



2022 CORPORATE RESPONSIBILITY REPORT



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

KEY ACHIEVEMENTS



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



Fitwel Best in Building Health Award Winner 2023



Green Lease Leader — Gold Level 2023



Ranked among Top 10 Companies with the most BOMA 360 Buildings



2022 Top workplace Winner — *The Atlanta Journal Constitution* and Top workplaces USA.

DISCLAIMER

Certain matters contained in this report are “forward-looking statements” within the meaning of the federal securities laws and are subject to uncertainties and risks, as itemized in Item 1A included in the Annual Report on Form 10-K for the year ended December 31, 2022, and the Quarterly Report on Form 10-Q for the quarter ended March 31, 2023. These forward-looking statements include information about possible or assumed future results of the business and our financial condition, liquidity, results of operations, plans, and objectives. They also include, among other things, statements regarding subjects that are forward-looking by their nature, such as: guidance and underlying assumptions; business and financial strategy; future debt financings; future acquisitions and dispositions of operating assets or joint venture interests; future acquisitions and dispositions of land, including ground leases; future development and redevelopment opportunities, including fee development opportunities; future issuances and repurchases of common stock, limited partnership units, or preferred stock; future distributions; projected capital expenditures; market and industry trends; entry into new markets, changes in existing market concentrations, or exits from existing markets; future changes in interest rates and liquidity of capital markets; and all statements that address operating performance, events, investments, or developments that we expect or anticipate will occur in the future — including statements relating to creating value for stockholders.

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

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

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A MESSAGE FROM OUR CEO



“This past year has been productive and successful for our Company. We are well-positioned to seize the momentum of national migration and flight to quality trends.”

This past year has been productive and successful for our Company. We are well-positioned to seize the momentum of national migration and flight to quality trends.

Cousins was built to thrive in all phases of the economic cycle, and we are exceptionally well-positioned today. A simple, compelling strategy has enabled us to operate effectively throughout the year across the leading Sun Belt markets. We execute the strategy with four operating principles as our guide:

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

This report marks the Company’s fifth Corporate Responsibility Report. Our corporate responsibility initiatives are at the foundation of what we do and how we operate our business. It is rooted in a commitment to contributing positive economic, environmental, and social outcomes for our customers, stockholders, employees, and the communities in which we live and work.

As outlined in this report, we believe strong financial returns are driven by creating a positive impact in the communities in which we operate. We seek to make a positive social impact in our workplace and in our communities through philanthropy, volunteerism, and promoting diversity and inclusion. Throughout 2022, our employees were actively engaged in Company-wide initiatives that delivered value and positively impacted the communities we serve, from volunteer initiatives to internship programs, to name a few.

Our employees are the foundation of our success, and we are committed to fostering an inclusive culture that embraces diversity. We prioritize having a workforce that reflects the diversity of qualified talent in the markets in which we operate.

We are excited to share some of the highlights of our continued corporate responsibility journey. As we look ahead, we continue to focus on enhancing our record each year. I am so proud of our hardworking, talented, and dedicated teams for their excellent work and results.



Colin Connolly
President and Chief Executive Officer

ABOUT THIS REPORT

We are pleased to present Cousins' 2022 Corporate Responsibility report. We have integrated the values underlying key principles regarding environmental responsibility, social responsibility, and responsible governance into our Company from the start, and we are proud to strengthen our achievements each year. In this report, we have highlighted many of our key performance indicators (KPIs), including progress in reductions in energy consumption, greenhouse gas emissions, and water consumption. We have also updated progress on our KPI reduction goals for consumption and emission as well as goals for building certification.

The content of this report is informed by the materiality analysis described in the Corporate Responsibility Principles section.

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

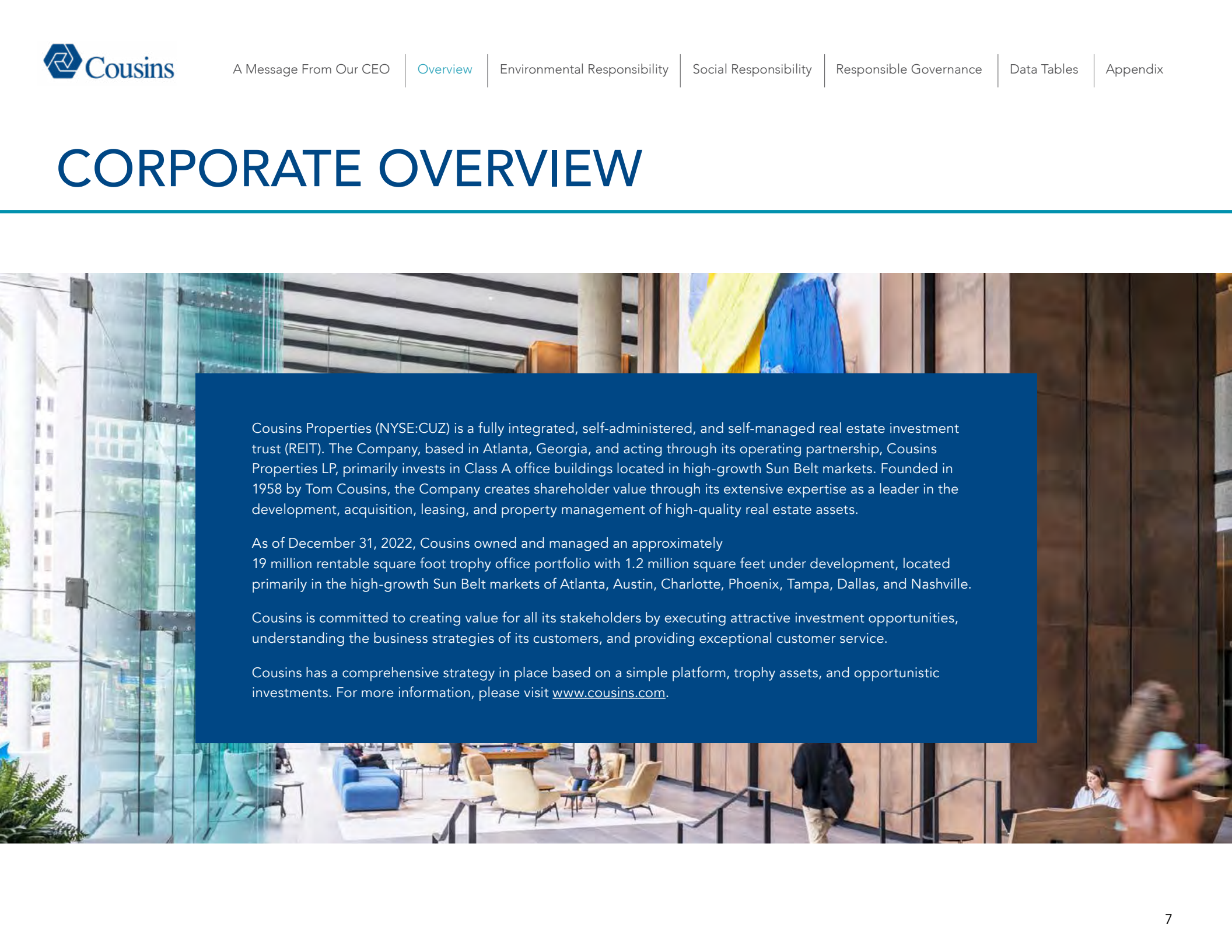
Calculation methodologies are noted where relevant. Unless otherwise noted, all data is as of December 31, 2022. For questions or comments about this report, please contact sboehmig@cousins.com.

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



Spring & 8th, Atlanta

CORPORATE OVERVIEW



Cousins Properties (NYSE:CUZ) is a fully integrated, self-administered, and self-managed real estate investment trust (REIT). The Company, based in Atlanta, Georgia, and acting through its operating partnership, Cousins Properties LP, primarily invests in Class A office buildings located in high-growth Sun Belt markets. 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, 2022, Cousins owned and managed an approximately 19 million rentable square foot trophy office portfolio with 1.2 million square feet under development, located primarily in the high-growth Sun Belt markets of Atlanta, Austin, Charlotte, Phoenix, Tampa, Dallas, and Nashville.

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

Cousins has a comprehensive strategy in place based on a simple platform, trophy assets, and opportunistic investments. For more information, please visit www.cousins.com.

BY THE NUMBERS

TOTAL MARKET CAP

2022 \$6.3B	2021 \$8.3B	2020 \$7.3B
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FUNDS FROM OPERATIONS

2022	\$409M
2021	\$409M
2020	\$413M

EMPLOYEES

2022 286

2021 294

2020 316

NET OPERATING INCOME

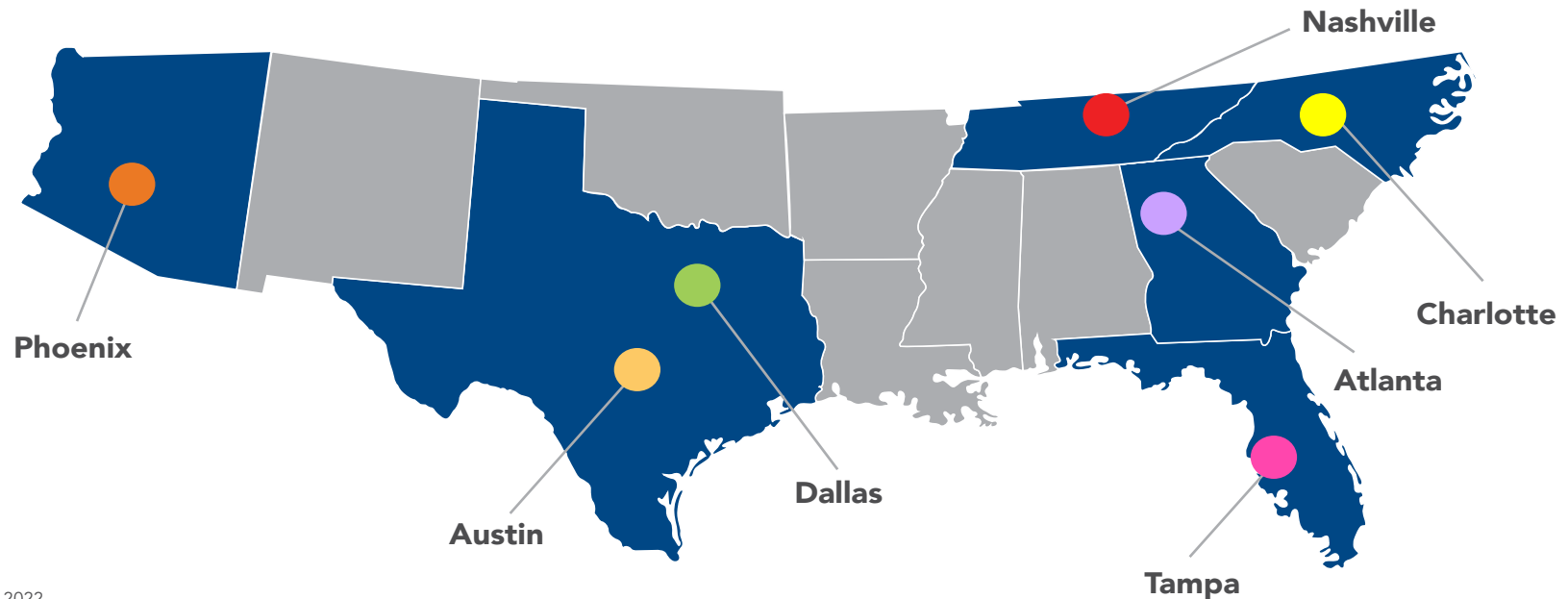
2022	\$502M
2021	\$494M
2020	\$486M

TOTAL REVENUE

2022 \$762M	2021 \$755M	2020 \$740M
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OFFICE BUILDINGS ACROSS THE SUN BELT

63 Buildings — 21M Gross Square Feet — Across the Sun Belt^{1, 2, 3, 4}



¹ As of December 31, 2022.

² Excludes a multi-use property in Atlanta and a parking garage in Charlotte. Note: Exclusions apply throughout this report, except where noted.

³ Includes two properties currently under development as part of phase 1 of our multiphase Neuhoff development.

⁴ Includes an asset sold on September 29, 2022.

CORPORATE RESPONSIBILITY PRINCIPLES

Based on our internal assessments and our ongoing discussions with representative stakeholders, we have conducted a materiality assessment to identify topics and focus areas related to environmental, social, or governance practices that have or could have a material impact on our business. This analysis informs our Corporate Responsibility Principles, vision, and strategy. At Cousins, our Corporate Responsibility vision is rooted in a commitment to contributing to positive economic, environmental, and social outcomes for our customers, shareholders, employees, and the communities in which we live and work. Our strategy is to seek these outcomes through creating and maintaining a resilient portfolio of high-quality office buildings, while also minimizing operational costs and the potential external impacts on the environment. We seek to make a positive social impact in our workplace and in our communities through philanthropy, volunteerism, and promoting diversity and inclusion.

ENVIRONMENTAL RESPONSIBILITY PRINCIPLES

We prioritize investments and operational activities that result in greater efficiency. We believe our focus on high-quality buildings will result in a highly efficient portfolio, with healthier air and water. We aim to stay at the forefront of understanding technological innovations and market practices, while taking a pragmatic and balanced approach to implementing

initiatives that are proven to add value to our business, sustainability, and financial goals.

We prioritize energy and water efficiency in operations more than efficiency of waste production, as we believe improvements in energy and water consumption are more likely to have a larger impact on expenses and the environment. Cousins recognizes the importance of the industry transition to a lower-carbon future. Our progress in improving the energy efficiency of our portfolio is evidenced by the high percentage of our portfolio which has achieved ENERGY STAR certification. We continue to explore the potential financial impact of achieving future net zero carbon emissions across our portfolio, through green power supply options and/or investments in renewable energy credits (RECs) and carbon offsets. Currently we prioritize energy efficient technologies to reduce building-level energy consumption and greenhouse gas emissions, but we remain committed to considering additional avenues to further our transition to a lower-carbon future.

Market Demands

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

Strategic Certifications

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

Reporting is Subordinate to Action

We focus on operational efficiency and excellence, rather than on third-party reporting standings. We aim to enhance our reporting for the practices we pursue.



725 Ponce, Atlanta

CORPORATE RESPONSIBILITY PRINCIPLES

SOCIAL RESPONSIBILITY PRINCIPLES

Workforce Resiliency

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

Health & Wellness

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

Community Impact

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

RESPONSIBLE GOVERNANCE PRINCIPLES

Strong Guidelines

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

Effective Leadership

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

Integrated Risk Management

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



550 South, Charlotte

STAKEHOLDER ENGAGEMENT

We maintain strong relationships with our stakeholders through our open, transparent, and responsive dialogue. We work with a variety of stakeholders representing diverse perspectives — including our employees, our customers, our shareholders and members of the investment community, industry and business partners, representatives of the communities we serve, and our vendors. Through regular engagement with these stakeholders, we are able to better understand their priorities and the ways in which they may be affected by a decision, activity, or outcome of our operations and projects. Our engagement initiatives help us to define and prioritize our Corporate Responsibility initiatives and to identify opportunities and solutions to some of our Corporate Responsibility challenges. We plan to continue our engagement practices in 2023, as we believe the perspectives provided by our stakeholders provide valuable information to be considered in our decision-making process.

	How We Engage	Engagement Approach
Employees	<ul style="list-style-type: none"> Engagement surveys Professional development Quarterly town halls Wellness challenges Team-building events Training opportunities 	<p>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.</p> <p>We ensure that integrity is the hallmark of our business, and our employees participate in regular training regarding ethics, diversity and inclusion, respect in the workplace, and cybersecurity.</p>
Customers	<ul style="list-style-type: none"> Industry conferences In-person and virtual customer events Social media and proactive media Daily interactions in our buildings Satisfaction surveys 	<p>We regularly communicate and engage with our customers, including participation in third-party satisfaction surveys. Not only do we share information about building events and activities in the community, we also share information regarding our sustainable operations, such as proper waste disposal and energy efficiency measures. We routinely review customer feedback and ideas for innovation, as we continuously strive to offer service excellence to our customers and develop strong, long-term relationships.</p>
Shareholders and the Investment Community	<ul style="list-style-type: none"> Annual shareholder meeting Quarterly earnings calls Property tours In-person and virtual meetings 	<p>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 60% of our outstanding shares are represented by active investors. We reached out to representatives of 76% of those shares, and approximately 85% of those invitations were accepted. Our CEO and/or CFO personally led these meetings.</p>

STAKEHOLDER ENGAGEMENT

How We Engage

Engagement Approach

Industry and Business Partners	<ul style="list-style-type: none"> • Industry conferences • Industry organization committee meetings • Collaborations with development partners 	<p>Through engagement with industry leaders and business partners, we gain insight into trends and best practices related to our business.</p> <p>We also work with our partners to understand their objectives and to consider their input regarding our initiatives.</p>
Communities	<ul style="list-style-type: none"> • Annual giving campaign • Corporate philanthropy • Volunteer activities • Economic development and community improvement district participation 	<p>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 has an impact on our communities.</p> <p>In addition to donations from our Company foundation, we sponsor annual employee giving campaigns and in-person volunteer opportunities where our employees work together on projects that are directly beneficial to our communities.</p>
Vendors	<ul style="list-style-type: none"> • Creative collaboration • Direct communication • Vendor point of contact • Vendor Code of Conduct 	<p>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.</p> <p>We also have a Vendor Code of Conduct that summarizes our expectations for our vendors, sub-vendors, and their respective staff. The code emphasizes the importance of ethical business practices, respect for labor and human rights, a commitment to diversity and inclusion, effective governance, and demonstrable environmental stewardship. This code is available on the Investors section of our website, www.cousins.com.</p>



CORPORATE RESPONSIBILITY REPORTING PRIORITIES

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

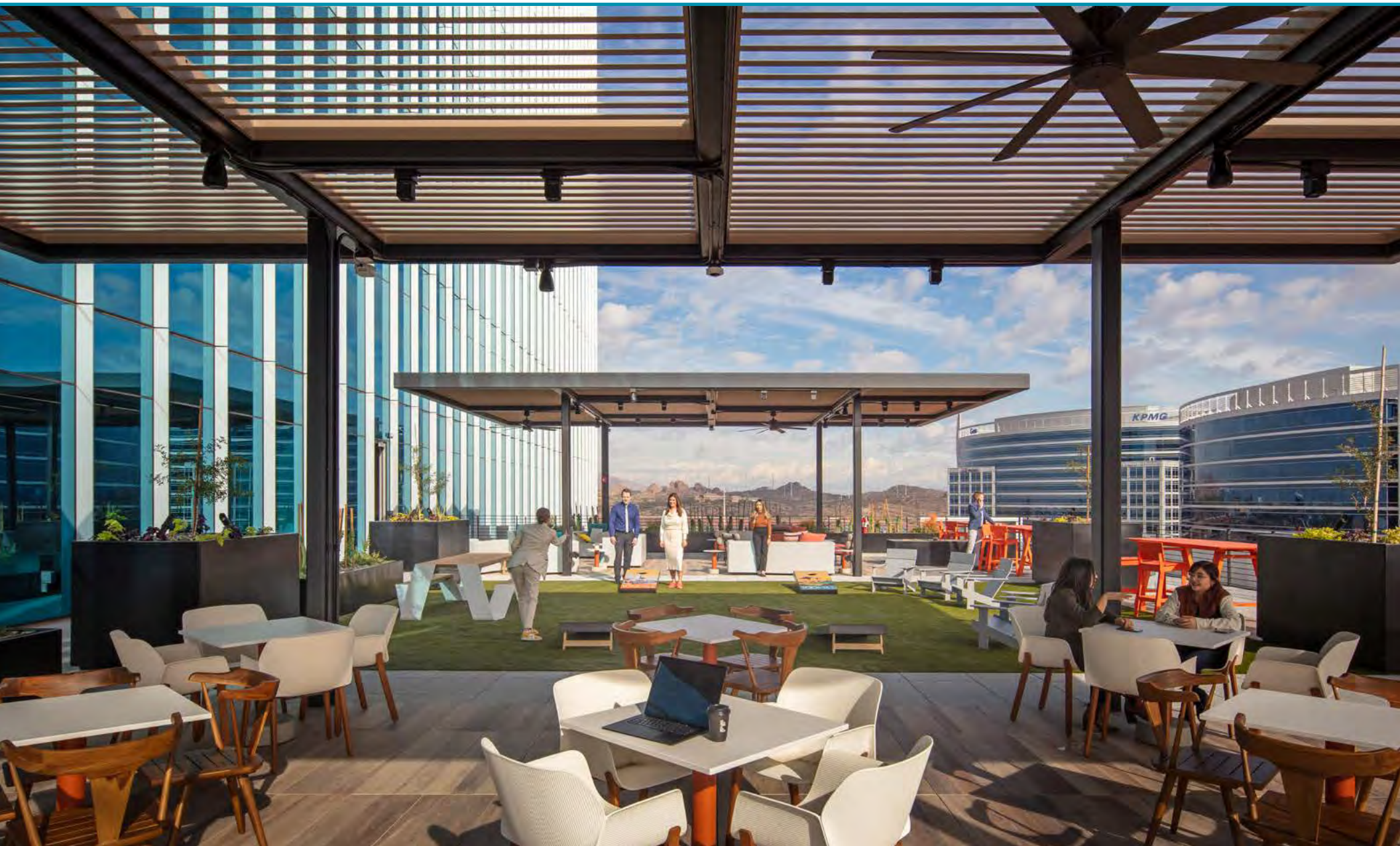
We regularly review data from reporting services such as MSCI, Sustainalytics, Institutional Shareholder Services (ISS) Quality Score, and the Green Street governance scores, all to further our efforts to promote transparency. In addition, since 2016 we have participated in GRESB, based on feedback that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

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

- Annual Report
- Proxy Statement
- Corporate Responsibility Report
- Corporate Website



ENVIRONMENTAL RESPONSIBILITY



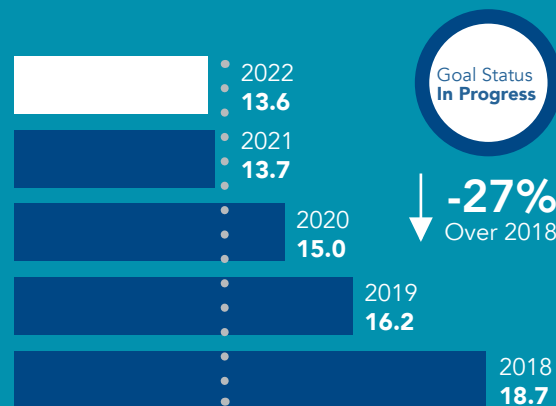
GOALS AND PROGRESS: KPI METRICS¹

Our sustainability goals establish targets for reduction from 2018 levels in energy consumption, GHG emissions, and water consumption. The Sustainability Committee of the Board of Directors has adopted these consumption/emission reduction goals which are each expressed as a percentage of reduction each measured on an intensity basis.

Our energy and water consumption, along with greenhouse gas emissions, were impacted by low building utilization rates during the COVID-19 pandemic. Although physical utilization of our buildings continues to increase over the pandemic low points, the KPI metrics for 2020, 2021, and 2022 are not representative of consumption and emissions at full physical utilization. As a result, we continue to view our goals as in-progress to be achieved by 2030.

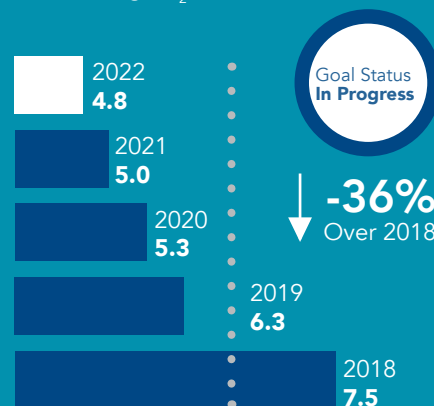
25x30 Energy Consumption Reduction Goal

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



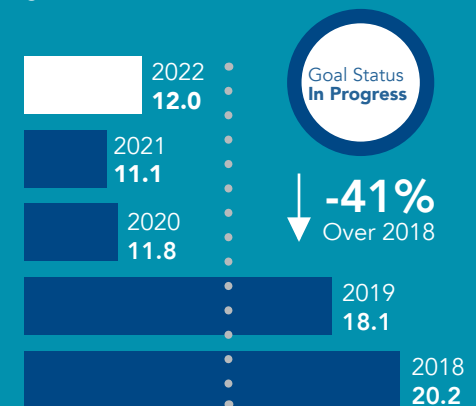
25x30 Greenhouse Gas² Reduction Goal

Reduce GHG emissions intensity; targets a 25% reduction by 2030. Units are kgCO₂e/SF.



25x30 Water Reduction Goal

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



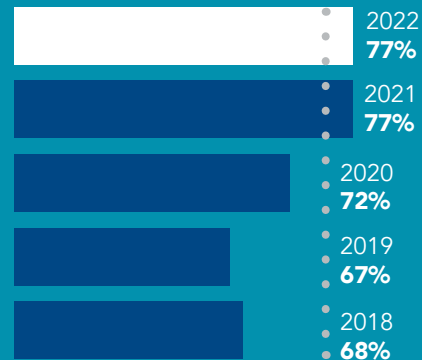
¹ See page 64 for more detail on our environmental performance.

² Goal and data reflect only Scope 1 and Scope 2 emissions.

GOALS AND PROGRESS: BUILDING CERTIFICATIONS¹

75x30 LEED Certification²

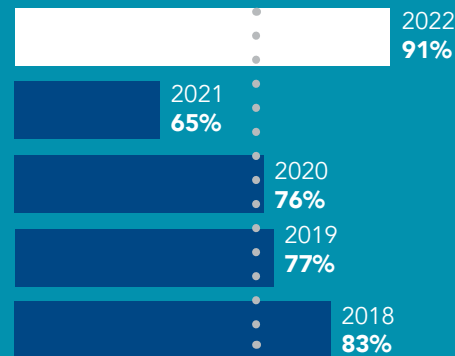
Maintain or enhance LEED or equivalent certification; targets 75% of eligible square feet by 2030.



↑ 13%
Over 2018

75x30 ENERGY STAR certification

Attain ENERGY STAR certification; targets 75% of eligible buildings by 2030.



↑ 10%
Over 2018

50x27 Healthy Building Certification

Attain Healthy Building Certification (e.g. Fitwel); targets 50% of eligible buildings by 2027.



¹Certification goals are expressed as a percentage of the eligible square footage or eligible buildings for the relevant certification; see [page 60](#) for more detail. Once met, the goal will be to maintain at least the specified threshold.

²The 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 19](#) and [60](#) for more detail.

MAINTAINING SUSTAINABLE ASSETS

Metrics reflecting sustainability and resiliency principles are integrated into our development and property management practices, including in our leasing and construction documents, and in discussions with new and current customers.

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 goal discussed on the prior page, we have a goal to obtain ENERGY STAR, LEED, and/or BOMA 360 certification for all new development and all newly acquired buildings, to the greatest extent feasible and where the same is a value-add to the individual asset.** More information regarding these certifications and our related initiatives can be found on the following pages.

91%

ENERGY STAR CERTIFICATIONS

91% of eligible buildings¹ obtained the prestigious ENERGY STAR certification, ranking our buildings among the most energy efficient in the country.

77%

LEED CERTIFICATIONS

77% of eligible square footage¹ is LEED certified (O&M and/or BD&C) or satisfies the standards of Austin Energy Green Building standards.

66%

BOMA 360 CERTIFICATIONS

66% of eligible square footage¹ has achieved the elite BOMA 360 certification, which recognizes excellence in building operations and management, and benchmarks building performance in six key areas, including energy, environment, and sustainability.

93%

FITWEL VRM

93% of eligible square footage¹ has obtained the Fitwel VRM rating.

¹ See [page 60](#) for detail about property certification eligibility

ENVIRONMENTAL MANAGEMENT AND CERTIFICATIONS

ENVIRONMENTAL DATA MANAGEMENT

Cousins utilizes ENERGY STAR® Portfolio Manager® (ESPM) as an essential component of our environmental management program. In 2022, we expanded our engagement with Blue Ocean to capture and input into ESPM our energy and water consumption data 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 and discern opportunities for further efficiency. We also use the Conservice ESG (formerly known as Goby, Inc.) platform to capture waste data, to consolidate and maintain our utility data, and to streamline our reporting within the annual GRESB assessment platform (discussed on [page 25](#)).

ENERGY STAR

All eligible buildings apply for ENERGY STAR certification or recertification within 30 days of becoming eligible. We utilize Blue Ocean to maintain accurate ENERGY STAR scores for substantially all

properties, including our retail and medical office properties, which are not expected to become eligible for certification. **As of December 31, 2022, 93% of eligible square footage obtained ENERGY STAR certification.**

LEED

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. Each senior property manager and property manager is expected to evaluate LEED initiatives and develop plans to implement enhancements that are reasonable. Our development team also works with our projects under construction to pursue LEED BD&C certification with a goal of obtaining Gold status if feasible. All new construction projects are built to LEED-eligible standards. **As of December 31, 2022, 72% of eligible square footage obtained LEED certification.** Since 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. Including those buildings, 77% of eligible square footage was LEED or AEGB certified.

BOMA 360

We expect our properties to pursue the Business Owners and Managers Association (BOMA) 360 Performance Program® within 24 months of development or acquisition, with reapplication when eligible. Newly-acquired properties seek this designation within 24 months of acquisition and existing ones reapply when eligible. **As of December 31, 2022, 66% of eligible square footage has obtained BOMA 360 designation.**

In 2022, Cousins was named among the Top 10 companies with the most BOMA 360 buildings.



HEALTHY BUILDINGS CERTIFICATIONS



The health and wellness of our employees and customers has always been a top priority for Cousins. We are committed to designing and operating buildings that enrich the health and well-being of our customers, employees, and the communities in which we operate. Our strategies focus on providing clean environments that are safe and offer amenities that support and encourage healthy living, and we consider healthy building certifications to be complementary to these strategies. Fitwel® uses scorecards that include more than 55 evidence-based design and operational strategies to enhance buildings by addressing a broad range of health behaviors and risks. We intend to maintain certifications of our properties and to continue to evaluate our portfolio to identify and pursue additional opportunities to enhance the value and appeal of our properties through Fitwel certification. **As of December 31, 2022, 38% of eligible square footage are Fitwel One-Star certified.**

In addition, the Fitwel Viral Response Module (VRM) certification verifies a multi-faceted approach to mitigate the spread of disease, including implementation standards for contagious disease outbreak plans, enhanced indoor air quality

(with associated testing and monitoring), and enhanced cleaning, disinfection, and maintenance standards. **As of December 31, 2022, 93% of eligible square footage has obtained the Fitwel VRM.**

Our Senior Vice President of Portfolio Management, Chip Andrews, was awarded Fitwel's 2023 Ambassador of the Year. The Top 20 Ambassadors List is a new Fitwel initiative that highlights industry-leading professionals demonstrating exemplary engagement, leadership, and achievements as a Fitwel Ambassador. Chip was selected out of nearly 4,000 professionals across 50+ countries for Cousins' success in having the most registered projects and Fitwel certifications during the year, along with reflecting the number of people impacted through those certifications.



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.

Health & Wellness

1. Outdoor greenspace
2. Walking paths
3. Green cleaning policies
4. Bright, daylight filled spaces
5. Mothers rooms & other supportive spaces
6. Fitness center access for a majority of properties
7. Indoor air quality monitoring
8. Water management plan — monitoring and tracking water chemical treatment quality and efficiency
9. Fitness challenges
10. EV charging stations
11. Bike storage
12. Art
13. Indoor plants
14. Adjustable sit/stand desks
15. Smoke free buildings
16. Green leasing — working with tenants to design and plan for incorporation of recycled materials
17. Dog park
18. Enhanced building ventilation
19. Green and healthy building certifications



Biodiversity

20. Eco-friendly landscaping
21. Colonies for bee pollination
22. Environmentally friendly pest control

Water

23. Condensate reclamation and rainwater capture for irrigation and cooling tower makeup
24. Ground water recovery for irrigation and cooling tower makeup
25. Water leak detection system
26. Drought tolerant landscaping
27. Recycling, e-waste, and construction material diversion

Energy

28. LED lighting
29. Energy management system detections for unusual usage
30. Smart lighting systems in parking decks

Transportation

31. Walk Score
32. Bike Score
33. Transit Score



ENVIRONMENTAL INITIATIVES

Our environmental management program includes efforts to integrate our customers into our environmental responsibility initiatives, as we combine education and coordination to 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. Our active leases incorporate green lease provisions, and 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 buildout 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.

Recently, Cousins received Gold Recognition as a 2023 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 what constitutes a green lease and we are pleased to have our efforts formally recognized under this standard.



ENVIRONMENTAL INITIATIVES

Our environmental management program includes efforts beyond data management and building certification, such as our initiatives surrounding enhanced building ventilation, green cleaning programs, and engaging 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 in line with the American Society of Heating, Refrigeration and Air-Conditioning Engineers' (ASHRAE) recommendations.

In 2020, we continued to implement comprehensive initiatives to validate that each of our buildings is operating to its highest design potential with regard to outside air systems. These initiatives include:

- Upgraded our HVAC filtration systems to MERV 13 filters
- Replaced all air filters and disinfected all air handler interiors/coils at least quarterly
- Monitored cooling towers with a third-party water treatment provider

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:

- Enhanced cleaning and frequency of high-touch surfaces and high-traffic areas
- Hygiene stations in high-traffic areas
- Ensured 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
- Common gathering spaces
- On-site bicycle storage
- On-site electric vehicle charging stations
- Nearby transit options
- High walk scores

See [page 26](#) 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 air flow in elevators and testing continuous air quality monitoring systems. Our goal is the continuous improvement of the health and safety of our buildings.

CORPORATE OFFICE PRACTICES

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

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



THIRD-PARTY BENCHMARKING

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 2022, Cousins earned its seventh consecutive “Green Star” from GRESB, which reflects our strong performance in the Implementation & Measurement and Management & Policy sections of the assessment. We have once again scored above the GRESB average for the assessment. In 2022, we achieved an overall score of “A” on the GRESB Public Disclosure assessment. The 2022 scores reflected an increase of three points over the 2021 real estate score and a letter grade improvement over the 2021 disclosure score. These scores compare favorably to the global average of “C”.

In addition to the GRESB assessment, we monitor the assessments of various third-party analysts who benchmark aspects of ESG. In 2023, MSCI assigned us a rating of “A” with above-average ratings for governance and green buildings. We were also recognized by Sustainalytics as a Top-Rated ESG Company with a Low Risk profile. ISS continues to assess our governance as a “1” (the highest decile), while assessing our overall ESG in the 2nd decile, with a “Prime” designation. Finally, Green Street, one of the most respected public REIT analysts, continues to recognize our strong governance policies and practices. Our Green Street governance score of 72 is 10 points above average for the REITs assessed. This represents the 20th consecutive year of an “above average” Green Street governance score for Cousins.

7TH CONSECUTIVE GRESB GREEN STAR

We achieved an overall score of an “A” on the GRESB Public Disclosure assessment. The 2022 scores reflected an increase of 3 points over the 2021 real estate score and a letter grade improvement over the 2021 disclosure score.



STRONG SOCIAL & GOVERNANCE SCORES

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

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



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.

PUBLIC TRANSIT

53.8

AVERAGE TRANSIT SCORE

According to calculations by walkscore.com, the weighted average Transit Score for Cousins' Atlanta, Austin, Charlotte, and Phoenix portfolio is 53.8, while the averages for these cities range from 27.0 to 45.0.

EV CHARGING

71%

EV CHARGING STATIONS

Although all of our buildings offer plentiful parking for our customers and visitors, we have enhanced this offering through installation of electric vehicle charging stations in 71% of our buildings.

BIKEABLE

64.5

AVERAGE BIKEABLE SCORE

According to calculations by walkscore.com, the weighted average Bikeable Score for Cousins' Atlanta, Austin, Charlotte, and Phoenix portfolio is 64.5, while the averages for these cities range from 31.0 to 75.0.

BIKE STORAGE

95%

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 95% of our buildings.

WALKABLE

75.8

AVERAGE WALK SCORE

According to calculations by walkscore.com, the weighted Walk Score for Cousins' Atlanta, Austin, Charlotte, and Phoenix portfolio is 75.8, compared to the averages for these cities range from 26.3 to 54.0.

AWARDS

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

In 2022, Cousins received regional TOBY awards for the following buildings:

- Spring & 8th, Atlanta
- The Pointe, Tampa
- Harborview Plaza, Tampa
- Corporate Center Campus, Tampa

In addition, BOMA announced an Engineer of the Year award, recognizing an engineer who has provided innovative ideas to their building/facility in saving energy, time and/or money. Award nominees are evaluated on job performance, ethics, credibility, professionalism, community service, team building, and industry training. In 2022, Erik White, the Assistant Chief Engineer for our properties in Tampa, received this distinguished recognition.



Also in 2022, Patrick Gehm, former Vice President of Operations for the Tampa market, won Property Manager of the Year for the Greater Tampa Bay Area. This award recognizes and honors a Property Manager for exemplary and sustained contributions to the commercial real estate industry through quality building management and professional growth.



SPOTLIGHT: ELECTRIC VEHICLE CHARGING

Electric vehicle charging stations enable Cousins to assist our customers in reducing their personal dependence on gasoline.

According to the *Wall Street Journal*, data from Motor Intelligence showed that U.S. electric vehicle (EV) sales climbed by two-thirds in 2022, comprising 5.8% of all vehicles sold. To support our customers' EV adaptation, Cousins has been pleased to introduce electric vehicle charging stations to many of our buildings. In 2022, Cousins had EV charging stations in 71% of our buildings.

For all new development projects, we target 2% of our parking spaces to have EV stations at the beginning of operations. Additionally, we provide the necessary infrastructure to connect another 10% of parking spaces to support EV charging to meet anticipated future demand.



SPOTLIGHT: RECYCLING

We Brew and Collect



They Recycle and Compost



Reducing our footprint, one beverage at a time.

Keurig's K-Cycle Recycling Program offers full recycling for every K-Cup pod, giving materials a second life and reducing waste. Keurig reported that in 2019, pod users recycled more than 1,250,000 pounds of material that otherwise would have ended up in a landfill. According to Keurig, when they receive the used pods, they separate the components, recycle the plastic and aluminum, and then the coffee and tea grounds and filter become organic compost. They indicate that 75% of the pod is converted to compost, while 25% of the pod is converted to recycled product.

This program was implemented at our headquarters in September of 2022. We returned 154 pounds of K-Cups to Keurig, which were converted into 116 pounds of compost and 38 pounds of recycled material — waste that would have otherwise ended up in a landfill.

We encourage employees to reuse their Cousins branded beverage cups, including through our hands-free water dispenser in our headquarters space. Hospitality to our visitors includes offering prepacked water. In 2022, we began offering this water in sealed, reusable aluminum bottles. In addition to being easily refillable, aluminum bottles are more likely to be recycled than plastics, and these aluminum bottles are added to our existing recycling program after use.

CLIMATE CHANGE AND RESILIENCY



Cousins' climate change strategy is primarily focused on implementing energy conservation measures and reducing natural resource consumption. We look for ways to reduce greenhouse gas emissions from our operations, primarily through implementing energy efficiency measures, but also through providing onsite renewable energy sources.

We commit to mitigating the environmental impact of our assets as part of our long-term climate change adaptation strategy. Our teams study the impact climate change may have on our portfolio's performance, which is unique to each building based on its physical location, efficiency standards, and building codes. Our strategy of prioritizing investment in high-quality real estate assets complements our efforts to improve our

portfolio's average resiliency, as we develop and acquire newer and more efficient buildings and redevelop older assets to meet higher efficiency and operational standards. We incorporate climate assessments into the acquisition due diligence process, looking at the risks that climate change could cause to our portfolio, including risks of earthquake, extreme temperature, drought, flood, tornadoes, hurricanes, wind, and ice storms. We also consider the likelihood of increased construction costs or insurance premiums resulting from the potential impact of climate change on the assets under review. Additionally, we explore how we can make a positive change to our communities by engaging with local decision makers and organizations.

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

We consider disaster preparedness in acquiring, developing, redeveloping, and operating resilient properties, as well as in assessing insurance coverage for our portfolio, including the potential for impact of climate events. Our property management teams are empowered to identify and implement strategies that are anticipated to increase the resiliency of our buildings.

CLIMATE CHANGE AND RESILIENCY



Our risk management program addresses potential climate change risks as part of our business continuity program, including assessing the potential financial impacts of physical risks such as flood, fire, ice, and wind damage. For those buildings in our portfolio which exhibit elevated climate-related risks, we developed resiliency plans to evaluate short-term and long-term vulnerabilities, and we outlined and evaluated proactive measures to strengthen the resiliency of those buildings against potential impacts. Past mitigation efforts have included installation and enhancement of flood gates

surrounding assets where data indicated increased risk of damage due to flooding. Only 14% of our portfolio is exposed to climate-related risks due to potential windstorm damage, and only two of our buildings are potentially exposed to coastal flooding risk due to rising sea levels.

As part of this ongoing review, we also carefully considered the appropriate timing of capital projects that are anticipated to improve climate resiliency. For example, among our Tampa buildings, where hurricane

preparedness is a key concern, we have proactively adopted a rigorous schedule to test the high wind resiliency of our existing roofs, with upgrades and replacements following for any building whose roof performance doesn't satisfy our standards. Each roof replacement also results in a significant increase in available insurance coverage for the affected building.

SPOTLIGHT: WATER RECLAMATION



Buckhead Plaza, Atlanta.



Tampa, Florida

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

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

In Atlanta, at 3350 Peachtree, a rainwater tank captures water through a storm pre-filter unit. Rainwater is then stored in the 145,000-gallon cistern, passing through a 100-micron rated basket filter before being used to irrigate plaza level landscaping. This rainwater harvesting system has led to significant water use reductions for irrigation at the building. At Promenade Central, also in Atlanta, a single tank holds approximately 35,000 gallons of rainwater

harvested from rooftops. The water is used primarily by the rooftop HVAC cooling tower system and when excess is available, for irrigation of landscaping.

At One Buckhead Plaza (OBP) in Atlanta, a 36,000 gallon rainwater system was commissioned in late December 2021. The efficiencies of this system have enabled us to use all of the captured rainwater for condenser system makeup water, reducing the consumption of water from the municipal system.

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

SPOTLIGHT: WASTE DIVERSION



Atlanta, Georgia

Solid waste can be reduced through reduction, recycling, reuse, or composting. According to the Environmental Protection Agency (EPA), waste diversion also reduces disposal costs and the burden on landfills.

Cousins has adopted waste diversion programs throughout its properties. In connection with the major redevelopment of Promenade Central in Atlanta, the team diverted 780 tons of waste from a total waste volume of 1,045 tons. In 2022, 75% of the diverted waste was recycled. At the Neuhoff development project in Nashville, 19,070 tons of waste out of a total waste volume of 20,736 tons was diverted, and 92% was recycled.

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 that minimize light pollution to protect wildlife. Our development and operations teams maintain compliance with environmental laws and regulations. In 2022, Cousins had no environmental violations.

EXISTING BUILDINGS

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

- High efficiency lighting fixtures and controls
- High efficiency plumbing fixtures
- Occupancy sensors and other smart building technologies
- Energy management system upgrades
- High efficiency HVAC
- Reclaimed groundwater and rainwater collection systems for cooling towers, irrigation, and graywater

- Easy and convenient recycling and landfill diversion
- Green cleaning products and processes

NEW DEVELOPMENT

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

We prioritize sustainable building practices, including:

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



Promenade Tower, Atlanta

SPOTLIGHT: URBAN HONEYBEES



650+
pounds of honey in 2022

Bees are essential for preserving and protecting ecological balance and biodiversity in nature. Honeybees are the world's number one pollinator and are responsible for pollination of 70 of the world's top 100 food crops. Cousins partners with Bee Downtown — an organization that installs and maintains beehives on corporate campuses across the Southeast while simultaneously providing year-round employee engagement and leadership development programs. The project began with two beehives located at the roof of a parking garage at 3344 Peachtree in Atlanta, and it has expanded to multiple properties in Atlanta, as well as beehives in our Tampa and Phoenix markets.

725 Ponce	3344 Peachtree	Harborview Plaza and Corporate Center
402 pounds of honey in 2022	80 pounds of honey in 2022	170 pounds of honey in 2022


In total, the Cousins beehives across the Southeast produced 650+ pounds. 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 enhancing sustainability.

In late 2022, Cousins' Phoenix team partnered with Alvéole to install their first beehive. Hayden Ferry held a Meet Our Bees Workshop to educate our customers about the impact of these essential pollinators. We look forward to reporting on their first harvest.

SOCIAL RESPONSIBILITY



COUSINS CULTURE

A large background image showing a community event. On the left, there is a red and yellow inflatable castle. In the center, a group of people are gathered on a green lawn. On the right, there is a white event tent with a large black speaker hanging from it. In the background, there are modern residential buildings with balconies.

From the residential communities built by Tom Cousins in the 1950s to the trophy office buildings in the 2020's, Cousins has remained committed to building thriving cities and creating a positive culture for our employees and customers.

Cousins employees bring a diversity of perspectives, backgrounds, and cultures to the Company, and strive to be responsible corporate citizens. Throughout 2022, our employees were actively engaged in Company-wide CuzWeCare initiatives, which included in-person volunteer activities and opportunities to make financial donations to help support the communities we serve. We are pleased to have opportunities to integrate community involvement, one of our core values, with our efforts to maintain a positive company culture.

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

COMMITMENT TO DIVERSITY, INCLUSION, AND EQUAL OPPORTUNITY



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

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

EQUAL OPPORTUNITY

In accordance with U.S. equal employment laws, we support the protection of human rights. We are

committed to providing equal opportunity and fair treatment to all individuals. We prohibit discrimination based on gender, race, color, national origin, age, religion, marital status, disability, sexual orientation, veteran status, or any other characteristic protected by law. We do not tolerate discrimination, harassment, or retaliation in any form.

BOARD DIVERSITY

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

HUMAN CAPITAL

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

Cousins' health and wellness program provides insurance premium discounts for employees who undergo confidential biometric screening. The program also hosts challenges around health and wellness, with financial contributions to employees' portable health savings accounts, upon meeting certain health and fitness challenges (including preventative medical checkups). Cousins tracks these initiatives and regularly communicates updates via the employee intranet.

To facilitate further engagement and connection, from time to time we establish employee focus groups for issues of greatest concern and interest for future initiatives. Additionally, the Compensation & Human Capital Committee of our Board reviews the Company's strategies and initiatives related to key human capital policies and practices, including diversity and inclusion, talent acquisition, employee retention, and employee engagement. This Committee also periodically reviews succession plans for our executive officers, with the full Board periodically reviewing succession plans for our CEO.



PROFESSIONAL DEVELOPMENT



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

2022 Training highlights include:

- Engineering teams logged 735 hours of online course study and completed 1,325 Lezage safety courses.
- Mandatory training sessions addressed the Code of Conduct, conflicts of interest, anti-bribery/ anti-corruption, gifts and entertainment, harassment and

bullying, cybersecurity, antitrust, fair dealing, record keeping, diversity (including anti-bias discussion), respectful workplace, health and safety, asset protection, confidential information, and data privacy training.

- Operations teams completed training programs that BOMA and Fitwell Ambassador sponsored in 2022, and our teams were offered the opportunity to pursue sustainability training under the U.S. Green Building Council LEED program.
- Employee certifications, such as continuing education programs or CPA certification programs, which are eligible for Company reimbursement.
- Supported participation in professional seminars and workshops, including for Accounting and Legal
- IT Department attended annual Microsoft and Yardi trainings, plus trainings on cybersecurity tools.

HEALTH AND WELLNESS

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

- Generous paid time off (PTO) policy, which provides 15 days per year for new employees (increasing on the 5th and 10th anniversaries). There is no waiting period for PTO eligibility, and it may be used for vacation, personal time, sick leave, or to pursue special interests during business hours.
- Ten paid Company-designated holidays and two “floating holidays” each year
- Competitive health, dental, vision, and life insurance coverage for employees and their eligible dependents, with reimbursements for good health activities
- Company-paid short- and long-term disability insurance
- 401(k) retirement savings plan, with 3% automatic contribution by Cousins
- Employee Stock Purchase Plan, which permits eligible employees to purchase our common stock at a 15% discount (subject to certain qualifications and limitations)
- Health and dependent care flexible spending accounts
- Portable health savings accounts, including opportunities to earn contributions by Cousins

- Newly enriched Short-Term Disability (STD) plan provides 100% of salary, after a week of PTO, while on leave for weeks 2-8.
- Newly enriched paid parental bonding leave policy expanded to cover weeks of paid leave with up to an additional 6-8 weeks through our STD plan.
- Cell phones, including unlimited monthly service, for most employees
- Discounted employee gym passes
- Functional work environments, including laptops, dual monitors, standing desks, and other ergonomic support
- Employee Assistance Program, a confidential service that offers limited consultation, support, and/or referrals related to many of life’s challenges, including:
 - Parenting resources, including child care referrals
 - Marriage/family support and counseling referrals
 - Financial services consultation and referrals
 - Identity theft consultation
 - Legal services referrals
 - Pet care resources and referrals
 - Eldercare resources, including referrals
 - Grief and loss support and counseling referrals
 - Stress management
 - Manager guidance
 - Referrals for local service resources

Additionally, our buildings provide wellness and mothers’ rooms, which offer privacy and comfort, including refrigerated storage.

In 2022 we offered numerous fitness challenges through GoPivot, a corporate wellness, safety, and engagement platform that uses point-based rewards to motivate employees.

260,768,492
steps were tracked/logged in 2022



As an owner and operator of office buildings, we recognize how essential in-office presence is to an organization’s culture and to its ability to collaborate and communicate effectively. We are pleased that our employees are not asked to share desks or workstations, as this increases everyone’s sense of belonging. Although we expect our employees to be in the office most of the time, we also recognize the importance of flexibility in integrating personal life with the needs of the business, and our managers and employees are encouraged to exercise professional judgment in their approach to the work environment. We evaluate these benefits regularly, and although changes generally take the form of enhancements, all benefits are subject to the terms and conditions set forth in the applicable plan documents. Nothing in this report shall constitute a guarantee of employment or its terms.

EMPLOYEE ENGAGEMENT

2022 TOP WORKPLACES WINNER

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

CUZWE CARE WEEK

In 2022, Cousins launched CuzWeCare Week, a philanthropic program supporting in-person volunteer activities and community involvement.

TRAINING

Extensive training, including 1,325 online safety and human resource training courses for our building engineers.

EMPLOYEE COUNCIL

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



SPOTLIGHT: THE ARTS



Promenade Central, Atlanta



Following the example of our founder, Tom Cousins, who understood the importance of atmosphere in real estate, art has long been an integral part of our development and operations. Artwork plays an important role in creating inspirational places for our customers to conduct business, and art installations are integral to our redevelopment work, bringing vibrancy to office spaces.

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

ARTIST IN RESIDENCE PROGRAM

Our Artist in Residence program, which was established in 2012 and was the first of its kind in Atlanta, provides emerging local artists with studio space in Cousins' buildings. The program showcases the artists' unique talents and Atlanta's culture. Cousins chooses a different artist to occupy a studio space every two years. Based on this program, Atlanta's Midtown Alliance now encourages developers to include Artist in Residence programs in their properties.

In 2022, Cousins enhanced the art installation at Promenade Central, building on the theme of "movement," which reflects the building's history in three phases: moving soundwaves (AT&T was the original

occupant); moving rail cars (Norfolk Southern used the building as its operational hub); and moving financial transactions (Visa is now a major building occupant). As part of its redevelopment project, Promenade Tower's outdoor gardens include sculptural art, complementing the *Sabine Woman* sculpture recently installed by the Midtown Alliance at Peachtree Street and 15th Street.

COUSINS ART COLLECTION

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

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

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

CIVIC ENGAGEMENT

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

- ACE Mentor Program
- Atlanta Commercial Board of Realtors
- Atlanta Committee for Progress
- 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

SOCIAL CONSCIOUSNESS AND CIVIC COMMITMENT

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

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

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

In 2022, Cousins collaborated with the Buckhead Coalition, Buckhead CID, Atlanta Mayor Andre Dickens, and the Atlanta Police Department to introduce a new police precinct in our Buckhead Plaza building. By providing space, for a nominal fee, at this well-traveled intersection, we are able to provide critical support to the public safety efforts in our community, and thereby help achieve the goal of a unified Atlanta.



EMBRACING DIVERSITY IN COMMERCIAL REAL ESTATE

The real estate industry continues to seek to improve diversity in its workforce, and Cousins recognizes that creating long-term partnerships and initiatives with charitable and educational organizations will help to create a more diverse and inclusive culture in our workplace and our communities. For many years, Cousins has operated a summer internship program for a select number of business school students, and frequently these internship opportunities have resulted in full employment following graduation. In recent years, Cousins has broadened this program to include participants in local minority-focused programs. Cousins is proud to partner with a variety of organizations in our efforts to introduce more underrepresented minorities to the real estate industry.

COUSINS SCHOLARS PROGRAM

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

Our 2022 participants included a 2022 Drew graduate who is now a student at The College of Wooster and a Drew alumnus who is expected to graduate from Georgia Tech in 2023. They worked alongside and

learned from the Investments, Asset Management, and Development teams, and they also received exposure to the Atlanta Leasing and Accounting teams.

In 2022, we also welcomed a recent Georgia State graduate through our partnership with NAIOP to increase diversity in commercial real estate. This intern worked closely with our Atlanta Operations team, and we believe this experience was influential in his full time placement in a real estate role at a national property management firm.

PROJECT DESTINED

Cousins' Charlotte Operations team also began a collaboration in 2021 with Trinity Partners to sponsor a team of 10 interns as part of Project Destined's summer program. The interns are selected from local HBCUs within Project Destined's existing network to participate in a 10 week virtual internship where they receive a mixture of targeted real estate curriculum

and "live deal" case study competition. Cousins' team of students competed against teams sponsored by other commercial real estate firms.

ACE MENTORSHIP

In 2022, Cousins' Charlotte market began a partnership with the Charlotte chapter of the ACE Mentor Program of America, a free, award-winning, afterschool program designed to attract high school students who want to pursue careers in the Architecture, Construction and Engineering industries, including skilled trades. In 2022, Cousins hosted its first intern and the Charlotte team has provided students with tours, job shadows, and internships.

EMBRACING DIVERSITY IN COMMERCIAL REAL ESTATE

COUSINS DAY WITH DREW CHARTER SCHOOL

In 2022 for the first time, the Atlanta property teams at Spring & 8th and 725 Ponce hosted high school seniors from Drew Charter School for the company's first "Cousins Day." The event introduced Drew students to the commercial real estate industry, highlighting the breadth of careers within it, including those careers that do not require a college degree.

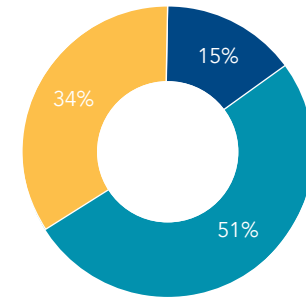
The day included a career panel, featuring Cousins employees from a range of departments, including legal, development, investments, engineering, and property management. The panelists discussed their

career paths, a typical work day, and skills that have contributed to their success. They engaged in a dialog to explore issues relevant to our industry, including the asset acquisition process, why panelists chose their jobs at Cousins, and advice on internships. The property management teams also took the students on a tour of two different buildings, highlighting the work that goes into making a Class A building run effectively. The students saw all facets of the building and had opportunities to ask questions about the building operations and the industry as well. We look forward to our next Cousins' Day with Drew.



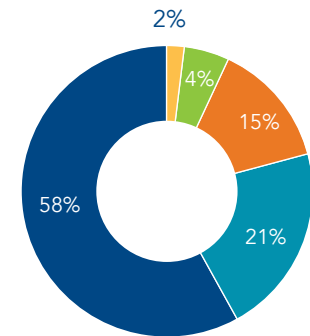
KEY DIVERSITY HIGHLIGHTS

33%	BOARD OF DIRECTORS	33% of our Board are women, including the Chair of our Audit Committee. In addition, minorities represent 11% of our Board.
33%	LEADERSHIP	We have many women in key leadership roles, including the EVP & General Counsel, the EVP & Chief Investment Officer, and an SVP & Associate General Counsel. 33% of our executive management team are women.
48%	SUPERVISORS	As of December 31, 2022, 48% of the supervisors of the Company were women.
5+ YEARS	EMPLOYEE TENURE	As of December 31, 2022, the average tenure for all 286 employees was more than five years, and the average tenure of the executive team was 12 years.
40%	FEMALE WORKFORCE	As of December 31, 2022, women represented 40% of our workforce.
42%	DIVERSE WORKFORCE	As of December 31, 2022, minorities represented 42% of our workforce. In addition, 26% of the supervisors self-identified as a minority.



Age
(% of employees)

- Under 30
- 30-50
- ▲ Over 50



Race
(% of employees)

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

GIVING BACK

Our philosophy regarding the importance of community engagement and philanthropy is perhaps best exemplified by the success of our founder, Tom Cousins, and his work with the East Lake Foundation to transform Atlanta's East Lake neighborhood and create new opportunities for the families in that community. Today, the spirit of giving back to our communities is fundamental to Cousins. We believe strong financial returns are driven by creating a positive impact in the communities in which we operate, and that engagement will always be a critical part of our success.

In 2022, Cousins launched CuzWeCare Week, a philanthropic program supporting in-person volunteer activities involving organizations in the communities where we operate. We had a 78% participation rate among all employees. Teams across the company supported over 11 non-profit organizations with a day of volunteerism and raised \$25,000 in financial support. The Cousins Foundation also matched any money raised in support of the nonprofits selected by each market.

Each of our markets collaborated to select one or more community organizations to support including:

- Chattahoochee Riverkeeper in Atlanta, which works to ensure there's enough clean water in the Chattahoochee River now and for future generations

- Community First! Village, a master planned community that provides affordable, permanent housing and a supportive community for men and women coming out of chronic homelessness in Austin
- Roof Above, which serves 1,200 people in its community daily, half through homeless services, and half through their housing programs Charlotte
- The North Texas Food Bank, which provides access to nutritional food to close the hunger gap in a 13 county region that includes Dallas
- Tempe Community Action Agency, which fosters dignity and self-reliance in the economically vulnerable within the communities they serve

We encourage our teammates to participate meaningfully in other volunteer efforts outside of CuzWeCare week with organizations they select. For 2022, our teammates self reported volunteer hours of more than 1,425 Volunteer Hours. Additionally, we encourage our teams to include in-person volunteering among their other team building activities. In 2022, some of these smaller teams volunteer events included the following:

- 200+ sandwiches made for The Sandwich Project
- 50+ Children's holiday wish lists fulfilled (or 81 presents/toys)



GIVING BACK: ADDITIONAL HIGHLIGHTS FROM CUZWE CARE WEEK

CHATTAHOOCHEE RIVERKEEPER

Since 1994, the Chattahoochee Riverkeeper has worked to protect the Chattahoochee River now and for future generations. The organization focuses on education, advocacy, and direct maintenance of the river.

53 volunteers from Cousins' Atlanta team spent a day volunteering with the organization to help with river maintenance. They pulled trash from the river and along the riverbed, including plastic bottles and other potential pollutants. Our team removed nearly one ton of trash, which was then properly disposed.

TIGER MOUNTAIN FOUNDATION

Tiger Mountain Foundation combines community gardens and organic landscaping initiatives to provide training and employment opportunities to those who are economically disadvantaged. These individuals also gain skills that enable them to grow their own produce, making healthy eating more affordable. Cousins' Phoenix team volunteered at one of Tiger Mountain Foundation's many urban gardens, assisting members of the organization with planting seeds, garden

maintenance, tree planting, drip line installation, plant feeding, and harvesting.

CITY OF REFUGE

City of Refuge is an organization that helps individuals and families transition out of crisis by offering critical services on one campus. It is located in the middle of one of Atlanta's most historic and struggling neighborhoods where nearly 40% of the residents live below the Federal Poverty Level. Its residents and program participants are offered hot and healthy meals each day, along with one site medical support, day care, and vocation training through their workforce innovation hub.

Volunteers from Cousins' Atlanta team assisted with readying rooms to host new families. The work included painting walls, assembling beds, bunk beds, lamps, wardrobes, and desks, as well as electrical work like replacing dated canned lights with new modern canned lights.

CHRIS 180

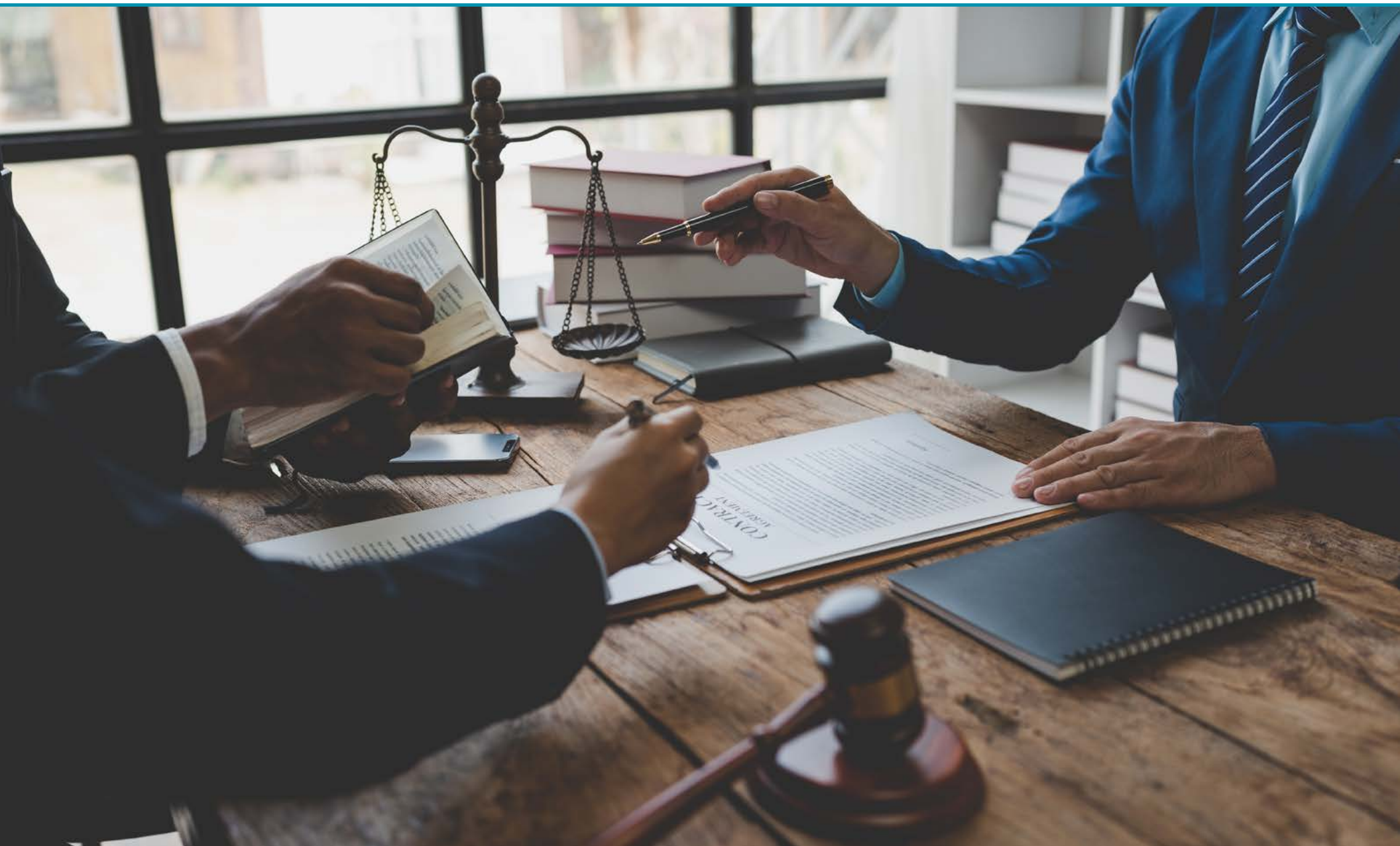
Chris180 is one of the Southeast's premiere mental health, child welfare and family service organizations.

The organization seeks to heal children, strengthen families, and build community by providing high-quality trauma-informed behavioral health services and support systems.

Members of Cousins' Atlanta team spent a day volunteering with the organization, helping to assemble wellness kits for families and individuals in need. The group also helped assemble furniture for rooms that would house Chris180's children as they age out of foster care and transition to independence.



RESPONSIBLE GOVERNANCE



LEADERSHIP

BOARD OF DIRECTORS



M. Colin Connolly

President and Chief Executive Officer



Robert M. Chapman

Non-Executive Chairman of the Board of Directors



Charles T. Cannada



Scott W. Fordham

Chair, Sustainability Committee



Lillian C. Giornelli



R. Kent Griffin, Jr.

Chair, Compensation & Human Capital Committee



Donna W. Hyland

Chair, Audit Committee



Dionne Nelson



R. Dary Stone

Chair, Nominating & Governance Committee

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

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

STRATEGY AND RISK OVERSIGHT

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

- The Board's Sustainability Committee oversees our sustainability strategy, goals, initiatives, and public reporting, and it meets regularly to receive updates from members of management's Sustainability Team.
- The Board's Compensation & Human Capital Committee is responsible for assessing and monitoring whether any of our compensation policies and programs have

the potential to encourage excessive risk-taking, along with overseeing the Company's social responsibility initiatives.

- The Audit Committee of the Board oversees the Company's risk management generally, with particular focus on financial risk. The Audit Committee also oversees the risks that can be partially mitigated through our insurance programs and our cybersecurity risks, priorities, and initiatives.
- 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.



GOVERNANCE PRINCIPLES AND PRACTICES

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

BOARD TENURE

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

CORPORATE RESPONSIBILITY GOALS AND INCENTIVE COMPENSATION

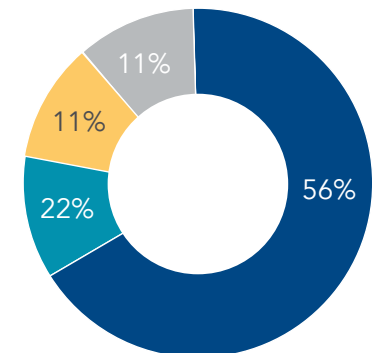
In 2022, the Compensation Committee established non-financial metrics focused on corporate responsibility. Each of the four metrics represented 25% of the overall performance goals, collectively representing 10% of the 2022 performance goals:

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

The Compensation Committee determined that we met or exceeded each of these goals. More information regarding these goals, and our performance against the targets, can be found in the Annual Incentive Cash Award section of our 2023 Proxy, beginning on [page 54](#).

Board Tenure

- < 3 years
- 3-6 years
- 7-10 years
- ▲ > 10 years



GOVERNANCE PRINCIPLES AND PRACTICES

BOARD SUSTAINABILITY COMMITTEE

Our Board established the Sustainability Committee in 2022. This Committee's duties were previously held by the Compensation Committee, and the division of responsibilities enhances the oversight ability of each committee to these critical issues. The Sustainability Committee's responsibilities include:

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

or could affect the Company's business activities and performance;

- advising our Board on significant stakeholder concerns related to sustainability; and
- performing such other functions as may be requested by our Board of Directors from time to time.

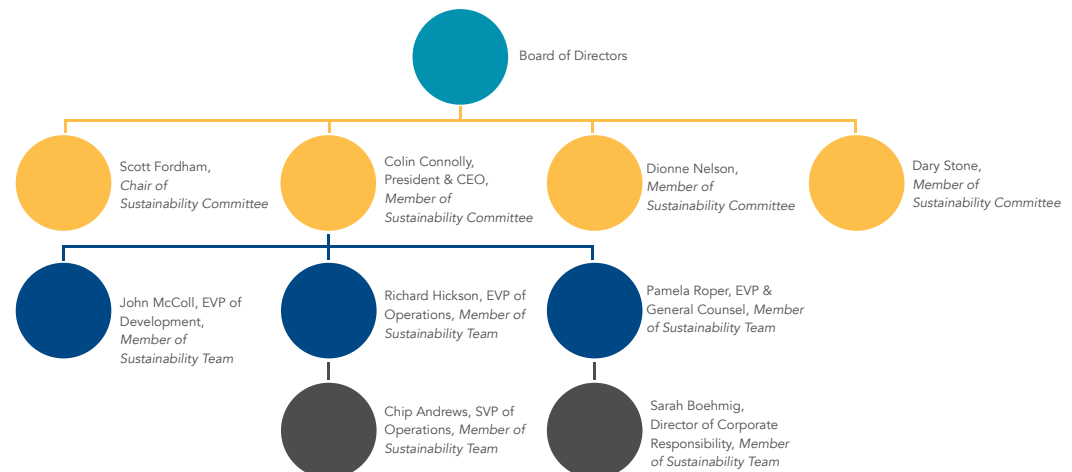
The Sustainability Committee is also responsible for reviewing and providing oversight and approval of our annual Corporate Responsibility reports.

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, 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 instill 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;
- Participating in the annual GRESB survey, 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 practices we follow include:

 <p>Performance targets for incentive compensation</p>	 <p>Annual Incentive Goals include Corporate Responsibility goals</p>	 <p>Cap on incentive Awards</p>	 <p>No employment agreement for executives</p>
 <p>Diverse Board of Directors and commitment to diversity</p>	 <p>Independent Chairman of the Board</p>	 <p>Annual election of all Directors</p>	 <p>Majority voting standard for Director elections</p>
 <p>No shareholder rights plan or "poison pill"</p>	 <p>Compensation clawback policy</p>	 <p>Policy against tax "gross-ups" for executives</p>	 <p>Robust share ownership requirements</p>
 <p>Holding periods for executive stock awards</p>	 <p>Cap on incentive award payouts</p>	 <p>Year-round shareholder engagement</p>	 <p>Anti-hedging and anti-pledging policies</p>



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 participate in training on Cousins' Code of Conduct, Entertainment and Gifts, and Anti-Harassment Policies. Our mandatory training to also include the following topics: antitrust, fair dealing, record keeping, diversity (including anti-bias discussion), respectful workplace, health and safety, asset protection, confidential information, and data privacy.

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

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

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

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

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

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

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

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

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

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

GOVERNANCE POLICIES AND ETHICS

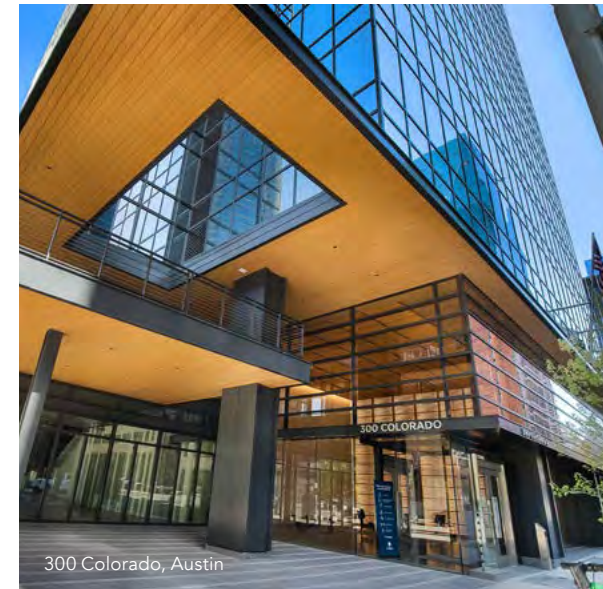
Cybersecurity

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

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

Governance Highlights:

- Separate Building Networks
- Regular Training and Testing
- Comprehensive Cybersecurity Plan
- Annual External Assessments
- Business Continuity Plan



300 Colorado, Austin

DATA TABLES



2022 BUILDING CERTIFICATIONS

Year						% of eligible square feet ¹				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
ENERGY STAR ²	31	42	41	37	50	83%	77%	76%	66%	93%
LEED ³	22	35	43	40	39	68%	67%	72%	72%	72%
BOMA 360 ⁴	34	37	36	37	35	91%	74%	69%	64%	66%
Fitwel ⁵	—	—	—	1	15	—	—	—	3%	38%
Total with at Least One Certification	38	55	61	61	56	99%	95%	97%	97%	96%

¹ Properties underdevelopment are excluded from this calculation.

² Eligible square feet for ENERGY STAR certification includes buildings that have been at least 50% economically occupied for the most recent 12 months. Only includes buildings for which more than 50% of the building GSF is in an energy star ratable category (unless submetering is installed). Additionally, excludes buildings where the structure consists of gross square feet owned by outside entities. In 2022, 55 of our buildings met eligibility requirements.

³ 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 includes all new development buildings once they become operational. In 2022, 59 of our buildings met eligibility requirements. Note: Buildings that are AEGB certified, but lack LEED certification, are included in the goal metric on [page 17](#) and in the building certification table starting on [page 60](#). In 2022 three buildings were AEGB certified, by including these certifications, 77% of eligible square feet was LEED or equivalent certified.

⁴ 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 2022, 58 of our buildings met eligibility requirements.

⁵ Eligible square feet for Fitwel certification includes buildings that are operational and occupied. The deadline for submission is in September, buildings commencing operations after the application deadline are ineligible for current year certification. In 2022, 59 of our buildings met eligibility requirements.

2022 BUILDING CERTIFICATIONS

Region	Gross Sq. Ft. ¹	Property	ENERGY STAR	O&M LEED	BD&C LEED	Interior LEED	Interior LEED Sq. Ft.	BOMA 360	Fitwel	Total Number of Certifications ²
ATLANTA	593,461	3344 Peachtree ³		•		•	76,723	•	•	4
	324,860	3348 Peachtree ³	•	•				•	•	4
	441,852	3350 Peachtree ³	•	•				•	•	4
	636,066	North Park 400 ³	•	•				•		3
	597,405	North Park 500 ³	•	•				•		3
	446,277	North Park 600 ³	•	•				•		3
	166,206	Meridian Mark Plaza - Medical Office Building ³								0
	382,548	Emory University Hospital Midtown - Medical Office Building ³								0
	456,424	One Buckhead Plaza ³	•							2
	899,558	Promenade Tower ³	•			•	119,924	•	•	4
	648,864	Terminus 100 ³	•	•					•	3
	578,927	Terminus 200 ³	•	•	•	•	24,190		•	3
	237,891	8000 Avalon	•	•						2
	210,010	Two Buckhead Plaza ³	•						•	2
	832,194	Spring & 8th	•		•	•	428,554	•		4
	425,486	Promenade Central ⁴								0
AUSTIN	372,238	725 Ponce ⁴	•		•	•	117,530			3
	269,321	10000 Avalon ⁴	•	•						2
	373,334	Colorado Tower ³	•					•	•	3
	554,979	One Eleven Congress ³	•	•		•	15,238	•	•	5
	398,660	San Jacinto Center ³	•	•				•	•	4
	175,134	Research Park V ³	•							1

2022 BUILDING CERTIFICATIONS

Region	Gross Sq. Ft. ¹	Property	ENERGY STAR	O&M LEED	BD&C LEED	Interior LEED	Interior LEED Sq. Ft.	BOMA 360	Fitwel	Total Number of Certifications ²
AUSTIN	122,423	The Terrace 1	•	•				•		3
	121,963	The Terrace 2	•	•				•		3
	202,728	The Terrace 6	•	•				•		3
	200,549	The Terrace 7	•	•				•		3
	116,278	Domain 2	•		•					2
	200,203	Domain 3	•	•						2
	157,245	Domain 4	•	•						2
	230,793	Domain 7	•		•					2
	305,007	Domain 8	•		•					2
	359,610	Domain 9 (under development) ^{4, 5}								0
	299,673	Domain 10 ⁴	•		•					2
	334,209	Domain 11	•	•	•			•		3
	319,863	Domain 12	•		•			•		3
	79,570	Domain Point 1	•							1
	165,000	Domain Point 2								0
	429,039	300 Colorado ⁴	•					•		2
CHARLOTTE	738,565	Fifth Third Center ³	•	•		•	6,821	•	•	5
	413,874	550 South ³	•	•	•			•	•	4
	296,392	The RailYard ⁴			•			•	•	3

2022 BUILDING CERTIFICATIONS

Region	Gross Sq. Ft. ¹	Property	ENERGY STAR	O&M LEED	BD&C LEED	Interior LEED	Interior LEED Sq. Ft.	BOMA 360	Fitwel	Total Number of Certifications ²
DALLAS	217,191	5950 Sherry Lane	•	•				•	•	4
	319,876	Legacy Union One			•					1
PHOENIX	248,384	111 West Rio ³		•		•	225,000	•		3
	209,030	Hayden Ferry 1 ³	•	•				•		3
	307,518	Hayden Ferry 2 ³	•	•				•		3
	275,018	Hayden Ferry 3 ³	•		•	•	5,843	•		4
	23,420	Hayden Ferry Retail ³						•		1
	271,500	Tempe Gateway ³	•	•				•		3
	316,210	100 Mill ⁴			•				•	2
TAMPA	407,754	Corporate Center 1 ³	•					•		2
	305,566	Corporate Center 2 ³	•					•		2
	304,978	Corporate Center 3 ³	•					•		2
	260,321	Corporate Center 4 ³	•					•		2
	213,661	Harborview Plaza ³	•					•		2
	263,331	The Pointe ³	•					•		2
	147,130	Heights Union East ⁴	•							1
OTHER	147,130	Heights Union West ⁴	•							1
	163,414	Carolina Square ⁴	•					•		2
	534,471	One BriarLake Plaza	•	•						2
	395,354	Two BriarLake Plaza	•	•	•					2
	295,775	Neuhoff 1 (under construction) ⁴								0
	152,323	Neuhoff 2 (under construction) ⁴								0
	20,894,034		50	28	15	8	995,633	35	15	146

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 certification, only one is included in the total column.

³ Property is included in 2018 like-for-like on page 64.

⁴ Property is not included in 2021 like-for-like on page 64.

⁵ We anticipate obtaining BD&C LEED at Domain 9 in 2023.

2022 ENVIRONMENTAL PERFORMANCE

Owned and Managed Assets	TOTAL PORTFOLIO ^{1, 2}					LIKE-FOR-LIKE			
	Year Ending Dec 2022	Year Ending Dec 2021	Year Ending Dec 2022	vs. 2021 ³ % of Total Portfolio	1-year % Change	Year Ending Dec 2018	Year Ending Dec 2022	vs. 2018 ⁴ % of Total Portfolio	5-Year % Change
NUMBER OF PROPERTIES	60	51	51	85%	-----	32	32	53%	-----
PROPERTY RSF	19,456,747	17,370,912	17,370,912	89%	-----	12,010,190	12,010,190	62%	-----
ENERGY									
SITE ENERGY USE (kWh) ⁵	264,415,009	236,452,727	240,208,444	-----	1.6%	216,772,958	164,385,274	-----	(-24.2%)
AVERAGE SITE EUI (kWh/RSF)	13.6	13.6	13.8	-----	1.6%	17.4	13.7	-----	(-21.2%)
GHG EMISSIONS ⁶									
SCOPE 1 DIRECT (MTCO ₂ e) ⁷	398	428	392	-----	(-8.3%)	351	217	-----	(-38.2%)
SCOPE 2 INDIRECT (MTCO ₂ e) ⁸	86,598	84,344	77,516	-----	(-8.1%)	99,645	59,840	-----	(-39.9%)
SCOPE 3 INDIRECT (MTCO ₂ e) ⁹	11,938	12,340	11,938	-----	(-3.3%)	1,664	1,747	-----	4.9%
WATER									
WATER CONSUMPTION (kgal)	233,852,566	209,176,852	210,787,306	-----	0.8%	208,136,877	146,151,106	-----	(-29.8%)
AVERAGE WUI (gal/RSF)	12.0	12.0	12.1	-----	0.0%	16.7	12.2	-----	(-27.0%)

¹ 2022 Total portfolio gross square feet represents the square feet of properties over the period available for occupancy during 2022. This total excludes properties under development and approximately 155,000 square feet of retail space (in various buildings), for which data was unavailable.

² 2022 building count excludes three properties under development.

³ 2021 like-for-like properties follow our 4Q Supplemental Report 2022 Same Property and includes properties in operation for a full 12 months during both the years ending December 31, 2021 and 2022. See pages 60-63 for listing of properties included in 2021 like-for-like.

⁴ 2018 like-for-like properties include properties in operation for a full 12 months during both the years ending December 31, 2018 and 2022. See pages 60-63 for listing of properties included in 2018 like-for-like.

⁵ Represents absolute consumption of electricity, natural gas, and District Heating and Cooling. Numbers have not been normalized for occupancy or weather.

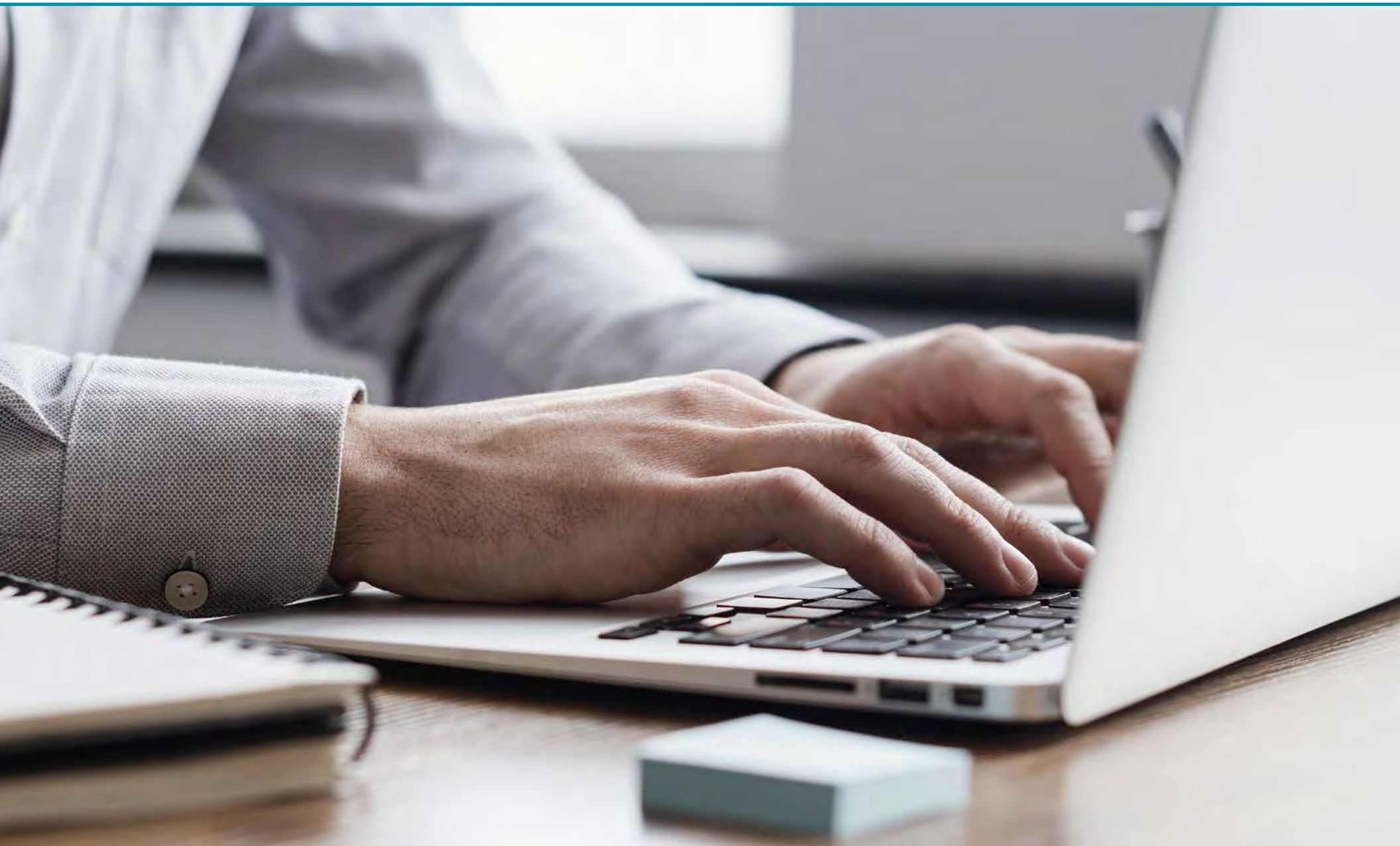
⁶ GHG emissions calculated using the EPA's eGrid factors found on its website.

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

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

⁹ Scope 3 emissions: electricity and natural gas consumption from our downstream leased assets (e.g., our single tenant buildings).

APPENDIX



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	2,4
		Corporate Responsibility Report	Office Buildings Across the Sun Belt	2
	2-2 Entities included in the organization's sustainability reporting	Annual Report	Form 10-K, Item 2. Properties	18-21
			Excludes minority interest, overall immaterial, see Form 10-K, Item 2. Properties, Operating Properties, 0.2% of Total Net Operating Income for the three months ended December 31,2022. Our minority interests are disclosed in FN 6 of our Annual Report.	18-21 ; F-18-F21
		Corporate Responsibility Report	CR Report excludes 120 West Trinity (we have only 20% interest). The CR Report includes Carolina Square (sold during 3Q22), except where noted.	
		Form 10-K	FN 6 and Exhibit 21	69-70 ; 91-93
	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 30, 2023	66
			About this Report (Sarah Boehmig sboehmig@cousins.com)	6

"Annual Report" refers to our Form 10-K filed with the U.S. Securities and Exchange Commission for the fiscal year ended December 31, 2022. "Proxy" refers to our 2023 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 Environmental, Social and Governance philosophy, initiatives, and performance for the performance year ended December 31, 2022.

GRI INDEX

GRI STANDARD	DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
GRI 2: GENERAL DISCLOSURES 2021			
	2-4 Restatements of information	Corporate Responsibility Report	<p>The intensity of energy consumption and emissions is higher in all years presented than would be the case if the parking facilities square footage were included. The correction noted regarding shared metering resulted in lower consumption and emissions for the affected buildings, but modest decreases overall.</p> <p>Approximately 75% of our buildings have parking facilities that are not separately metered. In a change from the 2021 report, we have excluded the square footage of all parking facilities, and we have excluded the consumption and emissions data for only those parking facilities that are separately metered. These changes were made for all periods presented. Parking facilities are less energy intensive than operating buildings; excluding this square footage results in greater transparency regarding our operating consumption and emissions intensity. Additionally, we discovered that a few of our buildings (which share electricity meters) were included twice in the consumption and emission calculations; this has been corrected for all years presented.</p>
	2-5 External assurance	Corporate Responsibility Report	<p>Although external assurance has not been provided, internal control reviews were applied, along with assistance from Cousins' third party Environmental Management System consultant, Conservice, which provides data validation for all performance indicators with respect to energy, greenhouse gas emissions, water, and building certifications.</p>
2-6 Activities, value chain and other business relationships	Annual Report	Consolidated Financial Statements, 20. Reportable Segments	F-35-36
		Part I, Item 2. Properties	18-21
	Corporate Responsibility Report	Civic Engagement	44
		Corporate Overview	7
		Environmental Initiatives	22-23
		Stakeholder Engagement	12-13
		Office Buildings Across the Sun Belt	9
	4Q22 Financial Supplement	Top 20 Office Tenants; Tenant Industry Diversification	21-22

GRI INDEX

GRI STANDARD		DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
GRI 2: GENERAL DISCLOSURES 2021				
	2-7 Employees	Annual Report	Part I, Item 1. Business	4*
		Corporate Responsibility Report	Social Responsibility; Key Diversity Highlights	48*
			By the Numbers	8
		Proxy	CEO Pay Ratio	85-86*
	2 - 9 Governance structure and composition	Proxy	Committees of the Board of Directors	30-33
			Election of Directors	24-40
			Board Leadership Structure; Committees of the Board of Directors	29-37
	2-10 Nomination and selection of the highest governance body	Governance Documents	Corporate Governance Guidelines	2
		Proxy	Selection of Nominees for Director	38
	2-11 Chair of the highest governance body	Proxy	Board Leadership Structure	29
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Responsibility Report	Strategy and Risk Oversight; Governance Principles and Practices; Stakeholder Engagement; Environmental Initiatives; Climate Change and Resiliency	53-58; 12-13; 22-23; 30-31
		Governance Documents	Sustainability Committee Charter	1-3
		Proxy	Board and Committee Evaluation Process	39
			Board's Role in Risk Oversight; Board's Role in Corporate Strategy	34-36

GRI INDEX

GRI STANDARD		DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
GRI 2: GENERAL DISCLOSURES 2021				
	2-13 Delegation of responsibility for managing impacts	Corporate Responsibility Report	Leadership; Strategy & Risk Oversight; Governance Principles and Practices	52-57
			Governance Principles and Practices	55
		Governance Documents	Corporate Governance Guidelines	1-2
		Proxy	Committees of the Board of Directors; Board's Role in Risk Oversight; Board's Role in Corporate Strategy	30-37
			Sustainability Committee; Sustainability & Corporate Responsibility	33; 40-44
	2-14 Role of the highest governance body in sustainability reporting	Corporate Responsibility Report	About this Report; Governance Principles and Practices	6; 54-55
		Governance Documents	Sustainability Committee Charter	2
	2-15 Conflicts of interest	Governance Documents	Code of Conduct and Business Ethics	8-9
			Corporate Governance Guidelines	3 & 10
		Proxy	Certain Transactions	98
			Information About Nominees; Certain Transactions; Stock Ownership	24-27; 98; 102-103
	2-16 Communication of critical concerns	Corporate Responsibility Report	Governance Principles and Practices; Governance Policies and Ethics	54-58
		Governance Documents	Code of Conduct and Business Ethics	3-5
			Corporate Governance Guidelines	3; 6
		Proxy	Corporate Governance	34
	2-17 Collective knowledge of the highest governance body	Corporate Responsibility Report	Leadership; Strategy & Risk Oversight; Governance Principles and Practices; Governance Policies and Ethics	52-58
		Proxy	Sustainability & Corporate Responsibility	40-44

GRI INDEX

GRI STANDARD	DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
GRI 2: GENERAL DISCLOSURES 2021			
	2-18 Evaluation of the performance of the highest governance body	Proxy	Committees of the Board of Directors; Audit Committee: Compensation & Human Capital Committee; Sustainability Committee; Board and Committee Evaluation Process 30-33; 39
	2-19 Remuneration policies	Proxy	Compensation Discussion & Analysis 45-71
			2022 Performance Goals, "ESG Performance"; 2023 Performance Goals 57-58; 60
	2-20 Process to determine remuneration	Proxy	Say on Pay Results 51
			Compensation Review Process; Role of Management and Compensation Consultants; Say on Pay Results 51-52
	2-21 Annual total compensation ratio	Proxy	CEO Pay Ratio 85-86
	2-22 Statement on sustainable development strategy	Corporate Responsibility Report	A Message From Our CEO 6
			Corporate Responsibility Principles 10-11
		Governance Documents	Sustainability Committee Charter 1
	2-23 Policy commitments	Governance Documents	Code of Business Conduct and Ethics 1-16
			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. *
			Code of Business Conduct and Ethics (including Vendor Code of Conduct) 2; 13-16
		Proxy	Corporate Governance 34

GRI INDEX

GRI STANDARD		DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
GRI 2: GENERAL DISCLOSURES 2021				
	2-24 Embedding policy commitments	Corporate Responsibility Report	Corporate Responsibility Principles; Stakeholder Engagement; Environmental Initiatives; Climate Change and Resiliency; Biodiversity; Professional Development	10-13; 22; 30-31; 34; 40
		Governance Documents	Code of Business Conduct and Ethics	2,13
		Proxy	Corporate Governance	34
			Corporate Governance; Stockholder Engagement and Outreach	34; 40
	2-25 Process to remediate negative impacts	Annual Report	Environmental Matters; General Risks of Owning and Operating Real Estate; Real Estate Acquisition and Development Risks	5-8
		Corporate Responsibility Report	Stakeholder Engagement; Environmental Initiatives; Climate Change and Resiliency; Biodiversity; Governance Policies and Ethics	12-13; 22-23; 30-31; 34; 57-58
	2-26 Mechanisms for seeking advice and raising concerns	Corporate Responsibility Report	Governance Policies and Ethics	57-58
		Governance Documents	Code of Business Conduct and Ethics	3-4
		Proxy	Corporate Governance	34
	2-27 Compliance with laws and regulations	Annual Report	Environmental Matters; Environmental Issues; Litigation	5; 7-8; F-26
		Corporate Responsibility Report	Biodiversity	34
	2-28 Membership associations	Corporate Responsibility Report	Corporate Responsibility Reporting Priorities; Goals and Progress: Building Certifications; Maintaining Sustainable Assets; Environmental Management and Certifications; Healthy Buildings Certifications; Third Party Benchmarking; Awards; Civic Engagement	14; 17-20; 25; 27; 44
	2-29 Approach to stakeholder engagement	Corporate Responsibility Report	Stakeholder Engagement	12-13
		Proxy	Corporate Governance; Stockholder Engagement and Outreach	34; 40
	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.	70

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	Human Capital; Environmental Matters; General Risks of Owning and Operating Real Estate; Real Estate Acquisition and Development Risks	4-8; 11-13
		Corporate Responsibility Report	About this Report; Corporate Responsibility Principles; Stakeholder Engagement; Corporate Responsibility Reporting Priorities	6; 10-14
	3-2 List of material topics	Corporate Responsibility Report	Table of Contents; Corporate Responsibility Principles; GRI Index	4; 10-11; 66-80
			No material changes from 2021 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	25-38; F-4-F8
	201-2 Financial implications and other risks and opportunities due to climate change	Annual Report	Environmental Matters; General Risks of Owning and Operating Real Estate; Real Estate Acquisition and Development Risks	5-8; 11-13
	201-3 Defined benefit plan obligations and other retirement plans	Corporate Responsibility Report	Climate Change and Resiliency	30-31
		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	66
		Not Material	Not Material	

GRI INDEX

GRI STANDARD		DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
MARKET PRESENCE				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Proxy	Compensation Philosophy and Competitive Positioning; CEO Pay Ratio	51; 85-86*
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	Corporate Responsibility Report	Environmental Responsibility; Social Responsibility	15-50
		4Q22 Financial Supplement	Investment Activity; Development Pipeline	23-25
GRI 203: Economic Performance 2016	203-1 Infrastructure investments and services supported	Annual Report	Part II, Item 7. Management's Discussion and Analysis of Financial Conditions and Results of Operations; Consolidated Financial Statements	25-38; F-4-F8
		Corporate Responsibility Report	Environmental Initiatives; Human Capital; Health and Wellness; Civic Engagement; Social Consciousness and Civic Engagement; Embracing Diversity in Commercial Real Estate	22-23; 39; 41; 44-47
	203-2 Significant indirect economic impacts	Corporate Responsibility Report	Environmental Initiatives; Human Capital; Health and Wellness; Civic Engagement; Social Consciousness and Civic Engagement; Embracing Diversity in Commercial Real Estate	22-23; 39; 41; 44-47

GRI INDEX

GRI STANDARD	DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
ANTI-CORRUPTION			
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Proxy	Corporate Governance; Board's Role in Risk Oversight 34-36*
GRI 205: Anti-Corruption 2016	205-1 Management of anti-corruption	Annual Report	Disclosure Controls and Internal Control over Financial Reporting Risks; General Risks 15-16*
		Proxy	Governance Highlights; Audit Committee; Nominating & Governance Committee; Corporate Governance; Board's Role in Risk Oversight; Certain Transactions 14; 30; 32; 34-36; 98*
	205-2 Communication and training about anti-corruption policies and procedures	Corporate Responsibility Report	Professional Development; Governance Policies and Ethics 40; 57-58*
		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 14; 30; 32; 34-36; 98*
	205-3 Confirmed Incidents of Corruption	Not Material	Not Material
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	Federal Income Tax Risks; Income Taxes; Distribution of REIT Taxable Income 13-14; F-12; F-27*
GRI 207: Tax 2019	207-1 Approach to Tax	Annual Report	Federal Income Tax Risks; Income Taxes 13-14; F-12*
		Proxy	Board's Role in Risk Oversight 13-14*

GRI INDEX

GRI STANDARD		DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
GRI 207: Tax 2019	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	
ENERGY				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Corporate Responsibility Report	Corporate Responsibility Principles; Environmental Responsibility	10-11 ; 15-35
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Corporate Responsibility Report	Goals and Progress; 2022 Environmental Performance	16-17 ; 64
	302-2 Energy consumption outside of the organization	Not Material	Not Material	
	302-3 Energy intensity	Corporate Responsibility Report	Goals and Progress; 2022 Environmental Performance	16-17 ; 64
	302-4 Reduction of energy consumption	Not Material	Goals and Progress; 2022 Environmental Performance	16-17 ; 64
	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	10-11 ; 15-35
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Corporate Responsibility Report	Sustainable & Healthy Building Features; Corporate Office Practices; Climate Change and Resiliency; Water Reclamation; Biodiversity; Giving Back	21 ; 24 ; 30-32 ; 34 ; 49
	303-2 Management of water discharge-related impacts	Corporate Responsibility Report	Climate Change and Resiliency; Water Reclamation; Biodiversity; Giving Back	30-32 ; 34 ; 49
	303-3 Water withdrawal by source	Corporate Responsibility Report	2022 Environmental Performance	64 *
	303-4 Water discharge	Corporate Responsibility Report	Spotlight: Water Reclamation	32 *
	303-5 Water consumptions	Corporate Responsibility Report	Goals and Progress; 2022 Environmental Performance	16-17 ; 64 *

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GRI STANDARD		DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
BIODIVERSITY				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Corporate Responsibility Report	Corporate Responsibility Principles; Environmental Responsibility	10-11 ; 15-35
GRI 304: Biodiversity 2016	304-1 Sites owned, leased, managed in, or adjacent to, protected areas/ areas of high biodiversity value	Not Material	Not Material	
	304-2 Significant impacts of activities, products and services on biodiversity	Corporate Responsibility Report	Biodiversity	34 *
	304-3 Habitats protected or restored	Corporate Responsibility Report	Biodiversity	34 *
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	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	10-11 ; 15-35
GRI 305: Emissions	305-1 Direct (Scope 1) GHG Emissions	Corporate Responsibility Report	Goals and Progress; 2022 Environmental Performance	16-17 ; 64 *
	305-2 Indirect (Scope 2) GHG Emissions	Corporate Responsibility Report	Goals and Progress; 2022 Environmental Performance	16-17 ; 64 *
	305-3 Other Indirect (Scope 3) GHG Emissions	Corporate Responsibility Report	2022 Environmental Performance	64 *
	305-4 GHG emissions intensity	Corporate Responsibility Report	Goals and Progress; 2022 Environmental Performance	16-17 ; 64 *
	305-5 Reduction of GHG Emissions	Corporate Responsibility Report	Goals and Progress; 2022 Environmental Performance	16-17 ; 64 *
	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	

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GRI STANDARD		DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
WASTE				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Corporate Responsibility Report	Corporate Responsibility Principles; Environmental Responsibility	10-11 ; 15-35
GRI 306: Waste 2020	306-1 Waste Generation and significant waste-related impacts	Corporate Responsibility Report	Environmental Data Management; Corporate Office Practices; Recycling; Waste Diversion; Biodiversity	19 ; 24 ; 29 ; 33-34 *
	306-2 Management of significant waste-related impacts	Corporate Responsibility Report	Environmental Data Management; Corporate Office Practices; Recycling; Waste Diversion; Biodiversity	19 ; 24 ; 29 ; 33-34 *
	306-3 Waste generated	Corporate Responsibility Report	Recycling; Waste Diversion	29 ; 33 *
	306-4 Waste diverted from disposal	Corporate Responsibility Report	Waste Diversion	33 *
	306-5 Waste directed to disposal	Not Material	Not Material	
EMPLOYMENT				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Corporate Responsibility Report	Corporate Responsibility Principles; Social Responsibility	10-11 ; 36-50
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Corporate Responsibility Report	By the Numbers	8 *
	401-2 Benefits provided to full-time employees	Corporate Responsibility Report	Health and Wellness	41
	401-3 Parental leave	Corporate Responsibility Report	Health and Wellness	41
LABOR/MANAGEMENT RELATIONS				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Corporate Responsibility Report	Social Responsibility	36-50
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Not Material	Not Material	

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GRI STANDARD		DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
OCCUPATIONAL HEALTH AND SAFETY				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Corporate Responsibility Report	Social Responsibility	36-50
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; Employee Engagement	40 ; 42 *
	403-6 Promotion of worker health	Corporate Responsibility Report	Cousins Culture; Human Capital; Health and Wellness	37 ; 39 ; 41
	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	

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GRI STANDARD		DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
TRAINING AND EDUCATION				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Corporate Responsibility Report	Social Responsibility	36-50
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Corporate Responsibility Report	Professional Development; Employee Engagement	40 ; 42*
	404-2 Programs for upgrading employee skills and transition assistance programs	Corporate Responsibility Report	Professional Development	40*
	404-3 Percentage of employees receiving regular performance and career development reviews	Corporate Responsibility Report	Professional Development	40*
DIVERSITY AND EQUAL OPPORTUNITY				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Corporate Responsibility Report	Commitment to Diversity, Inclusion, and Equal Opportunity; Embracing Diversity in Commercial Real Estate	38 ; 46-47
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Corporate Responsibility Report	Key Diversity Highlights	48
	405-2 Ratio of basic salary and remuneration of women to men	Not Material	Not Material	
NON-DISCRIMINATION				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Corporate Responsibility Report	Commitment to Diversity, Inclusion, and Equal Opportunity; Embracing Diversity in Commercial Real Estate	38 ; 46
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	

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GRI STANDARD		DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
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	Corporate Responsibility Report	Awards	27*
GRI 410: Security Practices	410-1 Security personnel trained in human rights policies or procedures	Not Material	Not Material	
RIGHTS OF INDIGENOUS PEOPLE				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Not Material	Not Material	
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Not Material	Not Material	
LOCAL COMMUNITIES				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Corporate Responsibility Report	Corporate Responsibility Principles; Stakeholder Engagement; Social Responsibility	10-13;43-50
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Corporate Responsibility Report	Social Responsibility	43-50

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GRI STANDARD		DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
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	Corporate Responsibility Report	Stakeholder Engagement	13*
	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	19-23; 26
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Corporate Responsibility Report	Healthy Buildings Certifications; Sustainable & Healthy Building Features; Environmental Initiatives	20-23
	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	

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GRI STANDARD		DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
CUSTOMER PRIVACY				
GRI 3: Material Topics 2021	3-3 Process to determine material topics	Corporate Responsibility Report	Governance Policies and Ethics	58
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	17; 20
	Access to Public Transit	Corporate Responsibility Report	Accessibility Metrics	26
	Walkability and Bikability	Corporate Responsibility Report	Accessibility Metrics	26

TCFD DISCLOSURES

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



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