

$$\text{CosSim} = \frac{1}{H-1} \sum_{\substack{h'=1 \\ h' \neq h}}^H \frac{\mathbf{a}_{l,h,t} \cdot \mathbf{a}_{l,h',t}}{\|\mathbf{a}_{l,h,t}\| \|\mathbf{a}_{l,h',t}\|}$$