Cousins Properties Incorporated
Compensation & Human Capital Committee Charter

(As adopted by the Board of Directors on July 28, 2026)

Purpose of Committee

The purpose of the Compensation & Human Capital Committee (the "Committee") of the Board of Directors (the "Board") of Cousins Properties Incorporated (the "Company") is:

a. to discharge the Board's responsibilities relating to compensation of the Company's executives, including overseeing the administration of the Company's compensation programs and reviewing the compensation of the Company's executives;

b. to oversee or prepare any report on executive compensation required by the rules and regulations of the Securities and Exchange Commission (the "SEC"); and

c. to oversee all human capital management for the Company, including its strategic direction.

Compensation Philosophy

With respect to the executives, the Committee's philosophy is to incentivize business behaviors and performance aligned with long-term stockholders' interests, to ensure that each executive's total compensation is aligned with and a driver of the success of the Company and to provide compensation opportunities that will attract, retain and motivate talented executive personnel in a competitive and dynamic real estate marketplace. This philosophy contemplates that the executives are not incentivized by this compensation structure to take excessive risks.

With respect to non-executive employees, the Committee's philosophy is to provide pay and benefit programs that attract and retain qualified employees, drive employee development and performance to achieve short- and long-term business goals and strategies and reinforce the Company's culture and values.

Committee Membership

The Committee will consist of no fewer than three (3) members of the Board. The members of the Committee will each have been determined by the Board to be "independent" under the requirements of the New York Stock Exchange ("NYSE") Listing Company Manual for listing on the exchange, including the additional independence considerations specific to compensation committee membership under the NYSE listing standards. At least two members of the Committee should qualify as "Non-Employee Directors" for the purposes of Rule 16b-3 under the Securities Exchange Act of 1934, as amended (the "Exchange Act"), as in effect from time to time ("Rule 16b-3"), and as "outside directors" for the purposes of Section 162(m) of the Internal Revenue Code, as in effect from time to time ("Section 162(m)"). No member of the Committee may receive any compensation from the Company other than (i) director's fees, which may be received in cash, stock options, common stock, equity-based awards or other in-kind consideration ordinarily available to directors; (ii) a pension or other deferred compensation for prior service that is not contingent on future service; and (iii) any other regular benefits that other directors receive.

Members will be appointed annually by the Board based on the recommendations of the Nominating & Governance Committee of the Board (the "Nom/Gov Committee") and may be replaced or removed by the Board with or without cause. The resignation or removal of a director from the Board, for whatever reason, shall automatically and without any further action constitute resignation or removal, as applicable from the Committee. Vacancies occurring on the Committee, for whatever reason, may be filled by the Board.

Committee Structure and Operations

The Board will designate one member of the Committee as its chair. The Committee will meet at least two times a year, with further meetings to occur, or actions to be taken by unanimous written consent, when deemed necessary or desirable by the Committee or its chair. Meetings may be held in person or by telephone, video conference, or other communications equipment by means of which all persons participating in the meeting can hear each other, and meetings will be held at such times and places as the Committee determines. A majority of the members of the Committee shall constitute a quorum for purposes of holding a meeting and the Committee may act by a vote of a majority of members present at such meeting. In lieu of a meeting, the Committee may act by unanimous consent. The Chair of the Committee, in consultation with the other committee members and management, may determine the frequency and length of the regular committee meetings.

The Committee may invite such directors, members of management and other persons to its meetings as it may deem desirable or appropriate. However, the Committee shall meet regularly without such members present, and in all cases the Company's Chief Executive Officer (the "CEO") and those other senior executive officers of the Company whom the Committee shall deem it appropriate to review (together with the CEO, the "Executive Officers") shall not be present during the portion of meetings at which their individual compensation or performance is discussed or determined. The Committee will report regularly to the Board summarizing the Committee's actions and any significant issues considered by the Committee, to the extent the same occur at meetings for which the remainder of the Board was not in attendance.

Committee Duties and Responsibilities

The following are the duties and responsibilities of the Committee:

Compensation:

1. The Committee shall set the overall compensation strategy and compensation policies for the Company's CEO. The Committee shall have the authority to determine the forms and amount of compensation appropriate to achieve the Company's strategic objectives, including salary, bonus, incentive or performance-based compensation and equity awards. The Committee shall review its compensation strategy annually to confirm that it supports the Company's objectives and stockholders' interests and that executives are being rewarded in a manner that is consistent with this evaluation. The Committee shall periodically

review the Company’s incentive compensation arrangements to confirm that such arrangements do not encourage excessive risk-taking. The Committee shall have direct responsibility for approving the compensation of all Executive Officers, including the CEO.

2. The Committee shall, at least annually, review and approve the annual base salaries and short- and long-term incentive opportunities of the CEO and the other Executive Officers of the Company, whether cash-based or equity-based. In evaluating and determining compensation policies and decisions for the CEO and the other Executive Officers of the Company, the Committee shall consider the results of the most recent stockholder advisory vote on executive compensation (“Say on Pay Vote”) required by Section 14A of the Exchange Act. In determining the incentive components of the compensation of the CEO and the other Executive Officers, the Committee may consider any number of factors, and should consider the Company’s performance and relative shareholder return, the value of similar incentive awards to chief executive officers and other executive officers at comparable companies and the awards given to the CEO and other Executive Officers in past years.

3. The Committee shall review and approve those corporate goals and objectives that are relevant to the compensation of the Executive Officers, evaluate the performance of the Executive Officers in light of those goals and objectives, and set the Executive Officers’ compensation levels based upon this evaluation. In determining the long-term incentive component of the CEO’s compensation, the Committee may consider any number of factors, including the Company’s performance and relative shareholder return, the value of similar incentive awards to CEOs at comparable companies, and the awards given to the CEO in past years.

4. The Committee shall review and approve general annual salary increases (if any) and annual incentive levels for the Company as a whole. The Committee shall oversee the administration of the incentive compensation plans and equity-based plans.

5. The Committee shall, periodically and as and when appropriate, review, approve, and (if applicable) make recommendations to the Board for approval, the following as they affect the Executive Officers: (a) any employment agreements and severance arrangements; (b) any change-in-control agreements and severance protection plans and change-in-control provisions affecting any elements of compensation, benefits and perquisites; and (c) any special or supplemental compensation and benefits for the Executive Officers and individuals who formerly served as Executive Officers, including supplemental retirement benefits and the perquisites provided to them during and after employment.

6. The Committee shall review periodically the form and amounts of non-employee director compensation and make recommendations to the Board with respect thereto, including with respect to awards under all compensating plans and equity-based plans. In determining the compensation of the directors, the Committee may

consider any number of factors, and the Committee should consider the value of similar compensation to directors at comparable companies and the awards given to the directors in past years.

7. The Committee shall oversee the preparation of the Compensation Discussion and Analysis (the "CD&A") required to be included in the Company's annual proxy statement and annual report on Form 10-K by the rules and regulations of the SEC. Such oversight shall include the review and discussion of the CD&A with management each year and recommending to the Board whether the same should be included in the annual proxy statement.

8. The Committee shall oversee the Company's compliance with SEC rules and regulations regarding stockholder approval of certain executive compensation matters, including Say on Pay Votes and the frequency of such votes, and the requirement under NYSE rules that, with limited exceptions, stockholders approve equity compensation plans.

9. The Board has adopted a Compensation Recovery Policy (the "Clawback Policy"), which is publicly available on the Company's website. The Committee shall oversee and periodically review such Clawback Policy, including any recoupment actions to be considered under the Clawback Policy, and it shall make recommendations to the Board regarding any amendments necessary to ensure compliance with applicable law (including SEC Rule 10D-1) and listing standards.

10. The Committee has previously established stock ownership guidelines for the CEO, other Executive Officers and directors. The Committee shall periodically review those ownership guidelines and on an annual basis shall monitor compliance with such guidelines.

11. The Committee, in conjunction with the Nom/Gov Committee, shall oversee engagement with stockholders and proxy advisory firms on executive compensation matters, including consideration of stockholder advisory votes on executive compensation. The feedback resulting from this engagement shall be considered by the Committee in its oversight of compensation strategy, policies and decisions.

12. To exercise any of the powers of the Board not specifically delegated hereunder with respect to the compensation of employees.

Human Capital:

1. The Committee shall review periodically, as it deems appropriate, an overview of the Company's strategies and initiatives related to key human capital policies and practices, including the following: talent acquisition, employee retention, and leadership development; employee engagement, satisfaction and culture; non-discrimination, diversity and inclusion; compensation competitiveness; employee health and well-being; and human capital metrics and public disclosures;

2. The Committee shall review periodically, as it deems appropriate, succession planning for Executive Officers (other than the Chief Executive Officer, which shall be the responsibility of the full Board); and

3. The Committee shall consider any other human capital management issues as it considers appropriate or as may be referred to it by the Board.

4. The Committee shall review and discuss with management public disclosures related to human capital management.

Miscellaneous:

1. The Committee shall annually review its own performance. The performance evaluation will be conducted in such manner as the Committee deems appropriate.

2. The Committee shall annually review the adequacy of this Charter and will recommend to the Board any revisions the Committee deems necessary or desirable, although the Board will have the sole authority to amend this Charter.

3. The Committee shall discharge any other duties or responsibilities delegated to the Committee by the Board from time to time.

4. The Committee may form and delegate authority and duties to subcommittees as it deems appropriate; provided, however, that if the Committee membership includes any directors who are not "independent" (as determined in accordance with NYSE Listing Company Manual), then the Committee may delegate the approval of award grants and other transactions and other responsibilities regarding the administration of compensatory programs to a subcommittee consisting solely of members of the Committee who are (i) "Non-Employee Directors" for the purposes of Rule 16b-3, and/or (ii) "outside directors" for the purposes of Section 162(m).

Resources and Authority of the Committee

The Committee will have the resources and authority appropriate to discharge its duties and responsibilities. The Committee shall have the authority, in its sole discretion, to retain and terminate (or obtain the advice of) any advisor to assist it in the performance of its duties, but only after taking into consideration all factors relevant to the advisor's independence from management, including those specified in Section 303A.05(c) of the NYSE Listed Company Manual. The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any compensation consultant, legal counsel, or other advisor retained by the Committee. The Committee shall not be required to implement or act consistently with the advice or recommendations of its compensation consultant, legal counsel or other advisors to the Committee, and the authority granted in this Charter shall not affect the ability or obligation of the Committee to exercise its own judgment in fulfillment of its duties under this Charter. The Committee shall have access to appropriate funding from the Company, as determined by the Committee, for payment of reasonable compensation to any compensation consultant, legal counsel, or any other advisor retained by the Committee.

The Committee will meet and consult with the Chair of the Board (or Lead Independent Director, as applicable), the Chief Executive Officer and other members of management as it deems appropriate in the exercise of its authority. The Committee shall have the authority to request that any officer or employee of the Company, the Company's outside legal counsel, the Company's independent auditor, or any other professional retained by the Company to render advice to the Company attend a meeting of the Committee or meet with any members of or advisors to the Committee.

Delegation to Chief Executive Officer

Except as noted herein, the Committee may, in its discretion, delegate to the Company's CEO all or a portion of the duties and responsibilities of the Committee related to employee compensation, including grants to Company employees of equity-based awards under the Company's incentive compensation and equity-based plans, with such limitations as the Committee deems appropriate. Notwithstanding the foregoing, the Committee shall not delegate to the Company's CEO the duties and responsibilities of the Committee related to the compensation of Executive Officers, including grants of equity-based awards to Executive Officers.

Disclosure

This Charter shall be posted on the Company's website.

July 28, 2026