

2024 CORPORATE RESPONSIBILITY REPORT

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.

KEY ACHIEVEMENTS

GRESB

Nine consecutive years rated Green Star by Global Real Estate Sustainability Benchmark (GRESB)

2024 BEST IN BUILDING HEALTH FITWEL.ORG

Awarded first Fitwel 3-star rating in the State of Florida

GREEN LEASE LEADERS

Green Lease Leader — Gold Level

BOMA 360 PERFORMANCE PROGRAM®

Ranked in the Top 10 of companies with the most BOMA 360 Buildings

USA TODAY TOP WORK PLACES 2024 USA

TOP WORK PLACES 2024 The Atlanta Journal-Constitution | CoxNext

2024 Atlanta Top Workplaces and Top Workplaces USA 2024 Winner

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 herein. 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. Examples of forward-looking statements in this earnings release and supplemental information include the Company's guidance and underlying assumptions; projected capital expenditures; industry trends; future occupancy or volume and velocity of leasing activity; and entry into new markets.

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 risks and uncertainties related to the impact of changes in general economic and capital market conditions (on an international or national basis or within the markets in which we operate), including changes in inflation, changes in interest rates, supply chain disruptions, labor market disruptions (including changes in unemployment), dislocation and volatility in capital markets, and potential longer-term changes in consumer and customer behavior resulting from the severity and duration of any downturn, adverse conditions or uncertainty in the U.S. or global economy; risks affecting the real estate industry (including, without limitation, the inability to enter into or renew leases on favorable terms (and on anticipated schedules)); any adverse change in the financial condition or liquidity of one or more of our tenants or borrowers under our real estate debt investments; changes in customer preferences regarding space utilization; changes in customers' financial condition; the availability, cost, and adequacy of insurance coverage; competition from other developers, investors, owners, and operators of real estate; the failure to achieve anticipated benefits from intended or completed acquisitions, developments, investments, or dispositions; the cost and availability of financing, the effectiveness of any interest rate hedging contracts, and any failure to comply with debt covenants under credit agreements; the effect of common stock, debt, or operating partnership unit issuances; threatened terrorist attacks or sociopolitical unrest such as political instability, civil unrest, armed hostilities, or political activism and the potential impact of the same upon our day-to-day building operations; the immediate and long-term impact of the outbreak of a highly infectious or contagious disease on our and our customers' financial condition; risks associated with security breaches through cyberattacks, cyber intrusions, or otherwise; changes in senior management, the Board of Directors, or key personnel; the potential liability for existing or future environmental or other applicable regulatory requirements, including the requirements to qualify for taxation as a real estate investment trust; the financial condition and liquidity of, or disputes with, joint venture partners; material changes in dividend rates on common shares or other securities or the ability to pay those dividends; the impact of changes to applicable laws, including the tax laws impacting REITs and the impact of newly adopted accounting principles on our accounting policies and on period to period comparison of financial results; risks associated with climate change and severe weather events; and those additional risks and factors discussed in reports filed with the Securities and Exchange Commission ("SEC") by the Company.

These forward-looking statements are not exhaustive, speak only as of the date of issuance of this report and are not guarantees of future results, performance, or achievements. Additional risk factors that could adversely affect our business and financial performance can be found in Part 1, Item 1A. Risk Factors, of our Annual Report on Form 10-K, and the Quarterly Report on Form 10-Q for the quarter ended March 31, 2025, including Part II, Item 1A. Risk Factors, and are specifically incorporated by reference herein. The Company does not undertake a duty to update or revise any forward-looking statement, whether as a result of new information, future events, or other matters, except as otherwise required by law. Select data included in this report have undergone a limited assurance, review, but the data referenced in their report is nonfinancial and is not subject to generally accepted accounting principles, and therefore that nonfinancial data has not been subject to a financial audit.

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A MESSAGE FROM OUR CEO



"We have integrated the values underlying this report into our Company from the start, and we are proud to strengthen our achievements each year."

As Cousins marked its 66th year, the Company has remained well-positioned for growth. Looking back at the year, 2024 was a productive and successful year for Cousins. We advanced our Sun Belt lifestyle office strategy while maintaining a best-in-class balance sheet. Throughout the year, we saw an increase in leasing activity, and the Company had strong financial results. Cousins is well-positioned for growth.

As we execute our strategy, we remain mindful of our four key operating principles:

- First, assemble the premier lifestyle office portfolio in dynamic markets like Atlanta, Austin, Charlotte, Tampa, Phoenix, Dallas, and Nashville.
- Second, remain disciplined about capital allocation while focusing on investment opportunities where Cousins has a competitive advantage.
- Third, maintain a fortress balance sheet.
- Lastly, leverage our strong local operating platforms while taking an entrepreneurial approach in our high-growth markets.

Today, we own the premier lifestyle office portfolio in the Sun Belt. Our remarkable 2024 achievements continue to highlight the strength and resiliency of this portfolio and our best-in-class balance sheet. As we look across the Sun Belt, we continue to see firsthand that our trophy, lifestyle office portfolio provides our customers with a superior experience. As the return to work accelerates, our properties are set to outperform.

This is Cousins' seventh Corporate Responsibility Report. We have integrated the values underlying this report into our Company from the start, and we are proud to strengthen our achievements each year. Our corporate culture is rooted in a commitment to contributing positive outcomes for our customers, stockholders, employees, and the communities in which we live and work.

As outlined in this report, we seek to positively impact our workplace and our communities through philanthropy and volunteerism. In 2024, our employees were actively engaged in initiatives that delivered value, from volunteer opportunities to internship programs, to name a few.

Our employees are the foundation of our success, and we are committed to fostering an inclusive environment for our talented team.

We are excited to share some of the highlights of our continued corporate responsibility journey. As we look ahead, we continue to focus on enhancing our record each year. I am so proud of our hardworking, dedicated, and resilient teams who provide service excellence to our customers every day.



Colin Connolly
President and Chief Executive Officer

ABOUT THIS REPORT

We are pleased to present Cousins' 2024 Corporate Responsibility Report. From the outset, we have embedded the principles of environmental responsibility, social responsibility, and strong governance into our operations, and each year we continue to build on these commitments.

This report highlights key performance indicators (KPIs), including our progress in reducing energy consumption, greenhouse gas emissions, and water use. Based on our consistent progress toward previous goals, we have updated our reduction targets for consumption and emissions and have sustained strong performance in achieving building certification goals.

The materiality analysis described in the Corporate Responsibility Principles section informs the content of this report. Additionally, we structured and developed the report in alignment with the Global Reporting Initiative (GRI) Standards and the Taskforce on Climate-Related Financial Disclosures (TCFD), as detailed at the end of the document.

Most data in this report relates to properties in our portfolio located in Austin, Atlanta, Tampa, Phoenix, Charlotte, Dallas, Houston, and Nashville. We note calculation methodologies where applicable. Unless otherwise specified, annual data covers the period from January 1, 2024 through December 31, 2024. Static data—such as the number of buildings, total square footage, or employee count—is current as of December 31, 2024. For questions or comments, please contact Emily Ormsby, Vice President of Sustainability, at eormsby@cousins.com.

This report has been reviewed and approved by the Sustainability Committee of our Board of Directors.



3350 Peachtree, Atlanta

CORPORATE OVERVIEW



Cousins Properties (NYSE:CUZ) is a fully integrated, self-administered, and self-managed real estate investment trust (REIT). The Company, based in Atlanta, Georgia, and acting through its operating partnership, Cousins Properties LP, primarily invests in Class A office buildings and opportunistic mixed-use developments located in the Sun Belt markets of the United States. Founded in 1958 by Tom Cousins, the Company creates shareholder value through its extensive expertise as a leader in the development, acquisition, leasing, and property management of high-quality real estate assets.

As of December 31, 2024, Cousins owned and managed an approximately 21 million rentable square foot trophy office portfolio with 788,000 square feet under development, located primarily in the high-growth Sun Belt markets of Austin, Atlanta, Tampa, Phoenix, Charlotte, 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.

Cousins has a comprehensive strategy in place based on a simple platform, trophy assets, a fortress balance sheet, and opportunistic investments.

For more information, please visit www.cousins.com.

Vantage South End, Charlotte

COMPANY SNAPSHOT

BY THE NUMBERS

As of December 31, 2024[5]

Total Market Cap
$8.4B

FFO
$414M

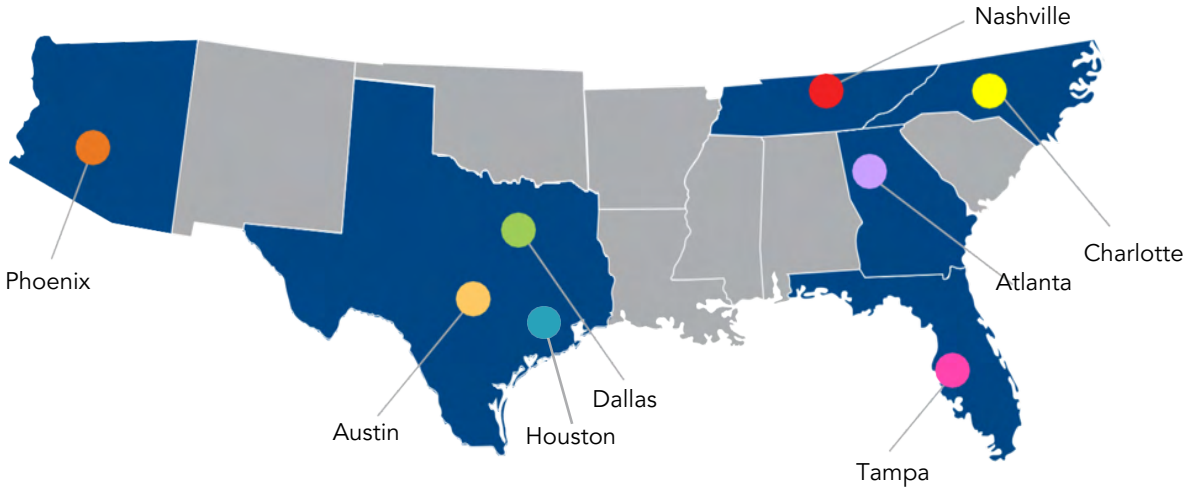
Net Operating Income
$570M

Total Revenues
$857M

Employees
306

66 Buildings — 23M Gross Square Feet[1, 2, 3, 4] Across the Sun Belt

21	20	8	7	4	2	2	2
Austin[3]	Atlanta[2]	Tampa	Phoenix[3]	Charlotte[2]	Dallas	Houston[3]	Nashville[4]



1 Gross square feet as of December 31, 2024. See Note 1 on page 64.
2 Excludes the residential portion of a multi-use building in Atlanta and one parking garage in Charlotte. Note: The foregoing exclusions apply throughout this report, except where noted.
3 Includes one building under development in Austin and two buildings undergoing major redevelopments, one in Phoenix and one in Houston.
4 Includes two office buildings currently under development as part of phase 1 of our multiphase Neuhoff development.
5 See 4Q 2024 Earnings Release & Quarterly Information Package for more information.

CORPORATE RESPONSIBILITY PRINCIPLES

Materiality & Corporate Responsibility Vision

Through internal assessments and ongoing dialogue with key stakeholders, we conducted a materiality assessment to identify environmental, social, and governance (ESG) topics that may significantly impact our business. This analysis shapes our corporate responsibility vision, strategy, and guiding principles.

At Cousins, we base our corporate responsibility vision on a commitment to advancing positive economic, environmental, and social outcomes for our customers, shareholders, employees, and the communities where we live and work. We pursue this vision by maintaining a resilient portfolio of high-quality lifestyle office buildings while reducing operational costs and minimizing environmental impacts. We also strive to make a positive social impact through philanthropy, employee volunteerism, and the cultivation of a healthy, inclusive company culture.

Environmental Responsibility Principles

We focus our investments and operations on achieving more efficient buildings that use less energy and water and emit fewer greenhouse gases (GHGs). Our emphasis on high-quality lifestyle office space contributes to a portfolio with strong efficiency performance. We stay informed about emerging technologies and market trends and take a practical, value-driven approach to implementing initiatives that support our sustainability and business goals.

We prioritize energy and water efficiency because we recognize the dual benefit of reducing both environmental impact and operational expenses. Our continued emphasis on efficiency is reflected in the large portion of our portfolio that has achieved ENERGY STAR® certification. As the industry transitions toward a lower-carbon future, we proactively evaluate climate-related risks to our assets. As part of our ongoing analysis, we closely monitor regulatory, investor, and political developments.

Our climate assessment also considers the potential financial implications of pursuing net zero carbon emissions across our portfolio, including the use of green power, renewable energy credits (RECs), and carbon offsets. For now, we remain focused on deploying energy-efficient technologies in new developments, major redevelopments, and ongoing maintenance to reduce building-level energy use and emissions. We remain committed to identifying and implementing cost-effective strategies in our path toward decarbonization.

Market Demands

We design and operate our properties to align with the preferences of our customers and the priorities of institutional investors. We factor these expectations into our development, redevelopment, and operational decisions to ensure our buildings remain competitive and responsive to evolving market needs.

Strategic Certifications

We aim to earn third-party certifications that enhance long-term asset value and leasing potential. While we consider a broad range of certification programs, we pursue only those that align with our investment strategy and add meaningful value.

Action Over Optics

We place greater importance on operational performance than on third-party rankings. While we continue to enhance the transparency and depth of our reporting, we remain focused on delivering real results through efficient, high-quality operations.



Corporate Center I, Tampa

CORPORATE RESPONSIBILITY PRINCIPLES

Social Responsibility Principles

Workforce Resiliency
Our team members are the foundation of Cousins' success, and we remain committed to sustaining a strong, healthy company culture. We focus on attracting, developing, and retaining top talent by investing in professional growth and fostering a work environment rooted in integrity, engagement, collaboration, and individual empowerment.

Health & Wellness
We recognize that a resilient workforce depends on robust health and wellness support. Alongside providing best-in-class insurance benefits, we promote programs that encourage personal well-being and healthy lifestyles. We also prioritize the operation of buildings that support the health and comfort of both our employees and our 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. We foster positive corporate citizenship through a combination of financial support as well as lending expertise and volunteered time with industry and non-profit organizations in and around our communities.



Responsible Governance Principles

Strong Guidelines
We operate under established governance principles that promote long-term value creation, transparency, and accountability. Our commitment to the highest ethical standards extends to our vendors, consultants, and independent contractors, whom we expect to adhere to similarly high expectations.

Effective Leadership
Our experienced and engaged Board of Directors provides strategic oversight and leadership. Eight of our nine directors are independent, and through their committee work, the Board supports management in advancing the business while representing the interests of our stakeholders.

Integrated Risk Management
Our Board plays an active role in evaluating major risks that could affect the Company's performance. Each Board committee is responsible for specific areas of risk oversight: the Audit Committee, the Compensation & Human Capital Committee, the Nominating & Governance Committee, and the Sustainability Committee. Together, these committees help ensure that we manage risks in a thoughtful and integrated manner.

STAKEHOLDER ENGAGEMENT

Cousins maintains 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 corporate responsibility initiatives and to identify opportunities and solutions to some of our corporate responsibility challenges. We plan to continue our engagement practices in 2025 and beyond, as we believe the perspectives provided by our stakeholders provide valuable information to be considered in our decision-making process.

	How We Engage	Engagement Approach
Employees	• Annual 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, respect in the workplace, and cybersecurity.
Customers	• Industry conferences • Customer events • Social media and proactive media • Daily interactions in our buildings • Satisfaction surveys	We regularly communicate and engage with our customers, including participation in third-party satisfaction surveys. 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. We also continue to support the advancement of the industry on sustainability issues by sharing knowledge and learning with our peers.
Shareholders and the Investment Community	• Annual shareholder meeting • Quarterly earnings calls • Market tours • In-person and virtual meetings • Industry conferences	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 corporate strategy and performance, corporate governance, executive compensation, market conditions, and other matters, including topics related to sustainability. Approximately 57% of our outstanding shares are represented by active investors. In 2024, we met with representatives of 76% of those shares to solicit their feedback on the aforementioned topics, and our CEO and/or CFO led these meetings.

STAKEHOLDER ENGAGEMENT

	How We Engage	Engagement Approach
Industry and Business Partners	• Industry conferences • Industry organization committee meetings • Collaborations with business partners	Through engagement with industry leaders and business partners, we gain insight into trends and best practices related to our business. We also work with our partners to understand their objectives and to consider their input regarding 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, as we recognize that the ownership and operations of our buildings have an impact on our communities. This involvement helps us to advance sustainability at the neighborhood scale. In addition to donations from our Company foundation, we sponsor annual employee giving campaigns and in-person volunteer opportunities where our employees work together on projects that are directly beneficial to our communities.
Vendors	• Creative collaboration • Direct communication • Vendor point of contact • Vendor Code of Conduct	In selecting vendors, we consider their commitment to sustainability and other corporate responsibility practices and their ability to support our efforts and initiatives. We proactively select vendors who will partner with us as we seek innovative solutions to sustainability challenges. We require all service providers and contractors to comply with applicable laws relating to the payment of wages and benefits, worker health and safety, interactions with labor organizations, and other workplace laws such as non-discrimination, proper classification of employees, and maintenance of insurance. Our Vendor Code of Conduct that summarizes many of these expectations, including emphasizing the importance of ethical business practices, respect for labor and human rights, effective governance, and demonstrable environmental stewardship. This code is available on the Investors section of our website, www.cousins.com.



Promenade Tower, Atlanta

CORPORATE RESPONSIBILITY REPORTING PRIORITIES

The feedback gained from our stakeholder engagement activities help shape Cousins' corporate responsibility reporting strategy, including the corporate responsibility frameworks in which the Company participates. In addition, our corporate responsibility 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).

We regularly review data from reporting services such as MSCI, Sustainalytics, Institutional Shareholder Services (ISS), and Green Street, all to further our efforts to promote transparency. In addition, since 2016 we have participated in the annual GRESB assessment, based on feedback that this assessment is particularly meaningful to key stakeholders.

We continue to enhance our reporting efforts to highlight social and governance initiatives included in various reports. In this 2024 Corporate Responsibility Report, we provide an update on our progress on our stated quantifiable long-term goals for our KPIs. Additional public disclosures regarding our corporate responsibility principles, initiatives, and performance are set forth in the following sources:

- Annual Report
- Proxy Statement
- Corporate Website


Sail Tower, Austin

ENVIRONMENTAL RESPONSIBILITY



Corporate Center II and III, Tampa

GOALS AND PROGRESS: KPI METRICS[1]

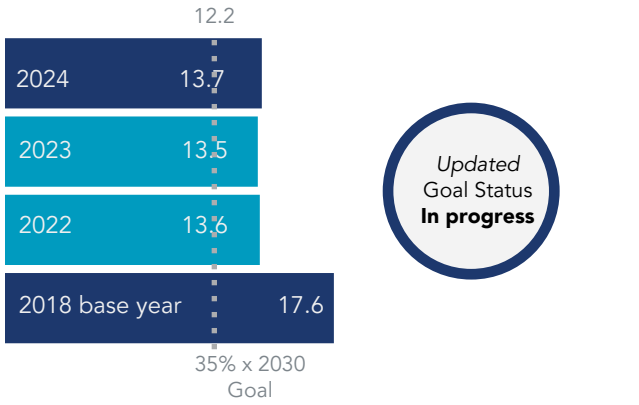
In 2021, Cousins established sustainability goals that targeted 25% reductions by 2030 in each of energy consumption, greenhouse gas (GHG) emissions, and water consumption from 2018 levels, measured on an intensity basis. The decrease in physical utilization of our buildings resulting from the COVID-19 pandemic affected the comparability of our emissions and consumption data during the last few years. However, we believe that physical utilization of our buildings has now stabilized over the pandemic low points and that consumption and emissions KPI metrics for 2024 reflect more normalized patterns of physical utilization.

Noting that we met our previously-established targets well before the goal year of 2030, and we have maintained decreased usage even as physical utilization increased since the pandemic, we are updating our sustainability goals for to reflect more aggressive reduction targets to be reached by 2030. Our updated targets are reflected below.

35x30 Energy Use Reduction Goal

Updated

Reduce energy use intensity; targets a 35% reduction over a 2018 base year by 2030. Units are kWh/SF.



Updated Goal Status **In progress**

-22%	1%
2024 vs 2018 base year	2024 vs 2023

50x30 Greenhouse Gas[2] Reduction Goal

Updated

Reduce GHG emissions intensity; targets a 50% reduction over a 2018 base year by 2030. Units are kgCO2e/SF.



Updated Goal Status **In progress**

-42%	2%
2024 vs 2018 base year	2024 vs 2023

30x30 Water Use Reduction Goal

Updated

Reduce water use intensity; targets a 30% reduction over a 2018 base year by 2030. Units are gallons/SF.



Updated Goal Status **In progress**

-22%	3%
2024 vs 2018 base year	2024 vs 2023

1 See page 65 for more detail on our environmental performance.
2 Goal and data reflect only Scope 1 and Scope 2 emissions.

SMART ENERGY MANAGEMENT

Monthly Benchmarking

Cousins utilizes ENERGY STAR® Portfolio Manager (ESPM) as an essential component of our environmental management program. We partner with Blue Ocean Energy LLC (Blue Ocean) to capture and record energy, water, and waste data into ESPM for substantially all properties within our portfolio. Blue Ocean provides each property with a monthly utility analysis that is reviewed by the property team to verify accuracy, identify consumption patterns, and discern opportunities for further efficiency. We leverage ESPM to benchmark our performance on a monthly basis. We also use the Conservice ESG platform to consolidate and streamline our reporting within the annual GRESB assessment platform (discussed on page 27). Over the past two years, we partnered with industry experts to recommission several assets. The process resulted in energy savings by uncovering opportunities to improve building energy efficiency and optimize operations based on current equipment and building needs.

Real Time Energy Management

Cousins leverages technology to drive energy and operational efficiency. We maintain pulse meters at 90% of our properties, which enables us to continually monitor real-time energy data.Our engineering teams review this data to improve and manage peak demands and building baseloads, while ensuring building management systems (BMS) routines are correct, investigating anomalies as they occur.



WATER CONSCIOUS OPERATIONS

Cousins continually pursues opportunities in development and operations to "reclaim" water from parking decks, ground water, condensate lines, and building run off. These reclamation efforts enable us to reuse water, conserving and reducing our need for fresh water, and decreasing our discharge into the sewer systems. We use the reclaimed water for cooling tower water and cooling tower make-up and for landscape irrigation. Our environmental management consultants provide monthly utility analyses for each building. Using these and the information in ESPM, we monitor and manage our water consumption. Additionally, Cousins utilizes technology analysis systems to monitor and detect water leaks to effectively protect our properties from water damage as well as limit water waste. We also seek to maintain the quality of the water through regular water sampling (including checking residual chlorine and pH levels) and through periodic purging of water from distribution systems and equipment to prevent abnormal biological growth.



Our team in Tampa uses a rainwater collection system to run an exterior decorative fountain. The team is working to expand our rainwater collection system by adding four 5,000 gallon tanks, which we will use to supplement the irrigation system, further reducing our consumption of potable water.





100% of the Tampa portfolio's water treatment needs are addressed using ProMoss, a green water treatment system. This natural treatment combines sphagnum moss with a biocide meeting industry guidelines, and it decreases water usage by increasing cycles of concentration in cooling towers. The moss is able to absorb the heavy metal ions which reduce corrosion and scale build-up. The result is a natural treatment without complicated chemicals, thus lengthening the life of our equipment and eliminating the need for a Hazardous Chemical Response Plan.

1.3 million gallons of water saved through water reclamation in 2024 portfolio-wide.

WASTE DIVERSION

Cousins has adopted waste diversion programs throughout its properties to decrease overall waste and increase waste diversion through recycling, reuse, or composting. Our property teams regularly engage with our customers to provide training and resources on recycling, composting, glass recycling, and opportunities for e-waste recycling.

At our corporate headquarters we participate in Keurig's K-Cycle Recycling Program. In 2024, we converted 565 pounds of K-Cups into 424 pounds of compost and 141 pounds of recycled materials - waste that was diverted from landfills.

We are also thoughtful about diversion opportunities in our development and redevelopment projects, and we require our contractors and vendors to manage and report their diversion of waste activities. We seek to reuse and recycle fixtures and finishes in conducting redevelopment projects, while encouraging customers to do the same. To reduce waste generated from customer build-outs, our Tampa market successfully implemented modular build outs, which allows for space to be reworked quickly with minimal new supplies.

60,713 pounds
of material composted in 2024 portfolio-wide.

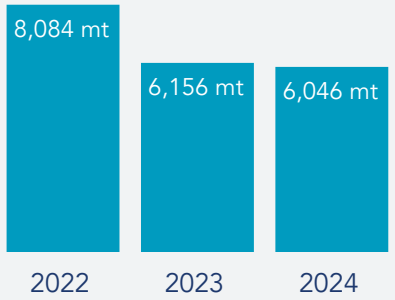
37,439 pounds
of E-Waste recycled in 2024 portfolio-wide.

71,864 pounds
of glass recycled in 2024 portfolio-wide.



TOTAL WASTE GENERATED[1]

-25% since 2022



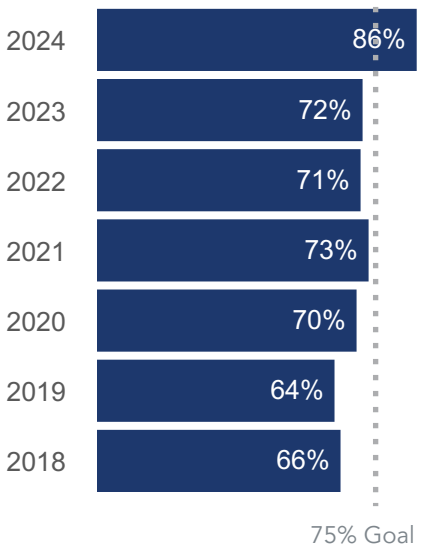
1 Waste metrics include estimates, in accordance with industry standards, to convert volume to weight for trash, recycling, and compost bins and compactors, where exact tonnage data is not available.

GOALS AND PROGRESS: BUILDING CERTIFICATIONS[1]

Goal Status **Exceeding Goal**

75% LEED® Certification[2]

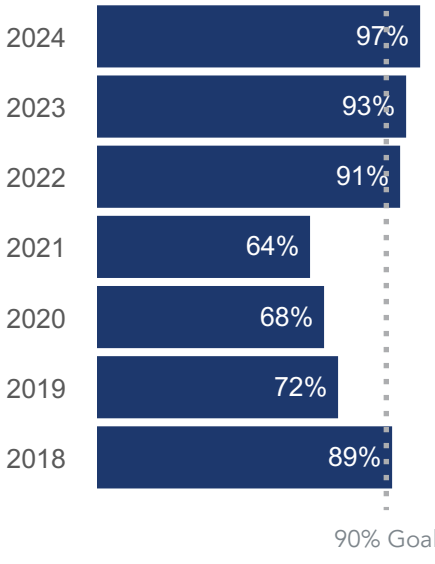
Maintain LEED or equivalent certification; targets 75% of eligible square feet.



Goal Status **Exceeding Goal**

90% ENERGY STAR® Certification

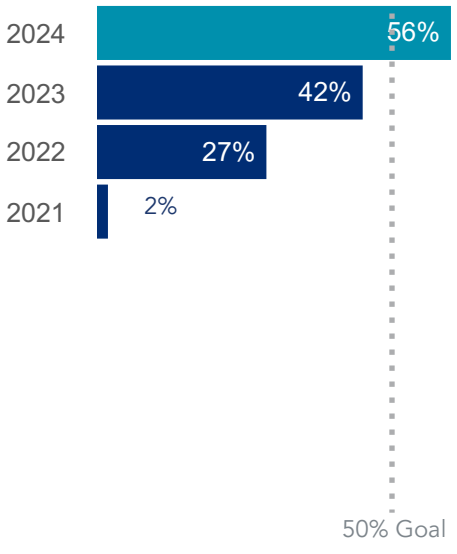
Maintain ENERGY STAR certification; targets 90% of eligible buildings.



Goal Status **Exceeding Goal**

50x30 Healthy Building Certification

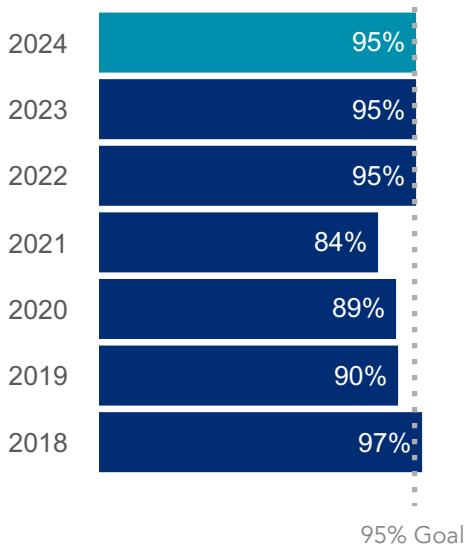
Attain and maintain healthy building certifications (e.g. Fitwel®); targets 50% of eligible buildings by 2030.



Goal Status **Meeting Goal**

95% Total Building Certification

Attain at least one certification for 95% of eligible buildings.



1 Certification goals are expressed as a percentage of the eligible square footage or eligible buildings for the relevant certification; see page 61 for more detail. Once reached, the goal will be to maintain at least the goal threshold. More information regarding these certifications is found on pages 20 and 21.
2 The goal reflects obtained certifications for LEED for Building Operations and Maintenance (O&M), LEED Building Design and Construction: Core and Shell (BD&C), or equivalent certification, such as The Austin Energy Green Building (AEGB) certification. See pages 20 and 61 for more detail.

MAINTAINING SUSTAINABLE ASSETS

The effectiveness of our sustainable and resilient 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. In addition to the portfolio coverage goals discussed on the prior page, we have a goal to earn ENERGY STAR®, LEED®, and/or BOMA 360 certification for all new development and all newly acquired buildings, to the greatest extent feasible and where it is a value-add to the individual asset.

ENERGY STAR Certifications

98% of eligible square feet[1] earned the prestigious ENERGY STAR certification, which is awarded by the EPA and confirms that a building operates more efficiently than at least 75% of similar buildings nationwide.

We expect all eligible buildings to apply for ENERGY STAR certification or recertification within 30 days of becoming eligible. We use Blue Ocean to maintain accurate ENERGY STAR data for substantially all properties, including our retail and medical office properties, which are not expected to become eligible for certification.

98%

LEED & Austin Energy Green Building Certifications

92% of eligible square footage[1] is LEED certified (O&M and/or BD&C) or satisfies the standards of Austin Energy Green Building standards.

As a long-standing member of the U.S. Green Building Council® (USGBC), we expect our properties to pursue LEED certification or recertification, so long as the long-term investment and leasing prospects suggest the certification would be a value-add. Our property teams, with the support of external consultants, evaluate LEED initiatives and develop plans to implement reasonable enhancements. Our development team also works with our projects under construction to be able to pursue LEED BD&C certification, with a goal of obtaining Gold status if feasible. All new construction projects are built to LEED standards even if we elect not to pursue certification.

The Austin Energy Green Building Standard (AEGB) is a higher standard than (and fully encompasses) the LEED requirements; we have not pursued LEED certification for the three buildings that achieved the AEGB certification.

92%

BOMA 360 Certifications

69% of eligible square footage[1] has achieved the elite Business Owners and Managers Association (BOMA) 360 Performance Program® certification, which recognizes excellence in building operations and management, and benchmarks building performance in six key areas, including energy, environment, and sustainability. We expect our property teams to pursue BOMA 360 within 24 months of development or acquisition, with reapplication when eligible. Newly-acquired properties are expected to seek this designation within 24 months of acquisition and existing ones to reapply when eligible for renewal.

69%

1 See page 61 for detail about building certification eligibility.

Fitwel Stand-Out: Heights Union



Heights Union West, Tampa

In December 2024, Cousins' Tampa team achieved a Fitwel 2-star certification for Heights Union, narrowly missing the award of a 3-star rating.

The team gladly accepted the challenge of improving the score for Heights Union during the remediation period, and they focused on low-cost but impactful modifications to enhance the wellness environment and customer experience.

In particular, the Tampa team implemented additional wellness amenities, including complimentary on-site group fitness classes and enhanced landscaping, along with providing Automated External Defibrillators access on every floor of the building.

The following year, Heights Union was awarded the first 3-star Fitwel rating for the Cousins portfolio and the first in the state of Florida.

Fitwel 3-Star Rating

Building Management Excellence

Each year, BOMA presents association awards for commercial buildings. 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.

Since 1992, Cousins has received over 60 awards from BOMA in multiple markets, recognizing our consistency in our high quality building operations and management excellence.

In 2024, Cousins received TOBY awards for the following buildings:

- 725 Ponce – Atlanta
- Terminus – Atlanta
- 8th & Spring – Atlanta
- Sovereign – Atlanta
- Corporate Center I-IV – Tampa



SUSTAINABLE & HEALTHY BUILDING FEATURES

Cousins uses a variety of building design and operational features and strategies to minimize the environmental impact and enhance the social impact of the buildings in our portfolio. The following graphic highlights some of the features and strategies utilized in our portfolio, including our corporate headquarters office. Some features highlighted below maybe found only in select properties.



ACCESSIBILITY METRICS

When analyzing investment opportunities (whether new development or acquisition of operating buildings), we prioritize vibrant, amenity-rich, and walkable areas with close proximity to transit whenever possible.







PUBLIC TRANSIT	EV CHARGING	BIKEABLE	BIKE STORAGE	WALKABLE
56	77%	66	97%	76

AVERAGE TRANSIT SCORE

According to calculations by walkscore.com, the weighted average Transit Score for Cousins' Atlanta, Austin, Phoenix, and Charlotte portfolio is 56 out of 100.

EV CHARGING STATIONS

Although all of our buildings offer plentiful parking, we have enhanced this offering through installation of electric vehicle charging stations in 77% of our buildings.

AVERAGE BIKEABLE SCORE

According to calculations by walkscore.com, the weighted average Bikeable Score for Cousins' Atlanta, Austin, Phoenix, and Charlotte portfolio is 66 out of 100.

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 97% of our buildings.

AVERAGE WALK SCORE

According to calculations by walkscore.com, the weighted average Walk Score for Cousins' Atlanta, Austin, Phoenix, and Charlotte portfolio is 76 out of 100.

ENVIRONMENTAL INITIATIVES

Our environmental management program includes efforts to integrate our customers into our environmental responsibility initiatives, as we enhance the efficiencies and resilience of the operations of our buildings.

Green Leasing

Our customers are part of our strategy for keeping our buildings healthy and resilient. We have integrated sustainability into our property management practices, our leasing and construction documents, and our routine meetings with existing and prospective clients. Our active leases incorporate green lease provisions, and to align our sustainability efforts with our customers, our lease forms for new and operational buildings 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 build-out process (enabling us to increase waste diversion rates)
- 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. Our legal counsel and leasing teams negotiate our leases with the intent of preserving green lease clauses without alterations or exceptions.

Cousins bears a current Gold Landlord recognition as a Green Lease Leader by the Institute for Market Transformation (IMT) and the U.S. Department of Energy's (DOE) Better Buildings Initiative. Green Lease Leaders sets the industry standard for defining "green lease," and we are among a limited number of office landlords in the United States with this prestigious designation.



Customer Recycling at Corporate Center III

ENVIRONMENTAL INITIATIVES

Our environmental management program includes efforts beyond data management and building certification, such as our initiatives around enhanced building ventilation, green cleaning programs, and high-quality amenities.

ENHANCED VENTILATION

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.

Our teams also optimize outside air, aligning with the American Society of Heating, Refrigeration and Air- Conditioning Engineers' recommendations.

We have implemented initiatives to validate that each of our buildings is operating to its highest design potential with regard to outside air systems. These initiatives include:

- Upgrading our HVAC filtration systems to MERV 13 filters
- Replacing all air filters and disinfecting all air handler interiors/coils at least quarterly
- Monitoring cooling towers with a third-party water treatment provider

GREEN CLEANING

Offices across our portfolio have green cleaning programs that require our janitorial providers to minimize the potential environmental impact of cleaning processes on our buildings and our customers. This helps protect both our customers and the 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:

- Enhancing cleaning and frequency of high-touch surfaces and high-traffic areas
- Hygiene stations in high-traffic areas
- Ensuring all cleaning solutions met EPA-approved standards

ENGAGING AMENITIES

Our customers prioritize buildings with high-quality and engaging amenities, recognizing that the office experience for their employees involves more than their individual workspaces. In our acquisition and development process, we emphasize the importance of building location, and we target the following:

- On-site restaurant offerings
- Interior and exterior gathering spaces
- Fitness centers
- On-site bicycle storage
- On-site electric vehicle charging stations
- Nearby transit options
- High walk scores

See page 24 for our accessibility metrics.

CONTINUED RESEARCH

We are making targeted investments to test new products and to conduct additional research. This includes further research around continuous air and water quality monitoring systems and identifying equipment and systems to further reduce energy and water consumption. Our goal is the continuous improvement of the health and safety of our buildings' environment for the well-being of our customers as well as conversation of natural resources.

CORPORATE OFFICE PRACTICES

We pursue a number of Company-wide efforts in our headquarters and management offices to enhance the efficiency, resiliency, and well-being of our employees and community, including:

- Recycling programs for paper, bottles, and cans
- Offering our guests recycled aluminum cans of water, rather than plastic, at our corporate headquarters
- Dual monitors for headquarters employees to decrease the need to print; double-sided printing capabilities to reduce the amount of paper used; and smart technology to eliminate unintended printing
- Leases transmitted and executed electronically, reducing the need for printing
- Digital platform for Board communications and presentations
- Reusable mugs and beverage cups for all employees, reducing plastic water bottle and disposable cup waste
- K-cup recycling of used coffee pods
- Hands-free, filtered water station at the headquarters office
- LED lights instead of fluorescent lighting in upgraded office spaces
- Live indoor plants for better indoor air quality
- Complimentary fitness center access for employees
- Bike racks, EV stations, and free mass-transit passes for employees



3344 & 3350 Peachtree, Atlanta

THIRD-PARTY BENCHMARKING

Strong Corporate Responsibility Ratings

Since 2016, Cousins has participated in the 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 2024, which assessed performance during the 2023 calendar year, Cousins earned its ninth consecutive "Green Star" from GRESB. Even though the 2024 assessment represented a more rigorous assessment of sustainability practices, new asset-level benchmarks, and enhanced alignment with investor priorities, we increased our numerical score and once again scored above the GRESB average for the assessment. In 2024, we also achieved an overall score of "A" on the GRESB Public Disclosure assessment. This score compares favorably to the global average of "B".

In addition to the GRESB assessment, we monitor the assessments of various third-party analysts who benchmark aspects of corporate responsibility. In 2024, Cousins received a rating of "A" (on a scale of AAA-CCC) in the MSCI ESG Ratings assessment with above-average ratings for governance and green buildings.

ISS rates our governance as a "2" (the second highest decile), while assessing our overall ESG with a "Prime" designation. Green Street, one of the most respected public REIT analysts, continues to recognize our strong governance policies and practices. Our most recent Green Street governance score of 77 is 15 points above average for the REITs assessed and 22 points above the average for the Office REITs assessed. This represents the 22nd consecutive year of an "above average" Green Street governance score for Cousins.

GRESB

9TH Consecutive GRESB Green Star

In 2024, we earned perfect social and governance scores, which reflects our strong performance in the Implementation & Measurement and Management & Policy sections of the assessment.

Corporate ESG Performance
Prime
RATED BY ISS ESG

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

Green Street

THE USE BY COUSINS OF ANY DATA, LOGOS, TRADEMARKS, SERVICE MARKS OR INDEX NAMES OF MSCI, MORNINGSTAR, GRESB, ISS, OR GREEN STREET (OR ANY OF THEIR AFFILIATES), DO NOT CONSTITUTE A SPONSORSHIP, ENDORSEMENT, RECOMMENDATION, OR PROMOTION OF COUSINS BY SUCH PARTY. NO WARRANTIES ARE IMPLIED TO HAVE BEEN PROVIDED BY ANY SUCH PARTIES, AND COUSINS DOES NOT OWN THE NAMES, LOGOS, TRADEMARKS, OR SERVICE MARKS OF ANY SUCH PARTIES.

CLIMATE CHANGE AND RESILIENCY


The Pointe, Tampa

At Cousins, our sustainability strategy is integral to our overall business strategy; we aim to maintain a resilient portfolio of high-quality office buildings while minimizing operating costs and potential external impacts. Our management-level Sustainability Team, overseen by our board-level Sustainability Committee, is responsible for identifying, evaluating, and monitoring climate risk, trends, and opportunities that materially affect or could materially affect the Company's business activities and performance. Our assessment of materiality is in alignment with our financial filings with the SEC. We evaluate climate related transition and physical risks and opportunities, at least annually, through qualitative and quantitative asset level assessments. These evaluations, along with our internal assessments of asset value and alignment with our investment strategy, influence our decisions regarding prioritization of investments in building systems and technology, all with the goal of maximizing the quality and value of our portfolio.

Cousins' long-term strategy to mitigate the risks posed by climate change is primarily focused on implementing energy and water conservation measures, to enhance our ability to reduce our consumption of natural resources.

In addition to the implementation of energy efficiency measures, where feasible we consider providing onsite renewable energy sources, and the combination of these are anticipated to aid our efforts to reduce greenhouse gas emissions from our operations. As noted in our description of our analysis of physical risk on page 29, our teams study the impact climate change may have on our existing portfolio's performance, which is unique to each building based on its physical location, efficiency standards, and building codes. This anticipated impact is considered when we invest in upgrades to and replacements of our building systems and technology.

We also incorporate climate assessments into the acquisition due diligence process, including the likelihood of increased construction costs or insurance premiums resulting from the potential impact of climate change on the assets under review. Our financial 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.

CLIMATE CHANGE AND RESILIENCY

The physical climate-related risks relevant to our business include the potential of increased frequency and/or intensity of extreme weather events and the potential risks associated with long-term shifts in weather patterns that could result in changes in temperatures and/or precipitation. To better understand the relevant risks and to inform our business and capital investment strategies, our team analyzes certain climate-related acute or chronic physical risks for each property using scenario analysis based on a high-risk transition (Representative Concentration Pathway 8.5) through 2050. The climate-related acute physical risks we identified include the risks of hurricanes, floods, hail, storm surges (particularly from rising sea-levels), freezes, and ice storms. The climate-related chronic physical risks we identified include the risks of drought, fire, heat, and precipitation. Over the short- to medium-term and the long-term, the impact of climate change could result in physical damage to our properties (the cost of which may not be fully covered by insurance) and/or declining demand from prospective tenants, lenders, and purchasers. Additionally, over the same time periods, these impacts could indirectly affect our business by increasing the cost of property insurance and utilities, including energy and water.

We prioritize investments that focus on climate-related risk mitigation and proactively seek ways to protect our buildings from damage. We also benefit from our partnership with our insurance provider, FM Global, which provides an annual RiskMark Score for each building in our insurance portfolio, reflecting a qualitative analysis of building-specific climate related risks. We monitor these scores and evaluate their identified recommendations to enhance the resiliency of our buildings. We consider this additional information as we refine our operational and capital investment strategies to consider and mitigate identified acute and chronic physical risks. Additionally, we identify and anticipate climate-related factors during business continuity assessments, to improve our operational preparedness.

In addition to the physical risks discussed above, which may affect any or all of our buildings to a varying degree, the widespread acknowledgement of the importance of transitioning to a lower-carbon economy poses increasing policy and legal risks to all property owners. In particular, some jurisdictions have already begun to impose regulatory frameworks related to carbon emissions from commercial buildings, and more jurisdictions may follow. These regulatory approaches may be in the form of more stringent building codes, required certifications, specialized taxes, or other incentives and disincentives related to the importance of achieving lower carbon emissions from commercial buildings.

In the short- to medium-term, non-compliance with applicable regulations, including any energy or carbon performance standards, may increase the costs of operation and/or introduce potential fines, while compliance may increase development and operational costs. Additionally, many customers and investors may adopt requirements related to carbon emission standards, and our failure to satisfy those requirements could result in lost business during the short- to medium-term. Over the long-term, public projects undertaken in our markets to improve regional and neighborhood-scale resilience may result in significant increases in real estate taxes applicable to our buildings.

We regularly review legal, regulatory, and compliance matters that may have a material impact upon our buildings or the Company as a whole. Although we do not believe that the current regulatory approaches present a material risk to the Company or our individual buildings, we are mindful of the evolution of approaches, and we seek to differentiate ourselves by selectively investing in capital improvements that will reduce our consumption of energy and/or water and reduce our greenhouse gas emissions. We anticipate that such investment will increase our attractiveness to potential customers, as well as aiding us to be well-positioned if the regulatory requirements are introduced in our markets.


100 Mill, Phoenix

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 and landscaping to minimize the impact upon the environment and wildlife. We design buildings to minimize light pollution, which increases night sky access and reduces the consequences of development for wildlife. In addition to our beehive and bird-migration-friendly practices disclosed on page 31, we prioritize native vegetation, synthetic grass, and low-maintenance materials in our outdoor areas, along with maintaining tree canopy cover where feasible.

Our development and operations teams maintain compliance with environmental laws and regulations. In 2024, Cousins did not have any 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:

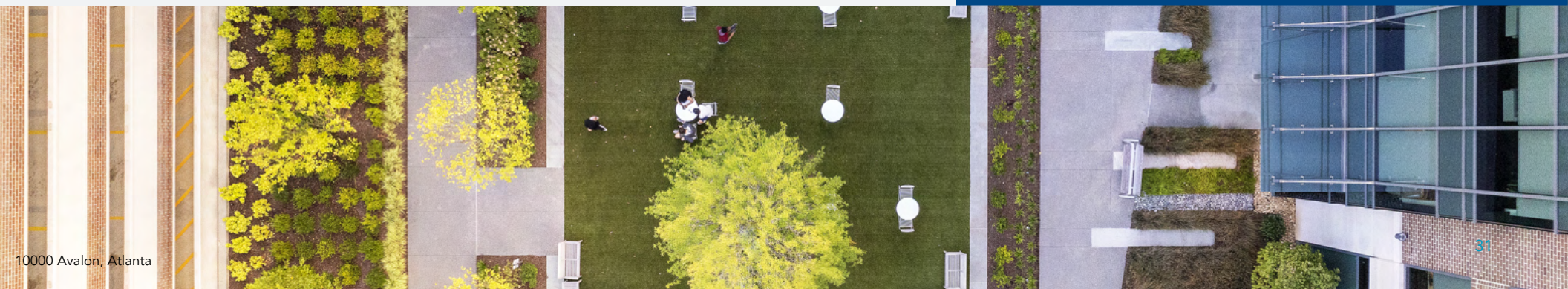
- High efficiency lighting fixtures and controls
- High efficiency plumbing fixtures
- Occupancy sensors and other smart building technologies
- Energy management system upgrades
- High efficiency HVAC
- Reclaimed groundwater and rainwater collection systems for cooling towers, irrigation, and gray water
- 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, as noted above. 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 also recognize the value of Brownfields designations when acquiring operating assets. Since 2020, over 50% of the assets we acquired and now wholly own have the benefit of Brownfields designations, along with 23% of our current land inventory.

In our new development and re-development of existing assets, we prioritize sustainable building practices, including:

- Enhanced building system emissions technology
- Construction waste management
- Recycling existing materials
- Structured parking
- Outdoor gathering areas with shade
- Sustainable construction materials
- Water-efficient landscaping
- Minimizing light pollution



10000 Avalon, Atlanta

Biodiversity – New Development Spotlight

Neuhoff - Transformative Mixed-Use Project

In 2024, we welcomed customers to Neuhoff, our mixed-use project in the Historic Germantown neighborhood on the west bank of the Cumberland River of Nashville. Cousins owns 50% of this project, which includes 450,000 square feet of lifestyle office space and 542 apartments. The Neuhoff development represents a complete transformation of a meat-packing facility constructed in the early 1920s and operational for nearly 60 years. After decades of under-utilization, the original Neuhoff brick buildings, once bustling with the activity of the Neuhoff Packing Company, were revitalized to become integral to the new development.

In addition to a new 14-floor office building with first floor retail, the project includes two multifamily apartment residences and an adaptive reuse for office and retail. Together with our development partner, New City Properties, in a section of the project known as "the Curve," we revamped a series of buildings originally built during the period from 1905 to 1950, retaining the façade of the original meatpacking plant while creating 151,000 square feet of dynamic and modern office and retail space. As part of our revitalization and remediation of a Brownfields site, we reused salvaged brick, stone, and other remnants of the original plant buildings. In fact, much of Neuhoff's furniture is built from salvaged materials from the site. Since the building had been vacant for so long, trees and other forms of nature had grown throughout parts of the building. Rather than destroy this natural habitat, the project curated and protected the natural ruins, blending old with new. We also incorporated event spaces and a riverfront amphitheater.

The project is LEED-certified, and it was designed with a nature-centric vision. The new office building and the Curve differ in form and materials, but all share the same industrial DNA – including preservation of the Neuhoff plant's original, massive columns, which have now been enhanced with green plantings. To preserve the columns and other elements, the demolition team worked meticulously, removing bits of concrete, like a sculpture, rather than smashing it all. Pathways, patios, and green areas lead to building entrances and river views. Onsite amenities include sweeping views of Nashville, conference and club lounges, concierge services, EV charging stations, fitness studio and gym, vehicle and bicycle valet services, and ground-level retail and restaurant space. The project is adjacent to the Cumberland River Greenway, an integral segment





Biodiversity – New Development Spotlight

Neuhoff - Transformative Mixed-Use Project (cont'd)

of the 23-mile Central Greenway System encircling Nashville. The Nashville Tree Foundation has designated the neighborhood's leafy, family-friendly streets as a city arboretum, and the architectural character of Historic Germantown and Neuhoff make it a destination spot for office, retail, and residential customers.

The Neuhoff project exemplifies our commitment to sustainable development of lifestyle office projects – creating a space that honors the past, prioritizes high-quality design, thoughtfully adapts vintage space, and offers engaging outdoor space and common areas for people to gather. At the same time, we are focused on offering amenities that promote health, wellness, and fitness, including nature-based amenities for walking and biking. More information can be found at neuhoffdistrict.com.







SPOTLIGHT: SUPPORTING NATURAL ENVIRONMENTS



Bird Migration

According to The National Audubon Society, every spring and fall, billions of birds migrate through the US, the majority of them flying at night. This mass of birds must contend with the increasing threat of light pollution. An estimated one billion birds are killed annually from direct collisions with illuminated buildings, towers, and other structures across the country. Artificial lights and skyglow around buildings can be fatal to migrating birds. Some are casualties of nighttime collisions with windows and walls. Others circle in confusion until dawn, and when they land, they are subject to urban threats. This issue impacts hundreds of species of birds. Cousins' Lights Out program aims to decrease the loss of avian life during spring and fall migration by turning out office lights at night. We work together with customers to turn off unnecessary lights, helping minimize the impact of this threat.

The Phoenix market uses the BirdCast model to predict high-intensity bird migration over the region. When this occurs, the property team asks customers to turn off interior lights each evening and close blinds and to substitute overhead lighting with task and area lighting. The building also turns off exterior decorative lighting, reduces lobby and atrium lighting, and limits exterior light to ground level. Turning off all non-essential lighting not only saves birds, but also saves electricity.



Urban Bees

Honeybees are the world's number one pollinator and are responsible for pollination of 70 of the world's top 100 food crops. Cousins has partnered with Bee Downtown and Alvéole to maintain beehives at select properties in Atlanta, Phoenix, and Tampa.

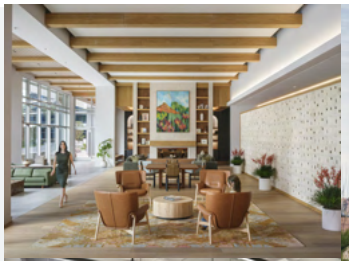
In total, the Cousins beehives across the Southeast produced over 660 pounds of honey in 2024. To produce this much honey, bees flew over 39 million miles - the equivalent of circling the earth 1,576 times - pollinating flowers and crops. Additionally, the beehive projects have directly engaged the Cousins team and customers, with many team members involved in learning about the pollination process and the role of bees in supporting our natural environment.

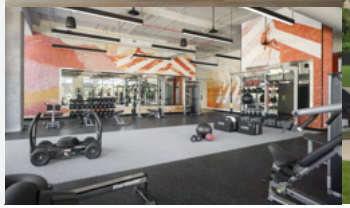
FOCUS ON REDEVELOPMENT

At Cousins, one of our strategic goals is to maintain a portfolio of newer and more efficient properties, and our current portfolio consists primarily of lifestyle office buildings. In addition to being well-located and professionally managed and maintained, lifestyle office buildings are either newer or modernized to compete with newer buildings and offer amenities that are in high demand by customers who are focused on the physical work environment in recruiting and retaining their employees. These amenities can include modern lobbies and other common areas, fitness centers, proximity to food offerings, and greenspace. In considering potential redevelopment of an existing asset, we strategically consider its alignment with our view of the common characteristics of lifestyle office buildings, and we generally aim to utilize redevelopment to increase this alignment, rather than demolish a building and reconstruct it from the ground up.

Hayden Ferry Lakeside

Hayden Ferry Lakeside, home to three of our buildings, boasts some of the most recognizable and iconic architecture in Phoenix and is ideally located on the south shore of Tempe Town Lake in downtown Tempe. In 2024, we undertook a significant renovation of the properties, including repositioning the lobbies of two buildings to amplify the abundant natural light. In addition, we added state-of-the-art conferencing facilities, an enhanced fitness center, and improved access to refreshed gardens and greenspace. Our refreshed greenspace includes shade structures and shade trees, which increase the outdoor appeal for our customers. We also expanded our food offerings, with a new cafe, a beer garden, and a white tablecloth restaurant - all of which enhance the engagement of our properties with the community. Finally, we upgraded our building management systems, improving our ability to conserve energy and water within the buildings.



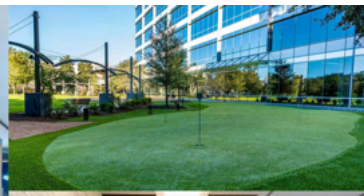




Briarlake Plaza

Cousins also recently completed a transformation of One and Two Briarlake Plaza in Houston, through redevelopment projects resulting in updated and modern lobbies which feature prominent new artwork. These neighboring properties also enjoy a high-performance fitness center, an updated café and eatery, and a new lounge area designed for customer collaboration and connection. The redevelopment projects also expanded outdoor green spaces, including the addition of a pickleball court.



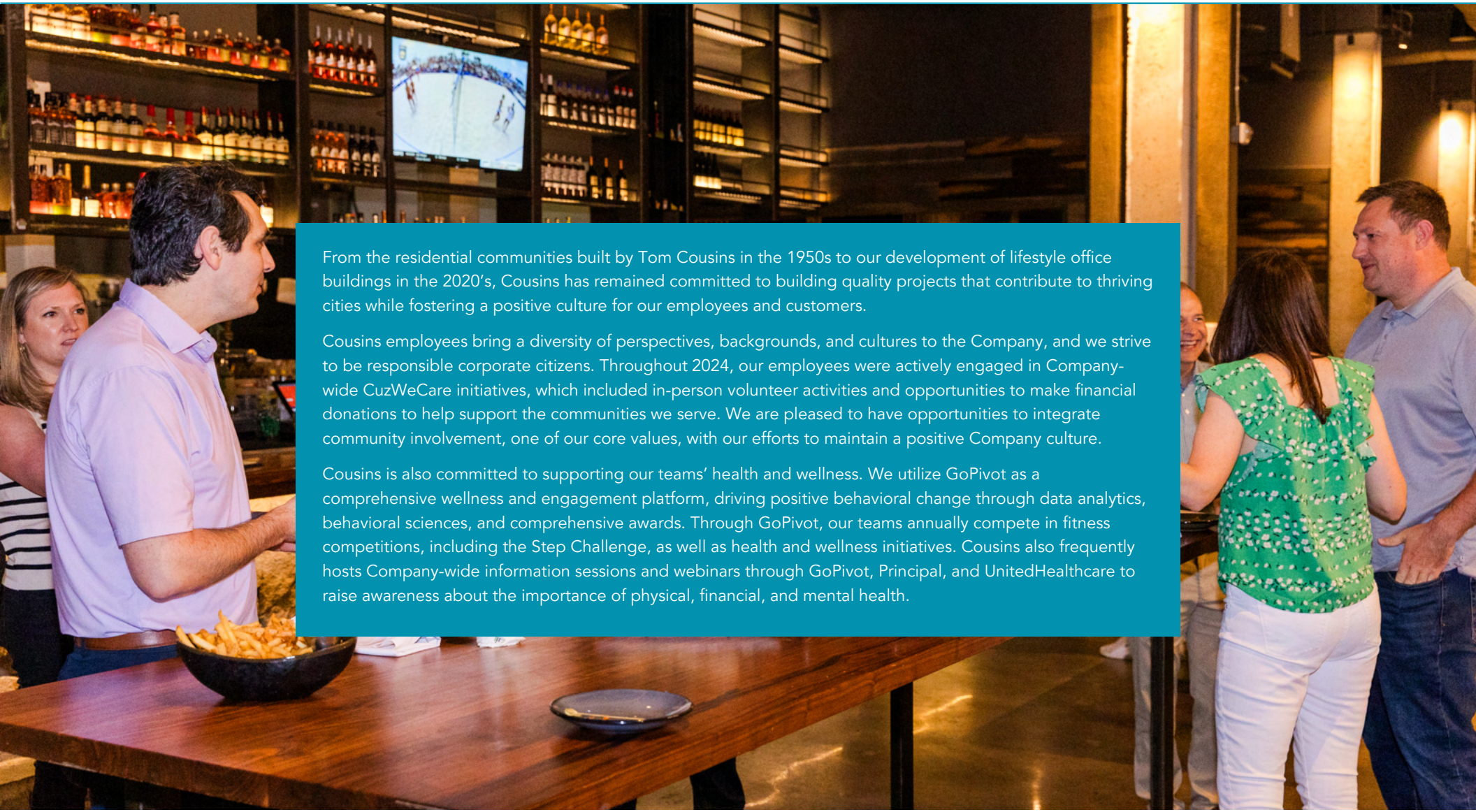




SOCIAL RESPONSIBILITY



COUSINS' CULTURE



From the residential communities built by Tom Cousins in the 1950s to our development of lifestyle office buildings in the 2020's, Cousins has remained committed to building quality projects that contribute to thriving cities while fostering a positive culture for our employees and customers.

Cousins employees bring a diversity of perspectives, backgrounds, and cultures to the Company, and we strive to be responsible corporate citizens. Throughout 2024, our employees were actively engaged in Company-wide CuzWeCare initiatives, which included in-person volunteer activities and opportunities to make financial donations to help support the communities we serve. We are pleased to have opportunities to integrate community involvement, one of our core values, with our efforts to maintain a positive Company culture.

Cousins is also committed to supporting our teams' health and wellness. We utilize GoPivot as a comprehensive wellness and engagement platform, driving positive behavioral change through data analytics, behavioral sciences, and comprehensive awards. Through GoPivot, our teams annually compete in fitness competitions, including the Step Challenge, as well as health and wellness initiatives. Cousins also frequently hosts Company-wide information sessions and webinars through GoPivot, Principal, and UnitedHealthcare to raise awareness about the importance of physical, financial, and mental health.

COMMITMENT TO HEALTHY COMPANY CULTURE

As part of our longstanding commitment to operating responsibly in our business activities, we are focused on maintaining a healthy Company culture.

Our priorities include attracting, developing, and retaining the best talent, fostering an inclusive culture that emphasizes employee engagement, and having a positive social impact by supporting the communities in the markets we serve.

Top Workplace Recognition

In 2024, we were again selected (for the fifth sequential year) as one of the "Top Workplaces" by the Atlanta Journal-Constitution and Top Workplaces USA. The awards are based on the results of third-party administered and anonymous annual surveys of employee engagement and satisfaction. In 2024, we were recognized for excellence in the following areas:

- employee appreciation
- compensation and benefits
- leadership
- innovation
- employee well-being
- professional development
- purpose and values
- work-life flexibility

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 have maintained a workforce that reflects the diversity of qualified talent in the markets we serve. We recognize that a resilient corporate culture is an inclusive culture. Through training (discussed on page 40) and intentional Company and community events, we strive to honor the dignity and individual worth of all our employees. We do not tolerate discrimination, harassment, or retaliation in any form.



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. Our intentional efforts include holding quarterly "town hall" events for all employees where we provide updates on recent accomplishments and key initiatives. We also have an employee-led "culture club," comprised of individuals from all departments of our corporate headquarters, which organizes regular work-day events that deliver an opportunity for cross-discipline engagement and fun.

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 health and wellness initiatives, 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 premium discounts for employees who undergo confidential biometric screening. The program also 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 updates to our teammates.

To facilitate further engagement and connection, from time to time we establish employee focus groups 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 internal candidates when there are job openings or promotions within our Company.

We utilize a cloud-based performance management platform, enabling our employees to easily set and track their career goals and objectives online. We also use a cloud-based platform to provide engaging compliance and ethics training, which all employees are required to complete annually.



2024 training highlights include:

- Engineering teams completed 1,464 online training courses.
- Mandatory training sessions for all employees (including part-time, temporary, and contractors) addressed the Code of Conduct, conflicts of interest, anti-bribery/ anti-corruption, gifts and entertainment, harassment and bullying, cybersecurity, antitrust, fair dealing, record keeping, diversity and inclusion (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 2024, and our teams were offered the opportunity to pursue sustainability training under the U.S. Green Building Council LEED program.
- Employee certifications, such as continuing education programs or CPA certification programs, which are eligible for Company reimbursement.
- 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 current employee benefits, available to all full-time employees and qualifying part-time employees (subject to some exclusion periods) are set forth below. As of December 31, 2024, we had no part-time employees.

- More than 95% of all positions are eligible for annual incentive compensation (bonuses), at least partially tied to Company performance
- Generous paid time off (PTO) policy, which provides 15 days per year for new employees (increasing on the 5th and 10th anniversaries) and no waiting period for PTO eligibility
- Eleven paid Company-designated holidays, two "floating holidays," and two "wellness/ sick" days 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). As of December 31, 2024, 100% of our employees were eligible, and approximately 13% elected to participate.
- Health and dependent care flexible spending accounts
- Portable health savings accounts, including opportunities to earn contributions by Cousins
- Short-Term Disability (STD) plan provides 100% of salary, after a week of PTO, while on leave for weeks 2-8 (decreasing thereafter)
- Paid parental bonding leave policy offering paid leave with up to 6 weeks (in addition to the medical leave under the STD plan for eligible employees)
- Regular performance appraisals and opportunities for feedback
- Cell phones, including unlimited 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, which offer privacy and comfort, including refrigerated storage.

In 2024, we offered numerous fitness challenges through GoPivot, a corporate wellness, safety, and engagement platform that uses point-based rewards to motivate employees.

276,215,015 steps were tracked/ logged in 2024

$13,673 redeemed in points in 2024

EMPLOYEE ENGAGEMENT








SPOTLIGHT: COMMUNITY ENGAGEMENT VIA ART

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 conduct business, and art installations distinguish our development and redevelopment work, bringing vibrancy to office spaces. Artwork also provides a vision or feeling for our buildings and engages our customers and employees with their communities.

In most of our buildings, we have commissioned or purchased pieces of art from prominent local, regional, and national artists. We also have numerous art installations throughout our properties that are designed to inspire our customers and community.

Art as Community Engagement

Our 725 Ponce building in Atlanta is located on the Atlanta Beltline, a 22 -mile loop of trails, parks, and future transit connecting 45 neighborhoods and creating a vibrant public space for recreation, commerce, and cultural expression. In 2024, we hosted a public art project for the second consecutive year - "Off the Wall at 725 Ponce" - which showcased film and video art by renowned artists and filmmakers from Atlanta and around the world. Featuring the largest movie screen in the Southeast, the free public movie series illuminated the Beltline with images from guest curators and artist projected onto the façade of the eight-story building.



Off the Wall Project at 725 Ponce

CIVIC COMMITMENT

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 within our neighborhoods.

- Architecture, Construction, and Engineering (ACE) Mentor Program
- Atlanta Commercial Board of Realtors
- Atlanta Committee for Progress
- Atlanta Technical College
- 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
- Charlotte-Mecklenburg Schools
- Charlotte Region Commercial Board of Realtors
- Charlotte Regional Business Alliance
- Commercial Real Estate Women (CREW) Network
- 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
- ReliaQuest Bowl
- Rio Salado Community Facilities District
- Roof Above
- Society of Real Estate Professionals
- South End Charlotte
- Tempe Chamber of Commerce
- Tempe Community Action Agency
- 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
- Woodruff Arts Center

CIVIC ENGAGEMENT



Cousins supports the essential work of first responders in the communities in which we live and work. Property management teams across our portfolio r foster partnerships with police and fire departments with intentional contact throughout the year, as a way to show appreciation and support their work.

In Charlotte, we hosted a First Responders Appreciation lunch recognizing and celebrating the tireless efforts of first responders, including police officers, firefighters, paramedics, and emergency medical personnel. Members of our Charlotte leadership team also hosted a welcome lunch honoring the Charlotte Mecklenburg Police Department's (CMPD) new Captain, providing an opportunity for discussion of that department's goals and vision for the Uptown Charlotte and South End submarkets, where our Charlotte buildings are concentrated.

In Austin, we hosted an appreciation lunch for the Central Business District Austin Police Department officers, whose area of focus includes the submarket where a significant portion of our Austin buildings are located.



CIVIC ENGAGEMENT



In Tampa, Cousins has a strong partnership with Tampa Fire Rescue, which uses Cousins buildings as part of their ongoing training, conducting quarterly mid-rise commercial office building training for the cadets. The training sessions include both classroom instruction, held in the Corporate Center conference room, and hands-on exercises focused on evacuation procedures, building life safety systems, hose connections and emergency response protocols. In 2024, approximately 40 cadets completed this essential training as part of their final program before officially joining Tampa Fire Rescue. Bill Muehling, Tampa's Group Engineering Manager, leads the tours each quarter. Cousins' efforts have been officially recognized by the Tampa Fire Rescue Awards Review Board with a Distinguished Service Award stating that "Cousins contributions have played a critical role in strengthening our departments training program, reinforcing our mission to serve and protect with excellence." Additionally, on September 11th, the Tampa team delivered breakfast to local first responders in thanks and appreciation for their commitment to their community.



CIVIC ENGAGEMENT





Annually, Atlanta's Promenade team supports the Atlanta Fire Department by hosting the American Lung Association's Fight for Air Climb, which supports lifesaving research to prevent lung disease and save lives. Hundreds of participants, including firefighters and first responders, scaled 40 stories of Promenade Tower, one of Atlanta's tallest skyscrapers. Members from fire stations throughout the city participated in the climb, fully dressed in their gear.

The Atlanta Cousins team also sponsors 'Breakfast with our Bravest,' which supports the Atlanta Fire & Rescue Foundation.

FOSTERING INCLUSIVITY IN COMMERCIAL REAL ESTATE

As the real estate industry continues to seek to foster inclusivity, including diversity, in its workforce, Cousins recognizes that creating long-term partnerships and initiatives with charitable and educational organizations may help to foster a more inclusive culture in in the broader real estate industry. For many years, Cousins has operated a summer internship program for business school students, which may result in full employment following graduation. Cousins has broadened this program to partner with non-profit organizations as part of our efforts to introduce more underrepresented students to the real estate industry.

Cousins Scholars Program

Cousins, in partnership with the Drew Charter School, created the Cousins Scholars Program in 2020 to introduce more underrepresented students 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. Through this program, interns work alongside and learn from the Investments, Asset Management, and Development teams, and receive exposure to the Atlanta Leasing and Accounting teams.

We also participate in NAIOP's Career Diversity Internship Program which provides interns from HBCUs and local universities the opportunity to work closely with our Atlanta Operations team, while spending a rotation with the corporate team as well.



Cousins Day with Drew Charter School

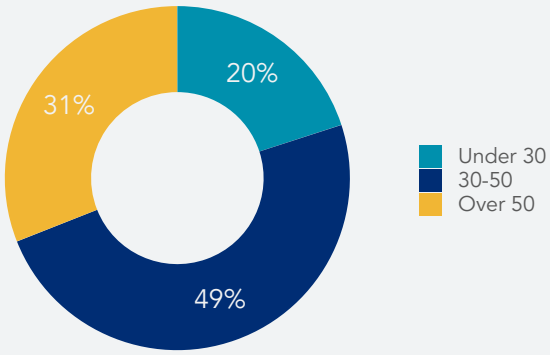
Cousins proudly hosts the annual Cousins Day with high school seniors from Drew Charter School. The Atlanta event introduces Drew students to the commercial real estate industry, highlighting the breadth of careers within it, including those careers that do not require a college degree. A typical day includes a career panel, featuring Cousins employees from a range of departments, including development, investments, engineering, and property management.

As part of the event, property management teams take students on building tours, highlighting the work that goes into making a Class A building run effectively.

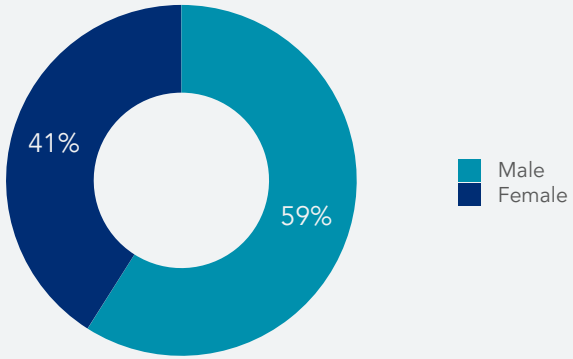


BOARD AND EMPLOYEE COMPOSITION SNAPSHOT

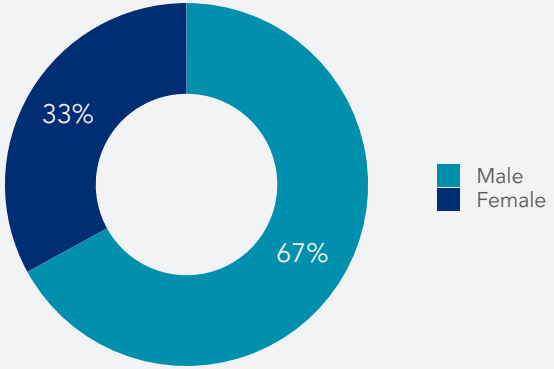
Age (% of employees)



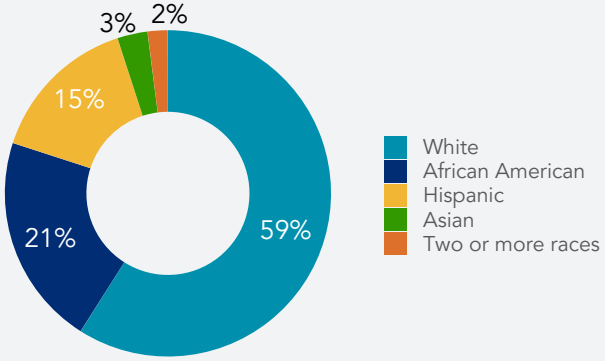
Gender (% of employees)



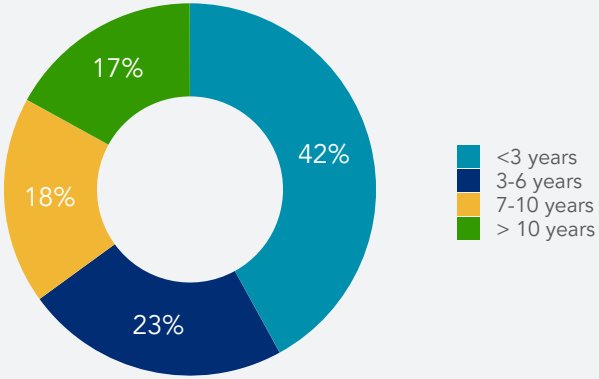
Gender (% of board members)



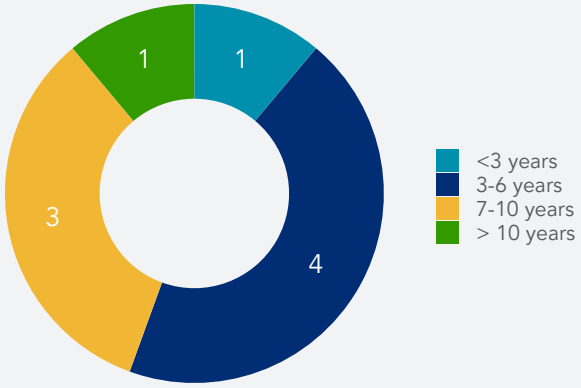
Race (% of employees)



Tenure (% of employees)



Tenure (no. of board members)



GIVING BACK

We believe that Cousins should be a good corporate citizen, paying our "civic rent" through our philanthropic commitments and activities. Our employees regularly donate to local causes, participate in annual fundraising for local nonprofits, and are actively involved in community-building activities such as Habitat for Humanity. In 2024, Cousins employees spent over 5,790 hours volunteering and giving back to our communities. This occurs not just at the headquarters office, but also at the property level, where we invest in the communities in which we have offices. Together with our comprehensive wellness program and our commitment to a fair and respectful workplace, we believe this commitment to service and integrity offers our employees many opportunities for meaningful engagement and collaboration.

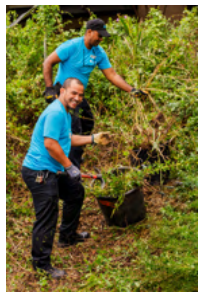
Community involvement is one of Cousins' core values, and we are committed to giving back to our local communities where we live and work. In 2024, Cousins focused its philanthropic activity around conservation of land and waterways and community aid and enrichment.

Our Company's support was centered around CuzWeCare Week, an initiative that supports in-person volunteer activities and community involvement across our markets. In 2024, teams across our markets supported 8 non-profit organizations with a day of volunteerism and raised $84,700.



GIVING BACK: ADDITIONAL HIGHLIGHTS FROM CUZWECARE WEEK



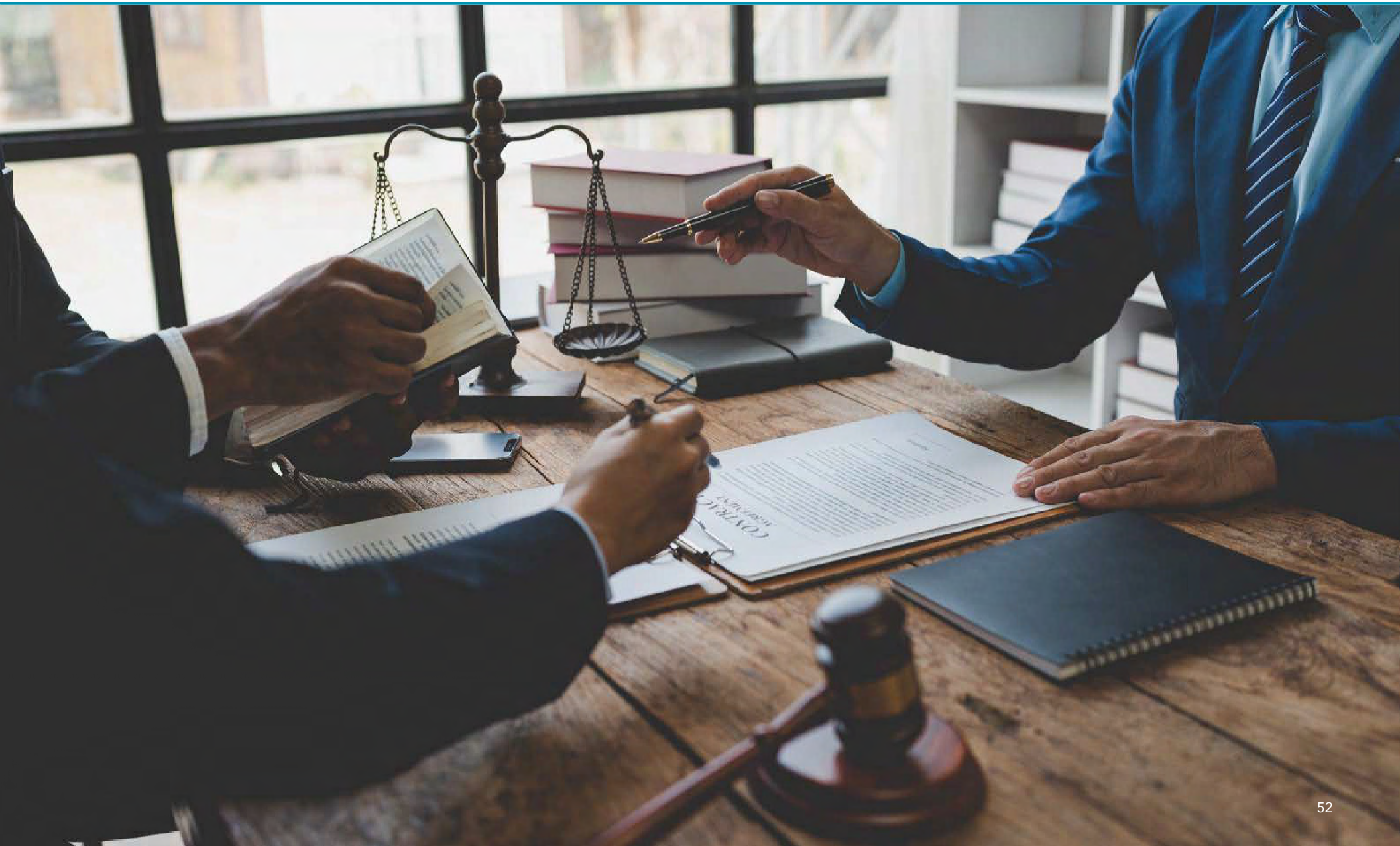








RESPONSIBLE GOVERNANCE



LEADERSHIP

Board of Directors



M. Colin Connolly
President and Chief Executive Officer



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



Charles T. Cannada



Scott W. Fordham
Chair, Sustainability Committee



Susan Givens



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.

Our Board is comprised of independent directors (except for our CEO) who represent a diversity of background, skills, and experience. 78% of our Board has direct experience as an executive of a publicly-traded or private real estate company. More information about our Directors, including the committees on which they serve, is included in our 2025 Proxy, which is available on the Investors page of our website.

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 the Investors page of our website at www.cousins.com.

STRATEGY AND RISK OVERSIGHT

Our Board oversees our executive management and assists in developing and evaluating the corporate strategy. Independent members of the Board comprise our Compensation & Human Capital Committee, Nominating & Governance Committee, and Audit Committee. Our Sustainability Committee is comprised solely of members of our Board, including our CEO. The full Board regularly engages in discussions of the most significant risks that the Company is facing, including the management team's approach to mitigation of those risks.

- The Board's Sustainability Committee oversees our environmental responsibility strategy, goals, initiatives, and public reporting, including the potential impact of climate change, the perceived resiliency of our portfolio, and our relative alignment with the pathways for a transition to carbon-neutral operations. This committee 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. The Audit Committee also oversees the risks that can be partially mitigated through our insurance programs, along with processes, policies, and our cybersecurity risks, priorities, and potential cybersecurity incidents.
- The 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.


Hayden Ferry, Tempe

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. In 2025, we welcomed Susan Givens as a new director, and we recognized with gratitude the service and dedication of Lillian Giornelli, who retired after 26 years. The current average tenure among our directors is 7 years.

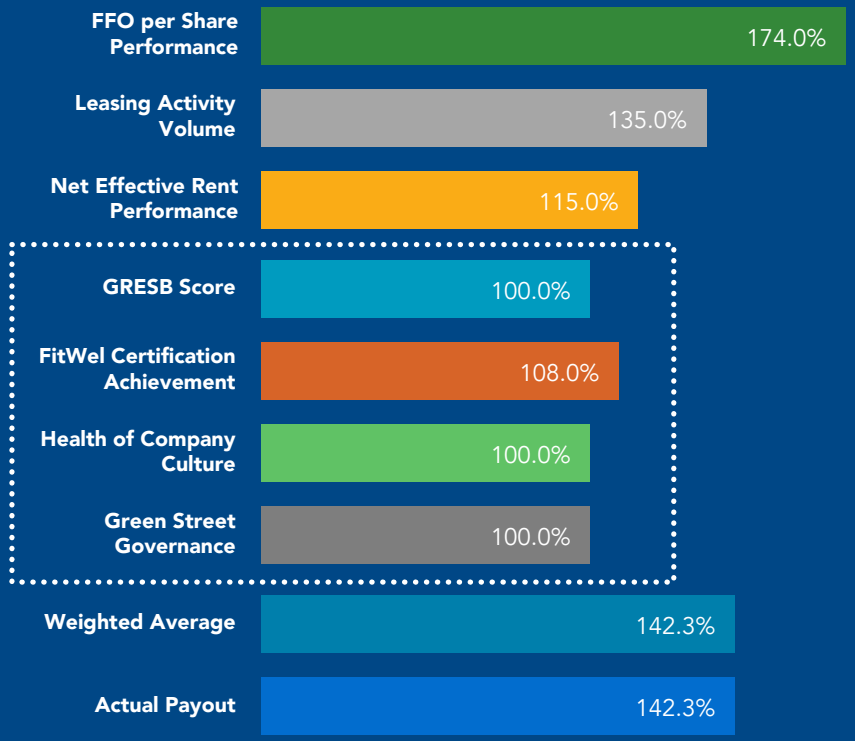
Corporate Responsibility Goals and Incentive Compensation

The Compensation Committee establishes annual performance goals, which are relevant for determining annual incentive cash awards. For several years, these goals have included the following non-financial metrics that are focused on corporate responsibility:

- Environmental — GRESB score achievement.
- Environmental & Social — Fitwel Healthy Building Certification
- Social — Sustain a healthy Company culture
- Governance — Green Street Governance Score

More information regarding these goals, and our performance against the targets in 2024, can be found in the Annual Incentive Cash Award section of our 2025 Proxy, beginning on page 60.

Our actual performance against the 2024 goals are also reflected in the chart below.



GOVERNANCE PRINCIPLES AND PRACTICES

Board Sustainability Committee

The responsibilities of our Board-level Sustainability Committee include:

- Reviewing and evaluating real estate industry sustainability best practices;
- In consultation with the Sustainability Team, developing, overseeing, and reviewing (and recommending changes to) the Company's 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 sustainability evaluations;
- Reporting to and advising our Board as appropriate on the Company's sustainability strategy and objectives, along with the Company's progress toward achieving its sustainability goals and commitments;
- 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.

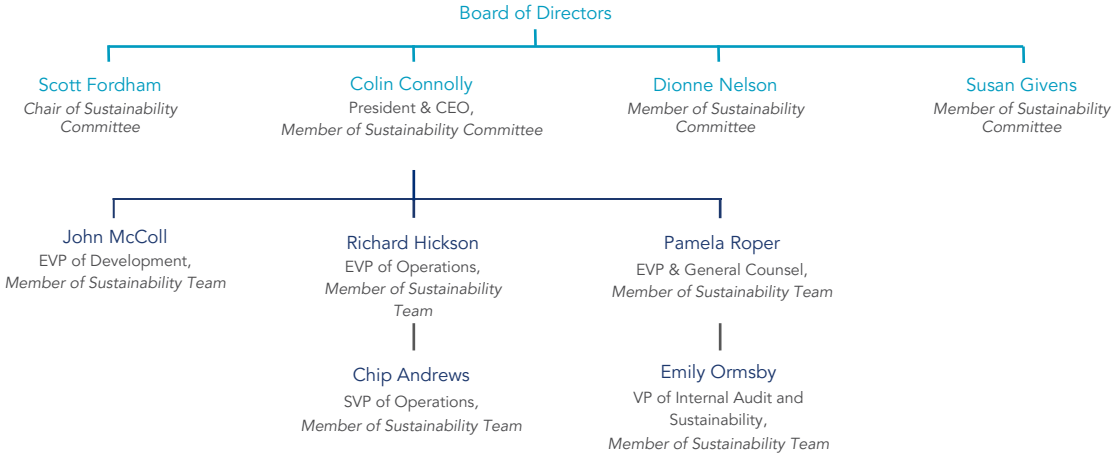
The Sustainability Committee is also responsible for reviewing and providing oversight and approval of our annual Corporate Responsibility Reports.

Our Sustainability Team

The management-level Sustainability Team is directly responsible for integrating the priorities and goals that the Sustainability Committee approves. Among other initiatives, the Sustainability Team's responsibilities include:

- Working closely with our Human Resources, Accounting, Investor Relations, Legal, and Finance teams on sustainability matters;
- Meeting regularly to review industry updates, assess progress against goals and initiatives, and consider potential future goals;
- Working with our Market Leadership teams, comprised of Managing Directors and Vice Presidents of Operations in our core markets, to develop and support the Company's corporate responsibility goals at the market level. This includes ensuring sustainability principles are integrated into tenant engagement and standard operating practices in every building;
- Engaging with our property managers and engineers to review potential innovations and initiatives in operations the might result in greater operational efficiencies; and
- Participating in the annual GRESB assessment, monitoring and correcting third-party rating data, and producing our annual corporate responsibility reports.

Sustainability Governance Structure



GOVERNANCE PRINCIPLES AND PRACTICES

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

- Performance targets for incentive compensation
- Annual incentive goals include corporate responsibility goals
- Cap on incentive awards
- No employment agreement for executives
- Diverse Board of Directors and commitment to inclusivity
- 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
- Comprehensive mandatory training
- Year-round shareholder engagement
- Anti-hedging and anti-pledging policies


Domain 11, Austin

GOVERNANCE POLICIES AND ETHICS

Our Code of Business Conduct and Ethics sets the legal and ethical standards to which our directors, officers, and employees, including our CEO and CFO, must adhere when conducting business. Our Code of Business Conduct and Ethics includes a Vendor Code of Conduct, which establishes the ethical standards we expect from our vendors, and their employees and agents. 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.

Throughout the year, we also require that all employees (whether full-time, part-time, temporary, or contractor) participate in training on Cousins' Code of Conduct, Entertainment and Gifts, and Anti-Harassment Policies. Our mandatory training also includes the following topics: conflicts of interest, antitrust, fair dealing, bribery/anti-corruption, record keeping, diversity and inclusion (including anti-bias discussion), respectful workplace, health and safety, asset protection, confidential information, and data privacy. We also provide more frequent mandatory training and testing on cybersecurity.

The Code of Business Conduct and Ethics is an expression of our fundamental core values, which we adopted more than a decade ago and continue to reference and honor. These core values 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, operations, and customer experience can differentiate our properties from the competition.

Among other duties, our internal audit department conducts annual risk-based audits addressing compliance risks of the Company's activities. Additionally, across the Company, every employee is required to acknowledge our Insider Trading Compliance Policy and those policies outlined in our employee handbook, by which they are bound. In addition to receiving annual compliance training, employees must sign to reflect their review and agreement at hiring and 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 applicable 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 strategically invested in 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 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. Although our strong preference is for in-office presence most of the time, we recognize that circumstances (including severe weather) could make this impractical. By enabling our employees to work and perform their business functions remotely on certain days 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.

Governance Highlights:

- Separate Building Networks
- Regular Training and Testing for all employees
- Comprehensive Cybersecurity Plan
- Bi-annual External Assessments
- Business Continuity Plan



Terminus 100 and 200, Atlanta

DATA TABLES



2024 BUILDING CERTIFICATIONS

	Number of certified buildings							% of eligible buildings							% of eligible square feet						
Certification / Year	2018	2019	2020	2021	2022	2023	**2024**	2018	2019	2020	2021	2022	2023	**2024**	2018	2019	2020	2021	2022	2023	**2024**
ENERGY STAR® [1]	31	42	41	37	50	50	**56**	89%	72%	68%	64%	91%	93%	**97%**	88%	78%	69%	65%	93%	94%	**98%**
LEED® & AEGB[2]	23	37	42	43	42	43	**57**	66%	64%	70%	73%	71%	72%	**86%**	74%	70%	78%	77%	77%	79%	**92%**
BOMA 360[3]	34	37	36	38	35	40	**43**	89%	62%	57%	61%	60%	68%	**69%**	93%	75%	68%	66%	66%	77%	**69%**
Fitwel[4]	—	—	—	1	16	25	**35**	—%	—%	—%	2%	27%	42%	**56%**	—%	—%	—%	3%	38%	51%	**65%**
Total with at least one certification	37	55	56	54	56	57	**63**	97%	90%	89%	84%	95%	95%	**95%**	99%	94%	93%	89%	96%	96%	**98%**

[1] Eligible square feet for ENERGY STAR certification includes buildings that have been at least 50% economically occupied for the most recent 12 months. Only includes buildings for which more than 50% of the building GSF is in an energy star ratable category (unless submetering is installed). Additionally, excludes buildings where the structure consists of gross square feet owned by outside entities. In 2024, 58 of our 66 buildings met eligibility requirements.

[2] Eligible square feet for LEED O&M includes all operational buildings that were operational for a majority of the year. Eligible square feet for LEED BD&C and AEGB includes all new development buildings once they become operational. In 2024, 66 of our 66 buildings met eligibility requirements. Note: Buildings that are AEGB certified, but lack LEED certification, are included in the metric above and on page 19 and in the building certification table starting on page 59. In 2024, four buildings were AEGB certified, by excluding these certifications, 88% of eligible square feet was LEED certified.

[3] Eligible square feet for BOMA 360 includes buildings with 12 months of ESPM data, properties under development or redevelopment during the calendar year are not considered eligible. In 2024, 43 of our 66 buildings met eligibility requirements.

[4] Eligible square feet for Fitwel certification includes buildings that are operational as of the submission deadline in September of each year; buildings commencing operations after the application deadline are ineligible for current year certification that year. In 2024, 62 of our 66 buildings met eligibility requirements.

2024 BUILDING CERTIFICATIONS

Market	Gross Sq. Ft.[1]	Property	ENERGY STAR®	LEED® & AEGB		Interior LEED	Interior LEED Sq. Ft.	BOMA 360	Fitwel	Total Number of Certifications[2]
				LEED O&M	LEED BD&C or AEGB					
AUSTIN	905,491	Sail Tower[4]			●		—			1
	554,979	One Eleven Congress[3]	●	●		●	15,238	●	●	5
	429,039	300 Colorado	●		●		—		●	3
	398,660	San Jacinto Center[3]	●	●			—	●	●	4
	373,334	Colorado Tower[3]	●		●		—	●	●	4
	359,610	Domain 94	●		●		—		●	3
	334,209	Domain 11	●	●	●		—	●	●	5
	316,210	Domain 12	●		●		—	●		3
	305,007	Domain 8	●		●		—	●	●	4
	299,673	Domain 10	●		●		—	●	●	4
	230,793	Domain 7	●		●		—	●	●	4
	202,728	The Terrace 6	●	●			—	●		3
	200,549	The Terrace 7	●	●			—	●		3
	200,203	Domain 3	●	●			—	●		3
	175,134	Research Park V[3]	●		●		—			2
	165,000	Domain Point 2					—			0
	157,245	Domain 4	●	●			—	●		3
	122,423	The Terrace 1	●	●			—	●		3
	121,963	The Terrace 2	●	●			—	●		3
	116,278	Domain 2	●		●		—	●	●	4
	79,570	Domain Point 1	●				—			1

2024 BUILDING CERTIFICATIONS

Market	Gross Sq. Ft.[1]	Property	ENERGY STAR®	LEED® & AEGB		Interior LEED	Interior LEED Sq. Ft.	BOMA 360	Fitwel	Total Number of Certifications[2]
				LEED O&M	LEED BD&C or AEGB					
ATLANTA	899,558	Promenade Tower[3]	●	●		●	119,924	●	●	5
	832,194	Spring & 8th	●		●	●	428,554	●	●	5
	648,864	Terminus 100[3]	●	●			—	●	●	4
	636,066	Northpark 400[3]	●	●			—			2
	597,405	Northpark 500[3]	●	●			—			2
	593,461	3344 Peachtree[3]		●		●	69,303	●	●	4
	578,927	Terminus 200[3]	●	●	●		—	●	●	5
	553,482	Proscenium[4]	●	●			—		●	3
	456,424	One Buckhead Plaza[3]	●				—	●	●	3
	446,277	Northpark 600[3]	●	●			—			2
	441,852	3350 Peachtree[3]	●	●			—		●	3
	425,486	Promenade Central	●			●	58,163		●	3
	382,548	Emory University Hospital Midtown[3]					—	●		1
	372,238	725 Ponce	●	●	●	●	117,530	●	●	6
	324,860	3348 Peachtree[3]	●	●			—	●	●	4
	269,321	10000 Avalon	●	●			—	●	●	4
	237,891	8000 Avalon[3]	●	●			—	●	●	4
	210,010	Two Buckhead Plaza[3]	●	●			—	●	●	4
	166,206	Meridian Mark Plaza[3]					—			0
	51,658	120 West Trinity - Office	●		●		—			2

2024 BUILDING CERTIFICATIONS

Market	Gross Sq. Ft.[1]	Property	ENERGY STAR®	LEED® & AEGB		Interior LEED	Interior LEED Sq. Ft.	BOMA 360	Fitwel	Total Number of Certifications[2]
				LEED O&M	LEED BD&C or AEGB					
TAMPA	407,754	Corporate Center 1[3]	●	●			—	●		3
	305,566	Corporate Center 2[3]	●	●			—	●		3
	304,978	Corporate Center 3[3]	●	●			—	●		3
	263,331	The Pointe[3]	●	●			—	●		3
	260,321	Corporate Center 4[3]	●	●			—	●		3
	213,661	Harborview Plaza[3]	●				—	●		2
	147,130	Heights Union East	●				—	●	●	3
	147,130	Heights Union West	●				—	●	●	3
PHOENIX	296,392	100 Mill	●		●		—		●	3
	307,518	Hayden Ferry 2[3]	●	●			—	●	●	4
	275,018	Hayden Ferry 3[3]	●	●	●	●	5,843	●	●	6
	271,500	Tempe Gateway[3]	●	●			—	●	●	4
	248,384	111 West Rio[3]	●			●	225,000	●		3
	209,030	Hayden Ferry 1[4]	●	●			—	●	●	4
	23,420	Hayden Ferry Retail[3]					—			0
CHARLOTTE	738,565	Fifth Third Center[3]	●	●		●	6,821	●	●	5
	662,877	Vantage[4]	●	●	●	●	46,724			4
	413,874	550 South[3]	●	●	●		—	●	●	5
	319,863	The RailYard			●		—	●	●	3
HOUSTON	534,471	One Briarlake Plaza[4]	●	●			—			2
	395,354	Two Briarlake Plaza	●	●	●		—			3
DALLAS	319,876	Legacy Union One			●		—			1
	217,191	5950 Sherry Lane	●	●			—		●	3
NASHVILLE	295,775	Neuhoff 1[4]			●		—			1
	152,323	Neuhoff 2[4]			●		—			1
PORTFOLIO TOTAL	22,904,128		56	38	24	10	1,093,100	43	35	206

[1] Gross square feet differs from rentable square feet as reported in our quarterly supplements primarily due to common area spaces in our multi-tenant properties.
[2] Properties with more than one O&M or BD&C LEED or AEGB certification, only one is included in the total column.
[3] Property is included in 2018 like-for-like on page 65.
[4] Property is not included in 2023 like-for-like on page 65.

2024 ENVIRONMENTAL PERFORMANCE

				LIKE-FOR-LIKE							
	TOTAL PORTFOLIO[1,2]			vs. 2023[3]				vs. 2018[4]			
Owned and Managed Assets	Year Ending Dec 2024	Year Ending Dec 2023	Year Ending Dec 2018	Year Ending Dec 2024	Year Ending Dec 2023	% of Total Portfolio	1-Year % Change	Year Ending Dec 2024	Year Ending Dec 2018	% of Total Portfolio	5-Year % Change
NUMBER OF PROPERTIES	60	57	31	57	57	95%	—	31	31	52%	—
PROPERTY GSF	19,423,614	19,075,968	12,651,310	19,075,968	19,075,968	98%	—	12,010,573	12,010,573	62%	—
	ENERGY										
ENERGY USE (kWh)[5]	266,067,322	256,973,580	223,229,479	264,506,784	259,993,315	—	1.7%	161,803,289	210,485,220	—	(23.1)%
ENERGY USE INTENSITY (kWh/GSF)	13.7	13.5	17.6	13.9	13.6	—	2.2%	13.5	17.5	—	(22.9)%
	GHG EMISSIONS[6]										
SCOPE 1 DIRECT (kgCO2e)[7]	306,086	365,671	206,571	305,923	365,671	—	(16.3)%	247,952	102,480	—	142.0%
SCOPE 2 INDIRECT (kgCO2e)[8]	84,636,034	82,409,785	95,544,144	83,227,566	83,566,533	—	(0.4)%	55,136,132	95,544,144	—	(42.3)%
SCOPE 3 INDIRECT (kgCO2e)[9]	7,697,492	9,975,629	7,709,775	7,292,195	9,975,629	—	(26.9)%	1,549,643	1,664,458	—	(6.9)%
	WATER										
WATER CONSUMPTION (gal)	247,582,177	235,137,787	206,509,212	244,895,618	235,137,787	—	4.1%	158,237,167	200,542,666	—	(21.1)%
WATER USE INTENSITY (gal/GSF)	12.7	12.3	16.3	12.8	12.3	—	4.1%	13.2	16.7	—	(20.9)%
	WASTE										
WASTE GENERATED (mt)[10]	6,046	6,156	—	5,959	6,143	—	(3.0)%	—	—	—	—

[1] 2024 Total portfolio gross square feet represents the square feet of buildings over the period available for occupancy during 2024. This total excludes 3 buildings under development, 2 buildings undergoing major renovations, and approximately 310,000 square feet of residential space and 155,000 square feet of retail space (located in various buildings), for which data was unavailable.

[2] 2024 building count excludes three buildings under development.

[3] 2023 like-for-like properties follows our 4Q Supplemental Report 2024 Same Property and includes properties in operation for a full 12 months during both the years ending December 31, 2023 and 2024. See FN4 on page 64 for identification of properties excluded in 2023 like-for-like.

[4] 2018 like-for-like properties include properties in operation for a full 12 months during both the years ending December 31, 2018 and 2024. See FN3 on page 64 for identification of properties included in 2018 like-for-like.

[5] Represents absolute consumption of electricity, natural gas, and district heating and cooling. Numbers have not been normalized for occupancy or weather.

[6] GHG emissions calculated using the EPA's eGrid factors found on the EPA's website.

[7] Scope 1 emissions: All direct GHG emissions from owned and controlled sources that physically occur on-site (e.g., natural gas consumption and solar power).

[8] Scope 2 emissions: Indirect GHG emissions from purchased electricity, heat, or cooling that occur off-site.

[9] Scope 3 emissions: Electricity consumption from our downstream leased assets (e.g., our single tenant buildings).

[10] Waste data coverage for 2018 was not substantially representative of the portfolio and therefore is excluded.

DNV

WHEN TRUST MATTERS

Independent Assurance Statement

Introduction

DNV Business Assurance USA, Inc. (DNV) has been commissioned by the management of Cousins Properties (Cousins) to carry out an independent verification of Cousins' 2024 environmental footprint claims and assertions relating to GHG emissions (Scope 1, 2, and 3), Energy Consumption, Water consumption and Waste Generated. These assertions are relevant to the 2024 calendar year.

Cousins has sole responsibility for preparation of the data and external report. DNV, in performing our assurance work, is responsible to the management of Cousins. Our assurance statement, however, represents our independent opinion and is intended to inform all stakeholders including Cousins.

Scope of Assurance

The scope of work agreed with Cousins includes the following:

- The organizational boundary for the environmental data inventory includes all global sites under Cousins' operational control for Scope 1, Scope 2, energy, water, and waste metrics. In addition, Scope 3 emissions (Category 13 – Downstream Leased Assets) include tenant-controlled sites that are not under Cousins' operational control.
- All environmental data were verified for the following periods:
  - January 1st to December 31st, 2024
- Emissions data verified includes Scope 1, Scope 2 (location based), and Scope 3 - Category 13 (Downstream Leased Assets) for 2024
- Additional environmental metrics verified include:
  - Energy Consumption, Water Consumption for 2024
  - Waste Generated for 2024
- The assurance was carried out in March – June, 2025

Level of Assurance

We performed a limited assurance engagement in accordance with the *International Standard on Assurance Engagements (ISAE) 3000 (revised) – 'Assurance Engagements other than Audits and Reviews of Historical Financial Information'*, issued by the International Auditing and Assurance Standards Board. This standard requires that we comply with ethical requirements and plan and perform the assurance engagement to obtain limited assurance.

DNV applies its own management standards and compliance policies for quality control, in accordance with ISO/IEC 17029:2019 - Conformity assessment — General principles and requirements for validation and verification bodies, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

The procedures performed in a limited assurance engagement vary in nature and timing, and are less detailed than those undertaken during a reasonable assurance engagement, so the level of assurance obtained is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. We planned and performed our work to obtain the evidence we considered sufficient to provide a basis for our opinion, so that the risk of this conclusion being in error is

reduced, but not reduced completely — as is also the case in a reasonable assurance engagement.

DNV's assurance engagements are based on the assumption that the data and information provided by the client to us as part of our review have been provided in good faith. This includes but is not limited to sales and acquisitions, square footage, occupancy rates, data coverage, and financial/operational control. DNV expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Independent Assurance Statement.

Assurance Methodology

DNV is a leading provider of sustainability services, including verification of GHG emissions data and other environmental metrics. Our environmental and social assurance specialists work in over 100 countries.

In that respect, the environmental footprint inventories have been evaluated against the following reporting criteria:

- World Business Council for Sustainable Development (WBCSD) / World Resources institute (WRI) Greenhouse Gas Protocol, A Corporate Accounting and Reporting Standard REVISED EDITION
- World Business Council for Sustainable Development (WBCSD) / World Resources institute (WRI) Corporate Value Chain (Scope 3) Accounting and Reporting Standard

DNV used a risk-based approach throughout the assurance engagement, concentrating on the areas that we believe are most material for both Cousins and its stakeholders. DNV applied a materiality threshold of five percent for all GHG emissions, Energy Consumption, and Water Consumption and fifteen percent for Waste Generated.

The following methods were applied during the assurance of Cousins' environmental footprint inventories and management processes, the data that supports the company's environmental footprint inventories including assertions and claims presented by the company:

- Review of documentation, data records and sources relating to the corporate environmental footprint data claims and GHG emission assertions;
- Review of the processes and tools used to collect, aggregate, and report on all environmental data and metrics;
- Interview of managers and data users representing relevant functions for supporting the environmental inventory management process;
- Assessment of environmental information systems and controls, including:
  - Selection and management of all relevant environmental data and information;
  - Processes for collecting, processing, consolidating, and reporting the environmental data and information;
  - Systems and processes that ensure the accuracy of the environmental data and information;
  - Design and maintenance of the environmental information system;
  - Systems and processes that support the environmental information system.
- Performed sample-based audits of the processes for generating, gathering, and managing the data;
- Examination of the environmental data and information to develop evidence for the assessment of the environmental claims and assertions made;

DNV Business Assurance USA, Inc. (DNV), 155 Grand Ave, Oakland, CA 94612 Statement No. DNV-2025-ASR-790428

- Evaluation of whether the organization conforms to the reporting criteria;
- Evaluation of whether the evidence and data are sufficient and support The Fund's environmental claims.

In addition to the above, specific to the environmental indicators, the following steps were conducted for the Water and Waste:

Water:
- Review of the water consumption methodology;
- Conduct data checks for the water data collected, transferred and calculated; and
- Perform sample-based assessment of data reported against the source data for consumed water provided by utility company and metered data.

Waste
- Review of the waste segregation methodology and description of waste categorization; and
- Conduct data checks for the waste data collected, transferred and calculated; and
- Perform sample-based assessment of data reported against the source data (waste collected to landfill and waste diverted) provided by waste management companies

Data Verified

The environmental footprint claims for Cousins are as follows:

Greenhouse Gas Emissions

- 2024 Greenhouse Gas Emission
  - Scope 1 Emission — 306 TCO_2e
  - Scope 2 Emissions (location-based) — 87,9758 TCO_2e
  - Scope 3 Emissions – Downstream Leased Assets — 7,418 TCO_2e

Energy

- 2024 Total Energy Consumption — 277,186 MWh

Water

- 2024 Total Water Consumption — 839,115 m^3

Waste

- 2024 Total Waste Generated — 6,500 metric tons

Inherent Limitations

All assurance engagements are subject to inherent limitations as selective testing (sampling) may not detect errors, fraud or other irregularities. Non- financial data may be subject to greater inherent uncertainty than financial data, given the nature and methods used for calculating, estimating and determining such data. The selection of different, but acceptable, measurement techniques may result in different quantifications between different entities.

DNV's assurance engagements are based on the assumption that the data and information provided by the client to us as part of our review have been provided in good faith. DNV expressly disclaims any liability or co responsibility for any decision a person or an entity may make based on this Independent Assurance Statement.

Assurance Opinion

Based on the processes and procedures conducted with a limited assurance, there is no evidence that the environmental claims and assertions listed are not materially correct and are not a fair representation of environmental data and information, and have not been prepared in accordance with the calculation method referenced.

Independence

DNV was not involved in the preparation of any part of Cousins' data or report. This is our second year of providing assurance for Cousins. We adopt a balanced approach towards all stakeholders when performing our evaluation.

DNV Business Assurance USA, Inc.
Katy, Texas
June 23rd, 2025

Singh, Gaurav — Digitally signed by Singh, Gaurav Date: 2025.06.24 20:43:31 -07'00'
Gaurav Singh
Lead Verifier

Xu, Yishuang — Digitally signed by Xu, Yishuang Date: 2025.06.25 10:44:18 -07'00'
Yishuang Xu
Verifier

Song, Ke Karl — 数字签名者：Song, Ke Karl 日期：2025.06.24 13:58:08 +08'00'
Karl Song
Technical Reviewer

This Statement is for the sole use and benefit of the party contracting with DNV Business Assurance USA, Inc. to produce this Statement (the "Client"). Any use of or reliance on this document by any party other than the Client shall be at the sole risk of such party. In no event will DNV or any of its parent or affiliate companies, or their respective directors, officers, shareholders, employees or subcontractors, be liable to any other party regarding any statements, findings, conclusions or other content in this Statement, or for any use of, reliance on, accuracy, or adequacy of this Statement.

About DNV

Driven by our purpose of safeguarding life, property and the environment, DNV enables organizations to advance the safety and sustainability of their business. Combining leading technical and operational expertise, risk methodology and in-depth industry knowledge, we empower our customers' decisions and actions with trust and confidence. We continuously invest in research and collaborative innovation to provide customers and society with operational and technological foresight.

DNV Business Assurance USA, Inc. (DNV), 155 Grand Ave, Oakland, CA 94612 Statement No. DNV-2025-ASR-790428

APPENDIX



Hayden Ferry, Tempe

GRI INDEX

GRI STANDARD	DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
GENERAL DISCLOSURES			
GRI 2: GENERAL DISCLOSURES 2021			
2-1 Organizational details	Annual Report	Part I, Item 1. Business	1,3
	Corporate Responsibility Report	Company Snapshot	8
2-2 Entities included in the organization's sustainability reporting	Annual Report	Form 10-K, Item 2. Properties	21-26
		Excludes non-controlling interests, overall immaterial, see Form 10-K, Item 2. Properties, Operating Properties for the year ended December 31, 2024. Entities in which we have ownership but not control are disclosed in FN 6 of our Annual Report.	21-26; F-17-F-18
	Corporate Responsibility Report	CR Report excludes the residential components of 120 West Trinity (we own 20% interest) and Neuhoff (we own 50% interest).	
	Form 10-K	Part IV, Notes to Consolidated Financial Statements, 6. Investments in Unconsolidated Joint Ventures; Exhibit 21	F17-F18; 49
2-3 Reporting period, frequency and contact point	Annual Report	Cover Page (fiscal year ending December 31)	1
	Corporate Responsibility Report	About this Report	6
		June 25, 2025	67
		About this Report (Emily Ormsby; eormsby@cousins.com)	6
2-4 Restatements of information	Corporate Responsibility Report	There have been no significant restatements of information.	
2-5 External assurance	Corporate Responsibility Report	Independent assurance verification undertaken by DNV Business Assurance USA, Inc.	66

"Annual Report" refers to our Form 10-K filed with the U.S. Securities and Exchange Commission for the fiscal year ended December 31, 2024. "Proxy" refers to our 2025 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.
This report references the GRI Sustainability Reporting Standards. The included table outlines the locations of key information requested by the GRI Standards.
NOTES: "Corporate Responsibility Report" refers to this document, our report regarding our corporate responsibility philosophy, initiatives, and performance for the performance year ended December 31, 2024.

GRI INDEX

GRI STANDARD	DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
GRI 2: GENERAL DISCLOSURES 2021			
2-6 Activities, value chain and other business relationships	Annual Report	Part IV, Notes to Consolidated Financial Statements, 20. Reportable Segments	F-33-35
		Part I, Item 2. Properties	21-26
		Top 20 Office Tenants; Tenant Industry Diversification	24-25
	Corporate Responsibility Report	Civic Commitment; Civic Engagement	44; 45-47
		Corporate Overview	7
		Environmental Initiatives	25-26
		Stakeholder Engagement	11-12
		Company Snapshot	8
2-7 Employees	Annual Report	Part I, Item 1. Business	1
	Corporate Responsibility Report	Social Responsibility; Key Diversity Highlights	36-51; 49
		Human Capital	39
	Proxy	CEO Pay Ratio	89-90
2-8 Workers who are not employees	Corporate Responsibility Report	Not Material	
2-9 Governance structure and composition	Proxy	Committees of the Board of Directors	30-33
		Election of Directors; Commitment to Diversity	24-46
		Director Independence; Board Leadership Structure	28-29
2-10 Nomination and selection of the highest governance body	Governance Documents	Corporate Governance Guidelines	1-5
	Proxy	Selection of Nominees for Director; Board Refreshment	38-40

GRI INDEX

GRI STANDARD	DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
GRI 2: GENERAL DISCLOSURES 2021			
2-11 Chair of the highest governance body	Proxy	Board Leadership Structure	29
2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Responsibility Report	Strategy and Risk Oversight; Governance Principles and Practices; Stakeholder Engagement; Environmental Initiatives; Climate Change and Resiliency; Biodiversity	54-59; 11-12; 25-26; 29-31
	Governance Documents	Sustainability Committee Charter	1-3
	Proxy	Board and Committee Evaluation Process; Stockholder Engagement Outreach; Sustainability Corporate Responsibilities	40-46
		Board's Role in Risk Oversight; Board's Role in Corporate Strategy	35-37
2-13 Delegation of responsibility for managing impacts	Corporate Responsibility Report	Leadership; Strategy & Risk Oversight; Governance Principles and Practices	53-59
	Governance Documents	Corporate Governance Guidelines	1-2; 9
	Proxy	Committees of the Board of Directors; Board's Role in Risk Oversight; Board's Role in Corporate Strategy	30-37
		Sustainability Committee; Sustainability & Corporate Responsibility	33; 43-46
2-14 Role of the highest governance body in sustainability reporting	Corporate Responsibility Report	About this Report; Governance Principles and Practices	6; 55-59
	Governance Documents	Sustainability Committee Charter	2
2-15 Conflicts of interest	Governance Documents	Code of Conduct and Business Ethics	8-9
		Corporate Governance Guidelines	4, 10
	Proxy	Certain Transactions	98
		Information About Nominees; Certain Transactions; Stock Ownership	24-27; 98; 101-102

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GRI STANDARD	DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
GRI 2: GENERAL DISCLOSURES 2021			
2-16 Communication of critical concerns	Corporate Responsibility Report	Governance Principles and Practices; Governance Policies and Ethics	55-59
	Governance Documents	Code of Conduct and Business Ethics	45721
		Corporate Governance Guidelines	3; 6-7
	Proxy	Corporate Governance	34
2-17 Collective knowledge of the highest governance body	Corporate Responsibility Report	Leadership; Strategy & Risk Oversight; Governance Principles and Practices; Governance Policies and Ethics	53-59
	Proxy	Sustainability & Corporate Responsibility	43-46
2-18 Evaluation of the performance of the highest governance body	Proxy	Committees of the Board of Directors; Board and Committee Evaluation Process	30-33; 40-41
2-19 Remuneration policies	Proxy	Compensation Discussion & Analysis; Benefits and Requests; Clawback Policy; Potential Payments Upon Termination	47-75; 82-85
		2024 Performance Goals, "Corporate Responsibility Performance"; 2025 Performance Goals	58-64
2-20 Process to determine remuneration	Proxy	Say on Pay Results	53
		Compensation Review Process; Role of Management and Compensation Consultants; Say on Pay Results	53-55
2-21 Annual total compensation ratio	Proxy	CEO Pay Ratio	89-90
2-22 Statement on sustainable development strategy	Corporate Responsibility Report	A Message From Our CEO	5
		Corporate Responsibility Principles; Maintaining Sustainable Assets; Healthy Building Certifications; Climate Change and Resiliency; Biodiversity	9-10; 20-21; 29-33
	Governance Documents	Sustainability Committee Charter	1

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GRI STANDARD	DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
GRI 2: GENERAL DISCLOSURES 2021			
2-23 Policy commitments	Corporate Responsibility Report	Code of Business Conduct and Ethics (Including Vendor Code of Conduct)	1-16
		Corporate Responsibility Principles; Stakeholder Engagement; Social Responsibility	9-12; 35-37
	Governance Documents	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.	*
	Proxy	Corporate Governance	34
2-24 Embedding policy commitments	Corporate Responsibility Report	Corporate Responsibility Principles; Stakeholder Engagement; Environmental Initiatives; Climate Change and Resiliency; Biodiversity; Professional Development	9-12; 25-26; 29-30; 31-33; 40
	Governance Documents	Code of Business Conduct and Ethics	2,16
	Proxy	Corporate Governance; Stockholder Engagement and Outreach	34; 41-42
2-25 Process to remediate negative impacts	Not Material	Not Material	
2-26 Mechanisms for seeking advice and raising concerns	Corporate Responsibility Report	Governance Policies and Ethics	58-59
	Governance Documents	Code of Business Conduct and Ethics	3-6
	Proxy	Corporate Governance	34
2-27 Compliance with laws and regulations	Not Material	Not Material	
2-28 Membership associations	Corporate Responsibility Report	Corporate Responsibility Reporting Priorities; Goals and Progress: Building Certifications; Maintaining Sustainable Assets; Healthy Buildings Certifications; Third Party Benchmarking; Civic Engagement	13; 19-23; 28; 44
2-29 Approach to stakeholder engagement	Corporate Responsibility Report	Stakeholder Engagement	11-12
	Proxy	Corporate Governance; Stockholder Engagement and Outreach	34; 41-42
2-30 Collective bargaining agreements	Corporate Responsibility Report	None of our employees are covered by collective bargaining agreements, and the working conditions and terms of employment are not influenced or determined based on any collective bargaining agreements.	

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GRI STANDARD		DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
MATERIAL TOPICS				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Annual Report	Part I, Item 1. Business - Human Capital; Environmental Matters; Part I, Item 1A. Risk Factors - General Risks of Owning and Operating Real Estate; Real Estate Acquisition and Development Risks	1-4; 4-19
		Corporate Responsibility Report	About this Report; Corporate Responsibility Principles; Stakeholder Engagement; Corporate Responsibility Reporting Priorities	6; 9-13
	3-2 List of material topics	Corporate Responsibility Report	Table of Contents; Corporate Responsibility Principles; GRI Index	4; 9-10; 69-84
			No material changes from 2022 Report.	
ECONOMIC PERFORMANCE				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Annual Report	Entire Document	1-S-4
GRI 201: Economic Performance 2016	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 Financial Statements	29-42; F-4-F8
	201-2 Financial implications and other risks and opportunities due to climate change	Annual Report	Part I, Item 1. Business - Environmental Matters; Part I, Item 1A. Risk Factors - General Risks of Owning and Operating Real Estate; Real Estate Acquisition and Development Risks	1-4; 4-19
		Corporate Responsibility Report	Climate Change and Resiliency; Biodiversity	29-33
	201-3 Defined benefit plan obligations and other retirement plans	Annual Report	Part IV, Notes to Consolidated Financial Statements, 16. Retirement Savings Plan	F-30
	201-4 Financial assistance received from government	Proxy	Benefits and Perquisites	70
		Not Material	Not Material	
MARKET PRESENCE				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Proxy	Compensation Philosophy and Competitive Positioning; CEO Pay Ratio	53; 88-89

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GRI STANDARD		DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
MARKET PRESENCE (continued)				
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Not Material	Not Material	
	202-2 Proportion of senior management hired from the local community	Not Material	Not Material	
INDIRECT ECONOMIC IMPACTS				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Not Material	Not Material	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Not Material	Not Material	
	203-2 Significant indirect economic impacts	Not Material	Not Material	
ANTI-CORRUPTION				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Proxy	Corporate Governance; Board's Role in Risk Oversight	34-36
GRI 205: Anti-Corruption 2016	205-1 Management of anti-corruption	Annual Report	Part I, Item 1A. Risk Factors - Disclosure Controls and Internal Control over Financial Reporting Risks; General Risks	16-19*
		Proxy	Governance Highlights; Audit Committee; Nominating & Governance Committee; Corporate Governance; Board's Role in Risk Oversight; Certain Transactions	13-14; 30; 32; 34-36; 98*
	205-2 Communication and training about anti-corruption policies and procedures	Corporate Responsibility Report	Professional Development; Governance Policies and Ethics	40; 58-59*
		Governance Documents	Code of Business Conduct and Ethics	1-16
		Proxy	Governance Highlights; Audit Committee; Nominating & Governance Committee; Corporate Governance; Board's Role in Risk Oversight; Certain Transactions	13-14; 30; 32; 34-36; 98*
	205-3 Confirmed Incidents of Corruption	Not Material	Not Material	

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GRI STANDARD		DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
ANTI-COMPETITIVE BEHAVIOR				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Proxy	Corporate Governance; Board's Role in Risk Oversight	34-36*
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Not Material	Not Material	
TAX ISSUES				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Annual Report	Part I, Item 1A. Risk Factors - Federal Income Tax Risks; Part IV, Notes to Consolidated Financial Statements, 2. Significant Accounting Policies - Income Taxes, 13. Stockholders' Equity - Distribution of REIT Taxable Income	15-16; F-12; F-26*
GRI 207: Tax 2019	207-1 Approach to Tax	Annual Report	Part I, Item 1A. Risk Factors - Federal Income Tax Risks; Part IV, Notes to Consolidated Financial Statements, 2. Significant Accounting Policies - Income Taxes	15-16; F-12*
		Proxy	Board's Role in Risk Oversight	35-36*
	207-2 Tax governance, control, and risk management	Not Material	Not Material	
	207-3 Stakeholder engagement and management of concerns related to task	Not Material	Not Material	
	207-4 Country-by-country reporting	Not Material	Not Material	
MATERIALS				
GRI 3: Material Topics 2021	3-3 Management of material topics	Corporate Responsibility Report	Climate Change and Resiliency; Biodiversity	29-33
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Corporate Responsibility Report	Waste Diversion	18
	301-2 Recycled input materials used	Corporate Responsibility Report	Waste Diversion	18
	301-3 Reclaimed products and their packaging materials	Not Material	Not Material	

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GRI STANDARD		DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
ENERGY				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Corporate Responsibility Report	Corporate Responsibility Principles; Environmental Responsibility	9-10; 14-35
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Corporate Responsibility Report	Goals and Progress; 2024 Environmental Performance	15; 19; 65
	302-2 Energy consumption outside of the organization	Not Material	Not Material	
	302-3 Energy intensity	Corporate Responsibility Report	Goals and Progress; 2024 Environmental Performance	15; 19; 65
	302-4 Reduction of energy consumption	Corporate Responsibility Report	Goals and Progress; Smart Energy Management; 2023 Environmental Performance	15-16; 65
	302-5 Reductions in energy requirements of products and services	Not Material	Not Material	
WATER AND EFFLUENTS				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Corporate Responsibility Report	Corporate Responsibility Principles; Environmental Responsibility	9-10; 14-35
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Corporate Responsibility Report	Water Conscious Operations; Sustainable & Healthy Building Features; Corporate Office Practices; Climate Change and Resiliency; Biodiversity; Giving Back	17, 23; 27; 29-33*;50
	303-2 Management of water discharge-related impacts	Not Material	Not Material	
	303-3 Water withdrawal by source	Not Material	Not Material	
	303-4 Water discharge	Not Material	Not Material	
	303-5 Water consumption	Corporate Responsibility Report	Goals and Progress; 2024 Environmental Performance	15; 19; 65

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GRI STANDARD	DISCLOSURE SOURCE	SECTION(S)		PAGE(S)
BIODIVERSITY				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Corporate Responsibility Report	Corporate Responsibility Principles; Environmental Responsibility	9-10; 14-32
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	Corporate Responsibility Report	Biodiversity	31
	101-2 Management of biodiversity impacts	Corporate Responsibility Report	Biodiversity	31
	101-3 Access and benefit sharing	Not Material	Not Material	
	101-4 Identification of biodiversity impacts	Corporate Responsibility Report	Biodiversity	31
	101-5 Locations with biodiversity impacts	Not Material	Not Material	
	101-6 Direct drivers of biodiversity loss	Not Material	Not Material	
	101-7 Changes to the state of biodiversity	Not Material	Not Material	
	101-8 Ecosystem services	Not Material	Not Material	
EMISSIONS				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Corporate Responsibility Report	Corporate Responsibility Principles; Environmental Responsibility	9-10; 14-35*
GRI 305: Emissions	305-1 Direct (Scope 1) GHG Emissions	Corporate Responsibility Report	Goals and Progress; 2024 Environmental Performance	15; 65*
	305-2 Indirect (Scope 2) GHG Emissions	Corporate Responsibility Report	Goals and Progress; 2024 Environmental Performance	15; 65*
	305-3 Other Indirect (Scope 3) GHG Emissions	Corporate Responsibility Report	2024 Environmental Performance	65*
	305-4 GHG emissions intensity	Corporate Responsibility Report	Goals and Progress; 2024 Environmental Performance	15; 65*
	305-5 Reduction of GHG Emissions	Corporate Responsibility Report	Goals and Progress; 2024 Environmental Performance	15; 65*

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GRI STANDARD		DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
EMISSIONS (continued)				
GRI 305: Emissions	305-6 Emission of ozone-depleting substances	Not Material	Not Material	
	305-7 Nitrogen Oxides, Sulfur oxides, and other significant air emission	Not Material	Not Material	
WASTE				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Corporate Responsibility Report	Corporate Responsibility Principles; Environmental Responsibility	9-10; 14-35
GRI 306: Waste 2020	306-1 Waste Generation and significant waste-related impacts	Corporate Responsibility Report	Waste Diversion; Maintaining Sustainable Assets; Corporate Office Practices; Waste Diversion; Biodiversity	18; 20; 27; 31-33*
	306-2 Management of significant waste-related impacts	Corporate Responsibility Report	Waste Diversion; Maintaining Sustainable Assets; Corporate Office Practices; Waste Diversion; Biodiversity	18; 20; 27; 31-33*
	306-3 Waste generated	Corporate Responsibility Report	Waste Diversion; 2023 Environmental Performance	18; 63-65
	306-4 Waste diverted from disposal	Corporate Responsibility Report	Waste Diversion	18
	306-5 Waste directed to disposal	Not Material	Not Material	
SUPPLIER ENVIRONMENTAL ASSESSMENT				
GRI 3: Material Topics 2021	3-3 Management of material topics	Corporate Responsibility Report	Not Material	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Not Material	Not Material	
	308-2 Negative environmental impacts in the supply chain and actions taken	Not Material	Not Material	

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GRI STANDARD		DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
EMPLOYMENT				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Annual Report	Part I, Item 1 Business, Human Capital	3
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Corporate Responsibility Report	Company Snapshot; Key Diversity Highlights	8*; 49*
	401-2 Benefits provided to full-time employees	Corporate Responsibility Report	Health and Wellness	41
	401-3 Parental leave	Not Material	Not Material	
LABOR/MANAGEMENT RELATIONS				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Corporate Responsibility Report	Social Responsibility	36-51
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Not Material	Not Material	
OCCUPATIONAL HEALTH AND SAFETY				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Corporate Responsibility Report	Social Responsibility	36-51
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Not Material	Not Material	
	403-2 Hazard identification, risk assessment, and incident investigation	Not Material	Not Material	
	403-3 Occupational health services	Not Material	Not Material	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Not Material	Not Material	
	403-5 Worker Training on occupational health and safety	Corporate Responsibility Report	Professional Development	40
	403-6 Promotion of worker health	Corporate Responsibility Report	Cousins' Culture; Human Capital; Health and Wellness	37; 39; 41

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GRI STANDARD		DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
OCCUPATIONAL HEALTH AND SAFETY (continued)				
GRI 403: Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts	Governance Documents	Code of Conduct and Business Ethics	14*
	403-8 Workers covered by an occupational health and safety management system	Not Material	Not Material	
	403-9 Work-related injuries	Not Material	Not Material; Zero fatalities in this reporting period	
	403-10 Work-related ill health	Not Material	Not Material	
TRAINING AND EDUCATION				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Corporate Responsibility Report	Social Responsibility	36-51*
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Corporate Responsibility Report	Professional Development	40*
	404-2 Programs for upgrading employee skills and transition assistance programs	Corporate Responsibility Report	Professional Development	40*
	404-3 Percentage of employees receiving regular performance and career development reviews	Corporate Responsibility Report	Professional Development	40*
DIVERSITY AND EQUAL OPPORTUNITY				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Corporate Responsibility Report	Commitment to Diversity, Inclusion, and Equal Opportunity; Embracing Diversity in Commercial Real Estate	38; 48
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Corporate Responsibility Report	Board and Employee Composition Snapshot	49
	405-2 Ratio of basic salary and remuneration of women to men	Not Material	Not Material	

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GRI STANDARD		DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
NON-DISCRIMINATION				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Corporate Responsibility Report	Commitment to Healthy Company Culture; Fostering Inclusivity in Commercial Real Estate	38; 48
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Not Material	Not Material	
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Governance Documents	Code of Conduct and Business Ethics	14
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Not Material	Not Material	
CHILD LABOR				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Governance Documents	Code of Conduct and Business Ethics	14
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Not Material	Not Material	
FORCED OR COMPULSORY LABOR				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Governance Documents	Code of Conduct and Business Ethics	14
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Not Material	Not Material	
SECURITY PRACTICES				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Not Material	Not Material	
GRI 410: Security Practices	410-1 Security personnel trained in human rights policies or procedures	Not Material	Not Material	

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GRI STANDARD		DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
RIGHTS OF INDIGENOUS PEOPLE				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Not Material	Not Material	
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Not Material	Not Material	
LOCAL COMMUNITIES				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Corporate Responsibility Report	Corporate Responsibility Principles; Stakeholder Engagement; Social Responsibility	10-12; 34-49
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Corporate Responsibility Report	Social Responsibility	36-51
SUPPLIER SOCIAL ASSESSMENT				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Governance Documents	Code of Conduct and Business Ethics	13-16
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Not Material	Not Material	
	414-2 Negative social impacts in the supply chain and actions taken	Not Material	Not Material	
PUBLIC POLICY				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Not Material	Not Material	
GRI 415: Public Policy 2016	415-1 Political contributions	Not Material	Not Material	
CUSTOMER HEALTH AND SAFETY				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Corporate Responsibility Report	Environmental Responsibility	14-32
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Corporate Responsibility Report	Healthy Buildings Certifications; Sustainable & Healthy Building Features; Environmental Initiatives	20-22; 25-26

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GRI STANDARD		DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
CUSTOMER HEALTH AND SAFETY				
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Not Material	Not Material	
MARKETING AND LABELING				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Not Material	Not Material	
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Not Material	Not Material	
	417-2 Incidents of non-compliance concerning product and service information and labeling	Not Material	Not Material	
	417-3 Incidents of non-compliance concerning marketing communications	Not Material	Not Material	
CUSTOMER PRIVACY				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Corporate Responsibility Report	Governance Policies and Ethics	55
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Not Material	Not Material	
NON-GRI DISCLOSURES				
	Building Certifications	Corporate Responsibility Report	Goals and Progress; Healthy Building Certifications	19-21
	Access to Public Transit	Corporate Responsibility Report	Accessibility Metrics	24
	Walkability and Bikability	Corporate Responsibility Report	Accessibility Metrics	24
	Climate-Related Risks	Corporate Responsibility Report	Climate Change and Resiliency	29-30

TCFD DISCLOSURES

Thematic Areas	Recommended Disclosures	Page(s)
GOVERNANCE	Recommended Disclosure a) Describe the board's oversight of climate-related risks and opportunities.	9-10, 46-53
	Recommended Disclosure b) Describe management's role in assessing and managing climate-related risks and opportunities.	9-10, 28-30, 46-53
STRATEGY	Recommended Disclosure a) Describe the climate-related risks and opportunities the organization has identified over the short-, medium-, and long-term.	28-30
	Recommended Disclosure b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	28-30
	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.	28-30
RISK MANAGEMENT	Recommended Disclosure a) Describe the organization's processes for identifying and assessing climate-related risks	9-10, 28-30, 46-53
	Recommended Disclosure b) Describe the organization's processes for managing climate-related risks.	9-10, 28-30
	Recommended Disclosure c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	28-29, 20-30, 46-53
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.	15, 19, 55-59
	Recommended Disclosure b) Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	15, 19, 55-59
	Recommended Disclosure c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	15, 19, 55-59



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