









Cousins

2021 ESG REPORT

BRINGING PEOPLE TOGETHER

Since 1958, we have recognized that a commitment to thoughtful and responsible operations, with a sustainable model that prioritizes corporate social responsibility, creates meaningful value for all stakeholders.

DISCLAIMER

Certain matters contained in this report are "forward-looking statements" within the meaning of the federal securities laws and are subject to uncertainties and risks, as itemized in Item 1A included in the Annual Report on Form 10-K for the year ended December 31, 2021, and the Quarterly Report on Form 10-Q for the quarter ended June 30, 2022. These forward-looking statements include information about possible or assumed future results of the business and our financial condition, liquidity, results of operations, plans, and objectives. They also include, among other things, statements regarding subjects that are forward-looking by their nature, such as: guidance and underlying assumptions; business and financial strategy; future debt financings; future acquisitions and dispositions of operating assets or joint venture interests; future acquisitions and dispositions of land, including ground leases; future development and redevelopment opportunities, including fee development opportunities; future issuances and repurchases of common stock, limited partnership units, or preferred stock; future distributions; projected capital expenditures; market and industry trends; entry into new markets or changes in existing market concentrations; future changes in interest rates; and all statements that address operating performance, events, or developments that we expect or anticipate will occur in the future — including statements relating to creating value for stockholders.

Any forward-looking statements are based upon management's beliefs, assumptions, and expectations of our future performance, taking into account information that is currently available. These beliefs, assumptions, and expectations may change as a result of possible events or factors, not all of which are known. If a change occurs, our business, financial condition, liquidity, and results of operations may vary materially from those expressed in forward-looking statements. Actual results may vary from forward-looking statements due to, but not limited to, the following: the availability and terms of capital; the ability to refinance or repay indebtedness as it matures; the failure of purchase, sale, or other contracts to ultimately close; the failure to achieve anticipated benefits from acquisitions, investments, or dispositions; the potential dilutive effect of common stock or operating partnership unit issuances; the availability of buyers and pricing with respect to the disposition of assets; changes in national and local economic conditions, the real estate industry, and the commercial real estate markets in which we operate (including supply and demand changes), particularly in Atlanta, Austin, Charlotte, Phoenix, Tampa, Dallas, and Nashville, including the impact of high unemployment, volatility in the public equity and debt markets, and international economic and other conditions; the impact of a public health crisis, including the COVID-19 pandemic, and the governmental and third-party response to such a crisis, which may affect our key personnel, our tenants, and the costs of operating our assets; sociopolitical unrest such as political instability, civil unrest, armed hostilities, or political activism which may result in a disruption of day-to-day building operations; changes to our strategy in regard to our real estate assets which may require impairment to be recognized; leasing risks, including the ability to obtain new tenants or renew expiring tenants, the ability to lease newly developed and/or recently acquired space, the failure of a tenant to commence or complete tenant improvements on schedule or to occupy leased space, and the risk of declining leasing rates; changes in the needs of our tenants brought about by the desire for co-working arrangements, trends toward utilizing less office space per employee, and the effect of employees working remotely; any adverse change in the financial condition of one or more of our tenants; volatility in interest rates and insurance rates; inflation and continuing increases in the inflation rate; competition from other developers or investors; the risks associated with real estate developments (such as zoning approval, receipt of required permits, construction delays, cost overruns, and leasing risk); cyber security breaches; changes in senior management, changes in the Board of Directors, and the loss of key personnel; the potential liability for uninsured losses, condemnation, or environmental issues; the potential liability for a failure to meet regulatory requirements; the financial condition and liquidity of, or disputes with, joint venture partners; any failure to comply with debt covenants under credit agreements; any failure to continue to qualify for taxation as a real estate investment trust and meet regulatory requirements; potential changes to state, local, or federal regulations applicable to our business; material changes in the rates, or the ability to pay, dividends on common shares or other securities; potential changes to the tax laws impacting REITs and real estate in general; and those additional risks and factors discussed in reports filed with the Securities and Exchange Commission ("SEC") by the Company.

The words "believes," "expects," "anticipates," "estimates," "plans," "may," "intend," "will," or similar expressions are intended to identify forward looking statements. Although we believe that our plans, intentions, and expectations reflected in any forward-looking statements are reasonable, we can give no assurance that such plans, intentions, or expectations will be achieved. We undertake no obligation to publicly update or revise any forward-looking statement, whether as a result of future events, new information, or otherwise, except as required under U.S. federal securities laws.

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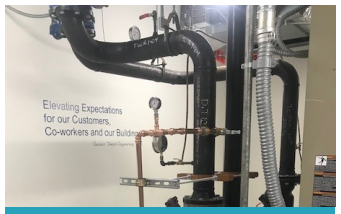

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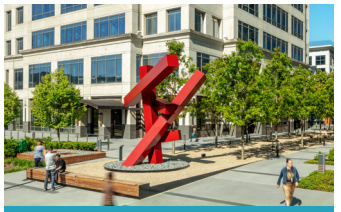

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A MESSAGE FROM OUR CEO



"I'm proud that as the Company marked its 63rd year, we have never been stronger."

I'm proud that as the Company marked its 63rd year, we have never been stronger. We are encouraged by our financial results, the momentum of national migration trends, and the power of the Sun Belt's economy.

At Cousins, the health and safety of our customers and our employees are always our top priorities, and I am proud of our dedicated team that ably navigated the ongoing pandemic while consistently providing our customers with the same excellent service they expect from us every day. As I often say to our team: crises don't build character, they reveal character.

We have been well-positioned to weather uncertain times with a simple, compelling strategy that enabled us to operate effectively throughout the year across the leading Sun Belt markets. We execute the strategy with four operating principles as our guide:

- First, to assemble the premier trophy Sun Belt office portfolio.
- Second, to be disciplined about capital allocation and to capture value embedded in our operating portfolio.
- Third, to maintain a best-in-class balance sheet to execute attractive investment opportunities.
- Fourth, to leverage our strong local operating platforms that take an entrepreneurial approach in our high-growth markets.

This report marks the Company's fourth Environmental, Social, and Governance (ESG) report. Our ESG initiatives are at the foundation of what we do and how we operate our business. Cousins is committed to developing and acquiring high-quality assets, operating them responsibly, and seizing innovative improvements wherever possible.

As outlined in this report, we believe making a strong impact in the communities in which we operate is supportive of our overall success. Our employees are crucial to our success, and we are committed to fostering an inclusive culture that embraces diversity.

We are excited to share some of the highlights of our continued sustainability journey. At the same time, we are focused on the future and are working to enhance our record each year. I am so proud of our hardworking, talented, and flexible teams for their dedication and results.



Colin Connolly
President and Chief Executive Officer

ABOUT THIS REPORT

We're pleased to present Cousins' 2021 Environmental, Social, and Governance (ESG) report. We have integrated the values underlying key ESG principles into our company from the start, and we are proud to strengthen our achievements each year. In this report, we have highlighted many of our key performance indicators (KPIs), including progress in reductions in energy consumption, greenhouse gas emissions, and water consumption. We have also announced KPI reduction goals for consumption and emission and goals for building certification.

The content of this report is informed by the materiality analysis described in the ESG Principles section and through ongoing conversations with our stakeholders.

As further detailed at the end of this report, this report's approach, structure, and content are informed by Global Reporting Initiative (GRI) Standards (Core) and the Taskforce on Climate-related Financial Disclosures (TCFD). Data primarily relates to properties in our portfolio located in Atlanta, Austin, Charlotte, Phoenix, Tampa, Dallas, and Nashville.

Calculation methodologies are noted where relevant. Unless otherwise noted, all data is as of December 31, 2021. For questions or comments about this report, please contact mmcnamara@cousins.com.



CORPORATE OVERVIEW



Cousins Properties (NYSE:CUZ) is a fully integrated, self-administered and self-managed real estate investment trust (REIT) based in Atlanta, Georgia. Founded in 1958 by Tom Cousins, the Company has extensive expertise as a leader in the development, acquisition, leasing, and property management of Class A office buildings.

At December 31, 2021, Cousins owned and managed an approximately 19 million square foot trophy office portfolio and 1.5 million square feet under development. Primarily in the high-growth Sun Belt markets of Atlanta, Austin, Charlotte, Phoenix, Tampa, Dallas, and Nashville.

Cousins is committed to creating value for all its stakeholders by executing attractive investment opportunities, understanding the business strategies of its customers, and providing exceptional customer service.

When it comes to strategy, Cousins keeps it simple: assemble a portfolio of trophy assets in high-growth Sun Belt markets, capture value embedded in the operating portfolio, and execute attractive investment opportunities, all while maintaining a conservative balance sheet.

BY THE NUMBERS

TOTAL MARKET CAP

2021	2020	2019
$8.3B	$7.3B	$8.4B

FUNDS FROM OPERATIONS

2021	$409M
2020	$413M
2019	$329M

EMPLOYEES

2021
294

NET OPERATING INCOME

2021	$494M
2020	$486M
2019	$432M

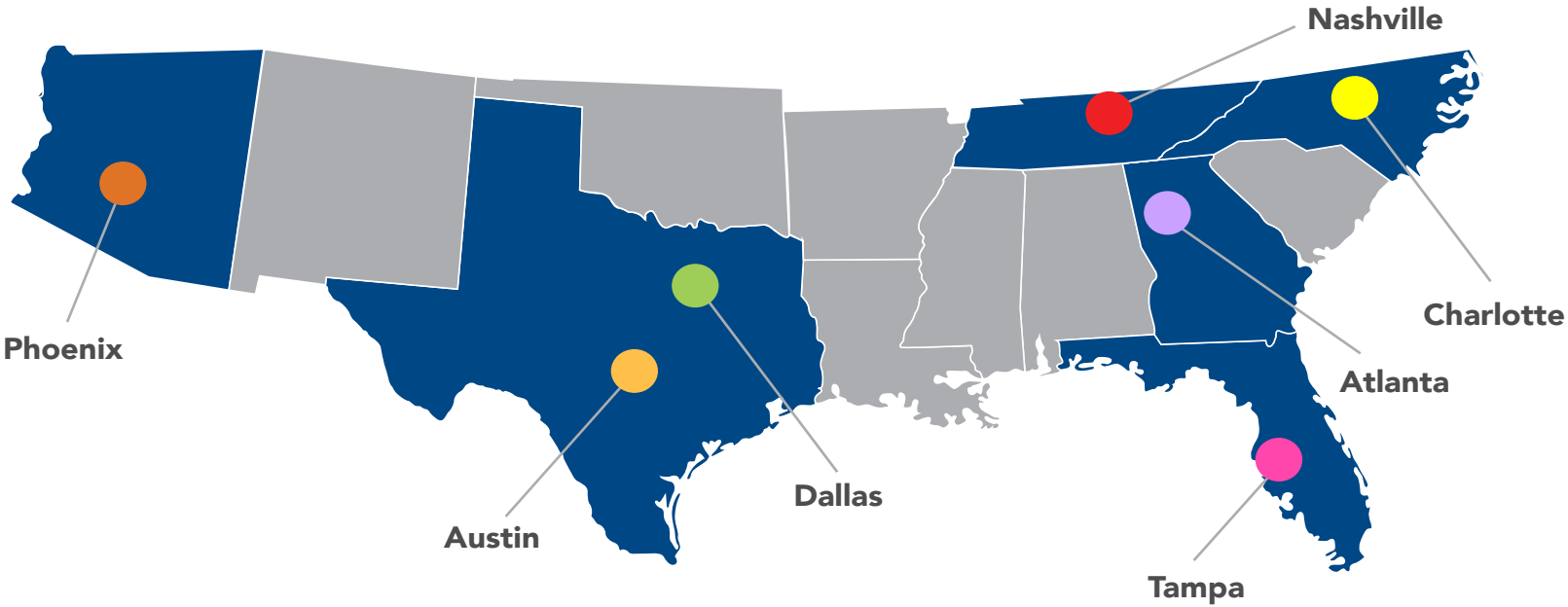
TOTAL REVENUE

2021	2020	2019
$755M	$740M	$658M

BUILDINGS ACROSS THE SUN BELT

67 Buildings Across the Sun Belt

18	21	8	5	3	7	2	3
Atlanta	Austin	Tampa	Charlotte	Dallas	Phoenix	Nashville	Other



ESG PRINCIPLES

At Cousins, our ESG vision is rooted in a commitment to contributing to positive economic, environmental, and social outcomes for our customers, shareholders, employees, and the communities in which we live and work. Our strategy is to seek these outcomes through creating and maintaining a resilient portfolio of high-quality office buildings, while also minimizing operational costs and the potential external impacts on the environment. We seek to make a positive social impact in our workplace and in our communities through philanthropy, volunteerism, and promoting diversity and inclusion.

ENVIRONMENTAL PRINCIPLES

We prioritize investments and operational activities that result in greater efficiency. We believe our focus on high-quality buildings will result in a highly efficient portfolio, with healthier air and water.

We prioritize energy efficiency in operations, as we believe it represents the largest opportunity for us to reduce our expenses and the potential impact on the environment.

Market Demands

We pay close attention to the building attributes that our customers seek for their office space and institutional investors consider in evaluating commercial real estate. We design our new developments and execute redevelopment and operational decisions that address these priorities.

Strategic Certifications

We aim to design our buildings and execute our operations so that our assets will qualify for a variety of certifications, but we only pursue certifications where the long-term investment and leasing prospects suggest the certification is a value-add.



ESG PRINCIPLES

SOCIAL PRINCIPLES

Workforce Resiliency
We recognize that our hardworking teams are the foundation of Cousins' success, and we are committed to attracting, developing, and retaining the best talent, fostering an inclusive culture, and embracing diversity. We are proud to invest in the professional development of our employees, and we prioritize a workplace culture that fosters integrity, high engagement, collaboration, and individual empowerment.

Health & Wellness
The resiliency of our workforce is directly related to the quality of our health and wellness programs. In addition to offering best-in-class insurance programs, we prioritize initiatives that encourage attention to and improvement of personal health, and we operate healthy buildings for our employees and customers.

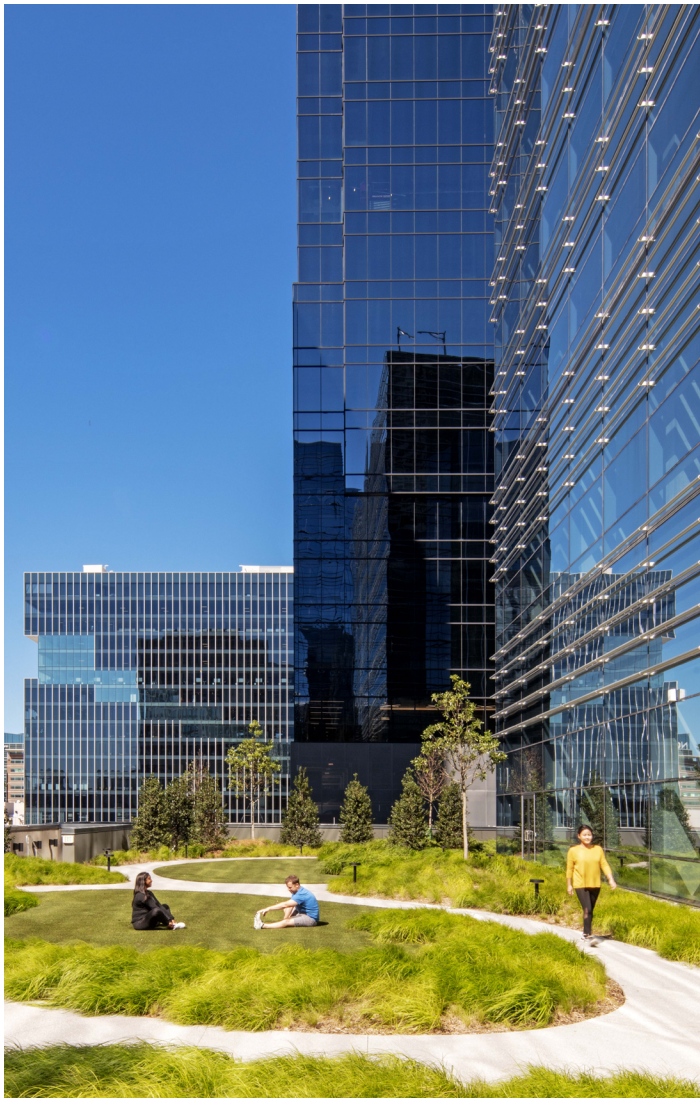
Community Impact
We are proud to be active members in our communities, and we continually seek ways to support and serve the broader communities where we work and live. Through a combination of financial support and lending our expertise and time with industry and nonprofit organizations, we encourage good corporate citizenship.

GOVERNANCE PRINCIPLES

Strong Guidelines
We are guided by good governance guidelines and principles that promote long-term value, transparency, and accountability to our stakeholders. We have a long-standing commitment to conduct our business in accordance with the highest ethical principles, and we expect our vendors, consultants, and independent contractors to comply with similarly high standards.

Effective Leadership
Our experienced Board of Directors are committed to acting with integrity and promoting the thoughtful representation of our stakeholders' interests. Eight of our nine directors are independent and, through their committees, our Board supports management in the business and operations of the Company with strategic oversight and direction.

Integrated Risk Management
The Board assesses major risks that relate to the Company and its performance, with select risk oversight delegated to each of its committees: the Audit Committee, the Compensation & Human Capital Committee, the Nominating & Governance Committee, and the Sustainability Committee.



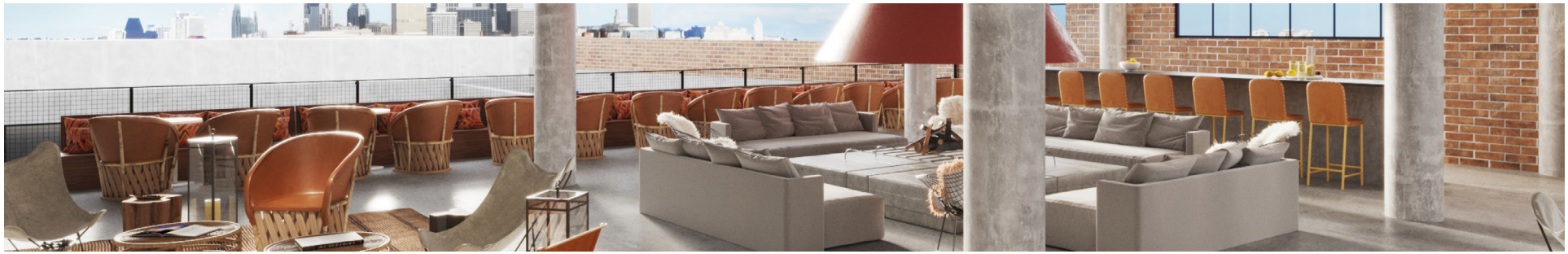
STAKEHOLDER ENGAGEMENT

We maintain strong relationships with our stakeholders through our open, transparent, and responsive dialogue. We work with a variety of stakeholders representing diverse perspectives – including our employees, our customers, our shareholders and members of the investment community, industry and business partners, representatives of the communities we serve, and our vendors. Through regular engagement with these stakeholders, we are able to better understand their priorities and the ways in which they may be affected by a decision, activity, or outcome of our operations and projects. Our engagement initiatives help us to define and prioritize our ESG initiatives and to identify opportunities and solutions to some of our ESG challenges.

	How We Engage	Engagement Approach
Employees	• Engagement surveys • Professional development • Quarterly Town Halls • Wellness challenges • Team-building events • Training opportunities	Through a variety of outlets, we learn what our employees value, along with their satisfaction, concerns, knowledge, and engagement with key issues at Cousins. Our engagement initiatives are also critical channels for educating and increasing awareness among our employees about important issues, such as our impact on the environment. We ensure that integrity is the hallmark of our business, and our employees participate in regular training regarding ethics, diversity and inclusion, and respect in the workplace.
Customers	• Industry conferences • Virtual and in-person customer events • Social media and proactive media • Daily interactions in our buildings	We regularly communicate and engage with our customers. Not only do we share information about building events and activities in the community, we also share information regarding our sustainable operations, such as proper waste disposal and energy efficiency measures. We routinely review customer feedback and ideas for innovation, as we continuously strive to offer service excellence to our customers and develop strong, long-term relationships.
Shareholders and the Investment Community	• Annual shareholder meeting • Quarterly earnings calls • Property tours • Virtual and in-person meetings	Throughout the year, we regularly meet with our shareholders and members of the investment community to share our perspective and to solicit their feedback on a variety of topics, such as our strategy and performance, corporate governance, and market conditions. During 2021, members of our executive management team participated in five virtual investor conferences, as well as over 60 meetings, calls, or property tours with our investors. Overall, in 2021 we communicated with approximately 130 different investors and analysts.

STAKEHOLDER ENGAGEMENT

	How We Engage	Engagement Approach
Industry and Business Partners	• Industry conferences • National industry organization committee meetings • Collaborations with development partners	Through engagement with industry leaders and business partners, we gain insight into trends and best practices related to our business. We are also working with our partners to understand their objectives and to consider their input in to our initiatives.
Communities	• Annual giving campaign • Corporate philanthropy • Volunteer activities • Economic development and community improvement district participation	During the development process for our new buildings, we participate in public forums to seek community input. We also actively participate in business improvement districts, associations, nonprofits, and civic engagement organizations in our markets to scale sustainability at our buildings and in our communities. In addition to donations from our Company foundation, we sponsor volunteer opportunities where our employees work together on projects that are directly beneficial to our communities.
Vendors	• Direct communication • Vendor point of contact • Vendor Code of Conduct	In selecting vendors, we consider their commitment to ESG practices and their ability to support our ESG efforts. We proactively select vendors who will partner with us as we seek innovative solutions to ESG challenges. We also have a Vendor Code of Conduct that our partners must adhere to in the course of doing business with us.



ESG REPORTING PRIORITIES

The feedback gained from our stakeholder engagement activities help shape Cousins' ESG reporting strategy, including the ESG frameworks in which the Company participates. In addition, our ESG framework has been informed by best practices and leading global standards, including the Global Reporting Initiative (GRI) and the Taskforce on Climate-related Financial Disclosure (TCFD).

- Annual Report
- Proxy Statement
- Annual ESG Report
- Corporate Website

We regularly review data from reporting services such as MSCI, Sustainalytics, ISS Quality Score, and the Green Street governance scores, all to further our efforts to promote transparency. In addition, since 2016 we have participated in the Global Real Estate Sustainability Benchmarking (GRESB), based on feedback that this assessment is particularly meaningful to key stakeholders.

In 2020, we enhanced our reporting efforts to highlight social and governance initiatives. We have continued this practice in 2021 as well. In this report, we are pleased to introduce quantifiable goals for our KPIs, along with our progress through 2021 against those long-term goals.



ENVIRONMENTAL SUSTAINABILITY

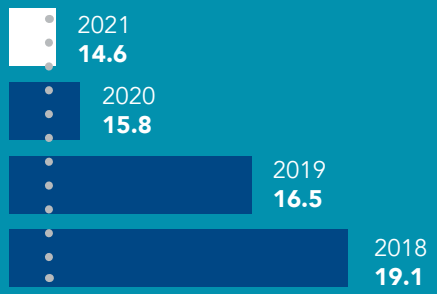


GOALS AND PROGRESS: KPI METRICS

Our sustainability goals establish targets for reduction in energy consumption, GHG emissions, and water consumption. We have adopted these ESG goals, with targets and baseline years noted, with the approval of the Sustainability Committee of our Board of Directors,

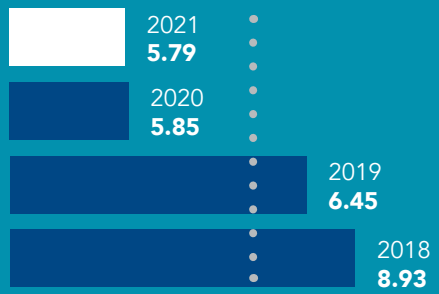
25X30 Energy Consumption Reduction Goal [1]

Reduce energy use intensity, targets a 25% reduction by 2030. Units are kWh/SF



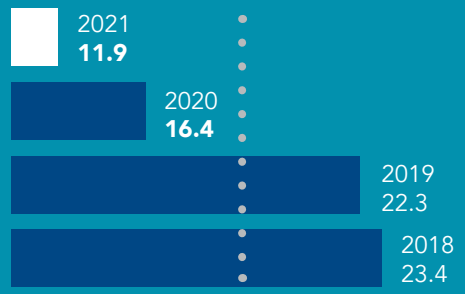
25X30 Greenhouse Gas Reduction Goal

Reduce GHG emissions intensity, targets a 25% reduction by 2030. Units are $kgCO_2e/SF$



25x30 Water Reduction Goal

Reduce water use intensity, targets a 25% reduction by 2030. Units are gallons/SF



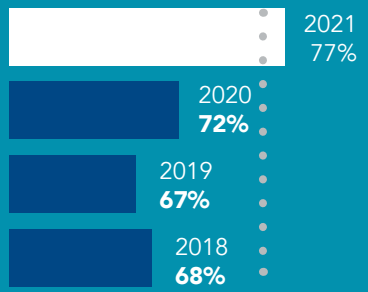
1 Consumption/Emission Goals are expressed as the Percentage of Reduction (on an intensity basis) by the year targeted to reach the goal.

NOTES: Our energy and water consumption, along with greenhouse gas emissions, were impacted by low building utilization rates during the COVID-19 pandemic, and thus the KPI metrics for 2020 and 2021 are not representative of consumption and emissions at full occupancy.

GOALS AND PROGRESS: BUILDING CERTIFICATIONS

75x25 LEED Certification[1]

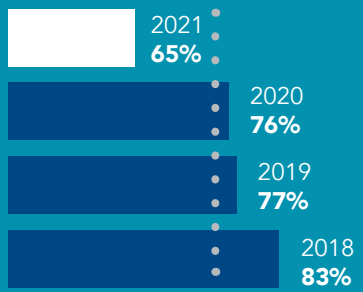
Maintain or enhance LEED or equivalent certification*, targets a 75% goal by 2030.



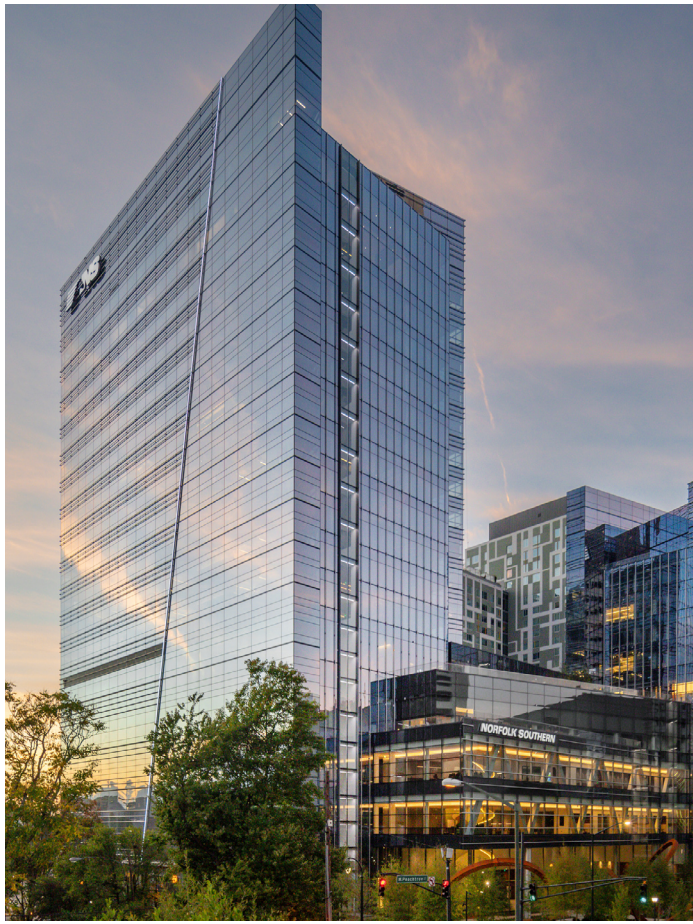
NOTES: The Austin Energy Green Building standard is equal to or more stringent than (and fully encompasses) and the two buildings meeting that standard (but lacking LEED certification) are included in the 2021 goal metric. Excluding those two buildings, 72% of our portfolio had LEED certification in 2021.

75x25 ENERGY STAR

Maintain 75% of eligible buildings as ENERGY STAR, targets a 75% goal by 2030.



NOTES: Maintain or enhance healthy building certification (e.g., Fitwel or WELL Building) for all assets, targets a 50% goal by 2027. Current progress is 20% by 2023.



1 Certification Goals are expressed as the Percentage of Portfolio with the relevant certification, based on total square footage eligible for the relevant certification. Once met, goal will be to maintain at least the specified threshold.

ENVIRONMENTAL MANAGEMENT AND CERTIFICATIONS

GOBY — SOFTWARE FOR PORTFOLIO DATA MANAGEMENT

Cousins utilizes the Conservice (formerly known as Goby, Inc.) platform as an essential component of our environmental management program. In particular, we use the Conservice platform to capture our building data, including electricity consumption, greenhouse gas emission, and water consumption, and to monitor our reduction progress against our KPI goals. We also use this data to optimize our operational efficiencies and to streamline our reporting within the annual GRESB assessment (discussed on page 22) and the LEED certification platforms.

LEED

As a long-standing member of the U.S. Green Building Council (USGBC), we expect our properties to pursue LEED certification or recertification. Each senior property manager and property manager is expected to evaluate LEED initiatives and develop plans to implement enhancements that are reasonable.

Our development team also works with our projects under construction to pursue LEED New Construction certification with a goal of obtaining Gold status if feasible. All new construction projects are built to LEED-eligible standards.

As of December 31, 2021, 72% of our portfolio (on a square foot basis) has LEED certification, including 88% of all assets acquired or purchased since 2017. Since the Austin Energy Green Building Standard is a higher standard than the LEED requirements, we do not include them in our LEED certification. If we did, 77% of our portfolio would be LEED certified.

BOMA 360

All properties pursue the BOMA 360 program. Newly purchased properties seek this designation within 24 months of purchase and existing ones reapply when eligible. As of December 31, 2021, 64% of our portfolio (on a square foot basis) has obtained BOMA 360 designation, including 49% of our assets acquired or developed since 2017.

ENERGY STAR

All buildings apply for ENERGY STAR certification or recertification within 30 days of becoming eligible. All properties maintain accurate ENERGY STAR scores for their buildings. The chief engineer maintains the program, and the property manager as well as the group engineer inspect and verify the data is accurate and up to date.

As of December 31, 2021, 66% of our portfolio (on a square foot basis) has obtained ENERGY STAR certification, including 71% of our assets acquired or developed since 2017.

HEALTHY BUILDINGS

The health and wellness of our employees and customers has always been a top priority for Cousins. As developers and managers of office buildings, the health of our buildings is a critical component of our work. We design and operate our buildings to build resilience and long-term value for the future. At the beginning of the COVID-19 pandemic, our teams worked quickly to adapt our buildings so they would be as safe and healthy as possible for our customers and employees. Since then, we have integrated these healthy building practices into our regular course of business.

For over two decades, we have focused on monitoring and measuring air quality inside our buildings. Our standards call for random testing and inspection by a third-party specialist who provides findings and recommendations to the property management team.

MAINTAINING SUSTAINABLE ASSETS

Sustainability metrics are integrated into our property management practices, including in our leasing and construction documents, and in discussions with new and current customers.

The effectiveness of our sustainable and responsible development and operations is evidenced by the recognition our properties have received from some of the most respected third-party organizations that benchmark property efficiency and sustainability practices. Our goal is to obtain LEED, BOMA 360, and/or ENERGY STAR certification for all new development and all newly acquired buildings, to the greatest extent feasible and where the same is a value-add to the individual asset.

66%

ENERGY STAR CERTIFICATION

Approximately 66% of our total office portfolio of our total office portfolio have achieved the prestigious ENERGY STAR certification, ranking our buildings among the most energy efficient in the country.

77%

LEED CERTIFIED BUILDINGS

Approximately 77% of our office portfolio by square footage are LEED certified (O&M and/or Core & Shell) or satisfy the standards of Austin Energy Green Building standards.

64%

BOMA 360 CERTIFIED BUILDINGS

64% of Cousins buildings have achieved the elite BOMA 360 certification, which recognizes excellence in building operations and management, and benchmarks building performance in six key areas, including energy, environment, and sustainability.

96%

FITWEL VRM

96% of our buildings have achieved Fitwel VRM.

Calculations are based on total SF in portfolio as of December 31, 2021

INAUGURAL HEALTHY BUILDINGS CERTIFICATIONS



In 2021, 56 of the Company's buildings, representing approximately 96% of our Fitwel VRM eligible square footage, were awarded Fitwel Viral Response Module (VRM) certification, based on a multi-faceted approach to mitigate the spread of disease. Fitwel VRM was created as a joint initiative between the U.S. Centers for Disease Control and Prevention (CDC) and the General Services Administration (GSA) garnering input from experts in public health and design and reviewing over 5,000 peer-reviewed scientific studies. The rating system is both managed and reviewed by the Center for Active Design, a non-profit organization based in New York City. Fitwel has three tiers of certification (One, Two, or Three Stars) based on the total number of points achieved.

The VRM was developed with input from health experts and industry leaders, and it includes implementation standards for contagious disease outbreak plans, enhanced indoor air quality (with associated testing and monitoring), and enhanced cleaning, disinfecting, and maintenance protocols.

Also in 2021, two of the Company's buildings were awarded the WELL Health-Safety Rating, which reflects verification by the Green Business Certification, Inc. and incorporates a subset of relevant features from the WELL Building Standards, focusing on the impact of facility operation and management on the long-term health and safety needs of the space.

ENVIRONMENTAL INITIATIVES

Our environmental management program includes efforts beyond data management and building certification, such as our initiatives surrounding green leasing, green cleaning, and building ventilation.

GREEN LEASING

Our customers are part of our strategy for keeping our buildings healthy and sustainable for everyone. Our active leases incorporate green lease language, and our lease forms for new and ongoing leasing include cost recovery for capital expenditures made to reduce operating expenses, cost recovery for certifications (including LEED, BOMA 360, Fitwel, and ENERGY STAR), coordination with our teams on waste disposal during the tenant buildout process (enabling us to increase waste diversion rates), and participation in our operational recycling programs. In addition, our green lease language requires our customers to minimize utility consumption where possible and to participate in any sub-metering program we establish.

GREEN CLEANING

Offices across our portfolio have green cleaning programs for requirements for our janitorial providers to minimize the environmental impact of cleaning processes on our buildings and our customers. This helps protect both our customers and our janitorial workers from being exposed to toxic chemicals.

Janitorial providers are required to use Green Seal® certified cleaning products, High-Efficiency Particulate Air (HEPA) vacuums, dry cleaning for carpets, and restroom supply products made from recycled materials.

Some of the other specific enhanced healthy building initiatives we have undertaken include:

- Upgraded HVAC filtration systems to MERV 13 filters
- Replaced all air filters and disinfected all air handler interiors/coils at least quarterly
- Monitored cooling towers with a third-party water treatment provider
- Enhanced cleaning and frequency of high-touch surfaces and high-traffic areas
- Placed new signage in buildings to remind customers about CDC health and hygiene protocols
- Installed new hygiene stations in high-traffic areas
- Worked with third-party cleaning partners to ensure use of personal protective equipment and observance of health screen practices
- Ensured all cleaning solutions meet EPA-approved standards

VENTILATION

Our teams made operational changes throughout the pandemic to optimize outside air with in line with the American Society of Heating, Refrigerating and Air-Conditioning Engineers (ASHRAE) recommendations. In addition, we are rolling out a comprehensive initiative to validate that each one of our buildings is operating to its highest design potential with regard to outside air systems

CONTINUED RESEARCH

We are making targeted investments to test new products and to conduct additional research. This includes further research around air flow in elevators and testing continuous air quality monitoring systems. Our work to enhance the health and safety of our buildings is never really complete.

CORPORATE OFFICE PRACTICES

At Cousins, we pursue a number of company-wide efforts in our corporate offices to enhance efficiency, resiliency, and well-being for our employees and community:

- Recycling programs for paper, bottles, and cans
- Aluminum cans of water, rather than plastic, at our corporate headquarters
- Dual monitors for headquarters employees to decrease the need to print, double-sided paper, and smart technology to eliminate unintended printing
- Leases transmitted and executed electronically, reducing the need for printing
- Digital platform for Board communications and presentations
- Hands-free, filtered water stations at the headquarters office, reducing plastic water bottle waste
- Reusable mugs and beverage cups for all employees
- LED lights instead of fluorescent lighting in upgraded office spaces
- Live indoor plants for better indoor air quality
- Bike racks, EV stations, and free mass-transit passes for employees



THIRD PARTY BENCHMARKING

Since 2016, Cousins has participated in the Global Real Estate Sustainability Benchmark (GRESB) annual assessment. GRESB is an investor-driven evaluation system for measuring the sustainability performance of property companies and real estate funds, and it is endorsed by many large institutional investors. In 2021, Cousins earned its fifth consecutive "Green Star" from GRESB, which reflects our strong performance in the Implementation & Measurement and Management & Policy sections of the assessment. We have once again scored above the GRESB average for the assessment, and our 2021 score reflected an increase of 8 points over the 2020 real estate score. In addition, for the fifth consecutive year, we earned an overall score of a "B" on the GRESB public disclosure assessment, including scores of "A" on the Disclosure of Sustainability Governance and Disclosure of Sustainability Implementation components. These scores compare favorably to the global average of a "C," and our 2021 score reflected an increase of 10 points over the 2020 public disclosure score.

In addition to the GRESB assessment, we monitor the assessments of various third-party analysts who benchmark aspects of ESG. In 2021, MSCI assessed a rating of "BB," with above-average ratings for governance and green buildings. We were also recognized by Sustainalytics as a Top-Rated ESG Company, with a Low Risk profile. ISS continues to assess our governance as a "1" (the highest decile), while assessing our overall ESG in the 2nd decile, with a "Prime" designation. Finally, Green Street, one of the most respected public REIT analysts, continues to recognize our strong governance policies and practices. Our Green Street governance score of 72 is 10 points above average for the REITs assessed. This represents the 20th consecutive year of an"above average" Green Street governance score for Cousins.

5TH CONSECUTIVE GRESB GREEN STAR

We increased our score for the Environmental component of the 2021 GRESB assessment by 17% over the 2020 assessment.

STRONG SOCIAL & GOVERNANCE SCORES

Once again, Cousins' scores for the Social and Governance components of the annual GRESB assessment were above average, reflecting our commitment to these pillars of responsibility.

In addition, Institutional Shareholder Services (ISS) continues to assign a rating of "1" (the best score possible) on our Governance Score, and we received an above-average governance score from Green Street for the 20th consecutive year.

GRESB

Corporate ESG Performance Prime
RATED BY ISS ESG

SUSTAINALYTICS
a Morningstar company
ESG INDUSTRY TOP RATED 2022

MSCI ESG RATINGS BB
CCC | B | BB | BBB | A | AA | AAA

AWARDS

Each year the Building and Owners Management Association (BOMA) presents association awards for buildings and individuals. The Outstanding Building of the Year (TOBY) award recognizes building quality and management excellence. To earn the award, all facets of a building's operations are evaluated, including tenant-relations programs, community involvement, emergency preparedness, security standards, and continuing education for building personnel.

In 2021, Cousins received local-level TOBY awards for the following buildings:

- Promenade, Atlanta
- Terminus, Atlanta
- The Pointe, Tampa
- Harborview, Tampa

In addition, BOMA announces an Engineer of the Year award, which is designed to recognize an engineer who has provided innovative ideas to their building/facility in saving energy, time and/or money. Award nominees are evaluated on job performance, ethics, credibility, professionalism, community service, team building, and industry training.

In 2021, Roderick Murphy, a long-tenured Cousins employee and the Chief Engineer at Northpark Town Center in Atlanta, received this distinguished recognition.



BOMA 360 PERFORMANCE PROGRAM®

ACCESSIBILITY METRICS

We prioritize vibrant, amenity-rich, and walkable areas for investment in operational buildings and new developments.

69%

EV CHARGING STATIONS

Although all of our buildings offer plentiful parking for our customers and visitors, we have enhanced this offering through installation of EV charging stations in 69% of our buildings.

94%

ON-SITE BICYCLE STORAGE

With our predominantly urban locations, bicycle transportation is an option selected by many customers, and we offer onsite bicycle storage in 94% of our buildings.

73.9

AVERAGE WALK SCORE

According to calculations by walkscore.com, the weighted Walk Score for Cousins' Atlanta, Austin, Charlotte, and Phoenix portfolio is 73.9, compared to the averages for these cities range from 26.3 to 47.8.

58.7

AVERAGE TRANSIT SCORE

According to calculations by walkscore.com, the weighted average Transit Score for Cousins' Atlanta, Austin, Charlotte, and Phoenix portfolio is 58.7, while the averages for these cities range from 28.7 to 47.2.

SPOTLIGHT: ELECTRIC VEHICLE CHARGING

Electric vehicle charging stations enable Cousins to reduce our customers' dependence on gasoline.

According to a McKinsey report issued in April 2022 in the United States, electric vehicles sales have climbed by more than 40% a year since 2016 and by 2035, the largest automotive markets will be fully electric. To support our customers' EV adaptation, in 2021 Cousins had electric vehicle charging stations in 69% of our eligible buildings. The charging stations are part of our effort to work closely with our property management and building engineers to improve on-site energy efficiency. Moreover, the electric vehicle charging stations enable Cousins to reduce our customers' dependence on fuel consumption.

For all new development projects, we target 2% of our parking spaces to have EV stations at the beginning of operations, with another 10% of parking spaces being ready, from an infrastructure perspective, to also become operational for future demand.



CLIMATE CHANGE AND RESILIENCY



Cousins' climate change strategy is primarily focused on implementing energy conservation measures and reducing natural resource consumption. We look for ways to reduce greenhouse gas emissions from our operations, such as implementing energy efficiency measures, providing onsite renewable energy sources, and empowering our property management teams to reduce energy usage.

We commit to mitigating the environmental impact of our assets as part of our long-term climate change adaptation strategy. Our teams study the impact climate change may have on our portfolio's performance, which is unique to each building based on its physical location, efficiency standards, and building codes. Our strategy of prioritizing investment in high-quality real estate assets complements our efforts to improve our portfolio's average resiliency, as we develop and acquire newer and more efficient buildings and redevelop older assets to meet higher efficiency and operational standards. We incorporate climate assessments into the acquisition due diligence process, looking at the risks that climate change could cause to our portfolio, including through risks of earthquake, extreme temperature, flood, tornadoes, hurricanes, and ice storms. We also consider the likelihood of increased construction costs or insurance premiums resulting from the potential impact of climate change on the assets under review. We also explore how we can make a positive change to our communities by engaging with decision-makers.

We believe our asset life cycle approach (site selection, development process, asset acquisition, redevelopment, and active asset management) enables us to continue to reduce the average carbon footprint of our buildings, thereby improving our resiliency to withstand ongoing climate related challenges.

We consider disaster preparedness in acquiring, developing, and redeveloping resilient properties, as well as in assessing insurance coverage for our portfolio, including the potential for impact of climate events.

CLIMATE CHANGE AND RESILIENCY



Our risk management program addresses any potential climate change risks as part of our business continuity program, including assessing the potential financial impacts of physical risks such as flood, fire, and wind damage. For those buildings in our portfolio which exhibit elevated climate-related risks, we develop resiliency plans that evaluate short-term and long-term vulnerabilities, and we outline and evaluate proactive measures to strengthen the resiliency of those buildings against potential impacts. Past mitigation efforts have included installation and enhancement of flood gates surrounding assets where data indicated increased risk of damage due to flooding. Only 14% of our portfolio is exposed to potential climate-related risks such as windstorm damage, and only two of our buildings are potentially exposed to coastal flooding risk due to rising sea levels.

As part of this ongoing review, we also carefully consider the appropriate timing of capital improvement projects that will improve climate resiliency. For example, among our Tampa buildings, where hurricane preparedness is a key concern, we have proactively adopted a rigorous schedule to test the high wind resiliency of our existing roofs, with upgrades and replacements following for any building whose roof performance doesn't satisfy our standards. Each roof replacement also results in a significant increase in available insurance coverage for the affected building.

SPOTLIGHT: WATER RECLAMATION





Our HVAC systems typically include the circulation of cooled water, and the basic systems use water supplied from the municipal water source to replace evaporated water.

The systems also produce condensation, which is discharged into the municipal sewer.

Since 2012, Cousins has pursued opportunities in development and operations to "reclaim" water produced onsite, enabling us to reuse water, reducing utilization of fresh water, and decreasing discharge into the sewer systems.

In 2021, the Tampa engineering team installed a condensate recovery system to capture condensate from the roof and inject it into the cooling tower. This process is projected to save over 650,000 gallons of water annually.

At One Buckhead Plaza (OBP) in Atlanta, a 36,000 gallon Rainwater System was commissioned in late December 2021. During the first seven months of operation of this Rainwater System, approximately 180,000 gallons of rainwater have successfully been diverted from the top of OBP parking deck for use as makeup water for the property cooling towers. The efficiencies of this system have enabled us to use all of the captured rainwater for condenser system makeup water, reducing the consumption of water from the municipal system. The rainwater collected accounts for 15.4% of the total cooling tower makeup water needed for the seven months.

The Atlanta team also installed cloud-based WaterSignal monitoring equipment in all water meters to monitor use, leaks, and waste. This model is being replicated in other Cousins' properties throughout our markets.

BIODIVERSITY

BIODIVERSITY

Cousins prioritizes the protection and enrichment of biodiversity and ecosystems during the development of new buildings and the operation and enhancement of our existing buildings. This includes designing buildings that minimize light pollution to protect wildlife. Our development and operations teams maintain compliance with environmental laws and regulations. In 2021, Cousins had no environmental violations.

EXISTING BUILDINGS

We regularly evaluate and monitor the performance and resource consumption of each of our existing buildings, and we implement sustainable enhancements throughout the portfolio, including:

- High efficiency lighting fixtures and controls
- High efficiency plumbing fixtures
- Occupancy sensors and other smart building technologies
- Energy management system upgrades
- High efficiency HVAC
- Reclaimed groundwater and rainwater collection systems for cooling towers, irrigation, and graywater
- Easy and convenient recycling and landfill diversion
- Green cleaning products and processes

NEW DEVELOPMENT

Most of our new construction involves the redevelopment of existing sites, which conserve natural areas and habitats. In some cases, the redevelopment of sites involves the remediation of soil and/or water contamination caused by activities of others, which may include Brownfields designation.

We prioritize sustainable building practices, including:

- Enhanced building system emissions technology
- Construction waste management
- Recycling existing materials
    - Structured parking and outdoor gathering areas
    - Sustainable construction materials
    - Water-efficient landscaping



SPOTLIGHT: URBAN HONEYBEES



To enhance sustainability and engage our employees in this work, in 2021, Cousins partnered with Bee Downtown.

Bees are essential for preserving and protecting ecological balance and biodiversity in nature. Honeybees are the world's number one pollinator and are responsible for pollination of 70 of the world's top 100 food crops. To enhance sustainability and engage our employees in this work, in 2021, Cousins partnered with Bee Downtown — an organization that installs and maintains beehives on corporate campuses across the southeast while simultaneously providing year-round employee engagement and leadership development programs — to produce honey from beehives hosted at our properties. The project began with two beehives located at the roof of a parking garage at 3344 Peachtree in Atlanta.

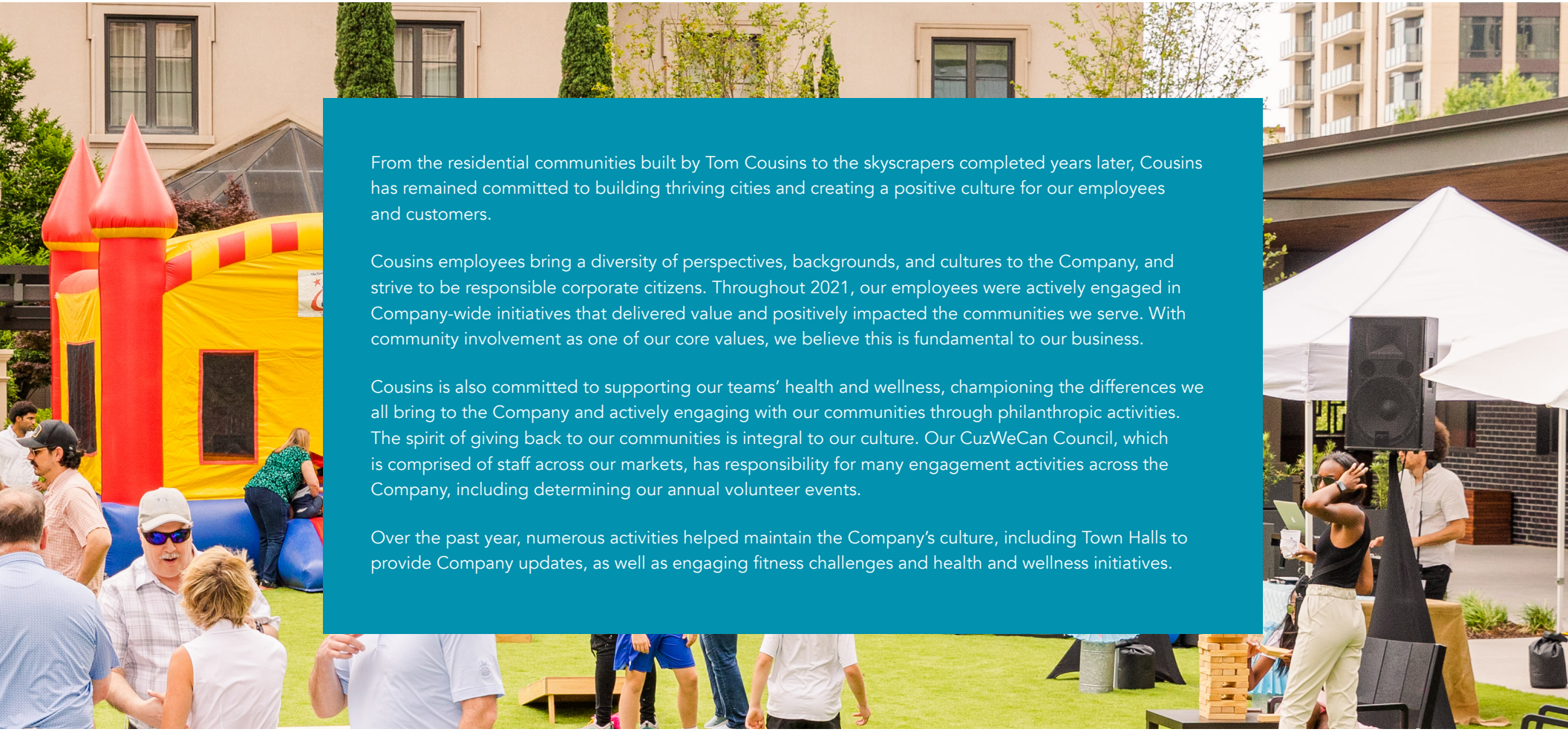
In 2021, Cousins' bees produced 143 pounds of honey, filling 387 jars. 7.8 million bee flight miles were flown to create the honey. Our bees produced the most honey of any Atlanta Corporate apiary, averaging 71.5 pounds per hive. That's 108% higher yield per hive than Georgia's reported state average.

The project has also engaged the Cousins team in sustainability first-hand, with many team members involved in learning about the pollination process and the role of bees in enhancing sustainability. Over 100 people attended the Cousins x Bee Downtown event, and employees had over 15 hours of hands-on experiential learning at the beehives in our Atlanta location.

SOCIAL SUSTAINABILITY



COUSINS CULTURE



From the residential communities built by Tom Cousins to the skyscrapers completed years later, Cousins has remained committed to building thriving cities and creating a positive culture for our employees and customers.

Cousins employees bring a diversity of perspectives, backgrounds, and cultures to the Company, and strive to be responsible corporate citizens. Throughout 2021, our employees were actively engaged in Company-wide initiatives that delivered value and positively impacted the communities we serve. With community involvement as one of our core values, we believe this is fundamental to our business.

Cousins is also committed to supporting our teams' health and wellness, championing the differences we all bring to the Company and actively engaging with our communities through philanthropic activities. The spirit of giving back to our communities is integral to our culture. Our CuzWeCan Council, which is comprised of staff across our markets, has responsibility for many engagement activities across the Company, including determining our annual volunteer events.

Over the past year, numerous activities helped maintain the Company's culture, including Town Halls to provide Company updates, as well as engaging fitness challenges and health and wellness initiatives.

COMMITMENT TO DIVERSITY, INCLUSION, AND EQUAL OPPORTUNITY



Our employment priority is to attract, develop, and retain the best talent, while fostering an inclusive culture and embracing diversity.

Our employees are the foundation of our success, and we strive to have a workforce that reflects the diversity of qualified talent that is available in the markets we serve.

EQUAL OPPORTUNITY

In accordance with U.S. equal employment laws, we support the protection of human rights. We are committed to providing equal opportunity and fair treatment to all individuals. We prohibit discrimination based on gender, race, color, national origin, age, religion, marital status, disability, sexual orientation, veteran status, or any other characteristic protected by law. We do not tolerate discrimination, harassment, or retaliation in any form.

BOARD DIVERSITY

We are committed to diversity at the Board level. Our Board will consider diversity, including gender, race, and ethnicity, when considering nominations to the Board and will endeavor to include women and individuals from minority groups in the qualified pool from which new director candidates are selected as the Board undergoes periodic refreshment. In 2021, we welcomed a new director to our Board, increasing both our gender and racial diversity.

HUMAN CAPITAL

Our employees are the foundation of Cousins' success, and we are committed to cultivating and maintaining an inclusive environment that enables our team members to thrive. We recognize that our ability to attract and retain talented employees is directly impacted by the quality of our work environment. Our investment in our employees includes initiatives surrounding health and wellness, professional development, and education and training. Our total number of employees has not varied significantly year-over-year.

Cousins' health and wellness program provides insurance discounts for employees who undergo biometric screening, and hosts challenges around health and wellness, with financial contributions to employees' portable health savings accounts, upon meeting certain health and fitness challenges (including preventative medical checkups).

Cousins tracks these initiatives and regularly communicates public updates via their website, as well as internal updates via the employee intranet. Employee focus groups are created for issues of greatest concern and interest for future initiatives. Additionally, the Compensation & Human Capital Committee of our Board reviews the Company's strategies and initiatives related to key human capital policies and practices, including diversity and inclusion, talent acquisition, employee retention, and employee engagement. This Committee also periodically reviews succession plans for our executive officers, with the full Board periodically reviewing succession plans for our CEO.



PROFESSIONAL DEVELOPMENT



The professional development of our employees is critical to our success. Cousins supports training and educational programs that provide our teams with continual professional improvement. We also look to our internal candidates when there are job openings or promotions within the Company.

In 2021, we launched a cloud-based performance management platform, enabling our employees to easily set and track their career goals and objectives online. We have used this platform to provide engaging compliance and ethics training, which all employees are required to complete annually.

Training highlights include:

- Engineering teams logged 540 hours of online course study and completed 2,186 Lezage safety courses in 2021.
- Mandatory training sessions addressed the Code of Conduct, conflicts of interest, anti-bribery/ anti-corruption, gifts and entertainment, harassment and bullying, and information security. In early 2021, we added the following topics: antitrust, fair dealing, record keeping, diversity (including anti-bias discussion), respectful workplace, health and safety, asset protection, confidential information, and data privacy training
- Operations teams completed training programs that BOMA and Fitwell Ambassador sponsored in 2021, and our teams were offered the opportunity to pursue sustainability training under the U.S. Green Building Council LEED program
- Cousins sponsored employee certifications, such as continuing education programs or CPA certification programs
- Supported participation in professional seminars and workshops, including for Accounting and Legal
- IT Department attended annual Microsoft and Yardi trainings, plus trainings on cybersecurity tools

HEALTH AND WELLNESS

The health and wellness of our employees is critically important to Cousins. Our employee benefits, available to all full-time employees and qualifying part-time employees, include:

- Generous paid time off (PTO) policy, which provides 15 days per year for new employees (increasing on the 5th and 10th anniversaries). There is no waiting period for PTO eligibility, and it may be used for vacation, personal time, sick leave, or to pursue special interests during business hours.
- Nine paid Company-designated holidays and two "floating holidays" each year
- Competitive health, dental, vision, and life insurance coverage for employees and their eligible dependents, with reimbursements for good health activities
- Company-paid short- and long-term disability insurance
- 401(k) retirement savings plan, with 3% automatic contribution by Cousins
- Employee Stock Purchase Plan, which permits eligible employees to purchase our common stock at a 15% discount (subject to certain qualifications and limitations)
- Health and dependent care flexible spending accounts
- Portable health savings accounts, including opportunities to earn contributions by Cousins
- Paid new parent leave
- Cell phones, including monthly service, for most employees
- Discounted employee gym passes
- Functional work environments, including laptops, dual monitors, standing desks, and other ergonomic support
- Employee Assistance Program, a confidential service that offers limited consultation, support, and/or referrals related to many of life's challenges, including:
  - Parenting resources, including child care referrals
  - Marriage/family support and counseling referrals
  - Financial services consultation and referrals
  - Identity theft consultation
  - Legal services referrals
  - Pet care resources and referrals
  - Eldercare resources, including referrals
  - Grief and loss support and counseling referrals
  - Stress management
  - Manager guidance
  - Referrals for local service resources

Additionally, our buildings provide wellness and mothers' rooms. Our employees also participate in voluntary wellness activities throughout the year, including fitness challenges in which they can compete as individuals or as part of a team and charity-sponsored fitness activities.

In 2021, we also began developing our relationship with GoPivot, a corporate wellness, safety, and engagement platform that uses point-based rewards to motivate employees.

As an owner and operator of office buildings, we recognize how essential in-office presence is to an organization's culture and to its ability to collaborate and communicate effectively. We are pleased that our employees are not asked to share desks or workstations, as this increases everyone's sense of belonging. We also recognize the importance of flexibility in integrating personal life with the needs of the business, and our managers and employees are encouraged to exercise professional judgment in their approach to the work environment.



EMPLOYEE ENGAGEMENT

2021 TOP WORKPLACES WINNER

By the *Atlanta Journal-Constitution* and Top Workplaces USA.

2021 THIRD PARTY EMPLOYEE SURVEY

With an overall engagement rate of 84%.

TRAINING

Extensive training included 540 hours of course study and 2,186 Lezage safety courses for building engineers.

EMPLOYEE COUNCIL

The CuzWeCan Council, our employee council, includes employees across departments with a focus on social and cultural priorities.



SPOTLIGHT: THE ARTS



Following the example of our founder, Tom Cousins, who understood the importance of atmosphere in real estate, art has long been an integral part of our development and operations. Artwork plays an important role in creating inspirational places for our customers to do business. Art installations are integral to our redevelopment work. In addition to connecting our communities with local artists, new works of art bring vibrancy to office spaces.

Artwork provides a vision or feeling for our buildings and connects our customers to the community. In most of our buildings, we have commissioned or purchased pieces of art from prominent local, regional, and national artists.

ARTIST IN RESIDENCE PROGRAM

Cousins is passionate about creating innovative environments that connect and inspire customers. Our Artist in Residence program, which is the first of its kind in Atlanta, provides emerging local artists with studio space in Cousins' buildings. The program showcases the artists' unique talents and Atlanta's culture. Cousins chooses a different artist to occupy a studio space every two years. Atlanta's Midtown Alliance now encourages developers to include Artist in Residence programs in their properties.

Additionally, as part of the Buckhead Plaza 2021 renovation project, we installed a collection of sculptures created by local artist Phil Proctor, celebrating the beauty and geometry of street intersections around Atlanta through the use of cartographic imagery. The sculptures include a QR code directing visitors to more information, including engaging videos about the art and the artist.

COUSINS ART COLLECTION

For many years, Cousins has shared key pieces from our corporate art collection with the broader Atlanta community. The High Museum in Atlanta holds 12 portraits by Henry Inman from McKenney's Picture Gallery that are on permanent loan from Cousins.

Cousins founder, Tom Cousins, and his wife, Ann, also contributed 12 additional works.

The High Museum's collection of Inman's important historical portraits ranks among the largest in the nation. We are proud that our long-term loan of this important artwork has added to the impact of our local museum.

CIVIC ENGAGEMENT

We recognize the importance of strong relationships at the local level. In our communities, we actively participate in community improvement districts, associations, nonprofits, and other civic engagement activities intended to strengthen public-private partnership and advance sustainability with our neighborhoods.

- ACE Mentor Program
- Atlanta Commercial Board of Realtors
- Atlanta Committee for Progress
- Blumenthal Performing Arts
- Buckhead Coalition Committee
- Buckhead Community Improvement District
- Building Owners and Managers Association (BOMA)
- Central Atlanta Progress-Board and Executive Committee
- Charlotte Center City Partners (Board of Directors)
- Charlotte Region Commercial Board of Realtors
- Charlotte Regional Business Alliance
- Dallas Chamber of Commerce
- Downtown Austin Alliance
- Downtown Tempe Authority
- Downtown Tempe Community Improvement District
- Drew Charter School
- Greater Phoenix Economic Council
- Hillsborough Economic Development Council
- International Facility Management Association (IFMA)
- Livable Buckhead
- Mecklenburg County Economic Development Council
- Metro Atlanta Chamber
- Midtown Alliance
- Midtown Atlanta Community Improvement District
- National Association Industrial and Office Properties (NAIOP)
- National Association of Real Estate Investment Trusts (Nareit)
- Opportunity Austin
- Perimeter Community Improvement District
- Project Destined
- Real Estate Council – Dallas/Fort Worth
- Real Estate Council of Austin
- Real Estate Investment Council
- Rio Salado Community Facilities District
- Society of Real Estate Professionals
- South End Charlotte (Board of Directors)
- Tempe Chamber of Commerce
- Tempe Enhanced Services Commission
- Tempe Streetcar Improvement District
- The Market at 7th Street
- UNC Kenan Flagler Business School
- Urban Land Institute
- Westshore Alliance
- Westside Future Fund

SOCIAL CONSCIOUSNESS AND CIVIC COMMITMENT

Since its founding, Cousins has been dedicated to creating a diverse and inclusive workforce that fosters honest engagement among employees. In 2020, Cousins joined the Metro Atlanta Chamber of Commerce and a coalition of more than 60 companies across Georgia in signing a letter urging members of the General Assembly to pass Georgia Hate Crimes legislation. As the letter states: "We must all stand strong and united against targeted violence and bigotry." We continue to work closely with the Chamber on policy initiatives impacting our city.

Since 2020, we have recognized Juneteenth as a Cousins' paid holiday.

While we proudly support nonprofit organizations across our markets, we also strive to enhance our communities by lending our expertise and volunteering our time with industry organizations, such as Nareit, BOMA, and NAIOP; chambers of commerce, and community development organizations.



EMBRACING DIVERSITY IN COMMERCIAL REAL ESTATE

COUSINS SCHOLARS PROGRAM

To broaden the diversity within the commercial real estate industry, Cousins, in partnership with the Drew Charter School, created the Cousins Scholars Program in 2020 to introduce more underrepresented minorities to the commercial real estate industry. Drew was the City of Atlanta's first public charter school; it is committed to an educational emphasis on removing economic and social barriers and serves students in grades Pre-K through 12. It has received numerous accolades for its impact on its local community. Representing the cradle-to-college pipeline in the East Lake community, it is an integral part of a holistic neighborhood revitalization first envisioned by our founder, Tom Cousins, and currently led by the East Lake Foundation.

Our 2021 participants included a 2021 a Drew graduate who is now a student at Stanford University and a Drew alumnus who is expected to graduate from Georgia Tech in 2023. They spent time with the Investments, Asset Management, and Development teams, and they also received exposure to the Atlanta Leasing and Accounting Teams.

In 2021, we also welcomed a recent Georgia State graduate through our partnership with NAIOP to increase diversity in commercial real estate. This intern worked closely with our Atlanta Operations team, and we believe this experience was influential in his full time placement in a real estate role at a national property management firm.

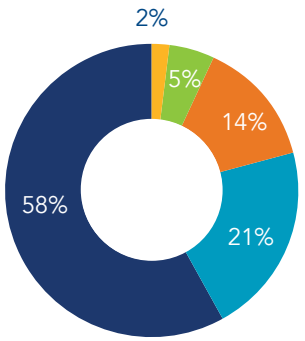
PROJECT DESTINED

Cousins' Charlotte Operations team also began a collaboration in 2021 with Trinity Partners to sponsor a team of 10 interns as part of Project Destined's summer program. The interns are selected from local HBCUs within Project Destined's existing network to participate in a 10 week virtual internship where they receive a mixture of targeted real estate curriculum and "live deal" case study competition. Cousins' team of students competed against teams sponsored by other commercial real estate firms.



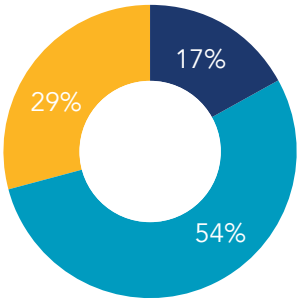
KEY DIVERSITY HIGHLIGHTS

33%	**BOARD OF DIRECTORS**	Our Board includes a woman as a Chair of the Audit Committee. As of December 31, 2021, 33% of the Directors are either women or a minority.
33%	**LEADERSHIP**	We have many women in key leadership roles, including the EVP & General Counsel, the EVP- Investments, and the SVP & Associate General Counsel. 33% percent of our executive management team are women.
45%	**SUPERVISORS**	As of December 31, 2021, 45% of the supervisors of the Company were women.
5 YEARS	**EMPLOYEE TENURE**	As of December 31, 2021, the average tenure for all 294 employees was approximately five years and the average tenure of the executive team was more than 12 years.
39%	**FEMALE WORKFORCE**	As of December 31, 2021, women represented 39% of our workforce.
42%	**DIVERSE WORKFORCE**	As of December 31, 2021, 42% of the workforce self-identified as a minority or did not specify an ethnicity.



Race
(% of employees)

- White
- Black/African American
- Hispanic or Latino
- Asian
- Two or More Races



Age
(% of employees)

- Under 30
- 30–50
- Over 50

GIVING BACK

Our philosophy regarding the importance of community giving and engagement is perhaps best exemplified by the success of our founder, Tom Cousins, and his work with the East Lake Foundation to transform Atlanta's East Lake neighborhood and create new opportunities for the families in that community.

Today, the spirit of giving back to our communities is fundamental to Cousins. We believe strong financial returns are driven by creating a positive impact in the communities in which we operate, and that will always be a critical part of our success. Our Annual Giving Campaign raises money to support meaningful organizations making an impact in communities across our geographical footprint. We also participate in volunteer and philanthropic events throughout the year.

In 2021, the Cousins Foundation donated over $200,000 to a wide range of nonprofit organizations doing important work in our communities. Our employees also raised over $56,000 to support communities within their market. Some of the groups we supported include the Woodruff Arts Center in Atlanta, the Boys and Girls Club, Opportunity Austin, and the Greater Atlanta Chamber Foundation.

In addition to financial resources, the leadership team encourages and promotes volunteering. Each market selects projects that have a meaningful impact on their local community.

AUSTIN: COMMUNITY FIRST! VILLAGE

The Austin team volunteered at Community First! Village (CFV) in 2021. Alan Graham, a long-time friend of Austin Managing Director Tim Hendricks, started Mobile Loaves & Fishes (MLF), a social outreach ministry that has been empowering communities into a lifestyle of service with the homeless. After learning the greatest cause of homelessness is the profound, catastrophic loss of family, MLF developed its vision for CFV. The 510 acre master planned development provides affordable, permanent housing and a supportive community for men and women coming out of chronic homelessness. Tim Hendricks is actively involved in MLF and its ministry. The Austin volunteer group helped set up CFV's annual holiday market. The market includes art and handmade items from CFV residents, with all purchases helping provide an income for Community First! Village neighbors.



GIVING BACK

ATLANTA: CAMP TWIN LAKES

Members of the Atlanta Market spent time in 2021 volunteering and team building at Camp Twin Lakes. The team was tasked with refurbishing old cubbies for the campers to store their belongings. Camp Twin Lakes (located in Rutledge, Georgia) provides life-changing, therapeutic, recreational, and medically-supportive camp experiences for children with serious illnesses, disabilities, and other life challenges. Volunteers play a vital role in the success of the organization.

CHARLOTTE: CITY OF CHARLOTTE'S ADOPT-A-STREAM

For the past six years, the Charlotte team has sponsored a portion of Irwin Creek in partnership with the City of Charlotte's Adopt-A-Stream program. This sponsorship includes semi-annual visits to the waterway, typically in the spring and fall. Team Charlotte joins nearly 3,000 Adopt-A-Stream volunteers who remove 30 tons of trash each year from streams throughout Charlotte and Mecklenburg County. In November 2021, members from the Charlotte team donned waders to clean up trash and debris in Irwin Creek.

AUSTIN: BLOOD DRIVE (WE ARE BLOOD)

Since 2015, the Colorado Tower team has partnered with We are Blood to organize 21 successful blood drives to date.







GOVERNANCE



LEADERSHIP



Robert M.Chapman
Non-Executive Chairman of the Board of Directors



Charles T. Cannada



M. Colin Connolly
President and Chief Executive Officer



Scott W. Fordham
Chair, Sustainability Committee



Lillian C. Giornelli



R. Kent Griffin, Jr
Chair, Compensation & Human Capital Committee



Donna W. Hyland
Chair, Audit Committee



Dionne Nelson



R. Dary Stone
Chair, Nominating & Governance Committee

Colin Connolly, President and Chief Executive Officer, leads Cousins Properties. A key component of Colin's job is to provide frequent informal updates to our directors, while also providing formal updates to the full Board of Directors at least quarterly, covering topics that include our strategic plan, financial results, property operations, and key initiatives.

At Cousins, we are committed to corporate governance principles that promote long-term value creation, transparency, and accountability to stakeholders. We review corporate governance trends and best practices on an ongoing basis to proactively improve our governance framework. Our governance policies and charters are available on our website at www.cousins.com.

Cousins is governed by an experienced Board of Directors who are elected annually to serve until the next Annual Meeting of Stockholders. The majority of these directors are independent. In order to evaluate the independence of each Director, our Board has adopted a set of Director Independence Standards as part of our Corporate Governance Guidelines. The Director Independence Standards can be found on the Investor Relations page of our website at www.cousins.com.

Our Board oversees our management and assists the leadership team in developing and evaluating the corporate strategy. Independent members of the Board comprise our Compensation & Human Capital Committee, Governance Committee, and Audit Committee. Our Sustainability Committee is comprised solely of members of our Board, including our CEO. Prior to the 2022 creation of the Board's Sustainability Committee, as discussed below, that Committee's duties were handled by a combined Compensation, Succession, Nominating & Governance Committee.

The full Board regularly engages in discussions of the most significant risks that the Company is facing and how those risks are being managed. The Board's Sustainability Committee oversees our sustainability strategy, goals, initiatives, and public reporting, and it meets regularly to receive updates from members of management's Sustainability Team. The Board's Compensation & Human Capital Committee is responsible for assessing and monitoring whether any of our compensation policies and programs have the potential to encourage excessive risk-taking, along with overseeing the Company's social responsibility initiatives. The Audit Committee of the Board oversees the Company's risk management generally, with particular focus on financial risk and on the risks that can be partially mitigated through our insurance programs and our cybersecurity risks, priorities, and initiatives. Our Nominating & Governance Committee monitors the effectiveness of our Corporate Governance Guidelines, including whether they are successful in preventing illegal or improper liability-creating conduct. Each of these committees reports to the full Board on their areas of focus, and we regularly include all Board members in committee-focused reports.

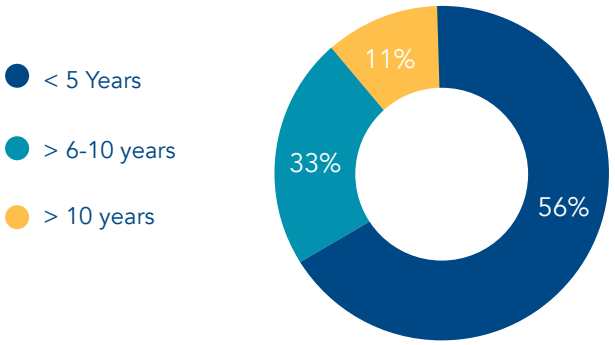
GOVERNANCE PRINCIPLES AND PRACTICES

Our Corporate Governance Guidelines provide principles for the conduct of the Board of Directors and executive management. These guidelines reflect the Board's commitment to monitor the effectiveness of decision making at the Board and management levels and ensure adherence to effective, accountable, and inclusive corporate governance principles — all with a goal of enhancing stockholder value over the long term.

BOARD TENURE

We believe the average tenure for our directors should reflect the balance between the different perspectives brought by long-serving directors and new directors. This chart summarizes the tenure of our directors as of the publication of this report.

Following the retirement of two long-serving directors in connection with our 2019 Annual Shareholder's Meeting, we added one new director in May 2021.

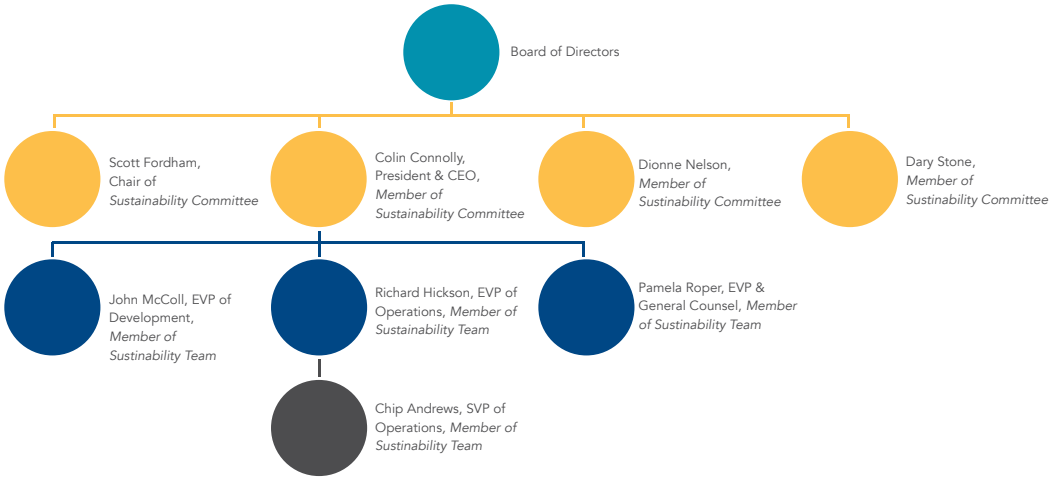


NEW BOARD SUSTAINABILITY COMMITTEE

At its meeting on February 1, 2022, the Board of Directors established the Sustainability Committee, effective April 26, 2022. The Sustainability Committee's responsibilities include:

- reviewing and sharing real estate industry sustainability best practices;
- working with our Board and management to establish environmental performance goals (energy, emissions, water, and waste), and initiatives related to climate action and resilience; monitoring and evaluating the Company's progress in achieving its sustainability goals and commitments, as well as relevant independent environmental, sustainability objectives and its strategy;
- reporting to and advising our Board as appropriate on the Company's sustainability objectives and its strategy;
- periodically reviewing legal, regulatory, and compliance matters that may have a material impact on the implementation of the Company's sustainability objectives and making recommendations to our Board and management, as appropriate, with respect to the Company's response to such matters;
- assisting our Board in fulfilling its oversight responsibility by identifying, evaluating, and monitoring the environmental and climate trends, issues, risks, and concerns that affect or could affect the Company's business activities and performance;
- advising our Board on significant stakeholder concerns related to sustainability; and
- performing such other functions as may be requested by our Board of Directors from time to time.

The Sustainability Committee is also responsible for reviewing and providing oversight regarding our annual ESG reports.



GOVERNANCE PRINCIPLES AND PRACTICES

We believe that good governance principles enhance the Company's performance and stockholder value. Some of the governance practices we follow are listed here:

- Diverse Board of Directors and commitment to diversity
- Independent Chairman of the Board
- Annual election of all Directors
- Majority voting standard for Director elections
- No shareholder rights plan or "poison pill"
- Compensation clawback policy
- Policy against tax "gross-ups" for executives
- Robust share ownership requirements
- Holding periods for executive stock awards
- Cap on incentive award payouts
- Year-round shareholder engagement
- Anti-hedging and anti-pledging policies



GOVERNANCE POLICIES AND ETHICS

Our Code of Business Conduct and Ethics sets the legal and ethical standards for conducting our business to which our directors, officers, and employees, including our President and CEO and our CFO, must adhere. In 2021, our Board revised our Code of Business Conduct and Ethics to incorporate a Vendor Code of Conduct.

Throughout the year, we also require that all employees participate in training on Cousins' Code of Conduct, Entertainment and Gifts, and Anti-Harassment Policies. In early 2021, we enhanced our mandatory training to also include the following topics: antitrust, fair dealing, record keeping, diversity (including anti-bias discussion), respectful workplace, health and safety, asset protection, confidential information, and data privacy.

The Code of Business Conduct and Ethics is an expression of our fundamental core values, which are:

Integrity: We are guided by the principles of integrity and professionalism for every point of contact in our work and personal lives.

Service Excellence: We believe in providing superior service with the highest level of courtesy and promptness to our internal and external customers.

Diversity: We value and embrace diversity in the backgrounds, cultures, interests, and experiences in the members of our organization.

Empowerment: We empower our teammates to encourage one another, celebrate accomplishments, and maintain a passion for professional development.

Community Involvement: We believe our employees should give back through dedication of time, resources, and leadership in their communities.

Innovation: We believe persistent innovation in design, service, and operations can differentiate our properties from the competition.

Additionally, across the Company, every employee receives a Confidential Information Policy agreement, by which they are bound. In addition to receiving annual compliance training, employees must sign to reflect their agreement at the time they are hired and re-sign annually.

Cousins is committed to providing its shareholders with complete and accurate information, in all material respects, about the Company's financial condition and results of operations in accordance with securities laws.

Whistleblower Hotline: The Company provides access to a confidential, anonymous hotline (1-844-862-7983) and website (www. cousins.ethicspoint.com) for reporting known or suspected auditing, accounting, or other concerns.

GOVERNANCE POLICIES AND ETHICS

CYBERSECURITY

For many years, Cousins has invested to strengthen our cybersecurity programs across the organization. As the importance of cybersecurity continues to increase, with the threat level and volume of attacks continuing to rise, we have expanded our focus on our networks, applications, data, employees, and vendors with a comprehensive cybersecurity plan. Critically, we have segmented our building networks so that they are separate from our corporate network, and using third-party services, we monitor, scan, assess, audit, and remediate vulnerabilities across those networks. In addition, recognizing that our employees are an essential line of defense of defense in cybersecurity, throughout the year we engage with our employees in a training and testing program through which we provide meaningful education on the risk of phishing attacks, along with how to identify them and respond appropriately. Formal reports around cybersecurity strategy and status, including external assessment results and initiatives for future enhancements, are presented to executive management on a regular basis and to our Board of Directors at least annually.

In addition to being informed by best practices regarding application security, access management, device protection, network management, and data loss prevention and recovery, we maintain a robust business continuity and disaster recovery plan that ensures we can continue to operate the Company and recover systems in an acceptable time frame across a host of disaster scenarios. By enabling our employees to work and perform their business functions remotely in a secure environment, we have increased our business resiliency. We also maintain a detailed cybersecurity incident response plan, including retaining external experts who are ready to assist us promptly following any incident. Our business continuity and disaster recovery plan and our cybersecurity incident response plan are reviewed at least annually, and tabletop exercises offer opportunities for further refinement.



DATA TABLES



2021 BUILDING CERTIFICATIONS

	Number of Buildings					% of Office Portfolio (Square Feet)				
Certification	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021
ENERGY STAR[1]	30	31	42	41	37	71%	83%	77%	76%	66%
LEED[2]	22	22	35	43	40	68%	68%	67%	72%	72%
BOMA 360[3]	34	34	37	36	37	84%	91%	74%	69%	64%
Total with at Least One Certification	36	38	55	61	61	87%	99%	95%	97%	99%

1 ENERGY STAR is the U.S. Environmental Protection Agency's (EPA's) program for helping organizations drive energy efficiency improvements in their office buildings, with certification requiring a third-party audit and verification that a building achieves a score of at least 75 (out of 100), meaning that it outperforms at least 75% of similar office buildings in the U.S., with differences in operating conditions and regional weather taken into account. As of December 31, 2021, 37 out of 67 buildings had an ENERGY STAR certification.

2 Leadership in Energy & Environmental Design (LEED) is the U.S. Green Building Council's program of rating new or existing buildings on their energy performance and other sustainability characteristics. Note that the Austin Energy Green Building (AEGB) standard is equal to or more stringent than (and fully encompasses) the requirements of LEED. Two of our buildings meet the AEGB standard but have not received LEED certification. If they were included, 77% of our portfolio would have been these standards for 2021.

3 Building Owners and Managers Association (BOMA) 360 is a rating designation which provides a third-party verified certification that covers a comprehensive range of six major areas of office building performance: operations and management; safety and security; training and education; energy; environmental and sustainability; and tenant relations and community involvement.

2021 BUILDING CERTIFICATIONS

Region	Gross Sq. Ft.	Property	ENERGY STAR	O&M LEED	Core Shell LEED	Interior LEED	Sq. Ft.	BOMA 360	Total Number of Certifications[1]
ATLANTA	504,091	3344 Peachtree*		•		•	76,723	•	2
	324,860	3348 Peachtree*	•	•				•	3
	441,852	3350 Peachtree*		•				•	2
	636,066	400 North Park*		•				•	2
	597,405	500 North Park*		•				•	2
	446,277	600 North Park*		•				•	2
	166,206	Meridian Mark Plaza*							0
	382,548	Emory University Hospital Midtown*							0
	499,020	One Buckhead Plaza*							0
	899,558	Promenade Tower*	•			•	140,433	•	3
	648,864	Terminus 100*	•	•					2
	578,927	Terminus 200*	•	•	•	•	32,793		2
	236,886	8000 Avalon	•	•					2
	210,010	Two Buckhead Plaza*							0
	832,194	Spring & 8th	•		•	•	832,194		2
	468,964	Promenade Central							0
	372,238	725 Ponce			•				1
	269,321	10000 Avalon	•						1
AUSTIN	470,389	816 Congress*	•	•				•	3
	420,000	Colorado Tower*	•					•	2
	557,962	One Eleven Congress*						•	1
	407,000	San Jacinto Center*	•	•				•	3
	175,134	Research Park V*	•						1

*Like-For-Like

1 Where more than one LEED certification has been obtained for a property, only one is included in the total column.

2021 BUILDING CERTIFICATIONS

Region	Gross Sq. Ft.	Property	ENERGY STAR	O&M LEED	Core Shell LEED	Interior LEED	Sq. Ft.	BOMA 360	Total Number of Certifications[1]
AUSTIN	122,423	Terrace 1	•	•				•	3
	122,963	Terrace 2	•	•				•	3
	202,728	Terrace 6	•	•				•	3
	200,549	Terrace 7	•	•				•	3
	116,278	Domain 2	•		•				2
	196,278	Domain 3	•	•					2
	157,245	Domain 4	•	•					2
	228,981	Domain 7			•				1
	300,257	Domain 8	•		•				2
	359,610	Domain 9 (under development)							0
	327,273	Domain 10	•		•			•	3
	338,020	Domain 11	•		•			•	3
	351,106	Domain 12	•		•				0
	77,424	Domain Point 1							0
	162,959	Domain Point 2							0
	429,039	300 Colorado	•					•	2
CHARLOTTE	755,828	Fifth Third Center*	•	•		•	6,821	•	3
	413,874	NASCAR Plaza*	•	•	•			•	3
	873,045	Bank of America Plaza	•	•				•	3
	269,796	Dimensional Place			•			•	2
	344,282	The RailYard			•			•	2

*Like-For-Like
1 Where more than one LEED certification has been obtained for a property, only one is included in the total column.

2021 BUILDING CERTIFICATIONS

Region	Gross Sq. Ft.	Property	ENERGY STAR	O&M LEED	Core Shell LEED	Interior LEED	Sq. Ft.	BOMA 360	Total Number of Certifications[1]
DALLAS-FORT WORTH	202,097	5950 Sherry Lane	•	•				•	3
	1,111,723	Burnett Plaza	•	•				•	3
	319,876	Legacy Union Place			•				1
PHOENIX	248,384	111 West Rio*	•	•				•	3
	209,030	Hayden Ferry 1*	•	•				•	3
	307,518	Hayden Ferry 2*		•				•	2
	275,018	Hayden Ferry 3*			•			•	2
	23,420	Hayden Ferry Retail*						•	1
	271,500	Tempe Gateway*		•				•	2
	287,000	100 Mill (under development)							0
TAMPA	407,754	Corporate Center 1*	•					•	2
	305,566	Corporate Center 2*	•					•	2
	304,978	Corporate Center 3*	•					•	2
	260,321	Corporate Center 4*	•					•	2
	213,661	Harborview Plaza*	•					•	2
	263,331	The Pointe*	•					•	2
	292,317	Heights Union East Heights Union West							0
OTHER	196,192	Carolina Square						•	1
	542,319	Briarlake Plaza 1		•					1
	375,554	Briarlake Plaza 2	•	•	•				2
	448,000	Neuhoff (under development)							0
	24,134,198		**37**	**28**	**15**	**5**	**1,088,964**	**38**	**116**

*Like-For-Like
1 Where more than one LEED certification has been obtained for a property, only one is included in the total column.

2021 ENVIRONMENTAL PERFORMANCE

MANAGED ASSETS	LIKE-FOR-LIKE vs. 2018 Year Ending Dec 2018	LIKE-FOR-LIKE vs. 2021 Year Ending Dec 2021	4-Year % Change
NUMBER OF PROPERTIES	31	31	----------
PROPERTY RSF	12,451,218	12,451,218	----------
		ENERGY	
SITE ENERGY USE (kWh)	222,711,342	186,811,961	-16.1%
AVERAGE SITE EUI (kWh/RSF)	17.9	15.0	
		GHG EMISSIONS	
SCOPE 1 DIRECT ($MTCO_2e$)	181	176	-2.5%
SCOPE 2 INDIRECT ($MTCO_2e$)	102,701	66,433	-34.5%
		WATER	
WATER CONSUMPTION (kgal)	343,092	176,494	-48.6%
AVERAGE WUI (gal/RSF)	27.6	14.2	

- Scope 1 emissions: All direct GHG emissions from owned and controlled sources that physically occur on-site (e.g., natural gas consumption).
- Scope 2 emissions: Indirect GHG emissions from purchased electricity, heat or cooling that occur off-site (e.g., electric utility).
- Portfolio performance reported from the 2018 and 2020 baselines for like-for-like properties includes properties in operation for 12 months during both the baseline and current periods.
- Represents absolute consumption of electricity, natural gas, and District Heating and Cooling within the like-for-like portfolio. Numbers have not been normalized for occupancy or weather. Like-for-like portfolio is comprised of 31 buildings with an aggregate of approximately 12,451,218 square feet, representing 53% of the square footage of all buildings that were owned by the Company and operational for the full period from January 1, 2018 through December 30, 2021.

APPENDIX



GRI INDEX

GRI INDICATOR	DESCRIPTION	DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
GRI 102: General Disclosures				
GRI 102: Organizational Profile				
102-1	Name of the organization	Annual Report	Part I, Item 1. Business	2
102-2	Activities, brands, products, and services	ESG Report	Corporate Overview Buildings Across the Sun Belt 2021 Building Certifications	
102-3	Location of headquarters	Annual Report	Part I, Item 1. Business	4
102-4	Location of operations	ESG Report	Buildings Across the Sun Belt 2021 Building Certifications	
102-5	Ownership and legal form	Annual Report	Part I, Item 1. Business	2
102-6	Markets served	Annual Report	Part I, Item 2. Properties Part II, Item 7. Management's Discussion and Analysis	18-21 26
		ESG Report	Buildings Across the Sun Belt	

This report references the GRI Sustainability Reporting Standards: Core option (2016). The included table outlines the locations of key information requested by the GRI Standards.

NOTES: "ESG Report" refers to this document, our report regarding our Environmental, Social and Governance philosophy, initiatives, and performance for the performance year ended December 31, 2021. "Annual Report" refers to our Form 10-K filed with the U.S. Securities and Exchange Commission for the fiscal year ended December 31, 2021. "Proxy" refers to our 2022 Proxy Statement. "Governance Documents" refers to the documents we maintain on the "Governance" tab within our Investor Relations page on our website, www.cousins.com, including our Corporate Governance Guidelines, Code of Business Conduct and Ethics, and Vendor Code of Conduct. Items noted with an asterisk (*) are partially reported under GRI Standards.

GRI INDEX

GRI INDICATOR	DESCRIPTION	DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
102-7	Scale of the organization	Annual Report	Part I, Item 1. Business Part I, Item 2. Properties Part II, Item 7. Management's Discussion and Analysis	4 18-22 31-35
		ESG Report	Corporate Overview	
102-8	Information on employees and other workers	Annual Report	Part I, Item 1. Business	4*
		ESG Report	Social Sustainability Key Diversity Highlights	*
102-9	Supply Chain	ESG Report	Environmental Initiatives Biodiversity	*
102-10	Significant changes to the organization and its supply chain	Annual Report	Part II, Item 7. Management's Discussion and Analysis	25-26*
102-11	Precautionary Principle or approach		Cousins has not formally employed the Precautionary Principle. However, we have described our disciplined approach to managing risk and opportunities, including with respect to climate risk, as referenced below.	*
		Annual Report	Part I, Item 1. Business and Item 1A. Risk Factors	5-17
		ESG Report	ESG Principles Climate Change and Resiliency	
102-12	External initiatives	ESG Report	Stakeholder Engagement Environmental Management and Certifications Giving Back	*
102-13	Membership of associations	ESG Report	Third Party Benchmarking Civic Engagement	

GRI INDEX

GRI INDICATOR	DESCRIPTION	DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
GRI 102: Strategy				
102-14	Statement from senior decision maker	ESG Report	A Message From Our CEO	
102-15	Key impacts, risks, and opportunities	Annual Report	Part I. Item 1A. Risk Factors	5-17
		ESG Report	Corporate Overview ESG Principles Goals and Progress Climate Change and Resiliency Biodiversity Leadership	
GRI 102: Ethics and Integrity				
102-16	Values, principles, standards, and norms of behavior	Annual Report	Part II. Item 9A. Controls and Procedures Part III. Item 10. Directors and Officers and Corporate Governance	40 42
		Proxy	Corporate Governance Board's Role in Risk Oversight Compensation Practices	34 34-36 49-50
		Governance Documents	Code of Business Conduct and Ethics Corporate Governance Guidelines	2-16 9-10
		ESG Report	ESG Principles Governance Policies and Ethics	
102-17	Mechanisms for advice and concerns about ethics	Proxy	Corporate Governance	34
		Governance Documents	Code of Business Conduct and Ethics	3-4
		ESG Report	Governance Policies and Ethics	

GRI INDEX

GRI INDICATOR	DESCRIPTION	DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
GRI 102: Governance				
102-18	Governance structure	Proxy	Board Leadership Structure Committees of the Board of Directors Board's Role in Risk Oversight	29 30-33 34-36
		ESG Report	Leadership Governance Policies and Ethics	
102-19	Delegating Authority	Proxy	Committees of the Board of Directors Board's Role in Risk Oversight Board's Role in Corporate Strategy	30-33 34-36 36-37
		Governance Documents	Corporate Governance Guidelines	1-2
		ESG Report	Leadership Governance Policies and Ethics	
102-20	Executive-level responsibility for economic, environmental, and social topics	Proxy	Commitment to Sustainability	42
		ESG Report	Leadership Governance Policies and Ethics	
102-21	Consulting stakeholders on economic, environmental and social topics	Proxy	Stakeholder Engagement and Outreach	40
		ESG Report	Stakeholder Engagement	
102-22	Composition of the highest governance body and its committees	Proxy	Election of Directors Board Leadership Structure Committees of the Board of Directors Board Refreshment and Board Succession Planning Commitment to Diversity	16 & 24-29 29 30-33 39 42-43
		ESG Report	Key Diversity Highlights Leadership Governance Policies and Ethics	
102-23	Chair of the highest governance body	Proxy	Board Leadership Structure	29
		Governance Documents	Corporate Governance Guidelines	3-4
		ESG Report	Leadership	

GRI INDEX

GRI INDICATOR	DESCRIPTION	DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
102-24	Nominating and selecting the highest governing body	Proxy	Selection of Nominees for Director Board Refreshment and Board Succession Planning	38 39
		Governance Documents	Corporate Governance Guidelines Nominating & Governance Committee Charter	2 2-3
102-25	Conflicts of interest	Proxy	Certain Transactions	
		Governance Documents	Corporate Governance Guidelines Code of Conduct and Business Ethics	3 & 10 8
102-26	Role of highest governance body in setting purpose, values, and strategy	Proxy	Board's Role in Risk Oversight Board's Role in Corporate Strategy	34-36 36-37
		Governance Documents	Corporate Governance Guidelines	1-2
		ESG Report	Leadership Governance Policies and Ethics	
102-27	Collective knowledge of highest governance body	Proxy	Sustainability & Corporate Responsibility	40-42
		ESG Report	Leadership Governance Policies and Ethics	
102-28	Evaluating the highest governance body's performance	Proxy	Board and Committee Evaluation Process	39
102-29	Identifying and managing economic, environmental, and social impacts	Proxy	Board's Role in Corporate Strategy Sustainability & Corporate Responsibility	36-37 40-44
		ESG Report	Stakeholder Engagement Environmental Initiatives Climate Change and Resiliency Cousins Culture	

GRI INDEX

GRI INDICATOR	DESCRIPTION	DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
102-30	Effectiveness of risk management processes	Proxy	Audit Committee Board's Role in Risk Oversight	30 34-36
		ESG Report	Governance Policies and Ethics	
102-31	Review of economic, environmental and social topics	Proxy	Meetings of the Board of Directors Committees of the Board of Directors	28 30-33
		ESG Report	Leadership	
102-32	Highest governance body's role in sustainability reporting	Proxy	Sustainability Committee	33
		Governance Documents	Sustainability Committee Charter	2
		ESG Report	Governance Policies and Ethics	
102-33	Communicating critical concerns	Proxy	Corporate Governance	34
		Governance Documents	Corporate Governance Guidelines Code of Conduct and Business Ethics	6 3
		ESG Report	Governance Policies and Ethics	
102-35	Remuneration policies	Proxy	Compensation Discussion & Analysis Summary Compensation Table for 2021	45-71 72-73
102-36	Process for determining remuneration	Proxy	Compensation Review Process Role of Management and Compensation Consultants	51-52 52
102-37	Stakeholder's involvement in remuneration	Proxy	Stockholder Engagement and Outreach Say on Pay Results	40 51
102-38	Annual total compensation ratio	Proxy	CEO Pay Ratio	83-84

GRI INDEX

GRI INDICATOR	DESCRIPTION	DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
GRI 102: Stakeholder Engagement				
102-40	List of Stakeholder groups	ESG Report	Stakeholder Engagement	
102-41	Collective bargaining agreements	ESG Report	Stakeholder Engagement	
102-42	Identifying and selecting stakeholders	Proxy	Stockholder Engagement and Outreach	40
		ESG Report	Stakeholder Engagement	
102-43	Approach to Stakeholder engagement	Proxy	Stockholder Engagement and Outreach	40
		ESG Report	Stakeholder Engagement	
102-44	Key topics and concerns raised	Proxy	Stockholder Engagement and Outreach	40
		ESG Report	Stakeholder Engagement	
GRI 102: Reporting Practice				
102-45	Entities included in the consolidated financial statements	Annual Report	Form 10-K, Exhibit 21	
102-46	Defining report content and topic boundaries	ESG Report	About this Report ESG Principles Stakeholder Engagement ESG Reporting Priorities	*
102-47	List of material topics	ESG Report	Table of Contents ESG Principles Goals and Progress Data Tables	
102-48	Restatements of information		As a result of our 2019 merger with TIER Reit, Inc., beginning with the 2019 ESG Report, we have included the TIER portfolio for the years in question, including our base year of 2018. Otherwise, there have been no significant restatements of information.	

GRI INDEX

GRI INDICATOR	DESCRIPTION	DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
102-49	Changes in reporting		In the 2021 ESG Report, we have included disclosure of our KPI goals for the first time.	
102-50	Reporting period	ESG Report	About this Report	
102-51	Date of most recent report		2021 (for reporting period ending December 31, 2020)	
102-52	Reporting cycle		Annual	
102-53	Contact point for questions regarding the report	ESG Report	About this Report	
102-54	Claims of reporting in accordance with GRI Standards	ESG Report	Appendix: GRI Index	
102-55	GRI index	ESG Report	Appendix: GRI Index	
102-56	External assurance	ESG Report	Although external assurance has not been provided, internal control reviews were applied, along with assistance from Cousins' third party Environmental Management System consultant, Conservice, which provides data validation for all performance indicators with respect to energy, greenhouse gas emissions, water, and building certifications.	

GRI INDEX

GRI INDICATOR	DESCRIPTION	DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
Topic-Specific Standards **GRI 103: Management Approach**				
103-1	Explanation of the material topic and its boundaries	Annual Report Proxy Governance Documents ESG Report	Detail provided alongside material topics (see below)	
103-2	Management approach and its components	Annual Report Proxy Governance Documents ESG Report	Detail provided alongside material topics (see below)	
103-3	Evaluation of the management approach	Annual Report Proxy Governance Documents ESG Report	Detail provided alongside material topics (see below)	

GRI INDEX

GRI INDICATOR	DESCRIPTION	DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
GRI 200: Economic				
GRI 201: Economic Performance				
GRI 103	Management approach	Annual Report	Part I, Item 1. Business Part I, Item 2. Properties Part II, Item 5. Market for Cousins' Common stock and Related Stockholder Matters Part II, Item 7. Management's Discussion and Analysis of Financial Conditions and Results of Operations	2-5* 18-22 24 25-38
201-1	Direct economic value generated and distributed	Annual Report	Part II, Item 7. Management's Discussion and Analysis of Financial Conditions and Results of Operations Consolidated Statement of Operations	25-38* F-5*
201-2	Financial implications and other risks and opportunities due to climate change	Annual Report	Risk Factors	F-17*
		ESG Report	Climate Change and Resiliency	
201-3	Defined benefit plan obligations and other retirement plans	Partially Reported	Schedule F, Retirement Savings Plan	F-30*
GRI 205: Anti-Corruption				
GRI 103	Management approach	Proxy	Audit Committee Corporate Governance Certain Transactions	30* 34 96
		Governance Documents	Code of Business Conduct and Ethics	4-9
		ESG Report	Governance Policies and Ethics	
205-2	Communication and training about anti-corruption policies and procedures	Proxy	Governance Highlights	14*
		ESG Report	Professional Development Governance Policies and Ethics	

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GRI INDICATOR	DESCRIPTION	DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
GRI 300: Environmental				
GRI 302: Energy				
GRI 103	Management Approach	ESG Report	ESG Principles Environmental Management and Certifications Goals and Progress 2021 Environmental Performance	*
302-1	Energy consumption within the organization	ESG Report	Goals and Progress 2021 Environmental Performance	
302-3	Energy intensity	ESG Report	Goals and Progress 2021 Environmental Performance	
302-4	Reduction of energy consumption	ESG Report	Goals and Progress 2021 Environmental Performance	
GRI 303: Water				
GRI 103	Management Approach	ESG Report	ESG Principles Environmental Management and Certifications Goals and Progress 2021 Environmental Performance	*
303-1	Water withdrawal by source	ESG Report	Goals and Progress 2021 Environmental Performance	*
303-3	Water recycled and used	ESG Report	Spotlight: Water Reclamation	*

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GRI INDICATOR	DESCRIPTION	DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
GRI 304: Biodiversity				
GRI 103	Management Approach	ESG Report	Biodiversity	*
304-2	Significant impacts of activities, products and services on biodiversity	ESG Report	Biodiversity	*
GRI 305: Emissions				
GRI 103	Management Approach	ESG Report	ESG Principles Environmental Management and Certifications Goals and Progress Key Performance Indicators	*
305-1	Direct (Scope 1) GHG Emissions	ESG Report	Goals and Progress Key Performance Indicators	*
305-2	Indirect (Scope 2) GHG Emissions	ESG Report	Goals and Progress Key Performance Indicators	*
305-4	GHG emissions intensity	ESG Report	Goals and Progress Key Performance Indicators	
305-5	Reduction of GHG Emissions	ESG Report	Goals and Progress	
GRI 307: Environmental Compliance				
GRI 103	Management Approach	ESG Report	ESG Principles Biodiversity	*
307-1	Non-compliance with environmental laws and regulations	ESG Report	Biodiversity	

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GRI INDICATOR	DESCRIPTION	DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
GRI 400: Social				
GRI 401: Employment				
GRI 103	Management Approach	Annual Report	Part I, Item I. Business	4*
		ESG Report	Social Sustainability	
401-2	Benefits provided to full-time employees	ESG Report	Health and Wellness	
GRI 403: Occupational Health and Safety				
GRI 103	Management Approach	ESG Report	Social Sustainability	*
403-5	Worker Training on occupational health and safety	ESG Report	Professional Development Employee Engagement	*
403-6	Promotion of worker health	ESG Report	Health and Wellness	
403-7	Prevention and mitigation of occupational health and safety impacts	Governance Documents	Code of Conduct and Business Ethics	*
GRI 404: Training and Education				
GRI 103	Management Approach	ESG Report	Professional Development	
404-1	Average hours of training per year per employee	ESG Report	Professional Development Employee Engagement	*
404-2	Programs for upgrading employee skills and transition assistance programs	ESG Report	Professional Development	*
404-3	Percentage of employees receiving regular performance and career development reviews.	ESG Report	Professional Development	

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GRI INDICATOR	DESCRIPTION	DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
GRI 405: Diversity and Equal Opportunity				
GRI 103	Management Approach	Annual Report	Part I, Item I. Business	
		Proxy	Commitment to Diversity	42-43
		ESG Report	Embracing Diversity in Commercial Real Estate	
405-1	Diversity of governance bodies and employees	Proxy	Key Diversity Highlights	11-14
		ESG Report	Key Diversity Highlights	46
GRI 413: Local Communities				
GRI 103	Management Approach	ESG Report	Stakeholder Engagement Spotlight: The Arts Social Consciousness and Civic Commitment	
413-1	Operations with local community engagement, impact assessments, and development programs	ESG Report	Civic Engagement	*
GRI 416: Customer Health and Safety				
GRI 103	Management Approach	ESG Report	Environmental Initiatives	*
416-1	Assessment of the health and safety impacts of product and service categories	ESG Report	Inaugural Healthy Buildings Certifications	*
GRI 417: Marketing and Labeling				
GRI 103	Management Approach	ESG Report	ESG Principles ESG Reporting Priorities	*
417-1	Type and number of sustainability certifications	ESG Report	Goals and Progress Maintaining Sustainable Assets 2021 Environmental Performance	*

TCFD DISCLOSURES

Thematic Areas	Recommended Disclosures	Location in This Report
GOVERNANCE	Recommended Disclosure a) Describe the board's oversight of climate-related risks and opportunities.	ESG Principles; Leadership Governance Principles and Practices
	Recommended Disclosure b) Describe management's role in assessing and managing climate-related risks and opportunities.	Environmental Management and Building Certifications Environmental Initiatives; Biodiversity; Governance Principles and Practices
STRATEGY	Recommended Disclosure a) Describe the climate-related risks and opportunities the organization has identified over the short-, medium-, and long-term.	ESG Principles Climate Resilience
	Recommended Disclosure b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	Climate Resilience
	Recommended Disclosure c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2 degree or lower scenario.	Climate Resilience
RISK MANAGEMENT	Recommended Disclosure a) Describe the organization's processes for identifying and assessing climate-related risks	Climate Resilience; Governance Principles
	Recommended Disclosure b) Describe the organization's processes for managing climate-related risks.	Climate Resilience
	Recommended Disclosure c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Climate Resilience; Governance Principles
METRICS AND TARGETS	Recommended Disclosure a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Goals and progress; Data Tables
	Recommended Disclosure b) Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Goals and progress; Data Tables
	Recommended Disclosure c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Goals and progress; Data Tables



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