoring and improvement systems, including:
 - A Heating, Ventilation and Air Conditioning (HVAC) improvement program to replace all original 20-year-old HVAC units at our facilities. As of December 2021, eight of the 13 original units have been replaced with new energy-efficient units
 - Laboratory air handling systems that have been retrofitted to support improved efficiency and reduction of maintenance down-time
- Instrumentation and equipment efficiency, including an automatic fault detection and diagnostics system to provide real-time updates on instrumentation performance and error notification

- Building certification and selection process that accounts for environmental considerations such as access to public transportation, environmental certifications, material transfers, parking, access, zoning, building type and more. Environmental certifications for Recursion are being investigated for existing and future locations.
- Participating in the EnergyStar program run by the U.S. Environmental Protection Agency (EPA). Recursion is currently working toward an EnergyStar Certification for our Salt Lake City headquarters and anticipates an approved rating in 2022.

Reducing Impact of Cloud Computing Operations

Recursion operates a significant cloud computing footprint that is core to our business and mission. We use a reputable third-party cloud platform for a substantial amount of our cloud computing needs. We rely on this external partner to follow through on a commitment to make significant investments in communicating and minimizing the carbon footprint of its data centers, which was an important consideration during our vendor selection process. Through our external public cloud partnerships, 70% of our cloud operations in 2021 was net-zero carbon. We expect to continue migrating to greener datacenters to further reduce gross greenhouse gas emissions.

Our supercomputer known as BioHive-1, which powers the critical work we do at Recursion, is run by a third party that also incorporates energy-efficient practices such as leveraging renewable energy and using efficient cooling practices through a closed-loop system to eliminate net water usage.

Waste Management

As part of our environmental commitment, we place heavy emphasis on responsible management of both hazardous and non-hazardous office and laboratory waste to ensure our practices scale safely as our testing and experimental needs increase.

Laboratory and Office Waste Management Programs

Recursion's in-house laboratory waste-stream experts enforce stringent and robust processing and treatment mechanisms to ensure we comply with local, state and federal regulations. We have identified processes for the various waste-stream types and have trainings and workflows readily identifiable for both hazardous and non-hazardous waste identification and management, including a detailed Hazardous Waste Policy. While non-hazardous waste disposal is handled by a third party, any solid or non-solid hazardous waste is either treated in-house according to hazard class and waste-stream need or contracted out for treatment by a third-party vendor. Biological hazardous waste is treated in-house using validated autoclave equipment and procedures.

Additional waste management practices include:

- Lab recycling program for non-contaminated packaging and materials
- Office recycling program for paper, plastic, glass, cardboard and batteries
- Employee training programs covering waste streams and waste management
- Weekly studies of wastewater effluent
- Regular evaluations of effluent leaving the site as laboratory discharge, which we disclose to the City when necessary
- Regular evaluations of possible air pollutants and their concentrations leaving our facility (note: all emissions fall well below regulatory thresholds)
- Annual environmental assessments of our facilities