

APPLICANT ARBITRATION AGREEMENT

PLEASE READ THIS ARBITRATION AGREEMENT CAREFULLY. IT APPLIES TO YOU AND COGNITION AI, INC. THIS AGREEMENT REQUIRES THE USE OF ARBITRATION ON AN INDIVIDUAL BASIS TO RESOLVE COVERED DISPUTES, RATHER THAN JUDGE OR JURY TRIALS.

This Arbitration Agreement is a contract and covers important issues relating to your rights. It is your sole responsibility to read it and understand it. You are free to seek assistance from independent advisors of your choice outside the Company or to refrain from doing so if that is your choice.

If you require a translated version of this document, please email hr@cognition.ai to request one. If you do not make such a request, it will be assumed that you understand the English version provided below.

This Arbitration Agreement ("Agreement") is between You ("You," "Your," or "I") and Cognition AI, Inc. ("Cognition" or the "Company") (collectively, "the Parties"). In consideration of the mutual promises to arbitrate, the Company's consideration of my application for employment, and, if I am hired, my employment with the Company and my receipt of compensation and benefits provided to me by the Company, at present and in the future, the Company and I agree to arbitrate any past, present, or future disputes between us under the Federal Arbitration Act, 9 U.S.C. § 1 et seq. (the "Federal Arbitration Act" or "FAA"), and agree that all such disputes may only be resolved by an arbitrator through final and binding arbitration, and not by way of court or jury trial, except as otherwise provided herein or to the extent such agreement is prohibited by applicable law. You understand and expressly agree that by submitting Your application for employment, You agree to the terms of this Agreement and agree to binding and final arbitration relating to all covered claims and disputes as set forth in this Agreement. You acknowledge that this Agreement is governed by the Federal Arbitration Act (FAA) and evidences a transaction involving commerce. For purposes of this Agreement, any reference to Cognition or the Company includes any Cognition affiliated entities to which You have applied for employment at any time. All covered claims will be decided by a single arbitrator through individual, final, and binding arbitration and not by court or jury trial.

Scope of Agreement; Covered Claims

Except as otherwise provided in this Agreement, this Agreement is intended to be as broad as legally permissible, and the disputes which the Company and I agree to arbitrate include any past, present, or future disputes relating to or arising in connection with my application and selection for employment with the Company or its affiliates, my employment with the Company or its affiliates (if hired), and/or the termination of that employment, that otherwise would be resolved in court or before a forum other than arbitration, including but not limited to disputes

about background checks; the employment selection process; my compensation and wages; meal and rest periods; minimum wage; off-the-clock work; overtime; bonuses; wage statements; wage deductions; expense reimbursement; health and safety; discrimination, harassment, and retaliation; whistleblowing; claims for invasion of privacy; breach of contract or covenant; wrongful termination; emotional distress; fraud; negligence; breach of fiduciary duty; misrepresentation; defamation; torts; unfair competition; trade secrets; classification and misclassification; claims arising under the Uniform Trade Secrets Act; the Civil Rights Act of 1964, as amended (Title VII); the Americans with Disabilities Act; the Age Discrimination in Employment Act; the Family and Medical Leave Act; the Fair Labor Standards Act; the Employee Retirement Income Security Act; the Genetic Information Nondiscrimination Act; the Equal Pay Act; the Worker Adjustment and Retraining Notification Act; the Fair Credit Reporting Act; the California Fair Employment and Housing Act; the California Family Rights Act; the California Labor Code; the California Civil Code; the California Government Code; the California Wage Orders; all other federal, state, and local statutes, regulations, ordinances, and laws addressing the same or similar subject matters; and all other statutory, regulatory, and common law claims.

This Agreement applies to any covered dispute or claim that the Company may have against me or that I may have against the Company, and/or any of its past, present, or future: subsidiaries, parents, and affiliates; officers, directors, members, employees, or agents; d/b/a's; benefit plans or the plans' sponsors, fiduciaries, administrators, affiliates, or agents; and predecessors, successors, or assigns; each and all of which may enforce this Agreement as a direct or third-party beneficiary.

Delegation Provision. The Arbitrator, and not any federal, state, or local court or agency, shall have exclusive authority to resolve any dispute relating to the validity, scope, applicability, enforceability, or waiver of this Agreement, including but not limited to any claim that all or any part of this Agreement is void or voidable ("Delegation Provision"). However, the Delegation Provision does not apply to any claims under the Ending Forced Arbitration of Sexual Assault and Sexual Harassment Act, and it does not apply to the Class Action Waiver or the Representative Action Waiver. Notwithstanding any other clause or language in this Agreement and/or any rules or procedures that might otherwise apply because of this Agreement, any claim that the Class Action Waiver, the Representative Action Waiver, or any portion of either is unenforceable, inapplicable, unconscionable, or void or voidable, will be resolved only by a court of competent jurisdiction and not by an arbitrator.

Excluded Claims

The following claims are not covered under this Agreement: (i) claims for workers' compensation benefits, state disability insurance, and unemployment insurance benefits; however, this Agreement applies to discrimination or retaliation claims based upon seeking such benefits; (ii) claims for benefits under employee benefit plans covered by the Employee Retirement Income Security Act of 1974 ("ERISA"); however, this Agreement does apply to any claims for breach of fiduciary duty, or for penalties, alleging that any of the Company's benefit plans violates the

requirements of ERISA, claims arising under sections 601-607 of ERISA (relating to continuation coverage under group health plans), or alleging any other violation of ERISA (including but not limited to claims under section 510 of ERISA), even if such claim is combined with a claim for benefits; (iii) disputes that an applicable federal statute expressly states cannot be arbitrated or made subject to a pre-dispute arbitration agreement; (iv) disputes that may not be subject to a pre-dispute arbitration agreement as provided by the Dodd-Frank Wall Street Reform and Consumer Protection Act; and (v) disputes that may not be subject to a pre-dispute arbitration agreement under the Ending Forced Arbitration of Sexual Assault and Sexual Harassment Act (at Your election). If any claim(s) not covered under this Agreement are combined with claims that are covered under this Agreement, to the maximum extent permitted under applicable law, the covered claims will be arbitrated and continue to be covered under this Agreement.

Government Agency Rights

Nothing in this Agreement (nor any other Company policy or agreement) shall be deemed to preclude or excuse a party from bringing an administrative claim before any agency in order to fulfill that party's obligation to exhaust administrative remedies before making a claim in arbitration. I understand that this Agreement does not limit, impede, preclude, or restrict me from filing a charge or complaint with, making a report to, or participating in an investigation by any federal, state, or local governmental agency or entity ("Government Agencies"), including without limitation the Equal Employment Opportunity Commission, the U.S. Department of Labor, the National Labor Relations Board, the Occupational Safety and Health Administration, the Securities and Exchange Commission, or law enforcement agencies. I similarly understand and agree that nothing in this Agreement shall prohibit or restrict me from initiating communications with, cooperating with, providing relevant information or testimony to, or otherwise assisting in an investigation conducted by any Government Agencies in relation to a possible violation of any applicable law, rule, or regulation, including providing documents or other information without notice to the Company. Nothing in this Agreement limits my right to seek and/or receive an award for information provided to any Government Agencies or prohibits me from providing truthful information in response to a subpoena or other legal process. As provided below, nothing in this Agreement is intended to prevent either me or the Company from obtaining temporary or preliminary injunctive relief in court to prevent irreparable harm.

Provisional Remedies / Injunctive Relief

Both parties agree that any party may petition a court of competent jurisdiction for provisional remedies allowed by applicable state or federal law (such as temporary or preliminary injunctive relief) ("Provisional Relief"), including but not limited to where either party alleges or claims a violation of any Confidential Information, Invention Assignment, and Arbitration Agreement or any other agreement regarding trade secrets, confidential information, non-solicitation, or invention assignment between me and the Company, but only upon the ground that the award to which that party may be entitled may be rendered ineffectual without such relief or where the relief is sought to secure performance of an agreement designed to prevent irreparable harm.

The court to which the application is made is authorized to consider the merits of the arbitrable controversy to the extent it deems necessary in making its ruling, but only to the extent permitted by applicable law. All determinations of final relief will be decided in arbitration, and pursuing Provisional Relief shall not waive rights under this Agreement. Both parties understand that any breach or threatened breach of such an agreement will cause irreparable injury and that money damages will not provide an adequate remedy therefor, and both parties hereby consent to the issuance of an injunction. In the event either party seeks injunctive relief, the prevailing party shall be entitled to recover reasonable costs and attorneys' fees to the extent available under applicable law.

Notice and Demand; Cooling Off Period; Informal Settlement Conference

The Company and I agree that a demand for arbitration must be in writing and delivered by hand or first-class mail to the other party within the applicable statute of limitations period, and must identify the claim(s) asserted, the facts upon which such claims are based, and the relief and/or remedy sought. Any demand for arbitration made to the Company must be served on the Company's registered agent for service of process (whose name and address is available on the applicable state's secretary of state website), with a copy sent to hr@cognition.ai. I will be given notice of any demand for arbitration by the Company at the last home address contained in the Company's records. The Arbitrator shall resolve all disputes regarding the timeliness or propriety of a demand for arbitration and shall apply the statute of limitations that would have applied if the claim(s) had been brought in court.

The Parties mutually agree that after a party initiates a claim by making a written demand for arbitration pursuant to the paragraph above, there will be a thirty (30) day "Cooling Off Period," unless otherwise mutually agreed to in writing by both parties. During the Cooling Off Period, the Parties may attempt to resolve the claim, and either party may request an informal meeting to discuss a potential informal resolution of the dispute, without the need to proceed in arbitration ("Informal Settlement Conference"). If timely requested by either party, the Informal Settlement Conference is required and will take place at a mutually agreeable time by telephone or videoconference. You and a Cognition representative must both personally participate; any counsel representing You or Cognition also may participate. The requirement of personal participation may be waived only if both You and Cognition agree in writing. The Parties may extend the Cooling Off Period or the time to request an Informal Settlement Conference by mutual written agreement. At the end of the Cooling Off Period or, if an Informal Settlement Conference is timely requested, thirty (30) days after its completion, and unless the Parties have resolved the claim or mutually agreed in writing to extend the time period, the Parties will commence the arbitrator selection process pursuant to the Arbitration Procedure section below. If any aspect of the requirements in this section has not been met, a court of competent jurisdiction may enjoin the filing or prosecution of an arbitration. In addition, unless prohibited by law, an arbitrator and/or arbitration service provider may not accept, administer, assess, or demand fees in connection with an arbitration that has been initiated without compliance with the Cooling Off Period and, if requested by either party, the Informal Settlement Conference. If

the arbitration is already pending, it shall be administratively closed. Nothing in this paragraph limits the right of a party to seek damages for non-compliance with the procedures in this section.

Class Action Waiver

I expressly agree to waive any right to pursue or participate in any dispute on behalf of, or as part of, any class or collective action, except to the extent such waiver is expressly prohibited by law. Accordingly, to the maximum extent permitted by law, no dispute between the parties hereto shall be brought, heard, or arbitrated as a class or collective action, and no party hereto shall serve as a member of any purported class or collective proceeding ("Class Action Waiver"). To the maximum extent permitted by law, no arbitration proceeding under this Agreement may be consolidated or joined in any way with an arbitration proceeding involving claims by different applicants or employees, and the Arbitrator shall have no authority to hear or preside over any class or collective action. I understand and acknowledge that this Agreement affects my ability to participate in class or collective actions. In any case in which (a) a party files a dispute as a class or collective action, and (b) there is a final judicial determination that all or part of the Class Action Waiver is invalid or unenforceable, then the class and/or collective action to that extent must be litigated in a civil court of competent jurisdiction, but the portion of the Class Action Waiver that is enforceable shall be enforced in arbitration (and in no event shall an arbitrator have authority to arbitrate any class or collective action).

Representative Action Waiver

This provision is fully severable if prohibited by law. I expressly agree to waive any right to pursue or participate in any dispute on behalf of, or as part of, any representative action, including without limitation any private attorneys general action under the applicable California Labor Code, except to the extent prohibited by law. To the extent permitted under the Federal Arbitration Act or other applicable law, the Company and I agree that no dispute between us shall be brought, heard, or arbitrated as a representative action, and no party hereto shall serve as a member of any purported representative proceeding, including without limitation any private attorneys general action under the Labor Code ("Representative Action Waiver"). In any case in which (a) a party files a dispute as a representative or private attorneys general action, and (b) there is a final judicial determination that all or part of the Representative Action Waiver is invalid or unenforceable under the Federal Arbitration Act, then the representative action to that extent must be litigated in a civil court of competent jurisdiction, but the portion of the Representative Action Waiver that is enforceable shall be enforced in arbitration (and in no event shall an arbitrator have authority to arbitrate any representative or private attorneys general action).

To the extent any court allows the pursuit of a class, collective, or representative action, notwithstanding the Class Action Waiver and/or Representative Action Waiver if applicable, then to the fullest extent permitted under the Federal Arbitration Act or other applicable law, before I may proceed with such action in court, I agree that an arbitrator must first determine, in

accordance with the terms herein, whether, and to what extent, I, as an individual, have been harmed by any violation of law, or am an aggrieved person for purposes of any representative claims (including my alleged status as an "aggrieved employee" under the California Private Attorneys General Act), and any non-individual representative claims shall be stayed pending that determination. I further agree that, to the fullest extent permitted under the Federal Arbitration Act, I may only pursue individual remedies or penalties associated therewith through arbitration on the terms set forth herein.

Internal Procedures; Labor Agency Claims

I understand that nothing contained in this Agreement shall be construed to prevent or excuse me from utilizing the Company's existing internal procedures for resolution of complaints, and this Agreement is not intended to be a substitute for the utilization of such procedures. I further expressly acknowledge and agree that the non-arbitrable agency claims described above do not include claims under California Labor Code Section 98 et seq. with the California Labor Commissioner or Division of Labor Standards Enforcement ("DLSE") — such DLSE claims or any other state labor agency claims, to the extent permitted by law, must be arbitrated in accordance with the provisions of this Agreement.

Arbitration Procedure

Arbitrator Selection. The Company and I agree that we will select a neutral arbitrator ("Arbitrator") by mutual agreement. Unless the Parties jointly agree otherwise, the Arbitrator must be a licensed attorney experienced in employment law and licensed to practice law in the state in which the arbitration is convened, or a retired federal or state judge from any jurisdiction. The Arbitrator must make disclosures to the Parties about any circumstance likely to give rise to justifiable doubt as to the Arbitrator's impartiality or independence, including any bias or any financial or personal interest in the result of the arbitration or any past or present relationship with the Parties or their representatives, and such obligation will remain in effect throughout the arbitration. If the Company and I cannot agree on selection of the Arbitrator for any reason, then the Company and I may mutually agree to use an arbitration service provider for appointment of a neutral arbitrator under the provider's selection process; provided, however, that any arbitration shall be conducted in accordance with this Agreement and the Federal Rules of Civil Procedure, and not the arbitration service provider's rules. If the Company and I cannot agree on the selection of an arbitration service provider, then either the Company or I may apply to a court of competent jurisdiction for appointment of a neutral arbitrator, and such appointed Arbitrator shall act under this Agreement with the same force and effect as if the Parties had selected the Arbitrator by mutual agreement.

Governing Rules — Federal Rules of Civil Procedure. The arbitration shall be conducted in accordance with this Agreement and, except as otherwise provided herein, the Federal Rules of Civil Procedure. No arbitration service provider's rules (including without limitation the JAMS Employment Arbitration Rules & Procedures or the AAA Employment/Workplace Arbitration Rules) shall apply unless the Parties mutually agree otherwise in writing after the dispute arises;

in the event of any conflict between this Agreement and any provider's rules, this Agreement shall govern. Either party may file a dispositive motion, such as a motion to dismiss and/or a motion for summary judgment, and the Arbitrator will apply the standards under the Federal Rules of Civil Procedure and shall set a briefing schedule for such motion(s) upon the request of either party.

Location. The location of the arbitration proceeding shall be in the county and state where I last worked for the Company, unless the Company and I each agree otherwise in writing; if I was never employed by the Company, the location shall be the county and state where the position for which I applied was located, unless the Company and I each agree otherwise in writing. If I no longer reside in the general geographical vicinity of that location and the Company and I cannot agree to a location for the arbitration, then the Company or I may apply to a court of competent jurisdiction for a determination of the location of the arbitration. The Parties may mutually agree to conduct all or part of the arbitration by videoconference.

Fees and Costs. Each party will pay the fees for his, her, or its own attorneys, subject to any remedies to which that party may later be entitled under applicable law. The Company will pay all costs and expenses unique to arbitration, including without limitation the Arbitrator's fees, except for the filing fee as required by the Arbitrator mutually selected by the parties, but I will not be responsible for any portion of those fees in excess of the filing or initial appearance fees applicable to court actions in the jurisdiction where the arbitration will be conducted. The Company will pay any remaining portion of the initial fee and also will pay all other costs and expenses unique to arbitration.

Discovery. The Company and I are entitled to adequate civil discovery sufficient to explore the factual basis of the claims and defenses asserted, consistent with the Federal Rules of Civil Procedure. Accordingly, each party may take the deposition of three (3) individual fact witnesses and any expert witness designated by another party. Each party also may propound requests for production of documents and ten (10) interrogatory requests to the other party. Each party may also subpoena witnesses and documents for discovery or the arbitration hearing, including testimony and documents relevant to the case from third parties, in accordance with any applicable state or federal law. Additional discovery may be conducted by mutual stipulation, and the Arbitrator will have exclusive authority to entertain requests for additional discovery, and to grant or deny such requests, based on the Arbitrator's determination of whether additional discovery is warranted by the circumstances of a particular case. Within thirty (30) days of the close of the arbitration hearing, or at such other time as determined by the Arbitrator, any party will have the right to prepare, serve on the other party, and file with the Arbitrator a brief.

Award. The Arbitrator will issue a decision or award in writing, stating the essential findings of fact and conclusions of law. The Arbitrator will apply the substantive federal, state, or local law applicable to the claims asserted. The Arbitrator may award any party any remedy to which that party is entitled under applicable law, including attorneys' fees and costs to the prevailing party where authorized by applicable law, but such remedies shall be limited to those that would be available to a party in his/her/its individual capacity in a court of law for the claims presented to

and decided by the Arbitrator, and no remedies that otherwise would be available to an individual under applicable law will be forfeited. A court of competent jurisdiction shall have the authority to enter a judgment upon the award made pursuant to the arbitration. The Parties agree that any arbitration award shall have no preclusive effect as to issues or claims in any other dispute or arbitration proceeding between any other applicant or employee and the Company.

Entire Agreement; Construction; Severability

This Agreement represents the full and complete agreement between the Company and me relating to the resolution of disputes covered by this Agreement. Unless this Agreement is not entered into, or is deemed void, unenforceable, invalid, or inapplicable, this Agreement replaces and supersedes any previous agreements to arbitrate addressing the claims and disputes covered in this Agreement, and supersedes any prior or contemporaneous oral or written understandings on the subject. Reference to entities included within the definition of the "Company" or "Cognition" in this Agreement is not intended to create or imply a joint or co-employment relationship between any entity. If the FAA does not apply to a particular dispute or to one or both Parties, the Parties stipulate and agree that the Delaware Uniform Arbitration Act will apply; if neither applies, the arbitration law of the jurisdiction where the arbitration will take place will apply. This Agreement will be enforceable as to any claims arising out of or related to my application and selection for employment, throughout my employment (if I am hired), and thereafter with respect to these claims and/or the termination of my employment. Except as provided in the Class Action Waiver and Representative Action Waiver sections above (which include their own severability provisions), if any provision of this Agreement is deemed to be invalid, unenforceable, unconscionable, void, or voidable, in whole or in part, such provision shall be severed from this Agreement, and all remaining provisions shall remain in full force and effect.

Acknowledgment

I acknowledge and agree that I have entered into this Agreement knowingly, voluntarily, and without any duress or undue influence by the Company or anyone else. I have carefully read the provisions of this Agreement and understand the terms, consequences, and binding effect of these provisions, including that I am waiving any right to a court or jury trial. I further acknowledge that I have been provided an opportunity to seek legal counsel of my choosing before consenting to this Agreement.

Consent to Arbitrate

I may accept this Agreement by signing it (including by electronic signature or by checking the check box on the application screen ("E-Signature")), by submitting my application for employment with the Company, or by accepting, commencing, or continuing employment with the Company after my first receipt of this Agreement. I understand that submitting my application and/or accepting, commencing, or continuing employment with the Company after

my receipt of this Agreement constitutes my acceptance of this Agreement, whereupon the Company and I will be subject to this Agreement with respect to the resolution of claims covered by this Agreement. I authorize the use of an E-Signature to show my acceptance of and agreement to this Agreement and understand and acknowledge that an E-Signature is as valid and has the same legal effect as an ink signature.

AGREED BY YOU AND Cognition:

I HAVE CAREFULLY READ AND UNDERSTAND THIS ARBITRATION AGREEMENT AND AGREE TO ITS TERMS. COGNITION AND I ARE GIVING UP OUR RIGHTS TO A COURT OR JURY TRIAL AND AGREEING TO ARBITRATE CLAIMS COVERED BY THIS ARBITRATION AGREEMENT. BY SUBMITTING MY APPLICATION AND/OR CHECKING THE CHECK BOX ON THE APPLICATION SCREEN ("E-SIGNATURE") ON A SEPARATE SCREEN (SO MY NAME, SIGNATURE, AND DATE WILL NOT APPEAR ON THIS ARBITRATION AGREEMENT, BUT THIS ARBITRATION AGREEMENT IS STILL VALID AND EFFECTIVE), I AM AGREEING TO THIS ARBITRATION AGREEMENT AND AGREE TO ARBITRATE CLAIMS COVERED BY THIS ARBITRATION AGREEMENT. THIS ARBITRATION AGREEMENT CONTAINS A BINDING ARBITRATION PROVISION WHICH MAY BE ENFORCED BY THE PARTIES.

By issuance of this Arbitration Agreement, Cognition agrees to be bound by this Agreement without any requirement to sign this Arbitration Agreement.

AGREED: Cognition AI, Inc.