

2025 CORPORATE RESPONSIBILITY REPORT

We treat sustainability as a core operating discipline - using energy efficiency, high-quality building standards, and responsible governance to protect asset value, attract customers, and deliver long-term shareholder returns.

Pictured on cover: 300 South Tryon, Charlotte

KEY ACHIEVEMENTS

Achieved Fitwel 2+ Stars on 26 properties

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

Green Lease Leader Gold Level

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

2025 Atlanta Top Workplaces and Top Workplaces USA 2025 Winner

DISCLAIMER

General Disclaimers. Except as otherwise noted, the information and opinions contained in this report are provided as of December 31, 2025, and are subject to change without notice. Cousins does not undertake to update or revise any such statements. This report represents Cousins' current policy and intent and is not intended to create legal rights or obligations. The goals, targets, and commitments presented in this report are aspirational and not guarantees or promises that such goals, targets, or commitments will be achieved. Further, historical, current, and forward-looking information included in this report may be based on standards and practices for measuring progress that are still developing, internal controls, and processes that continue to evolve, and assumptions that are subject to change. Therefore, no assurance can be given that any plan, initiative, projection, goal, commitment, expectation, or prospect set forth in this report can or will be achieved. Accordingly, such historical, current, and forward-looking information or underlying assumptions may be subject to modifications in future reports due to such developing standards, practices, controls, and processes. The metrics and quantitative data contained in this report are not based on generally accepted accounting principles, and while the data and metrics have undergone a limited assurance review, they have not been subject to a financial audit. Such data and metrics are subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary. This report also includes certain information regarding sustainability practices that is obtained from published sources or third parties. Although we believe such information is reliable, such information is subject to assumptions, estimates, and other uncertainties. We are dependent on such information to evaluate and implement sustainability practices. The standards of measurement and performance for sustainability issues are developing or are based on assumptions, and norms may vary. The inclusion of information and data in this report is not an indication that such information or data or the subject matter of such information or data is material to us for purposes of applicable securities laws. The principles used to determine whether to include information or data in this report do not correspond to the principles of materiality contained in federal securities laws, the concept of materiality used to determine whether disclosures are required to be made in filings with the Securities and Exchange Commission ("SEC") or otherwise disclosed, or principles applicable to the inclusion of information in financial statements. This Sustainability Report and the information contained herein are not incorporated by reference into any filing of Cousins with the SEC.

Forward-Looking Statements. Certain matters contained in this report are "forward-looking statement" within the meaning of the federal securities laws and are subject to uncertainties and risks. All statements other than statements of historical or current facts, including statements regarding our plans, initiatives, projections, targets, goals, commitments, expectations or prospects, are forward-looking. These forward-looking statements include information related to our sustainability strategies, initiatives, commitments, and targets. 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 sustainability performance and our ability to pursue previously-identified strategies, initiatives, commitments or targets 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: changes in laws, regulations, prevailing standards or public policy, the alignment of the scientific community on measurement and reporting approaches, the evolution of and adoption of new technology, evolving sustainability strategies, risks associated with climate change and severe weather events, and other changes in circumstances. Additional discussions of risks and uncertainties that could cause actual results to differ materially from those expressed or implied by the forward-looking statements appear in the Company's filings with the Securities and Exchange Commission 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 under the caption "Risk Factors" in our Annual Report on Form 10-K, and subsequent reports on Forms 10-Q and 8-K. 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.

TABLE OF CONTENTS

5 A Message From Our CEO

6-14 Overview

- About this Report
- Corporate Overview
- Company Snapshot
- Corporate Responsibility Principles
- Stakeholder Engagement
- Corporate Responsibility Reporting Priorities

15-37 Environmental Responsibility

- Goals and Progress: KPI Metrics
- Smart Energy Management
- Water Conscious Operations
- Waste Diversion
- Goals and Progress: Building Certifications
- Maintaining Sustainable Assets
- Sustainable & Healthy Building Features
- Accessibility Metrics
- Environmental Initiatives
- Corporate Office Practices
- Third-Party Benchmarking
- Climate Change and Resiliency
- Biodiversity

38-51 Social Responsibility

- Cousins' Culture
- Professional Development
- Health and Wellness
- Employee Engagement
- Civic Commitment
- Civic Engagement
- Employee Composition Snapshot
- Giving Back

52-60 Responsible Governance

- Leadership
- Board Composition Snapshot
- Strategy and Risk Oversight
- Governance Principles and Practices
- Governance Policies and Ethics

61-69 Data Tables

- 2025 Building Certifications
- 2025 Environmental Performance
- Limited Assurance Letter

70-87 Appendix

- GRI Index
- TCFD Disclosures



A MESSAGE FROM OUR CEO



"We are committed to creating positive outcomes for our customers, stockholders, employees, and the communities we serve."

As Cousins celebrated its 67th year, the Company continued to demonstrate strong momentum and a clear path for future growth. Reflecting on 2025, we advanced our Sun Belt lifestyle office strategy through organic internal growth and external investments, while maintaining our best-in-class balance sheet. Throughout the year, leasing activity was robust and the Company had fantastic financial results. Cousins remains exceptionally well-positioned to benefit from improving market conditions.

Our strategy continues to be grounded in four core operating principles:

- Assemble the premier lifestyle office portfolio in dynamic markets such as Austin, Atlanta, Tampa, Phoenix, Charlotte, Dallas, and Nashville.
- Approach capital allocation with discipline, prioritizing opportunities where our competitive advantages are strongest.
- Maintain a fortress balance sheet.
- Leverage our local operating expertise and entrepreneurial mindset across high-growth markets.

Today, Cousins owns the leading lifestyle office portfolio in the Sun Belt. Our 2025 accomplishments underscore the strength and resilience of this portfolio and our financial position. As we look across the region, we see firsthand how our trophy, lifestyle properties deliver an exceptional experience for our customers. As return-to-office mandates have become widespread, many companies lack the space to accommodate their pandemic-era headcount growth. This is an excellent setup for Cousins to advance our strategic priorities.

This is our eighth Corporate Responsibility Report, and the values it reflects have been part of our identity from the start. We are committed to creating positive outcomes for our customers, stockholders, employees, and the communities we serve. We also seek to make a positive social impact in our workplace and in our communities through philanthropy, volunteerism, and maintaining a healthy company culture. Through a combination of financial support and lending our expertise and time with industry and nonprofit organizations, we encourage good corporate citizenship. Throughout 2025, our employees were actively engaged in Company-wide initiatives that delivered value and positively impacted the communities we serve, from volunteer initiatives to career days, to name a few.

We are proud to share highlights from our ongoing corporate responsibility journey. I am grateful for our hardworking, dedicated, and resilient teams who deliver exceptional service to our customers every day.



Colin Connolly
President and Chief Executive Officer

ABOUT THIS REPORT

We are pleased to present Cousins' 2025 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.

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 Task Force on Climate-Related Financial Disclosures (TCFD), as detailed at the end of the document.

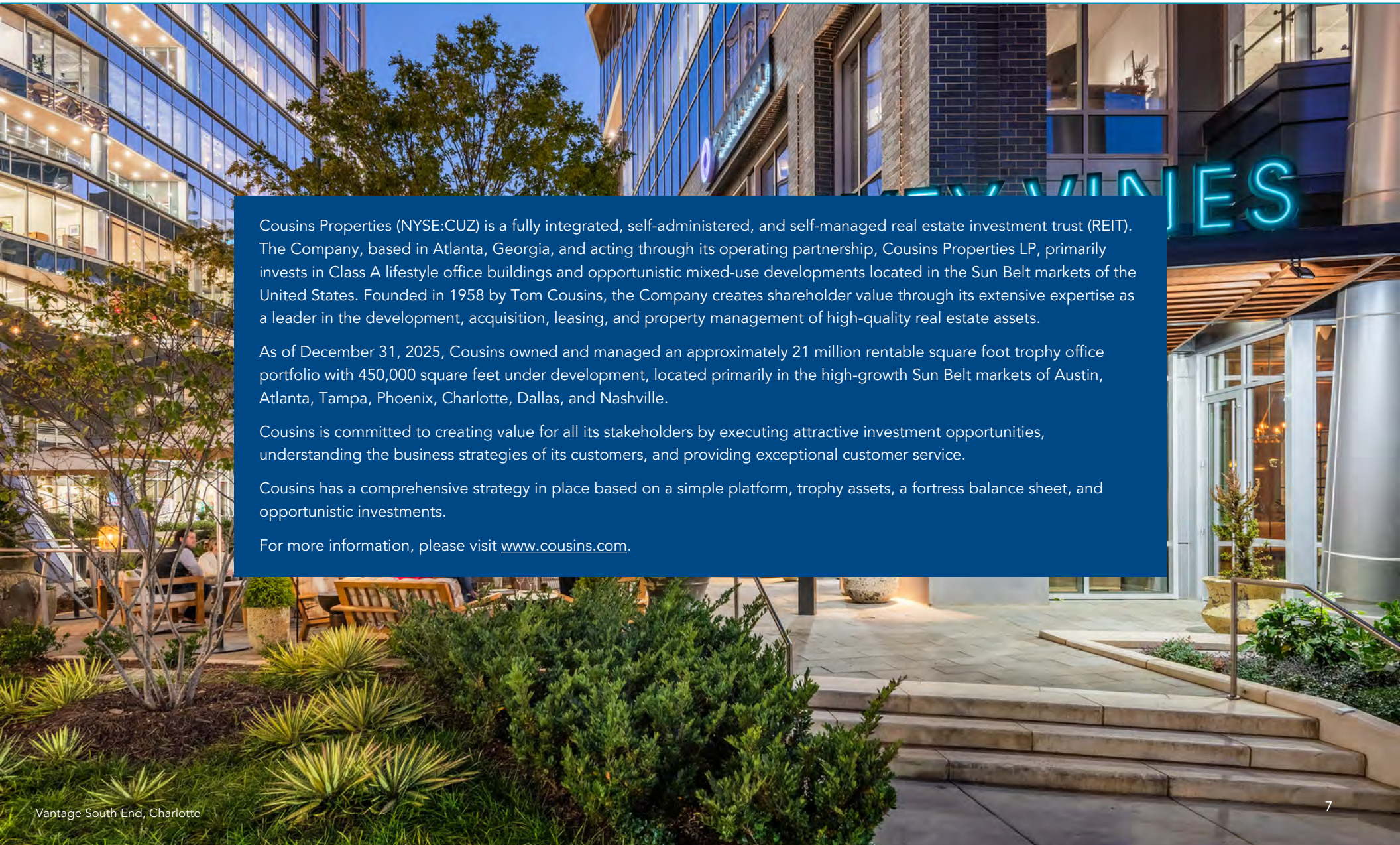
Most data in this report relates to properties in our portfolio located in Austin, Atlanta, Tampa, Phoenix, Charlotte, Dallas, Houston, and Nashville. We note calculation methodologies where applicable. Unless otherwise specified, annual data covers the period from January 1, 2025 through December 31, 2025. Static data—such as the number of buildings, total square footage, or employee count—is current as of December 31, 2025. 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 appropriate members of our Disclosure Control Committee and by the Board of Directors' Sustainability Committee.



Hayden Ferry, Phoenix

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 lifestyle 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, 2025, Cousins owned and managed an approximately 21 million rentable square foot trophy office portfolio with 450,000 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, 2025[4]

Total Market Cap
$7.8B

FFO
$478M

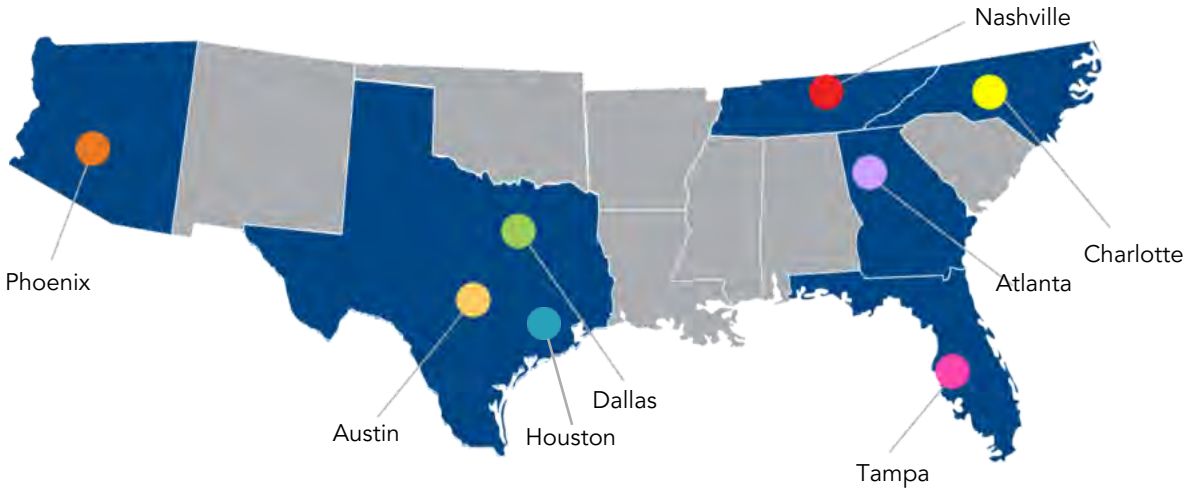
Net Operating Income
$673M

Total Revenues
$994M

Employees
351

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

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



1 Gross square feet as of December 31, 2025. 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 Reported gross square footage excludes residential components of mixed-use properties at certain assets in Atlanta and both residential and retail components at certain assets in Nashville, as well as parking garage spaces across the portfolio. Note: These exclusions apply throughout this report unless otherwise noted.
3 Includes two office buildings under development as of December 31, 2025, as part of phase 1 of our multiphase Neuhoff development. This project reached substantial completion in the first quarter of 2026.
4 See 4Q 2025 Earnings Release & Quarterly Information Package for more information.

CORPORATE RESPONSIBILITY PRINCIPLES



Honoring the Legacy of Tom Cousins

In July 2025, Cousins Properties marked the passing of Tom Cousins, our visionary founder. When Tom founded Cousins Properties in 1958, he brought with him a bold vision for real estate development rooted in integrity, purpose, and strong principles. His leadership helped shape not only the Atlanta skyline — with landmark projects like the CNN Center, the Omni Coliseum, 191 Peachtree Tower, and his favorite Bank of America Plaza — but also the broader residential and commercial real estate landscape across the Sun Belt.

Tom's immeasurable impact extended far beyond the buildings he developed. He believed deeply in giving back and in the power of business to serve communities. His transformation of Atlanta's East Lake neighborhood, now a nationally recognized model for mixed-income housing, education, and community investment, is a powerful example of this belief. This legacy continues through our work and the values we uphold.

Tom was a hero to many, and his influence lives on in the culture of our company, in the communities we serve, and in the lasting example he set as a leader committed to making a meaningful difference. His values are deeply embedded in the company's culture.

It is an honor that Cousins Properties is part of his remarkable legacy. The company continues to draw inspiration from Tom's values and integrity, and his extraordinary life.

CORPORATE RESPONSIBILITY ENVIRONMENTAL 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. We continue to assess potential cost-effective strategies in our path toward decarbonization, and we are steadfast in our focus on deploying energy-efficient technologies in new developments, major redevelopments, and ongoing maintenance. This approach will continue to reduce our building-level energy use and emissions as we evaluate emerging technological strategies for their cost and operational effectiveness.

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. For us, this includes LEED, Austin Energy Green Building, BOMA 360, Fitwel, and ENERGY STAR®.

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.


Tempe Gateway, Phoenix

CORPORATE RESPONSIBILITY SOCIAL & GOVERNANCE 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 live and work. 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 define and prioritize our corporate responsibility initiatives and identify opportunities and solutions to some of our corporate responsibility challenges. We plan to continue our engagement practices in 2026 and beyond, as we believe the perspectives provided by our stakeholders provide valuable information to be considered in our decision-making process.


Promenade Tower, Atlanta

	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, 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, which occur every three years. 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 55% of our outstanding shares are represented by active investors. In 2025, we met with representatives of 74% of those shares to solicit their feedback on the aforementioned topics, and our CEO and/or CFO led these meetings.

STAKEHOLDER ENGAGEMENT


Neuhoff, Nashville

	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's 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, and proper classification of employees. Our Vendor Code of Conduct 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.

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 GRI and the 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 2025 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


San Jacinto Center, Austin

ENVIRONMENTAL RESPONSIBILITY



Sail Tower, Austin

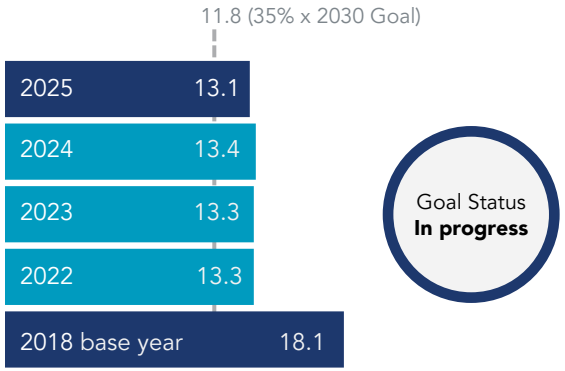
GOALS AND PROGRESS: KPI METRICS[1]

In 2024, in recognition of our successful achievement of the prior long-term goals, our Board-level Sustainability Committee approved updated and rigorous sustainability goals for achievement by 2030. These goals reflect our targets for reduction in energy consumption, GHG emissions, and water use.

As we work toward these targets, Cousins takes a practical and measured approach to asset management. Rather than replacing equipment that is well maintained and performing as intended simply to meet sustainability objectives, we focus on decisions that make sense over the long term. Premature replacements can introduce avoidable waste and may not deliver the environmental outcomes intended. Our approach emphasizes operational efficiency, preventive maintenance, thoughtful capital planning, and replacing equipment when it has reached an appropriate point in its useful life. We believe this approach supports responsible resource use while also contributing to long-term value creation.

35x30 Energy Use Reduction Goal[2]

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

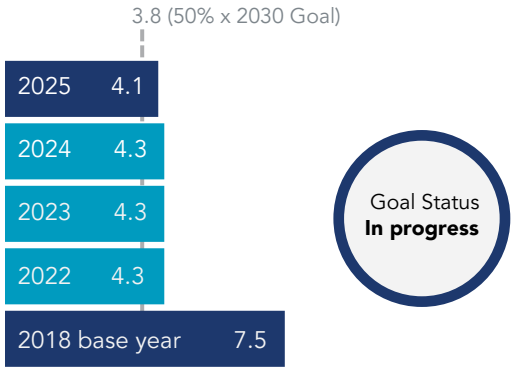


-28%
2025 vs 2018 base year

-2%
2025 vs 2024

50x30 Greenhouse Gas Reduction Goal[2,3]

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

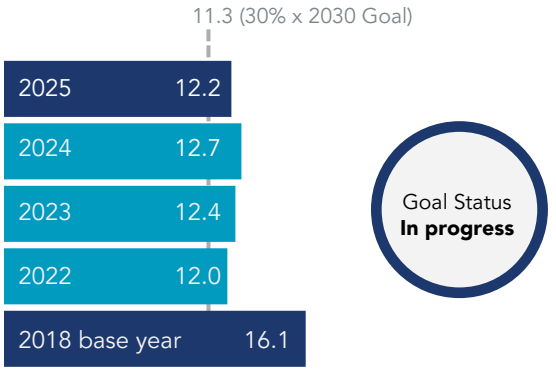


-45%
2025 vs 2018 base year

-5%
2025 vs 2024

30x30 Water Use Reduction Goal[2]

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



-24%
2025 vs 2018 base year

-4%
2025 vs 2024

1 See page 66 for more detail on our environmental performance.
2 Prior-year consumption and emission intensity metrics were recalculated in 2025 to reflect updated square footage accounting.
3 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 31). Over the past three 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 86% 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 has established rain water diversion systems across its operating portfolio to capture this valuable resources and utilize it for irrigation or other building operational needs.



15.1 million gallons of water saved

The 15.1 million gallons of water saved through rainwater diversion in 2025 is equivalent to supplying the average U.S. household with water for nearly 200 years, demonstrating the meaningful scale of our water conservation efforts.

COMMUNITY IMPACT: LEADING WATER STEWARDSHIP THROUGH INNOVATION

Driving Environmental Change Beyond Our Portfolio

Cousins demonstrates how proactive building operations can influence environmental outcomes well beyond individual assets. In Tampa, innovative water-saving strategies implemented across the portfolio position Cousins as a regional example of what is possible when creativity, persistence, and performance data guide decision-making.

Through a suite of integrated water conservation initiatives, Cousins has significantly reduced potable water demand while piloting solutions that are now shaping broader conservation practices across the community.

Innovative Water Solutions at Work

Cousins' Tampa portfolio applies a multi-layered approach to water stewardship, including reuse, efficiency, and system resilience:

Rainwater Harvesting: Rainwater is captured and reused for a decorative water feature between Corporate Center II and III, with additional systems being installed at two buildings to supplement or replace potable water used for irrigation and decorative water features.

Condensate Recovery: HVAC condensate recovery systems capture water that would otherwise be lost, saving approximately 1 million gallons annually.

Moss-Based Cooling Tower Treatment: 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 heavy metal ions thereby reducing 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.

Plant Propagation: The Tampa market uses the spent sphagnum moss from the water treatment process to propagate plants for their native landscaping and to provide indoor plants to customers to promote healthy office spaces.

Advanced Metering and Leak Detection: Real-time water monitoring systems reduce losses from leaks and flooding, strengthening both resource conservation and asset protection.

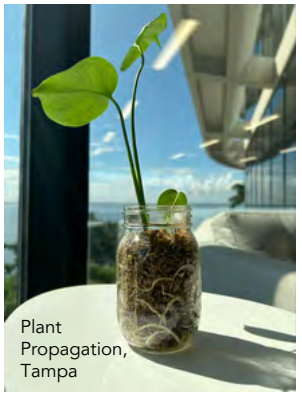
Chiller Conversion: At Corporate Center I, next year's conversion from water-cooled to air-cooled chillers will reduce annual potable water use by approximately 2.3 million gallons, based on 2023 water consumption. The three water-cooled chillers will be cleaned and deposited into the Gulf off the coast of Alabama as part of the artificial reef program.

Catalyzing Broader Impact

Cousins has implemented several water conservation solutions without the benefit of existing incentives, reflecting a willingness to prioritize long-term value over short-term financial support. For example, early investments in condensate recovery, rainwater collection, and ProMoss filtration systems in Tampa were made without rebate eligibility; however, by sharing performance results with Tampa Bay Water, Cousins helped demonstrate the effectiveness of these approaches, ultimately encouraging the introduction and expansion of rebate programs covering condensate recovery and rainwater collection to drive broader market adoption.


The Pointe ProMoss System, Tampa




Plant Propagation, Tampa

WASTE DIVERSION THROUGH RESPONSIBLE MAINTENANCE AND ADAPTIVE DESIGN

Cousins has established waste diversion practices across its operating portfolio to reduce waste sent to landfills and increase diversion through recycling, reuse, and composting. These practices are integrated into day-to-day property management, and property teams regularly engage customers by providing education and resources on recycling, composting, glass recycling, and available e-waste recycling options.

At our corporate headquarters and select property management offices, Cousins participates in Keurig's K-Cycle™ Recycling Program as part of our approach to managing office-generated waste. In 2025, this initiative diverted 1,535 pounds of spent K-Cups from landfill disposal, resulting in 1,151 pounds of composted material and 384 pounds of recycled material, demonstrating a targeted program with measurable outcomes supported by third-party processing.

Waste diversion considerations are also incorporated into our development and redevelopment activities. For applicable projects, contractors and vendors are required to manage waste responsibly and track and report diversion activities. Where feasible, Cousins seeks to reuse and recycle fixtures and finishes and encourages customers to do the same during tenant improvements. In parallel, we prioritize the proper maintenance and care of building equipment to extend its useful life and avoid premature replacement, helping reduce waste associated with early disposal in favor of purchasing new, more efficient equipment before it is necessary.

To further reduce waste from tenant build-outs, Cousins' Tampa market implemented modular build-out designs that allow spaces to be reconfigured efficiently with minimal new materials, reducing construction waste while enhancing tenant flexibility and the long-term adaptability of our buildings.

211,886 pounds
of material composted in 2025 portfolio-wide.

48,000 pounds
of E-Waste recycled in 2025 portfolio-wide.

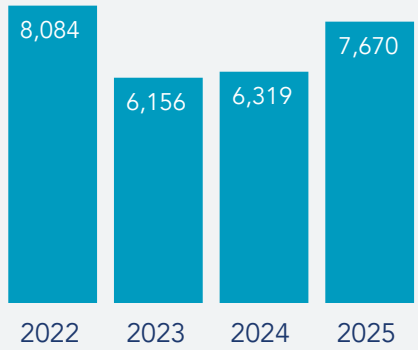
52,640 pounds
of glass recycled in 2025 portfolio-wide.



TOTAL WASTE GENERATED[1]

(presented in metric tonnes)

-5% 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.

WASTE DIVERSION: EXTENDING THE LIFE OF TECHNOLOGY THROUGH COMMUNITY PARTNERSHIP



eWaste Recycling, Promenade Campus, Atlanta

Thoughtful stewardship of resources extends beyond our buildings and operations; it also includes how we manage and repurpose the technology we no longer need. Through our partnership with Inspiredu, an Atlanta-based nonprofit dedicated to expanding digital access and skills, we are able to give retired equipment a second life while supporting meaningful outcomes in our local community.

Inspiredu collects retired computers and related equipment directly from our corporate office and refurbishes them locally at their Atlanta facility. Devices that can be reused are prepared for a new purpose, while remaining materials are responsibly recycled. This approach allows technology that has reached the end of its use within our organization to continue delivering value elsewhere.

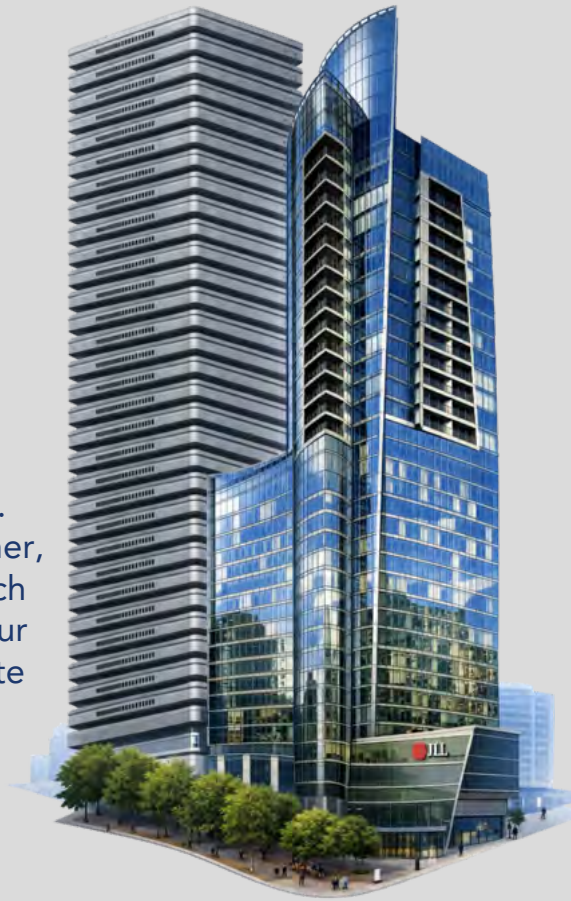
The refurbished devices are redistributed through Inspiredu's programs to individuals and families who may not otherwise have access to reliable technology. Combined with Inspiredu's in-person and virtual training, from basic computer skills to workforce-focused learning, these devices become tools for education, job readiness, and greater digital confidence.

Our collaboration with Inspiredu also reflects a broader commitment to reducing waste and supporting circular solutions. By keeping usable equipment in circulation and managing the rest responsibly, we help limit electronic waste while contributing to positive social impact close to home.

Looking ahead, we see opportunities to continue growing this partnership, including expanding participation across our Atlanta portfolio. By working with a local nonprofit that understands both community needs and responsible reuse, we are able to align environmental responsibility with tangible community benefit thus ensuring our retired technology continues to serve a purpose long after it leaves our offices.

Our 2025 E-Waste Recycling Impact

We recycled over 48,000 pounds of e-waste—equivalent to more than 12,000 laptops. Stacked together, that would reach the height of our iconic Corporate Headquarters.

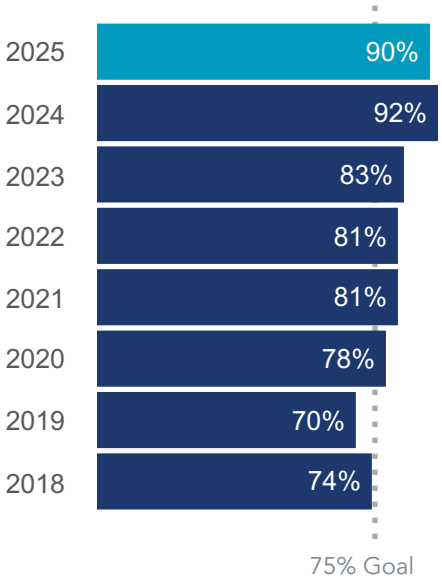


GOALS AND PROGRESS: BUILDING CERTIFICATIONS[1]

Goal Status **Exceeding Goal**

75% LEED® Certification[2]

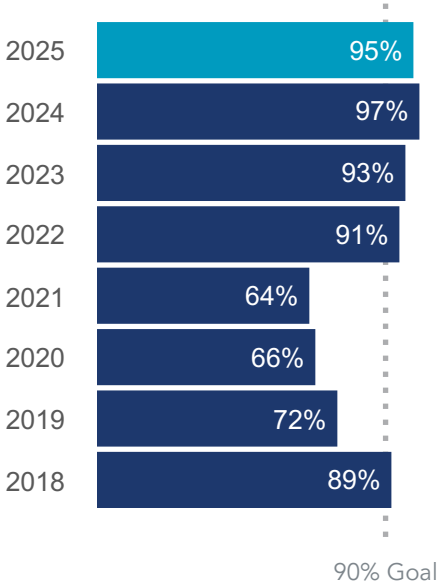
Maintain LEED or equivalent certification; targets 75% of eligible square feet.



Goal Status **Exceeding Goal**

90% ENERGY STAR® Certification

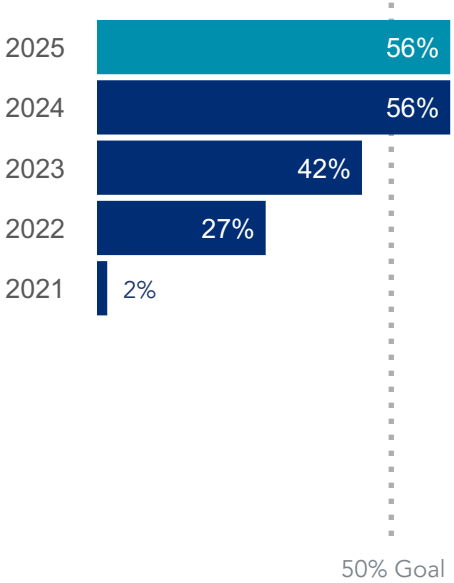
Maintain ENERGY STAR certification; targets 90% of eligible buildings.



Goal Status **Exceeding Goal**

50% Healthy Building Certification

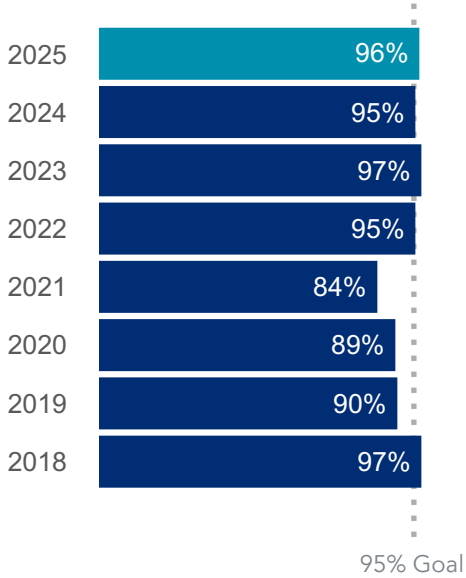
Attain and maintain healthy building certifications (e.g. Fitwel®); targets 50% of eligible buildings.



Goal Status **Exceeding 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 62 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 23-25.
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 23 and 62 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

95% of eligible buildings[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.

95%

LEED & Austin Energy Green Building Certifications

90% 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.

90%

BOMA 360 Certifications

79% 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.

79%

1 See page 62 for detail about building certification eligibility.

FITWEL: FROM COMMITMENT TO RESULTS

In an expression of our long-standing commitment to healthy office environments, Cousins has prioritized pursuit of Fitwel Built Certifications, beginning with one building in 2021 and now encompassing more than half of our portfolio. Fitwel focuses on practical, evidence-based strategies that enhance occupant health, well-being, and day-to-day experience in the workplace. Given its belief that healthy buildings are fundamental to long-term value creation, Cousins explicitly incorporated Fitwel into its corporate responsibility goal-setting process and tied a portion of incentive compensation to measurable outcomes. The Company established targets to achieve Fitwel certification across 55% of eligible buildings and to earn two-star or higher ratings for at least seven assets. Cousins exceeded both goals, finishing the year with 56% of eligible buildings Fitwel certified and 26 buildings achieving two or more stars, demonstrating clear accountability and tangible results tied directly to performance incentives.

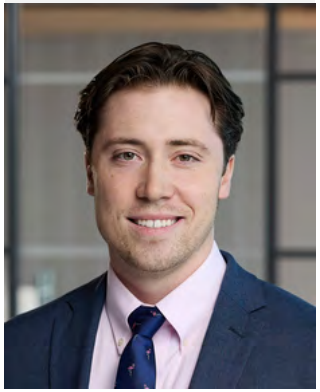
This commitment is further reinforced by Cousins' designation as a Fitwel+ Champion and by the active leadership of Chip Andrews, Senior Vice President of Property Management, Bill Muehling, Group Engineering Manager in Tampa, and Evan Bentley, Internal Audit and Sustainability Analyst, who each serve as Fitwel Ambassadors.



Chip Andrews
Senior Vice President, Property Management - Operations



Bill Muehling
Group Engineering Manager, Tampa



Evan Bentley
Internal Audit and Sustainability Analyst

CHAMPION+ COMPANY
fitwel

2025 2-Star Buildings

3344 Peachtree	San Jacinto Center
3348 Peachtree	The RailYard
3350 Peachtree	Two Buckhead Plaza
550 South	100 Mill
5950 Sherry Lane	300 Colorado
Colorado Tower	Domain 10
201 North Tryon	Domain 11
One Buckhead Plaza	Domain 7
One Eleven Congress	Domain 8
Promenade Tower	Heights Union East
Proscenium	Heights Union West
Terminus 100	Promenade Central
Terminus 200	Spring & 8th

BOMA: AWARD WINNING BUILDING OPERATIONS

In 2025, Cousins' commitment to best-in-class building operations and customer experience was recognized by the Building Owners and Managers Association (BOMA) through multiple local and regional TOBY (The Outstanding Building of the Year) awards, as well as continued progress across the BOMA 360 Performance Program.

Several Cousins property teams were honored at the regional level, reflecting excellence across building operations, sustainability practices, life safety, tenant engagement, and management culture. Cousins teams in Atlanta, Austin, and Tampa earned Regional TOBY Awards, including recognition for 3350 Peachtree in Atlanta, Colorado Tower in Austin, and Heights Union and Corporate Center I-IV in Tampa. These regional awards advanced Cousins to compete on the international stage at the BOMA International Conference

At the local level, Cousins continued to earn distinction for renovation excellence and ongoing portfolio stewardship. Promenade Tower received a Local TOBY Award for Renovated Building, recognizing the team's successful modernization efforts that enhanced building performance, safety, and customer experience while maintaining high sustainability standards.

These TOBY achievements build upon Cousins' long-standing participation in the BOMA 360 Performance Program, which benchmarks operational excellence across six key areas, including energy management, environmental sustainability, and tenant relations. Throughout 2025, Cousins teams pursued new BOMA 360 certifications and renewals across multiple markets.

Together, these BOMA and TOBY recognitions demonstrate an operating model that integrates sustainability, customer experience, risk management, and workforce engagement. Cousins' 2025 results underscore how disciplined operations and empowered property teams drive consistent performance and industry recognition across the portfolio.


Colorado Tower Team, Austin


111 Congress Team, Austin


Promenade Campus Team, Atlanta


3350 Team, Atlanta



Heights Union and Corporate Center Teams, 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. In parallel, we actively participate in organizations such as Livable Buckhead, which bring together public- and private-sector stakeholders and have the influence to help advance connectivity, mobility, and accessibility outcomes in the markets where we operate.







PUBLIC TRANSIT	EV CHARGING	BIKEABLE	BIKE STORAGE	WALKABLE
56	81%	66	88%	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 81% 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 88% 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.



The Link, Dallas

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' (ASHRAE) 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 27 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 or shipping
- 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
- 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
- LEED Interior Design & Construction Gold certified office space



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 2025, which assessed performance during the 2024 calendar year, Cousins earned its tenth consecutive "Green Star" from GRESB. Even though the 2025 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 2025, 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 2025, Cousins received a rating of "BBB" (on a scale of AAA-CCC) in the MSCI ESG Ratings assessment.

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 75 is 12 points above median for the REITs assessed and 25 points above the median for the Office REITs assessed. This represents the 23rd consecutive year of an "above average" Green Street governance score for Cousins.

GRESB

10TH Consecutive GRESB Green Star

In 2025, 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

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


Corporate Center III, 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 33, 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

Physical Climate-Related Risks and Resilience

The physical climate-related risks relevant to our business include the potential for increased frequency and severity of extreme weather events, as well as longer-term changes in climate patterns that may affect temperature and precipitation. To better understand these risks and inform our operational and capital investment strategies, we periodically review property-level exposure to acute and chronic physical climate risks using scenario analysis under a high-risk transition pathway (Representative Concentration Pathway 8.5) through 2050.

Acute physical risks identified through this analysis include hurricanes, flooding, hail, storm surge (including sea-level rise), freezes, and ice storms. Chronic physical risks evaluated include drought, wildfire, extreme heat, and changing precipitation patterns. Over the short, medium, and long term, these risks could result in physical damage to our properties, some of which may not be fully covered by insurance, or could contribute to reduced demand from tenants, lenders, or purchasers. These impacts could also indirectly affect our business through increased property insurance premiums and higher utility costs, including energy and water.

We proactively invest in measures that enhance the resilience of our portfolio and seek to mitigate identified climate-related risks. As part of our risk management approach, we partner with FM Global, which provides an annual RiskMark Score for each building in our insurance portfolio based on a qualitative assessment of building-specific climate and hazard exposures. We monitor these scores and evaluate recommended actions as part of our ongoing efforts to strengthen building performance and resilience. This information is considered alongside other operational and capital planning inputs as we refine strategies to address identified acute and chronic risks.

Climate-related considerations are also incorporated into our business continuity planning to support operational preparedness and response capabilities.

Transition Risks

In addition to physical risks, the transition to a lower-carbon economy presents evolving policy, legal, and market risks for real estate owners. Certain jurisdictions have implemented, or may implement in the future, regulatory frameworks related to carbon emissions from commercial buildings, including more stringent building codes, performance standards, certifications, taxes, or incentive programs.

In the short to medium term, non-compliance with applicable requirements may increase operating costs or result in penalties, while compliance may require additional capital or operating expenditures. Customer and investor expectations related to carbon performance may also affect leasing and capital access if not met. Over the long term, public investments aimed at improving regional or neighborhood-scale resilience may contribute to higher real estate taxes in certain markets.

We regularly monitor regulatory developments and compliance matters that could materially affect our portfolio or business. While we do not currently believe these transition risks pose a material threat, we recognize the evolving nature of regulatory approaches and seek to position our portfolio accordingly. We selectively invest in capital improvements that support energy and water efficiency and reduce greenhouse gas emissions, which we believe enhances long-term competitiveness, supports customer and investor expectations, and positions our assets to respond effectively to future regulatory requirements.


600 Northpark, Atlanta

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 36, 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 2025, Cousins did not have any environmental violations.



725 Ponce, Atlanta

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 allows us to minimize the encroachment of our development on previously undisturbed natural areas and habitats. In some cases, the redevelopment of existing sites involves the remediation of soil and/or water contamination caused by activities of others, which may include Brownfields designation. As of December 31, 2025, 74% of our wholly-owned land inventory are designated Brownfields.

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

BIODIVERSITY: SMALL ACTIONS, LIVING SYSTEMS

At Cousins, we believe that supporting biodiversity is not limited to large-scale initiatives. Often, it is the accumulation of many thoughtful actions that creates meaningful impact. Across our portfolio, we look for opportunities to enhance natural systems, support urban ecosystems, and engage our customers in ways that make environmental stewardship tangible and accessible.

This approach is reflected in our investment in green infrastructure. At 725 Ponce, Cousins expanded the existing green roof to deliver increased environmental value by incorporating living systems that support urban biodiversity. Planned honeybee habitats, developed in partnership with Bee Downtown, provide forage and shelter for pollinators while contributing to healthier ecosystems in a dense urban environment. At Spring & 8th, the simple addition of a bird feeder on the green roof sparked curiosity and awareness among building occupants.

Our commitment extends beyond physical infrastructure to education and engagement. Multiple Cousins properties hosted pollinator-focused Earth Day programming, offering customers hands-on experiences such as pollinator kits, honey tastings, and educational activities connected to our Bee Downtown partnerships.

These events helped translate abstract environmental concepts into everyday experiences, reinforcing that individual awareness and participation are essential components of biodiversity protection.

Sometimes, stewardship takes the form of caring for a single tree. At Proscenium, a Japanese Maple has become a symbol of this philosophy. Thoughtful preservation and care highlight how attention to individual landscape elements can contribute to broader ecological health and reinforce a culture of respect for nature.

Together, these efforts illustrate Cousins' belief that no action is too small when it comes to biodiversity. Whether through green roofs, pollinator partnerships, landscape care, or everyday engagement, we aim to create spaces where nature has a place and where people are invited to notice, learn, and participate in sustaining it.







BIODIVERSITY: 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 our markets produced over 760 pounds of honey in 2025. To produce this much honey, bees flew over 53 million miles - the equivalent of circling the earth 2,297 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.

FROM EDUCATION TO ACTION: EARTH DAY ACROSS THE COUSINS PORTFOLIO

On Earth Day 2025, Cousins Properties celebrated sustainability across its portfolio. Property teams designed experiences that combined education, hands-on participation, and community partnerships, encouraging customers to explore environmentally responsible practices while strengthening connections within each building and market.

Across Atlanta, Earth Day evolved into Earth Week, with many properties hosting multi-day programming focused on sustainability education, waste reduction, wellness, and community engagement. Events included sustainability markets, plant and seed giveaways, recycling and composting workshops, e-waste collection drives, and interactive lunch-and-learn sessions. Several properties paired environmental education with wellness activities and volunteer opportunities, reinforcing the connection between sustainable buildings, healthy communities, and everyday habits. Customer participation was strong, with particularly high engagement around e-waste recycling, gardening, and practical sustainability tips customers could apply at work and at home.

Tampa's Earth Day programming highlighted the connection between behind-the-scenes building operations and visible customer experiences. Events combined hands-on activities, such as pollinator kits, herb sachets, plant giveaways, and honey tastings, with education on Cousins' water stewardship, recycling programs, and biodiversity initiatives. The market also used Earth Day as a platform to share operational innovations, including water-saving cooling tower treatments and rainwater reuse systems that support pollinator-friendly landscapes and reduce reliance on potable water.

In Tempe, dual Earth Day events brought together customers from multiple buildings for shared sustainability programming. Activities centered on accessible, engaging experiences like sustainable giveaways, honey tastings, and educational conversations about onsite beehives. The market also emphasized community impact by welcoming a nonprofit partner focused on urban agriculture and food access, reinforcing the broader connection between environmental stewardship and community well-being.

Charlotte's Earth Day engagement emphasized education, professional collaboration, and practical sustainability knowledge. Property teams incorporated Earth Day themes into customer programming and industry connections, including lunch-and-learn sessions and engineering-focused gatherings that supported information sharing around building operations, resource efficiency, and environmental best practices. These activities complemented broader building initiatives underway in the market, reinforcing awareness of sustainability as an integral part of day-to-day building management and customer experience.

In Nashville, Earth Day programming centered on community connection and hands-on environmental impact within the Neuhoff District. Teams partnered with local organizations to support neighborhood-scale sustainability efforts, including volunteer activities focused on planting, beautification, and shared green spaces. These efforts reinforced the role of the district as both a workplace and a community destination, while highlighting the value of collaboration between property teams, customers, and local partners in advancing sustainability beyond the building footprint.


Spring & 8th, Atlanta


Corporate Center IV, Tampa

SOCIAL RESPONSIBILITY



COUSINS' CULTURE



From the residential communities built by Tom Cousins in the 1950s to our development of lifestyle office buildings in the 2020s, 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 2025, our employees were actively engaged in Company-wide CuzWeCare initiatives, which included in-person volunteer activities and opportunities to participate in coordinated 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 2025, 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 2025, we were recognized for excellence in the following areas:

- employee appreciation
- strong values
- leadership
- innovation
- company direction
- meaningful work
- clued-in employees
- open mindedness

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 42) 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.



INVESTING IN OUR PEOPLE AND WORKPLACE CULTURE



Our People Are Our Foundation

Our employees are central to our success, and we are committed to fostering an inclusive workplace that supports engagement, collaboration, and professional growth across the organization. Key initiatives include quarterly company-wide town hall meetings where leadership shares updates on recent accomplishments, strategic priorities, and key initiatives. We also support an employee-led Culture Club, made up of representatives from all corporate headquarters departments, which plans recurring onsite workday events designed to encourage cross-disciplinary interaction, shared experiences, and connection.

Attracting, Retaining, and Developing Talent

We recognize that our ability to attract and retain talented employees is closely tied to the strength of our work environment. Our investments in human capital include health and wellness programs, professional development opportunities, and ongoing education and training. Our total employee population has generally remained stable over time, with changes in the aggregate number of teammates driven primarily by changes in our portfolio size.

Health, Wellness, and Preventive Care

Cousins' health and wellness program offers insurance premium incentives to employees who voluntarily complete confidential biometric screenings. The program also sponsors health- and wellness-focused challenges, with financial contributions made to employees' portable health savings accounts upon achieving defined milestones

Oversight and Governance

The Compensation & Human Capital Committee of the Board oversees the Company's human capital strategies, including talent acquisition, inclusion, retention, and employee engagement. The Committee periodically reviews executive officer succession planning, while the full Board reviews succession planning for the Chief Executive Officer.

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.


The Link, Dallas

2025 training highlights include:

Employees completed 1,243 hours of training.

All employees (including part-time, temporary, and contractors) completed mandatory training sessions that address:

- Code of Conduct
- Conflicts of interest
- Anti-bribery/anti-corruption
- Gifts and entertainment
- Harassment and bullying
- Cybersecurity
- Antitrust
- Fair dealing
- Record keeping
- Respectful workplace
- Health and safety
- Asset protection
- Confidential information
- Data privacy training

- 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.
- Operations teams completed Fitwel Ambassador BOMA and training programs.
- As a USGBC member, all employees are provided the opportunity to pursue USGBC sustainability training.

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, 2025, 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 all full-time employees hired prior to the annual enrollment period to purchase our common stock at a 15% discount (subject to certain qualifications and limitations). As of December 31, 2025, 16% of eligible employees elected to participate.
- Health 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
  - Elder care 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 2025, we offered numerous fitness challenges through GoPivot, a corporate wellness, safety, and engagement platform that uses point-based rewards to motivate employees.



275,383,667 steps were tracked/ logged in 2025



$18,333 redeemed in points in 2025

EMPLOYEE ENGAGEMENT













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







Engaging with Local Law Enforcement

We value strong, day-to-day relationships with local police departments and regularly create opportunities for connection, visibility, and dialogue across our portfolio. These interactions help strengthen understanding, promote collaboration, and reinforce a shared commitment to safe, well-supported communities.

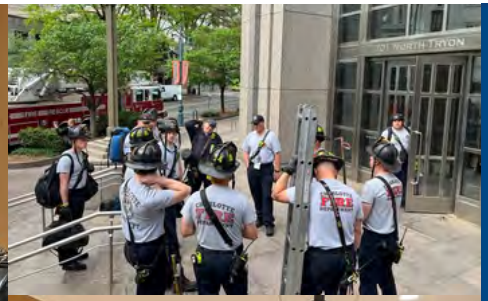
At 201 N. Tryon in Charlotte, the property team welcomed the Charlotte-Mecklenburg Police Department to host a shift-change roll call in the building lobby—providing a meaningful opportunity for officers and property management to connect directly, exchange information, and discuss local needs. The team also hosted a First Responders Appreciation Event, welcoming nearly 200 police officers and other first responders for a community cookout celebrating their service. The event included raffles and the presentation of a distinguished service award recognizing an outstanding CMPD officer.

Similar engagement efforts take place throughout our portfolio, including informal meet-and-greets like Coffee with the Cops, educational lunch-and-learn sessions with local police departments, and gatherings that introduce officers to on-site property management teams.

Through these moments of connection and appreciation, we are proud to support local law enforcement and foster open communication that benefits our properties, customers, and the communities we serve.

CIVIC ENGAGEMENT









Partnering with Local Fire Departments

We partner with local fire departments to support hands-on training that strengthens emergency preparedness and fosters strong community relationships. Across our portfolio, property teams open their buildings to first responders, providing real-world environments for critical training exercises.

In Charlotte, 201 N. Tryon hosted members of the Charlotte Fire Department for elevator hoistway rescue training, allowing firefighters to simulate complex rescue scenarios inside an active low-rise elevator system. The Charlotte team has also welcomed the Fire Department for engineering-focused engagements, including a BOMA engineering meeting, underscoring the value of collaboration between building professionals and first responders.

In Tampa, Cousins continues its partnership with Tampa Fire Rescue by hosting quarterly recruit trainings at Corporate Center. These sessions give cadets hands-on experience with high-rise elevator procedures, stairwell rescues, fire pump and sprinkler systems, and fire panel operations—training supported by Cousins' engineering team.

Promenade Tower in Atlanta hosted the American Lung Association's annual Fight for Air Climb for the fifth year, joining 150 fire fighters from across five departments in challenging participants to ascend 38 floors, totaling 845 steps, while raising funds and awareness for lung disease research.

By providing access, expertise, and trusted partnerships, we are honored to support the vital work of first responders and contribute to safer buildings and communities.

CONVENING OUR COMMUNITIES TO MEET LOCAL NEEDS

As an office owner, we are uniquely positioned to bring people together, and in 2025, property teams across the portfolio leveraged that role to coordinate large-scale drives that addressed critical local needs. By using building lobbies and common areas as accessible gathering points, Cousins made it easy for customers to participate in meaningful community support efforts.

Health-focused initiatives included multiple blood drives hosted at Cousins' properties. At San Jacinto Center, the on-site "We Are Blood" donation bus enabled customers to give during the workday, with donations collected sufficient to potentially save up to 36 lives. In Atlanta, Terminus partnered with Greenberg Traurig and the Atlanta Bar Association to host a sponsored blood drive that collected 32 units of blood.

Across markets, Cousins also coordinated large-scale donation drives supporting food security, education, and seasonal needs. Customers contributed hundreds of pounds of food to fight childhood hunger, thousands of school supplies to help students start the year prepared, and coats, toys, books, and clothing to support families during the holidays. These efforts were amplified through partnerships with local nonprofits including food banks, school foundations, and community organizations, with Cousins' properties serving as central hubs for collection and engagement.Together, these initiatives reflect how Cousins uses its scale, relationships, and physical spaces to connect people with purpose, transforming office buildings into platforms for community impact.


Terminus, Atlanta



San Jacinto Center, Austin

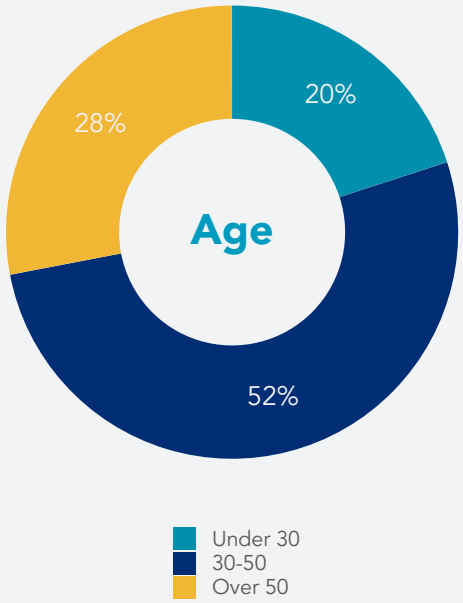

Promenade Campus, Atlanta

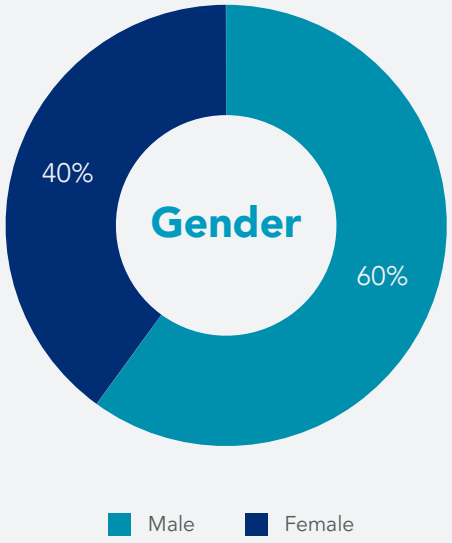


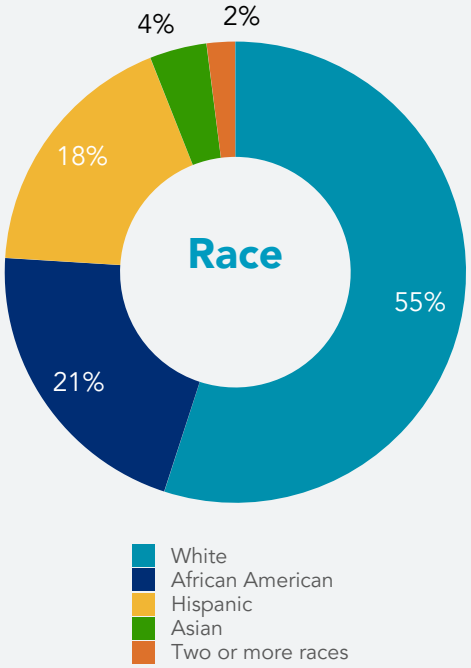
Tampa Team

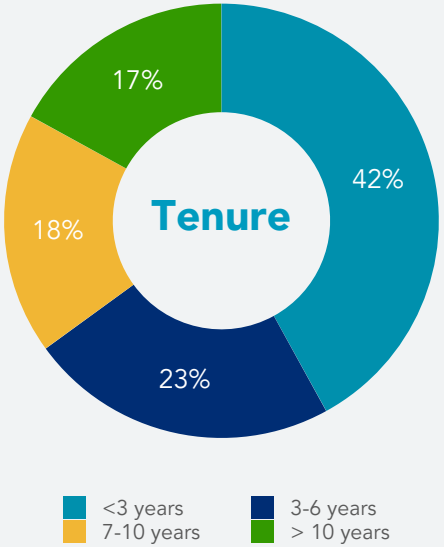
EMPLOYEE COMPOSITION SNAPSHOT

% of employees









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 2025, Cousins employees spent over 9,789 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 2025, 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 2025, teams across our markets supported 9 non-profit organizations with a day of volunteerism and raised $118,059.

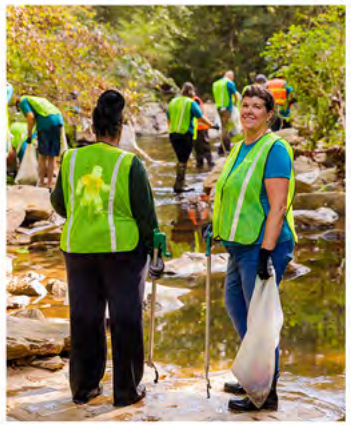


GIVING BACK: ADDITIONAL HIGHLIGHTS FROM CUZWECARE WEEK











RESPONSIBLE GOVERNANCE



Buckhead Plaza, Atlanta

LEADERSHIP

	Name	Age	Director Since	Primary Occupation	Board Committees: Audit	Compensation & Human Capital	Nominating/ Governance	Sustainability	Executive
	Charles T. Cannada	67	2016	Private Investor	✓	✓			
	Robert M. Chapman	72	2015	Chair of the Board of Cousins; Former Chief Executive Officer of CenterPoint Properties Trust					✓
	M. Colin Connolly	49	2019	President and Chief Executive Officer of Cousins				✓	✓
	Scott W. Fordham	58	2019	Former Chief Executive Officer of TIER REIT, Inc.	✓			✓	
	Susan L. Givens	49	2025	Former executive with Blackstone		✓		✓	
	R. Kent Griffin Jr.	56	2019	Managing Director of PHICAS Investors		✓	✓		✓
	Donna W. Hyland	65	2014	President and Chief Executive Officer of Children's Healthcare of Atlanta	✓		✓		✓
	Dionne Nelson	54	2021	Chief Executive Officer of Laurel Street	✓			✓	
	R. Dary Stone	72	2018	President and Chief Executive Officer of R.D. Stone Interests		✓	✓		

✓ = Committee member

✓ = Committee Chair

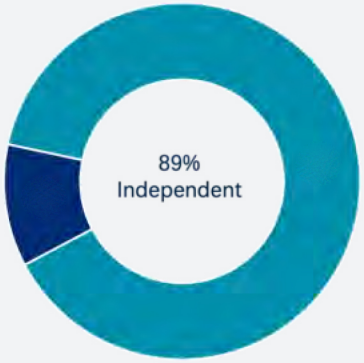
Colin Connolly, President and Chief Executive Officer, leads Cousins Properties. A key component of Colin's job is to provide frequent informal updates to our directors, while also providing formal updates to the full Board of Directors at least quarterly, covering topics that include our strategic plan, 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 2026 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.

BOARD COMPOSITION SNAPSHOT

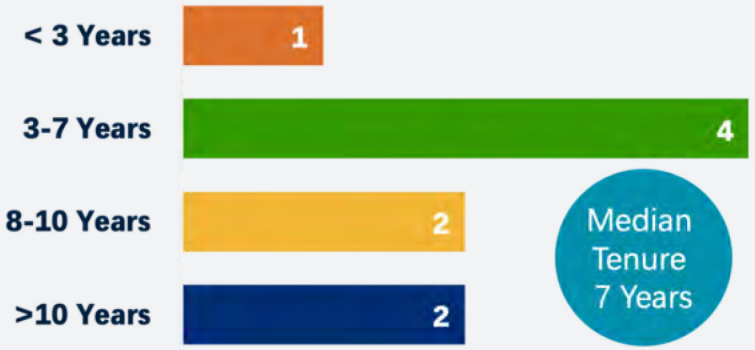
Independent



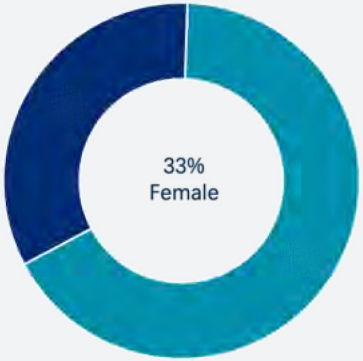
Real Estate Experience



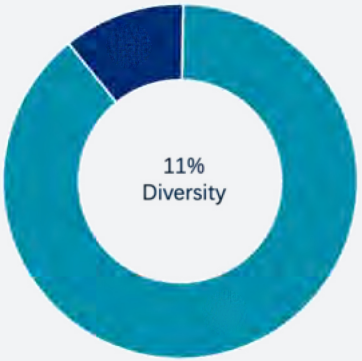
Tenure



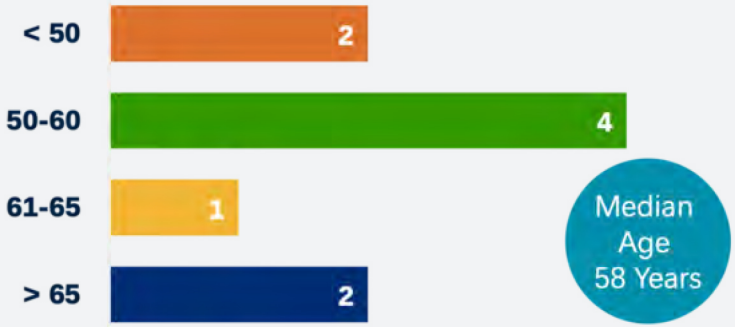
Gender Diversity



Racial Diversity



Age



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 while delegating some of the risk oversight to each of those committees.

- 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.


5950 Sherry Lane, Dallas

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. The current average tenure among our directors is 7 years.

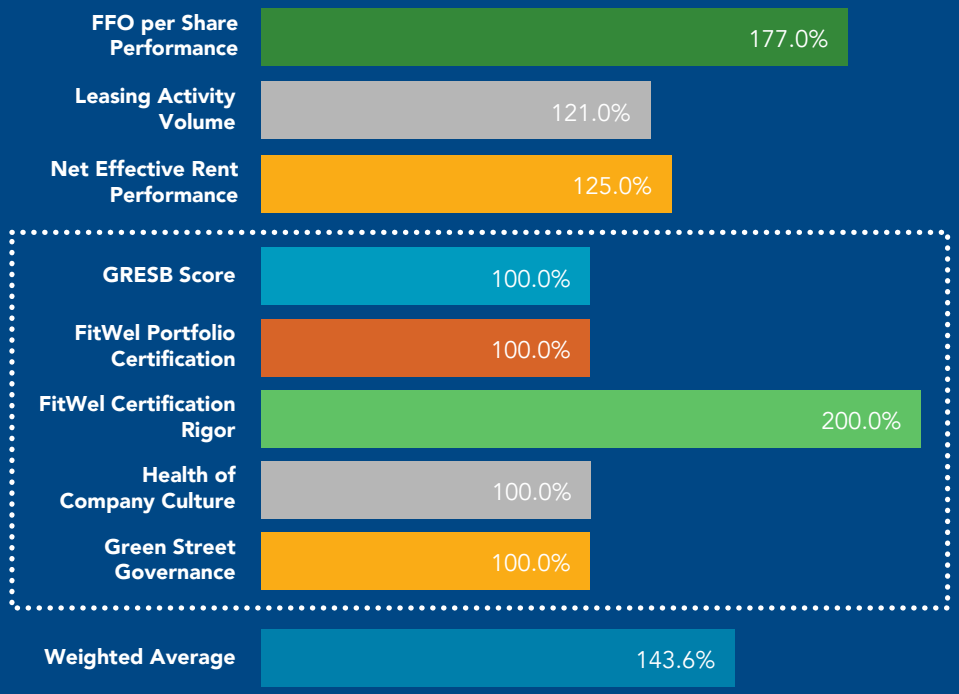
Corporate Responsibility Goals and Incentive Compensation

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 2025, can be found in the Annual Incentive Cash Award section of our 2026 Proxy, beginning on page 51.

Our actual performance against the 2025 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 toward 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.

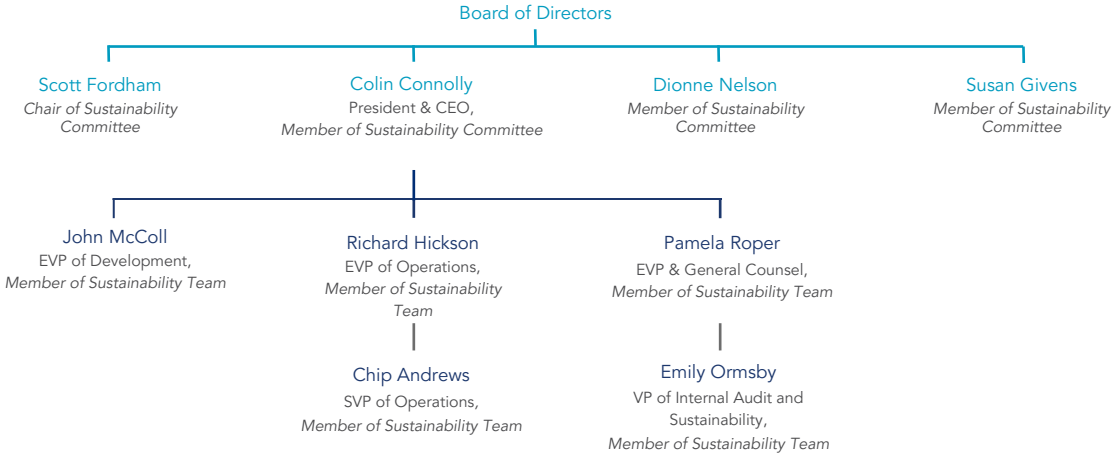
The Sustainability Committee is also responsible for reviewing and providing oversight and approval of our annual Corporate Responsibility Reports.

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



Colorado Tower, 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, 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

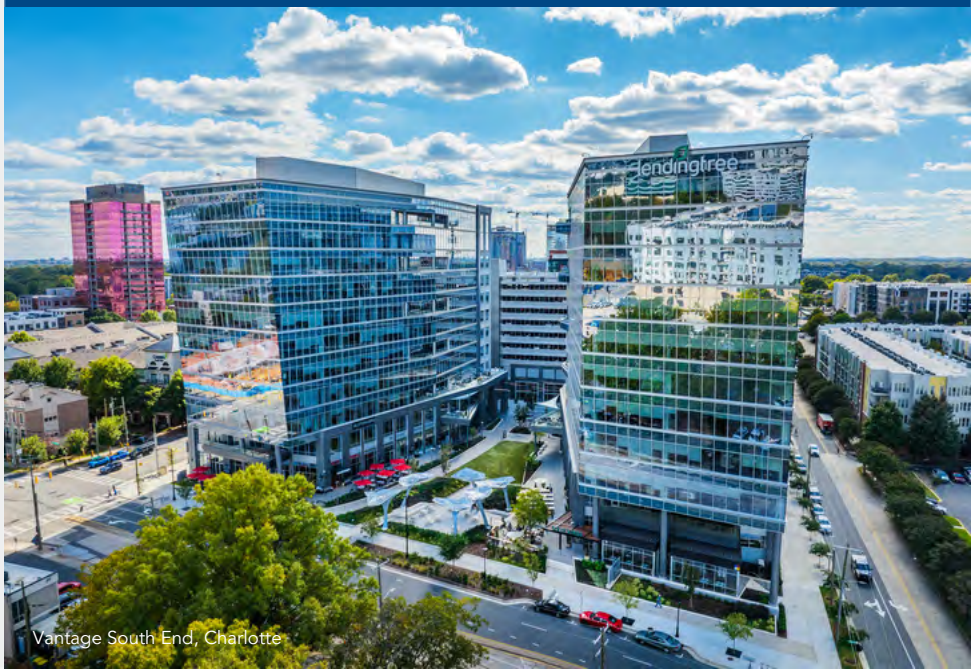
Cybersecurity

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 to ensure 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



Vantage South End, Charlotte

DATA TABLES



The Link, Dallas

2025 BUILDING CERTIFICATIONS

	Number of certified buildings								% of eligible buildings[5]								% of eligible square feet							
Certification / Year	2018	2019	2020	2021	2022	2023	2024	**2025**	2018	2019	2020	2021	2022	2023	2024	**2025**	2018	2019	2020	2021	2022	2023	2024	**2025**
ENERGY STAR® [1]	31	42	41	37	50	50	56	**56**	89%	72%	66%	64%	91%	93%	97%	**95%**	88%	78%	68%	65%	93%	94%	98%	**97%**
LEED® & AEGB[2]	23	37	42	44	43	45	57	**56**	66%	64%	70%	75%	73%	75%	86%	**84%**	74%	70%	78%	81%	81%	83%	92%	**90%**
BOMA 360[3]	34	37	36	38	35	40	43	**47**	89%	62%	57%	61%	60%	68%	69%	**76%**	93%	75%	68%	66%	66%	77%	69%	**79%**
Fitwel[4]	—	—	—	1	16	25	35	**36**	—%	—%	—%	2%	27%	42%	56%	**56%**	—%	—%	—%	3%	38%	51%	65%	**66%**
Total with at least one certification	37	55	56	54	56	58	63	**64**	97%	90%	89%	84%	95%	97%	95%	**96%**	99%	94%	93%	89%	96%	98%	98%	**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 residential components of mixed-use properties at certain assets in Atlanta and both residential and retail components at certain assets in Nashville. In 2025, 59 of our 67 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 2025, all of our 67 buildings met eligibility requirements. Note: Buildings that are AEGB certified, but lack LEED certification, are included in the metric above and on page 22 and in the building certification table starting on page 63. In 2025, four buildings were AEGB certified, by excluding these certifications, 84% 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 2025, 47 of our 67 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 2025, 62 of our 67 buildings met eligibility requirements.

[5] Median square footage eligible as a percentage of total portfolio gross square footage from 2018–2025 was 98% for LEED & AEGB, 93% for ENERGY STAR, and 98% for Fitwel.

2025 BUILDING CERTIFICATIONS

Market	Gross Sq. Ft.[1]	Building	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[3]	●		●		—			2
	554,979	One Eleven Congress[4]	●	●		●	15,238	●	●	5
	429,039	300 Colorado	●		●	●	6,821		●	4
	398,660	San Jacinto Center[4]	●	●			—	●	●	4
	373,334	Colorado Tower[4]	●		●		—	●	●	4
	359,610	Domain 9[3]	●		●		—		●	3
	334,209	Domain 11	●	●	●		—	●	●	5
	316,210	Domain 12	●		●		—			2
	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[4]	●		●		—			2
	165,000	Domain Point 2					—	●		1
	157,245	Domain 4		●			—			1
	122,423	The Terrace 1	●	●			—	●		3
	121,963	The Terrace 2	●	●			—	●		3
	116,278	Domain 2	●		●		—	●	●	4
	79,570	Domain Point 1					—	●		1

2025 BUILDING CERTIFICATIONS

Market	Gross Sq. Ft.[1]	Building	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[4]	●	●		●	52,506	●	●	5
	832,194	Spring & 8th[4, 5]	●		●	●	428,554	●	●	5
	648,864	Terminus 100[4]	●	●			—	●	●	4
	636,066	Northpark 400[4]	●	●			—	●		3
	597,405	Northpark 500[4]	●	●			—	●		3
	593,461	3344 Peachtree[4]		●		●	—	●	●	3
	578,927	Terminus 200[4]	●	●	●		—	●	●	5
	553,482	Proscenium[3]	●	●			—	●	●	4
	456,424	One Buckhead Plaza[4]	●				—	●	●	3
	446,277	Northpark 600[4]	●	●			—	●		3
	441,852	3350 Peachtree[4]	●	●			—	●	●	4
	425,486	Promenade Central	●			●	58,163		●	3
	382,548	Medical Offices at Emory Hospital[4]					—	●		1
	372,238	725 Ponce	●	●	●		—	●	●	5
	324,860	3348 Peachtree[4]	●	●		●	69,303	●	●	5
	269,321	10000 Avalon	●	●			—	●	●	4
	237,891	8000 Avalon[4]	●				—	●	●	3
	210,010	Two Buckhead Plaza[4]	●	●			—	●	●	4
	166,206	Meridian Mark Plaza Medical Offices[4]					—			0
	51,658	120 West Trinity - Office	●		●		—			2

2025 BUILDING CERTIFICATIONS

Market	Gross Sq. Ft.[1]	Building	ENERGY STAR®	LEED® & AEGB[2]		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[4]	●	●			—	●		3
	305,566	Corporate Center 2[4]	●	●			—	●		3
	304,978	Corporate Center 3[4]	●	●			—	●		3
	263,331	The Pointe[4]	●	●			—	●		3
	260,321	Corporate Center 4[4]	●	●			—	●		3
	213,661	Harborview Plaza[4]	●				—			1
	147,130	Heights Union East[3]	●				—	●	●	3
	147,130	Heights Union West[3]	●				—	●	●	3
PHOENIX	296,392	100 Mill	●		●		—	●	●	4
	307,518	Hayden Ferry 2[4]	●	●			—	●	●	4
	275,018	Hayden Ferry 3[4]	●	●	●		—	●	●	5
	271,500	Tempe Gateway[4]	●	●			—	●	●	4
	248,384	111 West Rio[4]	●			●	225,000	●		3
	209,030	Hayden Ferry 1[3]		●			—	●	●	3
	23,420	Hayden Ferry Retail[4]					—			0
CHARLOTTE	738,565	201 North Tryon[4]	●	●			—	●	●	4
	662,877	Vantage[3, 5]	●	●	●	●	46,724		●	5
	413,874	550 South[4]	●	●	●		—	●	●	5
	319,863	The RailYard	●		●		—		●	3
HOUSTON	534,471	One BriarLake Plaza[3]	●	●			—			2
	395,354	Two BriarLake Plaza	●	●	●		—			3
DALLAS	319,876	Legacy Union One	●		●		—			2
	306,619	The Link[3]					—			0
NASHVILLE	295,775	Neuhoff 1[3]			●		—			1
	152,323	Neuhoff 2[3]			●		—			1
PORTFOLIO TOTAL	23,210,747		56	37	24	9	902,309	47	36	208

[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 not included in 2024 like-for-like on page 66.
[4] Property is included in 2018 like-for-like on page 66.
[5] Contains two or more buildings that are grouped together for reporting purposes.

2025 ENVIRONMENTAL PERFORMANCE

	TOTAL PORTFOLIO[1]			LIKE-FOR-LIKE vs. 2024[2]				LIKE-FOR-LIKE vs. 2018[3]			
Owned and Managed Assets	Year Ending Dec 2025	Year Ending Dec 2024	Year Ending Dec 2018	Year Ending Dec 2025	Year Ending Dec 2024	% of Total Portfolio	1-Year % Change	Year Ending Dec 2025	Year Ending Dec 2018	% of Total Portfolio	7-Year % Change
NUMBER OF BUILDINGS	64	62	38	56	56	88%	—	32	32	50%	—
PROPERTY GSF	22,837,691	20,526,975	16,215,321	19,382,328	19,382,328	85%	—	13,186,458	13,186,458	58%	—
ENERGY											
ENERGY USE (kWh)[4]	299,898,757	274,377,189	293,411,992	262,607,788	258,612,259	—	1.5%	178,608,766	223,229,479	—	(20.0)%
ENERGY USE INTENSITY (kWh/GSF)	13.1	13.4	18.1	13.5	13.3	—	1.5%	13.5	16.9	—	(19.9)%
GHG EMISSIONS[5]											
SCOPE 1 DIRECT (kgCO2e)[6]	320,734	306,095	206,571	297,324	266,692	—	11.5%	282,224	206,571	—	36.6%
SCOPE 2 INDIRECT (kgCO2e)[7]	93,502,070	87,853,689	122,189,714	84,391,372	82,469,992	—	2.3%	57,659,047	95,544,144	—	(39.7)%
SCOPE 3 INDIRECT (kgCO2e)[8]	10,189,416	7,567,214	7,709,775	7,051,587	7,292,170	—	(3.3)%	5,546,156	7,709,775	—	(28.1)%
WATER											
WATER CONSUMPTION (gal)	278,318,793	261,694,234	261,018,557	244,600,065	250,747,121	—	(2.5)%	164,808,747	206,509,212	—	(20.2)%
WATER USE INTENSITY (gal/GSF)	12.2	12.7	16.1	12.6	12.9	—	(2.3)%	12.5	15.7	—	(20.4)%
WASTE											
WASTE GENERATED (mt)[9]	6,319	6,319	—	6,888	6,203	—	11.0%	—	—	—	—

See footnotes on page 67 for additional detail related to the data presented on this page.

2025 ENVIRONMENTAL PERFORMANCE - Footnotes

[1] Total portfolio gross square feet represents the gross floor area of buildings owned by Cousins in each reporting year, with amounts prorated based on the duration of ownership during the year. For example, Vantage contributed 55,289 square feet in 2024, reflecting one month of ownership following its December acquisition, compared to its full 663,472 square feet recognized in 2025.

Gross square feet differs from rentable square feet reported in our quarterly supplements primarily due to the inclusion of common area space within multi-tenant properties. Reported totals exclude two buildings under development as of December 31, 2025 and approximately 764,000 square feet of residential space and 53,000 square feet of retail space (located in Nashville), for which data was unavailable.

[2] 2024 like-for-like properties follows our 4Q Supplemental Report 2025 Same Property and includes properties in operation for a full 12 months during both the years ended December 31, 2024 and 2025. See FN4 on page 65 for identification of properties excluded in 2024 like-for-like.

[3] 2018 like-for-like properties include properties in operation for a full 12 months during both the years ended December 31, 2018 and 2025. See FN3 on page 65 for identification of properties included in 2018 like-for-like.

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

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

[6] 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).

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

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

[9] 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' 2025 environmental footprint claims and assertions relating to GHG emissions (Scope 1, 2, and 3 – Category 13 Downstream Leased Assets), Energy Consumption, Water consumption and Waste Generated. These assertions are relevant to the 2025 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:

- Organizational boundary for the environmental data inventory is all global sites operating under Cousin's operational control, as well as tenant-controlled sites that are not under Cousin's operational control.
- All environmental data were verified for the following periods:
  - January 1st to December 31st, 2025
- GHG Emissions data verified includes Scope 1, 2 (location based), and Scope 3 - Category 13 (Downstream Leased Assets) for 2025
- Additional environmental metrics verified include:
  - Energy Consumption, Water Consumption for 2025
  - Waste Generated for 2025
- The assurance was carried out in March – June, 2026

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
- GRESB 2026 Real Estate 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;

- Evaluation of whether the organization conforms to the reporting criteria;
- Evaluation of whether the evidence and data are sufficient and support Cousins 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 companies 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

• 2025 Greenhouse Gas Emission	
▫ Scope 1 Emission	321 TCO_2e
▫ Scope 2 Emissions (location-based)	94,108 TCO_2e
▫ Scope 3 Emissions – Downstream Leased Assets	10,189 TCO_2e

Energy

• 2025 Total Energy Consumption	301,482 MWh

Water

• 2025 Total Water Consumption	1,072,187 m^3

Waste

• 2025 Total Waste Generated	7,670 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 third 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, 2026

Xu, Yishuang — Digitally signed by Xu, Yishuang Date: 2026.06.23 10:23:07 -07'00'

Singh, Gaurav — Digitally signed by Singh, Gaurav Date: 2026.06.23 10:31:40 -07'00'

Yun, Chang Rok — Digitally signed by Yun, Chang Rok Date: 2026.06.24 21:28:09 +09'00'

Yishuang Xu
Lead Verifier

Gaurav Singh
Verifier

Chang Rok Yun
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.

APPENDIX



300 South Tryon, Charlotte

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	20-25
		Excludes non-controlling interests, overall immaterial, see Form 10-K, Item 2. Properties, Operating Properties for the year ended December 31, 2025. Entities in which we have ownership but not control are disclosed in FN 6 of our Annual Report.	20-25; F-18-F-20
	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	48; F18-F20
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	69
		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.	68-69

"Annual Report" refers to our Form 10-K filed with the U.S. Securities and Exchange Commission for the fiscal year ended December 31, 2025. "Proxy" refers to our 2026 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, 2025.

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-34-36
		Part I, Item 2. Properties	20-25
		Top 20 Office Tenants; Tenant Industry Diversification	23-24
	Corporate Responsibility Report	Civic Commitment; Civic Engagement	45; 46-48
		Corporate Overview	7
		Environmental Initiatives	28-29
		Stakeholder Engagement	12-13
		Company Snapshot	8
2-7 Employees	Annual Report	Part I, Item 1. Business	1
	Corporate Responsibility Report	Social Responsibility; Employee Composition Snapshot	38-51; 49
		Human Capital	41
	Proxy	CEO Pay Ratio	84-85
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	26-29
		Election of Directors; Board Composition Snapshot	20-39; 54
		Director Independence; Board Leadership Structure	24-25
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	34-36

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	25
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	55-58; 12-13; 28-29; 32-34
	Governance Documents	Sustainability Committee Charter	1-3
	Proxy	Board and Committee Evaluation Process; Stockholder Engagement Outreach; Sustainability Corporate Responsibilities	36-40
		Board's Role in Risk Oversight; Board's Role in Corporate Strategy	31-33
2-13 Delegation of responsibility for managing impacts	Corporate Responsibility Report	Leadership; Strategy & Risk Oversight; Governance Principles and Practices	53-58
	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	26-33
		Sustainability Committee; Sustainability & Corporate Responsibility	29; 39-40
2-14 Role of the highest governance body in sustainability reporting	Corporate Responsibility Report	About this Report; Governance Principles and Practices	6; 56-58
	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	104
		Information About Nominees; Certain Transactions; Stock Ownership	20-23; 104; 107-108

GRI INDEX

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	56-58
	Governance Documents	Code of Conduct and Business Ethics	1
		Corporate Governance Guidelines	3; 6-7
	Proxy	Corporate Governance	30
2-17 Collective knowledge of the highest governance body	Corporate Responsibility Report	Leadership; Strategy & Risk Oversight; Governance Principles and Practices; Governance Policies and Ethics	53-60
	Proxy	Sustainability & Corporate Responsibility	39-40
2-18 Evaluation of the performance of the highest governance body	Proxy	Committees of the Board of Directors; Board and Committee Evaluation Process	26-29; 36-37
2-19 Remuneration policies	Proxy	Compensation Discussion & Analysis; Benefits and Perquisites; Clawback Policy; Potential Payments Upon Termination	41-65; 77-80
		2025 Performance Goals, "Corporate Responsibility Performance"; 2026 Performance Goals	52-58
2-20 Process to determine remuneration	Proxy	Say on Pay Results	47
		Compensation Review Process; Role of Management and Compensation Consultants; Say on Pay Results	47-55
2-21 Annual total compensation ratio	Proxy	CEO Pay Ratio	84-85
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	9-11; 23-25; 32-35
	Governance Documents	Sustainability Committee Charter	1

GRI INDEX

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)	9-13
		Corporate Responsibility Principles; Stakeholder Engagement; Social Responsibility	9-13; 38-51
	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	30
2-24 Embedding policy commitments	Corporate Responsibility Report	Corporate Responsibility Principles; Stakeholder Engagement; Environmental Initiatives; Climate Change and Resiliency; Biodiversity; Professional Development	9-13; 28-29; 32-33; 34-35; 42
	Governance Documents	Code of Business Conduct and Ethics	2,16
	Proxy	Corporate Governance; Stockholder Engagement and Outreach	30; 37-38
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	59-60
	Governance Documents	Code of Business Conduct and Ethics	3-6
	Proxy	Corporate Governance	30
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; 22-25; 31; 46-48
2-29 Approach to stakeholder engagement	Corporate Responsibility Report	Stakeholder Engagement	12-13
	Proxy	Corporate Governance; Stockholder Engagement and Outreach	30; 37-38
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.	

GRI INDEX

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	1-3; 3-13
		Corporate Responsibility Report	About this Report; Corporate Responsibility Principles; Stakeholder Engagement; Corporate Responsibility Reporting Priorities	6; 9-14
	3-2 List of material topics	Corporate Responsibility Report	Table of Contents; Corporate Responsibility Principles; GRI Index	4; 9-11; 71-86
			No material changes from prior year 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	28-41; 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	1-3; 4-13
		Corporate Responsibility Report	Climate Change and Resiliency; Biodiversity	32-35
	201-3 Defined benefit plan obligations and other retirement plans	Annual Report	Part IV, Notes to Consolidated Financial Statements, 16. Retirement Savings Plan	F-32
	201-4 Financial assistance received from government	Proxy	Benefits and Perquisites	64-65
		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	47; 84-85

GRI INDEX

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	30-32
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	16-18
		Proxy	Governance Highlights; Audit Committee; Nominating & Governance Committee; Corporate Governance; Board's Role in Risk Oversight; Certain Transactions	9-10; 26; 28; 30-32; 104
	205-2 Communication and training about anti-corruption policies and procedures	Corporate Responsibility Report	Professional Development; Governance Policies and Ethics	42; 59-60
		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	9-10; 26; 28; 30-32; 104
	205-3 Confirmed Incidents of Corruption	Not Material	Not Material	

GRI INDEX

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	14-16; F-12; F-28
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	14-16; F-12
		Proxy	Board's Role in Risk Oversight	31-32
	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	32-35
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Corporate Responsibility Report	Waste Diversion	20
	301-2 Recycled input materials used	Corporate Responsibility Report	Waste Diversion	20
	301-3 Reclaimed products and their packaging materials	Not Material	Not Material	

GRI INDEX

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	9-11; 15-37
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Corporate Responsibility Report	Goals and Progress; 2025 Environmental Performance	16; 22; 66
	302-2 Energy consumption outside of the organization	Not Material	Not Material	
	302-3 Energy intensity	Corporate Responsibility Report	Goals and Progress; 2025 Environmental Performance	16; 22; 66
	302-4 Reduction of energy consumption	Corporate Responsibility Report	Goals and Progress; Smart Energy Management; 2025 Environmental Performance	16-17; 66
	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	9-11; 15-37
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	18, 26; 30; 32-35; 50-51
	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; 2025 Environmental Performance	16; 22; 66

GRI INDEX

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	9-11; 15-37
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	Corporate Responsibility Report	Biodiversity	34
	101-2 Management of biodiversity impacts	Corporate Responsibility Report	Biodiversity	34
	101-3 Access and benefit sharing	Not Material	Not Material	
	101-4 Identification of biodiversity impacts	Corporate Responsibility Report	Biodiversity	34
	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	9-11; 15-37
GRI 305: Emissions	305-1 Direct (Scope 1) GHG Emissions	Corporate Responsibility Report	Goals and Progress; 2025 Environmental Performance	16; 66
	305-2 Indirect (Scope 2) GHG Emissions	Corporate Responsibility Report	Goals and Progress; 2025 Environmental Performance	16; 66
	305-3 Other Indirect (Scope 3) GHG Emissions	Corporate Responsibility Report	2025 Environmental Performance	66
	305-4 GHG emissions intensity	Corporate Responsibility Report	Goals and Progress; 2025 Environmental Performance	16; 66
	305-5 Reduction of GHG Emissions	Corporate Responsibility Report	Goals and Progress; 2025 Environmental Performance	16; 66

GRI INDEX

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	9-11; 15-37
GRI 306: Waste 2020	306-1 Waste Generation and significant waste-related impacts	Corporate Responsibility Report	Waste Diversion; Maintaining Sustainable Assets; Corporate Office Practices; Biodiversity	20-21; 23; 30; 34-35
	306-2 Management of significant waste-related impacts	Corporate Responsibility Report	Waste Diversion; Maintaining Sustainable Assets; Corporate Office Practices; Biodiversity	20-21; 23; 30; 34-35
	306-3 Waste generated	Corporate Responsibility Report	Waste Diversion; 2025 Environmental Performance	20-21; 66
	306-4 Waste diverted from disposal	Corporate Responsibility Report	Waste Diversion	20-21
	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	

GRI INDEX

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	2-3
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Corporate Responsibility Report	Company Snapshot; Employee Composition Snapshot	8; 49
	401-2 Benefits provided to full-time employees	Corporate Responsibility Report	Health and Wellness	43
	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	38-51
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	38-51
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	42
	403-6 Promotion of worker health	Corporate Responsibility Report	Cousins' Culture; Human Capital; Health and Wellness	39; 41; 43

GRI INDEX

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	38-51
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Corporate Responsibility Report	Professional Development	42
	404-2 Programs for upgrading employee skills and transition assistance programs	Corporate Responsibility Report	Professional Development	42
	404-3 Percentage of employees receiving regular performance and career development reviews	Corporate Responsibility Report	Professional Development	42
DIVERSITY AND EQUAL OPPORTUNITY				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Corporate Responsibility Report	Commitment to Healthy Company Culture; Human Capital	40-41
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Corporate Responsibility Report	Employee Composition Snapshot; Board Composition Snapshot	49; 54
	405-2 Ratio of basic salary and remuneration of women to men	Not Material	Not Material	

GRI INDEX

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	40
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	

GRI INDEX

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	9-13; 38-51
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Corporate Responsibility Report	Social Responsibility	38-51
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	15-37
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	22-26; 28-29

GRI INDEX

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	59-60
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	22-25
	Access to Public Transit	Corporate Responsibility Report	Accessibility Metrics	27
	Walkability and Bikability	Corporate Responsibility Report	Accessibility Metrics	27
	Climate-Related Risks	Corporate Responsibility Report	Climate Change and Resiliency	32-33

TCFD DISCLOSURES

Thematic Areas	Recommended Disclosures	Page(s)
GOVERNANCE	Recommended Disclosure a) Describe the board's oversight of climate-related risks and opportunities.	32-33, 53, 55
	Recommended Disclosure b) Describe management's role in assessing and managing climate-related risks and opportunities.	32-33, 53, 55, 57
STRATEGY	Recommended Disclosure a) Describe the climate-related risks and opportunities the organization has identified over the short-, medium-, and long-term.	32-33
	Recommended Disclosure b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	32-33
	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.	33
RISK MANAGEMENT	Recommended Disclosure a) Describe the organization's processes for identifying and assessing climate-related risks	32-33, 55, 57
	Recommended Disclosure b) Describe the organization's processes for managing climate-related risks.	32-33, 55
	Recommended Disclosure c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	32-33, 55, 57
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.	16, 66
	Recommended Disclosure b) Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	16, 66
	Recommended Disclosure c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	16, 66



3344 Peachtree Road NE
Suite 1800
Atlanta, GA 30326
404-407-1000
www.cousins.com