

Getting Back to the Office

Cousins Properties 2020 ESG Report





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



Disclaimer

This ESG Report contains “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, 2020, and the Quarterly Report on Form 10-Q for the quarters ended March 31, 2021, and June 30, 2021. These forward-looking statements include, among other things, information concerning our sustainability strategies and objectives, including projected cost savings, water usage, waste, energy consumption, building certifications, development and redevelopment activity, our goals and activities related to social and governance matters, including diversity and engagement, and, other forward-looking data. Any forward-looking statements are based upon management’s beliefs, assumptions, and expectations of our future performance, initiatives and priorities, 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, particularly in Atlanta, Austin, Charlotte, Phoenix, Tampa, Dallas, and Nashville, where we have high concentrations of lease revenues, including the impact of high unemployment, volatility in the public equity and debt markets, and international economic and other conditions; the impact of a public health crisis, including the COVID-19 pandemic, and the governmental and third-party response to such a crisis, which may affect our key personnel, our major customers, and the costs of operating our assets; the impact of social distancing, sheltering-in-place, border closings, travel restrictions, remote work requirements, and similar governmental and private measures taken to combat the spread of the COVID-19 pandemic on our operations and our customers; changes to our strategy with regard to land and other non-core holdings that may require impairment losses to be recognized; leasing risks, including the ability to obtain new customers or renew expiring customers, the ability to lease newly developed and/or recently acquired space, the failure of a customer to occupy leased space, and the risk of declining leasing rates; changes in the needs of our customers brought about by the desire for co-working arrangements, trends toward utilizing less office space per employee, and the effect of telecommuting; any adverse change in the financial condition of one or more of our customers; volatility in interest rates and insurance rates; 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 (REIT) and meet regulatory requirements; potential changes to state, local, or federal regulations applicable to our business; material changes in the rates, or the ability to pay, dividends on common shares or other securities; potential changes to the tax laws impacting REITs and real estate in general; and those additional risks and factors discussed in reports filed with the Securities and Exchange Commission (SEC) by the Company. The words “believes,” “expects,” “anticipates,” “estimates,” “plans,” “may,” “intend,” “will,” or similar expressions are intended to identify forward-looking statements. Although we believe that our plans, intentions, and expectations reflected in any forward-looking statements are reasonable, we can give no assurance that such plans, intentions, or expectations will be achieved. We undertake no obligation to publicly update or revise any forward-looking statement, whether as a result of future events, new information, or otherwise, except as required under U.S. federal securities laws.

A Message from our CEO

Across all areas of our business and in each of our markets, 2020 was an extraordinary year. While we are starting to see signs of hope with the promise that vaccines offer, the COVID-19 pandemic arrived swiftly and transformed our industry, communities, and country.

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

We were well prepared to weather challenging times with a simple, yet compelling strategy that enabled us to operate effectively throughout the year and into 2021. Cousins creates value for our shareholders through ownership of the premier office portfolio in the leading Sun Belt markets of Atlanta, Austin, Charlotte,

Phoenix, Tampa, and Dallas. Cousins entered the Nashville market in 2021. While COVID-19 presented challenges to the commercial real estate sector, we have remained true to our values, which includes a commitment to the responsible stewardship of environmental, social, and governance risks.

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

As outlined in this report, we are also 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.

Since Cousins' founding, we have also recognized the importance of giving back to the communities in which we live and work. We believe strong financial returns are driven by creating a positive impact in the communities in which we operate, and that will always be a critical part of our success. Despite the challenges of COVID-19, our team continued to give back to our communities in meaningful ways.

We are excited to share some of the highlights of this year's sustainability journey. At the same time, we are focused on the future and are working to enhance our record each year. I am so proud of our hardworking, talented, and flexible teams for their dedication and excellent work under the toughest circumstances as we grow the preeminent Sun Belt office REIT.



A handwritten signature in blue ink that reads "Colin Connolly". The signature is fluid and cursive, with a long horizontal stroke at the end.

Colin Connolly
President and Chief Executive Officer

About this Report

We're pleased to present Cousins' 2020 Environmental, Social, and Governance (ESG) report. We have integrated the values underlying key ESG principles into our Company from the start, and we are proud to strengthen our achievements each year. This year, we have highlighted many of our key performance indicators, including announcing our progress in like-for-like reductions.

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

As further detailed at the end of this report, this report's approach, structure, and content are aligned with Global Reporting Initiative (GRI) Standards (Core). Data primarily relates to properties in our portfolio located in Atlanta, Austin, Charlotte, Phoenix, Tampa, and Dallas.

Calculation methodologies are noted where relevant. Unless otherwise noted, all data is as of December 31, 2020. For questions or comments about this report, please contact mmcnamara@cousins.com.



Charlotte, North Carolina



Corporate Overview

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

At the end of December 2020, Cousins managed a 20 million square foot trophy office portfolio primarily in the high-growth Sun Belt markets of Atlanta, Austin, Charlotte, Phoenix, Tampa, and Dallas. In July 2021, Cousins announced its entry into the high-growth market of Nashville. Cousins is committed to creating exceptional value for all its stakeholders by executing attractive investment opportunities, understanding the business strategies of its customers, and providing exceptional customer service.

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




**Total
Market Cap**

\$8.4B	2019
\$7.3B	2020
\$4.6B	2018



**Funds from
Operations**

\$329M	2019
\$413M	2020
\$268M	2018



**Net
Operating
Income**

\$432M	2019
\$486M	2020
\$326M	2018



Employees

331	2019
316	2020
262	2018



**Total
Revenue**

\$658M	2019
\$740M	2020
\$475M	2018

65 Buildings Across the Sun Belt

- 18

Atlanta
- 19

Austin
- 8

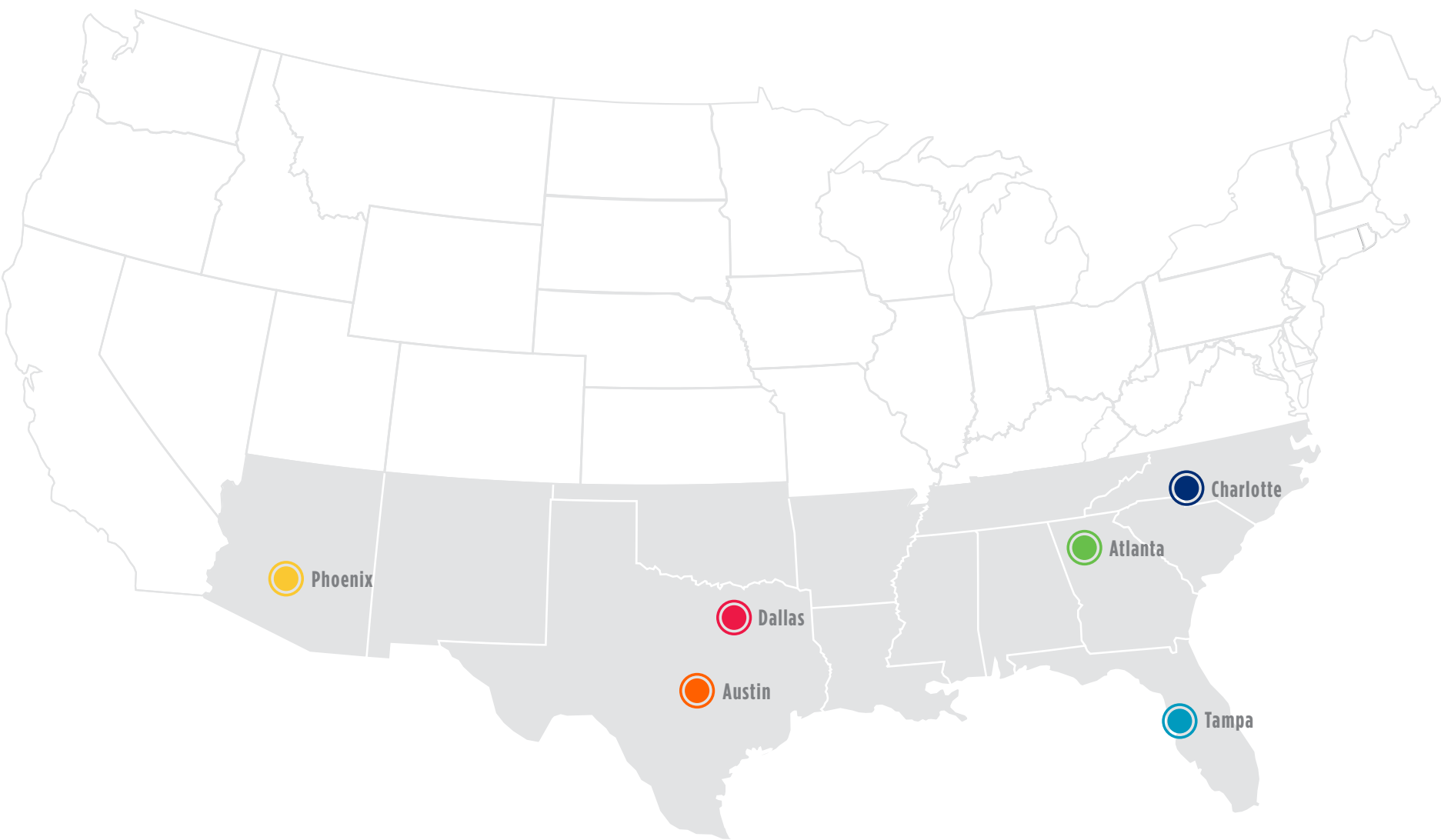
Charlotte
- 6

Phoenix
- 6

Tampa
- 3

Dallas
- 5

Other



Sustainability Strategy

At the highest strategic level, sustainability is a core value for us, as it has been since we first began more than 62 years ago. We have been an advocate and practitioner of energy conservation measures and sustainability initiatives for many years. We operate our business in a manner that seeks to advance performance efficiency and sustainability practices in every area of our Company.

At Cousins, our sustainability strategy is rooted in a commitment to the environment and our ability to enhance the communities in which we live and work. What does this strategy mean in practice?

→ Quality

We are committed to developing and acquiring high-quality assets, operating them responsibly, and create innovative improvements wherever possible. Through measured implementation of efficiency improvements, we are able to improve the resilience of our buildings and enhance their performance.

→ Integrity

Integrity underlies all our activities. Whether communicating with investors, employees, customers, or community stakeholders, we recognize the importance of conducting our business in a manner consistent with our core values.

→ Efficiency

In evaluating new investment opportunities, we focus carefully on the existing performance of the building in consuming energy and water resources and the mitigation of resource consumption through recycling and other efforts. We also examine opportunities for improvement.

→ Responsibility

As we acquire and develop high-quality assets, we seek to operate them responsibly. Whenever possible, we minimize the environmental impact of the development and operation of our buildings.

Our Key Principles

Our Company has key principles that guide our business and social strategies. These have enabled us to operate effectively in a challenging year:

Business Principles



Build the Premier Urban Sun Belt Office Portfolio

We focus on building in existing and potential new Sun Belt markets with the best long-term growth characteristics.



Pursue Compelling New Investments

We pursue acquisition and development opportunities where our operating and/or development platforms can add value. This includes pursuit of projects designed to mitigate environmental impacts or enhance property resiliency, while delivering a return on investment and a reduction in operating expenses.



Maintain a Best-In-Class Balance Sheet

We maintain a simple, flexible, and low-levered balance sheet, appropriately sized to obtain benefits of scale.



Leverage Our Strong Local Operating Platforms

We focus on an entrepreneurial approach, local market relationships, and community involvement in our high-growth markets, bringing an unwavering commitment to excellence in all our operations.

Social Principles



Maintain Strong Ethics, Governance, and Risk Management

We are committed to corporate governance management practices that promote long-term value creation, transparency, and accountability to our stakeholders, all in an ethical work environment. We also assess and mitigate financial, physical, and social risks to our business operations and assets, including risks presented by climate change.

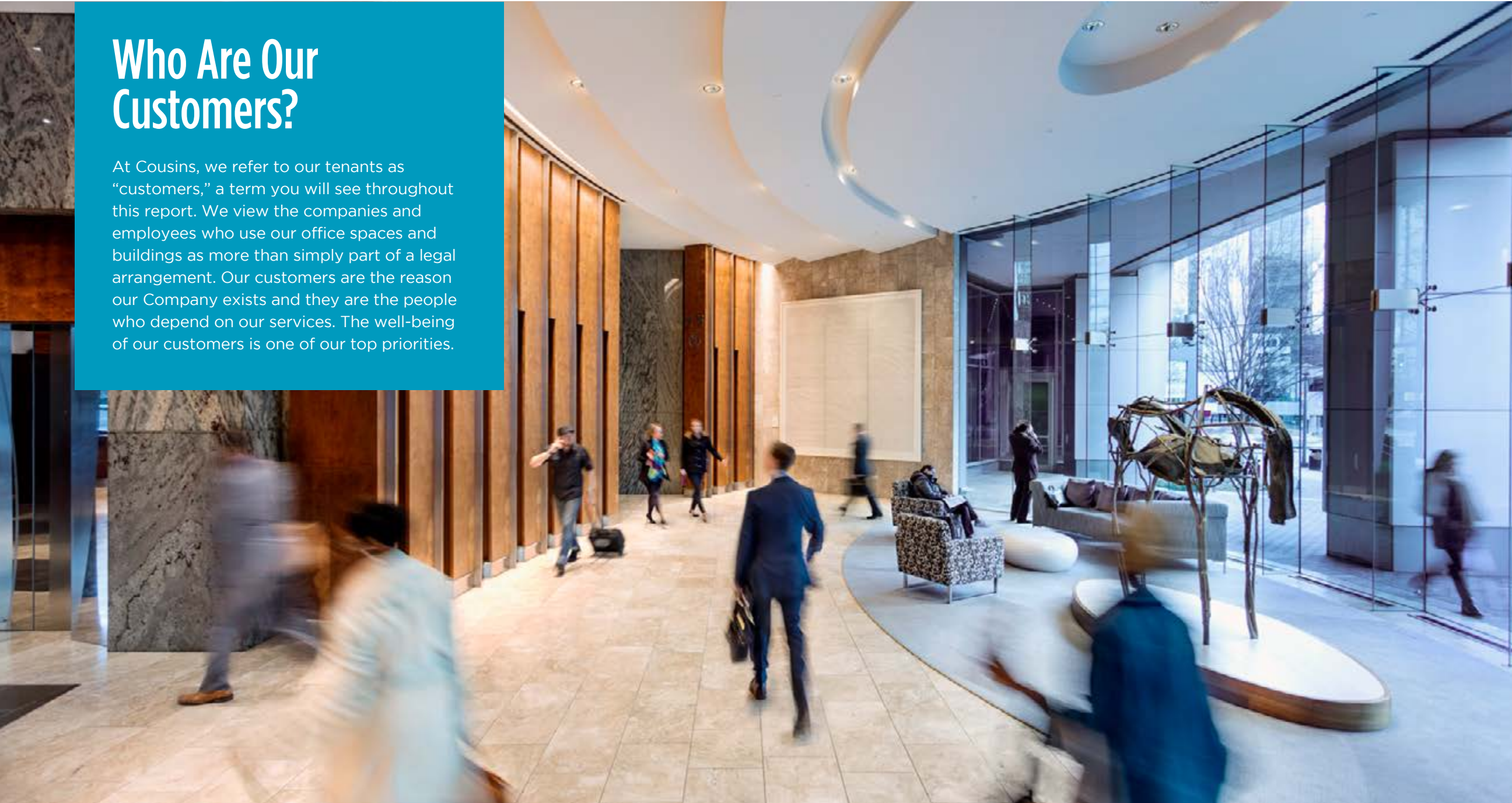


Make a Positive Social Impact

We have always been proud to be active members in our communities, and we continually seek ways to make a positive social impact on our employees, customers, and the communities where we do business. Good corporate citizenship is essential for our employees and customers to take pride in our relationships.

Who Are Our Customers?

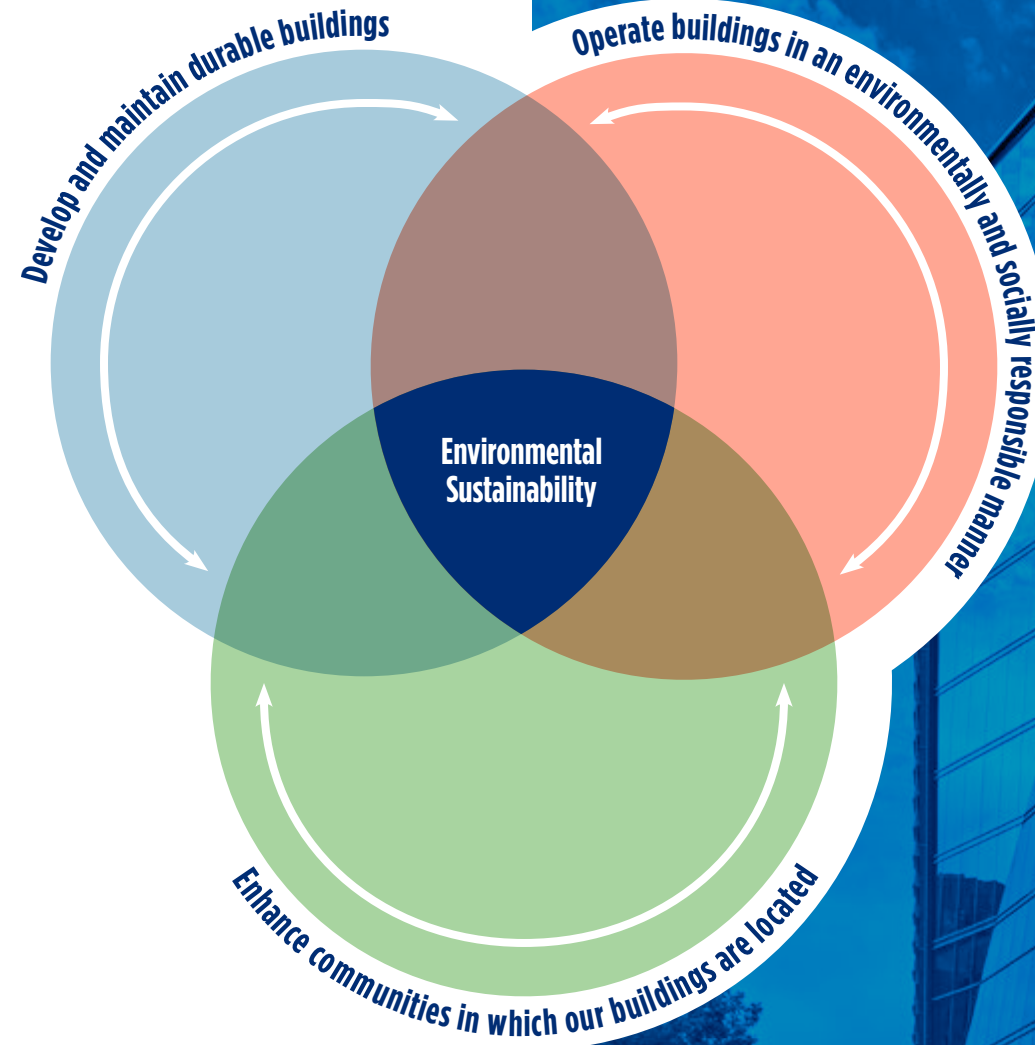
At Cousins, we refer to our tenants as “customers,” a term you will see throughout this report. We view the companies and employees who use our office spaces and buildings as more than simply part of a legal arrangement. Our customers are the reason our Company exists and they are the people who depend on our services. The well-being of our customers is one of our top priorities.



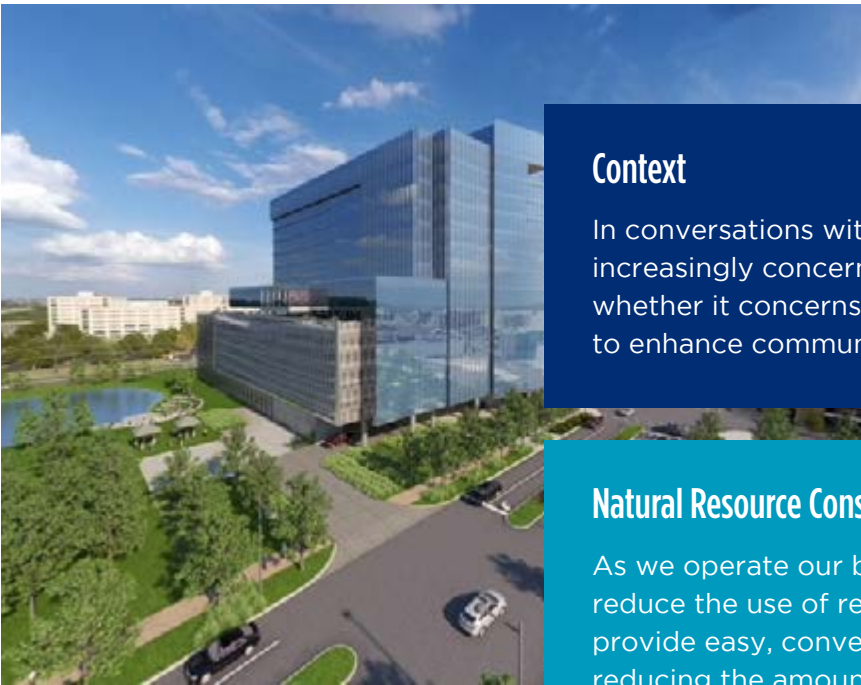
Our View of ESG

Optimizing Sustainability

At Cousins, we focus on all three broad aspects of environmental sustainability: environmental impact, responsible operations, and social benefit. By optimizing these three components, we can continue to improve our operations and execute our business strategy.



Our ongoing discussions with customers, employees, stockholders, sustainability experts, city leaders, and industry pioneers have helped us better understand which aspects of sustainability are most material for our Company, our customers, and our communities. As we continue to develop our approaches to sustainability, energy conservation, water conservation, and waste are areas of high priority.

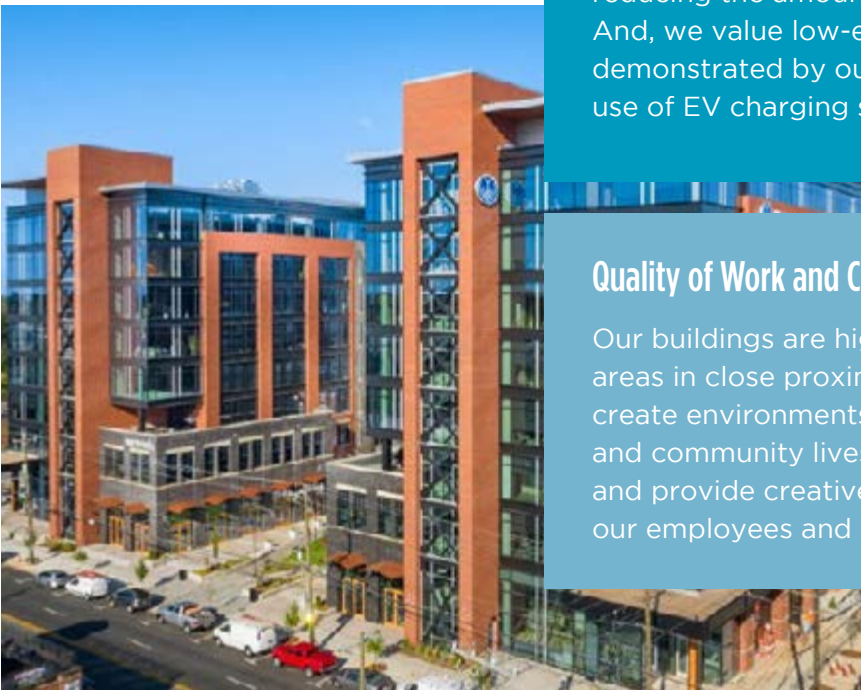


Context

In conversations with our investors, it is evident that they are increasingly concerned about sustainability-related risks—whether it concerns climate change or resiliency—and how to enhance communities in which people live and work.

Natural Resource Conservation

As we operate our buildings, we continue to seek ways to reduce the use of resources such as energy and water. We provide easy, convenient ways for our customers to recycle, reducing the amount of waste produced at each building. And, we value low-emissions transportation options, as demonstrated by our buildings’ proximity to transit and our use of EV charging stations and bike racks.



Quality of Work and Community Life

Our buildings are highly amenitized and located in urban areas in close proximity to transportation. We strive to create environments in our office spaces that enhance work and community lives, offer expansive outdoor environments, and provide creative and productive work experiences for our employees and customers.

From Top Left to Bottom Right: Atlanta, Georgia; Austin, Texas; Tempe, Arizona; Charlotte, North Carolina

Our ESG Priorities

For Cousins, sustainability means creating and maintaining resilient buildings that are operated in an environmentally and socially responsible manner that encourage office users to select us for their corporate operations, while enhancing the communities in which our buildings are located.

Key ESG Priorities

Environmental Responsibility

- Build efficiencies with innovative technology
- Reduce consumption of natural resources
- Monitor and report on key metrics, including obtaining relevant certifications (e.g., ENERGY STAR, LEED, BOMA 360, and Fitwell)

Social Responsibility

- Diverse, inclusive workplace
- Employee engagement, including soliciting feedback about corporate initiatives
- Customer service excellence
- Community engagement, including through philanthropy and volunteerism

Good Governance

- Leading governance practices
- Transparency
- Risk management
- Ethics and compliance

Stakeholder Engagement

Our commitment to understanding the interests and perspectives of our stockholders is a key component of our corporate governance strategy and compensation philosophy. Throughout the year, we regularly meet with our investors to share our perspective and to solicit their feedback on a variety of topics, such as our strategy and performance, corporate governance, and market conditions. During 2020, members of our executive management team participated in multiple investor conferences as well as numerous one-on-one virtual meetings with our investors. Our standard practice is for members of our management team to meet periodically with stockholders to discuss our strategy and performance, provide tours of our properties, and respond to questions. The in-person components of these meetings were temporarily suspended in 2020 due to COVID-19.

In addition, we consider the input received from our stockholders through individual meetings, property tours, telephone calls, and/or written communications. We plan to continue our engagement with our stockholders in 2021 and beyond, as we believe the perspectives provided by our stockholders provide valuable information to be considered in our decision-making process.

We also regularly communicate with our customers and employees. We enhanced our communications to these groups during COVID-19.

- COVID-19-specific updates on building procedures and new health and safety protocols
- Details about sustainable operations, such as proper waste disposal and energy efficiency measures
- A review of customer concerns and ideas for innovation
- Employee Town Halls that provide strategic business updates

	Employees	Customers	Investors	Communities
How We Engage	Staff surveys Professional development Quarterly Town Halls Social media	Industry conferences Virtual customer events Social media and proactive media	Annual shareholder meeting Conference calls Quarterly earnings calls Virtual meetings	Annual giving campaign Corporate philanthropy Volunteer activities Economic development and community improvement district participation
Key Issues	Engagement Career development Recognition and appreciation Training Flexibility Competitive benefits	Outstanding service Product quality Privacy and data security	Capital allocation ESG matters Financial performance Development pipeline Existing portfolio	Financial support Boosting volunteerism Community leadership

ESG Reporting Priorities

Cousins regularly engages its stakeholders, including institutional investors, customers, and employees, on matters relating to ESG opportunities and initiatives. The feedback gained from stakeholders helps shape Cousins' ESG reporting strategy, including the ESG frameworks in which the Company participates.

For example, as a result of these engagement efforts, in 2020, we proactively aligned disclosure in our second annual ESG Report with the GRI framework. Similarly, Cousins has participated in the GRESB reporting survey since 2016, and we regularly review data from reporting services such as MSCI, Sustainalytics, and ISS, based on feedback that these surveys are meaningful to key stakeholders.

In 2020, we enhanced our reporting efforts to highlight social and governance initiatives. In this report, we outline our social consciousness and civic commitment, as well as our commitment to diversity, inclusion, and equal opportunity.



Global Real Estate Sustainability Benchmark

Since 2016, Cousins has participated in the Global Real Estate Sustainability Benchmark (GRESB) annual assessment. GRESB is an investor-driven evaluation system for measuring the sustainability performance of property companies and real estate funds, and it is endorsed by many large institutional investors. In 2020, GRESB adjusted the assessment reporting structure to place a higher weighting on the performance component toward the overall GRESB score. This benchmark-wide score reset resulted in the average GRESB score decreasing.

In 2020, Cousins earned its sixth consecutive “Green Star” from GRESB, which reflects our strong performance in the Implementation & Measurement and Management & Policy sections of the assessment. Despite the impact of the scoring adjustment, we were pleased to have once again scored above the GRESB average for the assessment.

In addition, for the fourth consecutive year, we earned an overall score of a “B” on the GRESB public disclosure assessment, including scores of “A” on the Disclosure of Sustainability Governance and Disclosure of Sustainability Implementation components. These scores compare favorably to the overall comparison group average of a “C”.



2020 GRESB Survey

Calendar year 2019 was examined in the 2020 Assessment.

Top 15%

We scored in the top 15% of our peer group (participating U.S. listed office companies) in building certifications (such as LEED and BOMA 360) for new and operating buildings.

Green Star

In 2020, Cousins earned its sixth consecutive “Green Star”.

Strong Social & Governance Scores

Once again, Cousins’ scores for Social and Governance Performance were above average, reflecting our ongoing commitment to these pillars of responsibility.

Partnerships and Associations

- Atlanta Commercial Board of Realtors
- Atlanta Downtown Improvement District
- Blumenthal Performing Arts
- Buckhead Coalition Committee
- Buckhead Community Improvement District
- Central Atlanta Progress-Board and Executive Committee
- Charlotte Center City Partners (Board of Directors)
- Charlotte Region Commercial Board of Realtors
- Charlotte Regional Business Alliance
- Dallas Chamber of Commerce
- Downtown Austin Alliance
- Downtown Tempe Authority
- Downtown Tempe Community Improvement District
- Greater Phoenix Economic Council
- Hillsborough County Economic Development Council
- Hillsborough Economic

- Development Council
- Livable Buckhead
- Midtown Alliance
- Midtown Atlanta Community Improvement District
- Opportunity Austin
- Perimeter Community Improvement District
- Project Destined
- Real Estate Council – Dallas/Fort Worth
- Real Estate Council of Austin
- Real Estate Investment Council
- Rio Salado Community Facilities District
- Society of Real Estate Professionals
- South End Charlotte (Board of Directors)
- Tempe Chamber of Commerce
- Tempe Enhanced Services Commission
- Tempe Streetcar Improvement District
- Urban Land Institute
- Westshore Alliance





Environmental Sustainability

Maintaining Sustainable Assets

The effectiveness of our sustainable and responsible development and operations is evidenced by the recognition our properties have received from some of the most respected third-party organizations that benchmark property efficiency and sustainability practices. Our goal is to obtain LEED, BOMA 360, and/or ENERGY STAR certification for all new development and all newly acquired buildings, to the greatest extent feasible.¹

39%

Lower Emissions

Across our portfolio, our greenhouse gas (GHG) emissions are 39% lower than the U.S. office building average.²

71%

ENERGY STAR Certification – Full Portfolio

Nearly three-quarters of our total office portfolio, based on the number of eligible buildings, have achieved the prestigious ENERGY STAR certification, ranking our buildings among the most energy efficient in the country.

43

LEED Certified Buildings

Approximately 72% of our office portfolio by square footage are LEED certified (O&M and/or Core & Shell).

36

BOMA 360 Certified Buildings

Thirty-six Cousins buildings, comprising 69% of the total square footage of our office portfolio, have achieved the elite BOMA 360 certification, which recognizes excellence in building operations and management, and benchmarks building performance in six key areas, including energy, environment, and sustainability.



Austin, Texas

¹ Calculations are based on total SF in portfolio as of 12/31/20.

² Cousins' portfolio average GHG emissions in 2020 was 2,135.96 Metric Tons CO2e for the 52 buildings in the portfolio that have been established in ENERGY STAR profiles (approximately 88% of Cousins' portfolio on a square footage basis) compared to an average of the national median GHG for similar buildings of 3,477.10 Metric Tons CO2e, calculated based on information gathered from the ENERGY STAR Portfolio Manager.

Key Performance Indicators

Cousins worked with its sustainability consultant, Goby, Inc., to gather, review, and verify the data on pages 19 through 22 of this report. Cousins provided Goby with information on total building size and occupancy; Goby used its ESG software to automate energy consumption data across the Cousins portfolio, including direct integration with ENERGY STAR Portfolio Manager.

Where data has been normalized, Goby used the following formula: total usage X (100/Occupancy).

Goby calculated intensity using the following formula: normalized usage (formula above)/sf. Weather-normalized numbers from the ENERGY STAR Portfolio Manager are based on kBtu/sf.

Energy Consumption^{1,2}

(Absolute)

↓21.5%



	2017	2018	2019	2020
Energy Consumption (Mwh)	219,440	222,711	210,739	172,180

Average ENERGY STAR Scores³

↑12.4%



	2017	2018	2019	2020
Average ENERGY STAR Scores	72.3	74.0	77.1	81.3

Historical Site Energy Use Intensity^{2,4}

↓19.5%



	2017	2018	2019	2020
Historical Site Energy Use Intensity (kBtu/sf)	69.86	69.89	66.67	56.25

¹ Represents absolute consumption of electricity, natural gas, and District Heating and Cooling within the Like-for-Like portfolio. Numbers have not been normalized for occupancy or weather.

² Like-for-Like portfolio is comprised of 31 buildings with an aggregate of approximately 12,451,218 square feet, representing 56% of the square footage of all buildings that were owned by the Company and operational for the full period from January 1, 2017 through December 31, 2020. See full list on pages 50-52.

³ Represents average of all ENERGY STAR scores for all buildings in Like-for-Like portfolio.

⁴ Average of calculated intensity data for Like-for-Like portfolio, as reported by ENERGY STAR Portfolio Manager, normalized for weather and occupancy.

Electricity Consumption - Weather Normalized Site Electricity Intensity

↓21.8%



	2017	2018	2019	2020
Electricity Consumption - Weather Normalized Site Electricity Intensity (kWh/sf)	616.8	615.8	582.2	482.5

Historical Average GHG Intensity⁵

↓20.1%



	2017	2018	2019	2020
Historical Average GHG Intensity (kgCO ₂ e/sf)	8.99	8.97	8.45	7.18

GHG Emissions⁶

(Absolute)

↓21.1%



	2017	2018	2019	2020
● Scope 1	167.76	180.81	200.24	117.66
● Scope 2	100,703.84	102,701.32	97,490.50	79,476.78
Total Emissions (MTCO ₂ e)	100,872	102,882	97,691	79,594

⁵Intensity data as reported by ENERGY STAR Portfolio Manager, normalized for occupancy.

⁶Represents non-normalized GHG emissions for 2020 within the Like-for-Like portfolio. Scope 1 is comprised of direct emmissions from owned or controlled sources, and Scope 2 is comprised of indirect emissions from generation of purchased utilities. Data reflects calculation.

Water Consumption
(Like-for-like properties)⁷

↓31.2%



	2019	2020
Water Consumption (gallons)	271,972,380	186,682,863
Water Consumption (gallons/sf)	21.8	15.0

2020 Water
Consumption Intensity⁸
(Absolute)

302,189,291
gallons

14.08
gallons/sf

	2020
Water Consumption (Absolute) Intensity (gallons)	302,189,291
Water Consumption (Absolute) Intensity (gallons/sf)	14.08

2020 Waste Intensity⁸
(Absolute)

88.9%
diversion rate

6.2 lbs/sf
waste

5.5 lbs/sf
recycled

	2020
Diversion Rate	88.9%
Waste (lbs/sf)	6.2
Waste (lbs/sf recycled)	5.5

⁷ Like-for-like portfolio is comprised of 31 buildings with an aggregate of approximately 12,451,218 square feet, representing 56% of the square footage of all buildings which were owned by the Company and operational for the full period from January 1, 2017 through December 31, 2020. See full list on pages 50-52.

⁸ Represents all buildings which were owned by the Company and operational from January 1, 2020-December 31, 2020 as reported to GRESB 2021.

Disaster Assessment and Preparedness

We give thoughtful consideration to disaster preparedness in acquiring, developing, and redeveloping resilient properties, as well as in assessing insurance coverage for our portfolio, including the potential for impact of climate events, such as hurricanes and floods.

As part of this ongoing review, we also carefully consider the appropriate timing of capital improvement projects that will improve climate resiliency. For example, among our Tampa buildings, we have proactively upgraded and replaced a roof to increase hurricane preparedness, which also resulted in a significant improvement in insurance coverage for this building.



Tampa, Florida

Biodiversity

Cousins prioritizes the protection and enhancement of biodiversity and ecosystems during the development of new buildings and the operation and enhancement of our existing buildings. Our development and operations teams maintain compliance with environmental laws and regulations. In 2020, 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



Austin, Texas

New Development

Most of our new construction involves the redevelopment of existing sites, which conserves 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
- Natural light and aesthetically pleasing views
- Energy efficient mechanical and electrical systems



Atlanta, Georgia

- Stormwater management and reuse
- Infill development
- Low emitting materials
- Optimized site design including:
 - > Structured parking and outdoor gathering areas
 - > Sustainable construction materials
 - > Water-efficient landscaping



Case Study

Artificial Reef Habitat Program

Since 2015, Cousins has participated in an artificial reef habitat program. As we replace existing chillers in our buildings to more energy efficient and environmentally friendly units, we repurpose the old chiller units into artificial habitats serving marine wildlife in the Gulf of Mexico. Preparation includes removing any hazardous materials from the chiller as we introduce it to establish a new eco system. We like to think of the chiller as planting the seed for future marine life to flourish in a new environment that was previously a barren sea bed. Today, chillers have been deployed into the Gulf of Mexico from three Cousins properties (One Orlando Center, One Buckhead Plaza, and The Pointe).

Company-Wide Efforts

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

- Recycling programs for paper, bottles, and cans
- Dual monitors for headquarter employees to decrease the need to print. The printers were upgraded to default to double-sided paper and use smart technology to eliminate unintended printing
- Electronic leases
- Digital platform for Board communications and presentations
- Hands-free, filtered water stations at the headquarters office, which reduce plastic water bottle waste
- Reusable mugs and beverage cups for all employees
- Fluorescent lighting is regularly replaced with LED lights as we upgrade our office space
- Live indoor plants to improve indoor air quality
- Bike racks, EV stations, and free mass-transit passes for employees



Atlanta, Georgia

Healthy Buildings

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



Indoor Air

For over two decades we have been 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.

Green Cleaning

Offices across our portfolio have green cleaning programs. Our janitorial providers are committed to minimizing the environmental impact of cleaning processes on our buildings and our customers.



COVID-19 Enhancements

During COVID-19, it became critically important to our customers to enhance our healthy building initiatives. We have undertaken the following:

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

Accessibility Metrics

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

78%

Mass Transit

78% of assets are in close proximity to mass transit.

66%

EV Charging Stations

Although all of our buildings offer plentiful parking for our customers and visitors, we have enhanced this offering through installation of EV charging stations in 66% of our buildings.

94%

On-site Bicycle Storage

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

75.81

Average Walk Score

According to calculations by walkscore.com, the weighted Walk Score for Cousins' Atlanta, Austin, Charlotte, and Phoenix portfolio is 75.81, while the averages for these cities range from 26.3 to 47.8.

55.1

Average Transit Score

According to calculations by walkscore.com, the weighted average Transit Score for Cousins' Atlanta, Austin, Charlotte, and Phoenix portfolio is 55.1, while the averages for these cities range from 28.7 to 47.2.



Social Sustainability

COVID-19 Response

The COVID-19 pandemic arrived swiftly, changing the way our employees and customers work nearly overnight. At Cousins, the health and safety of our customers and our employees are always our top priorities, and our dedicated team ably navigated the pandemic while consistently providing our customers with the same excellent service they expect from us every day.

The COVID-19 pandemic presented unprecedented challenges to the Company, our employees, our customers, and our communities. However, our ability to respond to the pandemic effectively and rapidly is the result of a business resilience and continuity plan developed many years ago and refined on a regular basis.

In March 2020, we implemented key components of our business resilience and continuity plan, instituting telework procedures for our corporate and property office employees. In the markets, we adjusted our operations to ensure the safety of our essential employees while our buildings all remained open to support our customers. Our established business continuity planning facilitated a smooth transition.

Enhanced Communications and Employee Engagement

We increased our communication efforts to employees and customers through frequent emails outlining business updates, COVID-19 health updates, and general business practices. We



held numerous Zoom meetings and company-wide Town Hall events to discuss issues including sustainability, social consciousness, CDC guidelines, and updates from our markets. We regularly emphasized the importance of physical and mental health and the availability of resources for both through our generous benefits offerings.

As outlined in our Healthy Buildings section in this report, we made numerous changes to our



buildings that we communicated to customers throughout the year. These changes included signage in all of our lobbies, elevators, and other common spaces in our buildings.

As our employees have begun to return to the physical office, we require adherence to CDC guidance with respect to quarantining, facial coverings, social distancing, and contact tracing.

We made numerous changes to our buildings that we communicated to customers throughout the year.

Giving Back

We believe if we fulfill our mission to be responsible corporate leaders, guided by good corporate governance principles, we will enhance shareholder value.

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

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

In 2020, Cousins committed over \$900,000 from our nonprofit foundation to support organizations focused on COVID-19 relief and important social justice causes. Through the Cousins Properties Foundation, we:

Provided **\$700,000** to nonprofit organizations fighting COVID-19 on the front lines or to communities economically impacted by it.

Donated to **24** organizations, including groups providing critical healthcare services, resources for children, food for families and individuals, and support for domestic violence victims.

Donated **\$10,000** to Feeding America, the nation's largest domestic hunger relief organization, in lieu of a 2020 holiday party. Feeding America distributes food through a network of 200 food banks across the country.

Donated **\$200,000** to support the Foundation's East Lake COVID-19 Relief Fund and Drew Charter School's Office of College and Career Readiness in Atlanta.



Tampa, Florida



Charlotte, North Carolina



Atlanta, Georgia

Giving Back Locally

Additionally, throughout the year, many of our markets – and properties within those markets – have made local donations as well. Some highlights include:

\$20,000

Raised

Atlanta

Raised over \$20,000 virtually for the Boys and Girls Clubs of Atlanta from Cousins, primarily to support a replacement meal program for children learning virtually during school closures due to the pandemic.

\$6,000

Raised

Austin: Research Park Plaza

\$6,000 to Heroes Night Out, Veterans Resource Center



Austin, Texas

\$8,000

Raised

Austin: Colorado Tower

\$8,000 to Central Texas Food Bank



Atlanta, Georgia

\$9,600

Raised

Austin: Domain 8, 10, 12

\$9,600 to Mobile Loaves
and Fishes



Atlanta, Georgia

\$3,500

Raised

Charlotte

\$3,500 contribution to Second Harvest Food Bank of Metrolina in lieu of end of year team events and an employee holiday party. \$1 = 7 pounds of food

Case Study

Charlotte Ballet Masks

Early in 2020, as the Cousins team in Charlotte was exploring options for cloth face coverings, the team learned of work being done by the Charlotte Ballet to design, fabricate, and deliver high-quality cloth face coverings to health care workers at Atrium Health. While conventional ballet programming was temporarily suspended due to COVID-19, the Charlotte Ballet team pivoted from set design and costume production to sewing thousands of fabric face masks.

Their team was able to help Cousins customize the fabric color in order to be consistent with the “Cousins blue” and then quickly began producing masks to supply our employees with face coverings. This partnership helped sustain continued operations for the Ballet’s staff during a time that would otherwise have required furloughs.

Ultimately, the Charlotte Ballet face coverings became the standard for Cousins employees across the Company. Over a period of three months from April to June 2020, the Charlotte Ballet produced over 3,000 cloth face coverings for Cousins. This allowed for each employee to have multiple masks, with many markets also providing these face coverings for use by key vendor partners, such as security and janitorial personnel.

Over a period of three months from April to June 2020, the Charlotte Ballet produced over **3,000 cloth face coverings** for Cousins.

The Arts

Following the example of our founder, Tom Cousins, who understood the importance of atmosphere in real estate, art has long been an integral part of our development and operations. Artwork plays an important role in creating inspirational places for our customers to do business.

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

Artist In Residence Program

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

Additionally, as part of the Buckhead Plaza 2020 renovation project, we installed a collection of sculptures created by local artist, Phil Proctor, celebrating the beauty and geometry of street intersections around Atlanta. Each sculpture represents recognizable local intersections.

Cousins Art Collection

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

The High Museum's collection of Inman's important historical portraits ranks among the largest in the nation.



San Jacinto Center, Austin, Texas



Buckhead Plaza, Atlanta, Georgia



Human Capital

Cousins is committed to cultivating an inclusive environment for our employees that enables them to be productive members of our team. Investing in our employees includes health and wellness, professional development, and education and training. Above all, we seek to provide all of our employees with the means by which they can achieve their professional goals.

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

Training highlights include:

- Engineering teams logged 420 hours of operational training in 2020
- Mandatory training sessions addressed the Code of Conduct, conflicts of interest, anti-bribery/anti-corruption, gifts and entertainment, harassment and bullying, and information security. In early 2021, we added the following topics: antitrust, fair dealing, record keeping, diversity (including

anti-bias discussion), respectful workplace, health and safety, asset protection, confidential information, and data privacy

- Operations Teams completed training programs sponsored by BOMA and Fitwell Ambassador in 2020, and our teams were offered the opportunity to pursue sustainability training under the U.S. Green Building Council LEED program
- Cousins sponsored employee certifications, such as continuing education programs or CPA certification programs
- Supported participation in professional seminars and workshops, including for Accounting and Legal
- IT Department attended annual Microsoft and Yardi trainings, plus trainings on cyber-security tools



Austin, Texas

Health and Wellness

Our stakeholders share our goal of improving the quality of life of our colleagues and our communities. We believe that when we take care of our employees, they will go on to provide excellent service to our customers, thereby enhancing shareholder value.

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

- Generous paid time off (PTO) policy, which provides 15 days per year for new employees (increasing on the 5th and 10th anniversaries). There is no waiting period for PTO eligibility, and it may be used for vacation, personal time, sick leave, or to pursue special interests during business hours
- Nine paid Company-designated holidays and 2 “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
- Health and dependent care flexible spending

accounts

- Portable health savings accounts, including opportunities to earn contributions by Cousins
- Paid new parent leave
- Cell phones, including monthly service, for most employees
- Discounted employee gym passes
- Functional work environments, including laptops, dual monitors, standing desks and other ergonomic support
- Employee Assistance Program, a confidential service that offers limited consultation, support, and/or referrals related to many of life’s challenges, including:
 - > Parenting resources, including child care referrals
 - > Marriage/family support and counseling referrals
 - > Financial services consultation and referrals
 - > Identity theft consultation
 - > Legal services referrals
 - > Pet care resources and referrals
 - > Eldercare resources, including referrals
 - > Grief and loss support and counseling referrals
 - > Stress management
 - > Manager guidance
 - > Referrals for local service resources

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

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 each individual’s sense of belonging. We also recognize the importance of flexibility in integrating personal life with the needs of the business, and our managers and employees are encouraged to exercise professional judgment in their approach to the work environment.



Austin, Texas

Social Consciousness and Civic Commitment

In 2020, our nation stood witness to blatant acts of racial injustice throughout the country, along with moving peaceful protests to raise social consciousness, particularly surrounding issues of equity and discrimination.

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

Cousins also joined the Atlanta Committee for Progress’ pledge to commit to working with civic leaders to help create more just communities.

To show support for Juneteenth, we provided the day as an additional floating PTO day in 2020 to reflect on the historical legacy and promise of ongoing progress symbolized by this day. We also provided a forum in which employees could hear about and discuss civil rights history, with a Zoom Town Hall featuring Los Angeles Dodgers Coach George Lombard, who discussed the incredible legacy of his late mother, Posy Lombard, a civil rights activist in Atlanta.

We also continued to support our community. In late April, the Cousins Foundation provided \$100,000 to the East Lake Foundation in Atlanta to support college scholarships for Drew Charter School students. Drew is a charter school that primarily serves minority students from the East Lake and Kirkwood neighborhoods. These scholarships will provide life-changing college and career opportunities for high school students who face economic hardships.



Atlanta, Georgia

Commitment to Diversity, Inclusion, and Equal Opportunity

Our priority is to attract, develop, and retain the best talent, foster an inclusive culture, and embrace 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.



Cousins Scholars Program

To broaden the diversity within the commercial real estate industry, Cousins, in partnership with the Drew Charter School, created the Cousins Scholars Program in 2020 to introduce more underrepresented minorities to the commercial real estate industry. Drew was the City of Atlanta's first public charter school; it currently serves an economically disadvantaged population in grades Pre-K through 12 and has received numerous accolades for its impact on its local community. Representing the cradle-to-college pipeline in the East Lake



Atlanta, Georgia

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. In the summer of 2021, Cousins provided an internship to a graduating senior from Drew Charter School and to a Drew alumnus who completed his junior year at an Atlanta area college.

Key Diversity Highlights

33%

Board of Directors

Our Board includes a woman as Chair of the Audit Committee. As of the publication of this report, 33% of the Directors are either women or a minority.

33%

Leadership

We have many women in key leadership roles, including the EVP & General Counsel, the EVP – Investments, and the SVP & Associate General Counsel. Thirty-three percent of our executive management team are women.

45%

Supervisors

As of December 31, 2020, 45% of the supervisors at the Company were women.

4.7 yrs

Employee Tenure

As of December 31, 2020, the average tenure for all employees was more than four years and the average tenure of the executive team was more than 11 years.

40%

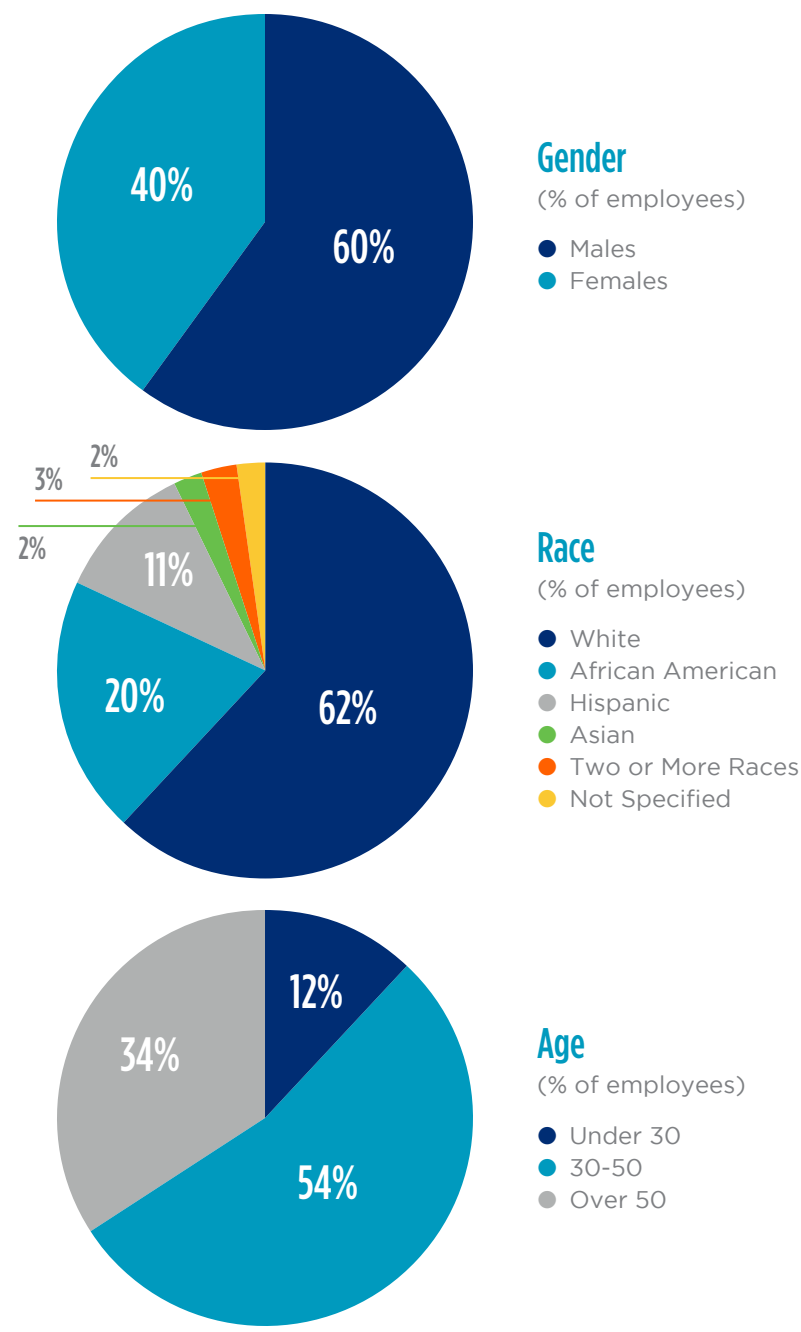
Female Workforce

As of December 31, 2020, women represented 40% of our workforce.

38%

Diverse Workforce

As of December 31, 2020, 38% of the workforce self-identified as a minority or did not specify an ethnicity.



Cousins Culture

Cousins employees strive to be responsible corporate citizens, and 2020 highlighted just how important it is to have company-wide initiatives that deliver value and impact to the communities we serve. This has formed the basis of our culture, which we worked hard to maintain and strengthen while our teams were working remotely.

In 2019, we launched the CuzWeCanCouncil, which is comprised of staff across our markets and job functions, and it continues today. They have responsibility for many engagement activities across the Company and have a role in determining our annual Giving Campaign activities, including volunteer events. They also plan employee wellness campaigns and act as a sounding board to Cousins' leadership.

In 2020, we had numerous activities to help maintain the Company's culture. This included virtual Town Hall discussions, Zoom events to provide Company updates, as well as engaging events like virtual fitness challenges. As previously mentioned, the spirit of giving back to our communities is integral to our culture and we continued to do so throughout the year, making donations to support local food banks and low-income families. We also provided rent relief programs for some of our customers, such as restaurants, for whom COVID-19 presented significant financial challenges.



Members of the Cousins Atlanta, Georgia team



Governance Sustainability

Leadership

Colin Connolly, President and Chief Executive Officer, leads Cousins Properties. An important part of his job is to provide quarterly updates to our full Board of Directors on our strategic plan, financial results, property operations, and key initiatives.

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

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

Our Board oversees our management and assists the leadership team in developing and evaluating the corporate strategy. Independent members of the Board comprise our Compensation, Succession, Nominating and Governance Committee (“Governance Committee”), and Audit Committee. The Audit Committee of the Board oversees the Company’s risk management.

The full Board regularly engages in discussions of the most significant risks that the Company is facing and how those risks are being managed. The Board supports efforts to implement our sustainability strategy through our corporate sustainability program. The Board’s Governance Committee is responsible for overseeing the Company’s sustainability and social responsibility initiatives, goals, and reporting, and receives multiple updates each year from members of the Sustainability Committee.

Board of Directors



Robert M. Chapman
President and Chief Executive Officer,
CenterPoint Properties, Non-Executive Chairman of
the Board of Directors of Cousins Properties



Charles T. Cannada
Private Investor
Audit Committee, CSNG Committee



M. Colin Connolly
President and Chief Executive Officer
Cousins Properties



Scott W. Fordham
Former Chief Executive Officer
and Director, TIER REIT



Lillian C. Giornelli
Chairman, Chief Executive Officer and Trustee
The Cousins Foundation, Inc.
Audit Committee, CSNG Committee



R. Kent Griffin, Jr.
Managing Director, PHICAS Investors
Chair, CSNG Committee



Donna W. Hyland
President and Chief Executive Officer,
Children’s Healthcare of Atlanta
Chair, Audit Committee, CSNG Committee



Dionne Nelson
President and Chief Executive Officer, Laurel Street
Audit Committee



R. Dary Stone
President and Chief Executive Officer,
R.D. Stone Interests
Audit Committee

Governance Guidelines

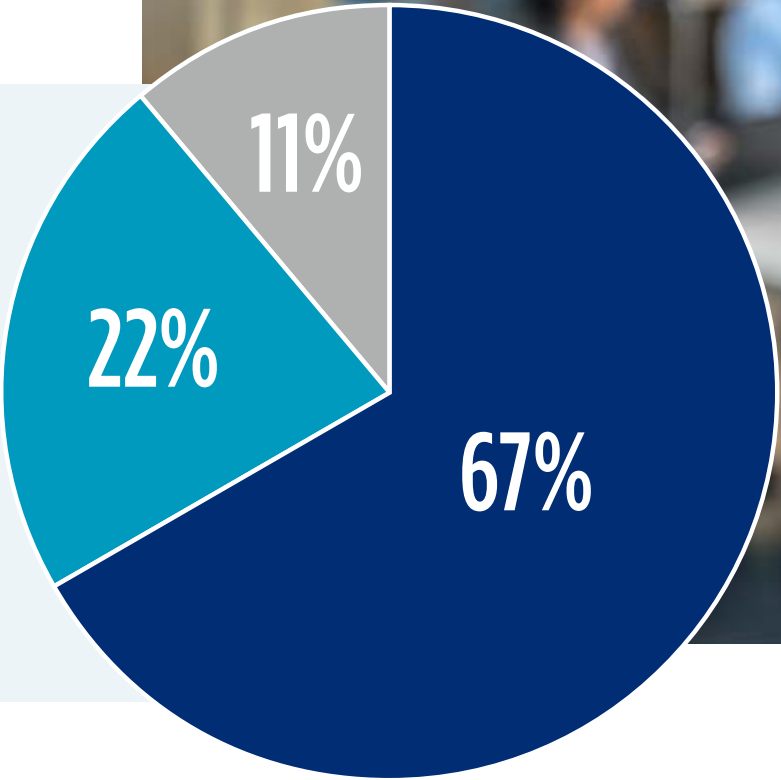
Our Corporate Governance Guidelines provide principles for the conduct of the Board of Directors and executive management. These guidelines reflect the Board’s commitment to monitor the effectiveness of decision making at the Board and management levels and ensure adherence to effective, accountable,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

Board Tenure

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

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

● <5 Years ● 6-10 Years ● >10 Years



Governance Practices

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



Diverse Board of Directors and commitment to diversity



Independent Chairman of the Board



Annual election of all Directors



Majority voting standard for Director elections



No shareholder rights plan or “poison pill”



Compensation clawback policy



Policy against tax “gross-ups” for executives



Robust share ownership requirements



Holding periods for executive stock awards



Cap on incentive award payouts



Year-round shareholder engagement



Anti-hedging and anti-pledging policies



Governance Policies and Ethics

Our Corporate Governance Guidelines and our Code of Business Conduct and Ethics set forth the legal and ethical standards for conducting our business to which our directors, officers, and employees, including our President and Chief Executive Officer, and our Chief Financial Officer, must adhere. In 2021, our Board revised our Code of Business Conduct and Ethics to incorporate a Vendor Code of Conduct.

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

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

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

- **Service Excellence:** We believe in providing superior service with the highest level of courtesy and promptness to our internal and external customers.
- **Diversity:** We value and embrace diversity in the backgrounds, cultures, interests, and experiences in the members of our organization.
- **Empowerment:** We empower our teammates to encourage one another, celebrate accomplishments, and maintain a passion for professional development.
- **Community Involvement:** We believe our employees should give back through dedication of time, resources, and leadership in their communities.
- **Innovation:** We believe persistent innovation in design, service, and operations can differentiate our properties from the competition.

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

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.

2020 Building Certifications

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

¹ENERGY STAR is the U.S. Environmental Protection Agency's (EPA's) program for helping organizations drive energy efficiency improvements in their office buildings, with certification requiring a third-party audit and verification that a building achieves a score of at least 75 (out of 100), meaning that it outperforms at least 75% of similar office buildings in the U.S., with differences in operating conditions and regional weather taken into account. As of December 31, 2020, 44 out of 65 buildings had an ENERGY STAR certification and as of that date, 41 of our 58 buildings had a score of at least 75.

²Leadership in Energy & Environmental Design (LEED) is the U.S. Green Building Council's program of rating new or existing buildings on their energy performance and other sustainability characteristics.

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

2020 Building Certifications

Gross Sq. Ft.	Property	ENERGY STAR	O&M LEED	Core Shell LEED	Interior LEED	Sq. Ft.	Boma 360	Total Number of Certifications¹
ATLANTA								
504,091	3344 Peachtree*		•		•	76,723	•	2
324,860	3348 Peachtree*	•	•				•	3
441,852	3350 Peachtree*		•				•	2
636,066	400 North Park*	•	•				•	3
597,405	500 North Park*	•	•				•	3
446,277	600 North Park*	•	•				•	3
166,206	Meridian Mark Plaza*						•	1
382,548	Emory University Hospital Midtown*						•	1
499,020	One Buckhead Plaza*	•					•	2
899,558	Promenade*	•	•		•	140,433	•	3
648,864	Terminus 100*	•	•				•	3
578,927	Terminus 200*	•	•	•	•	32,793	•	3
236,886	8000 Avalon	•	•					2
210,010	Two Buckhead Plaza*	•					•	2
832,194	Spring & 8th	•		•	•	832,194		2
468,964	1200 Peachtree							0
AUSTIN								
470,389	816 Congress*	•	•				•	3
420,000	Colorado Tower*	•					•	2
557,962	One Eleven Congress*	•	•				•	3
407,000	San Jacinto Center*	•	•				•	3
175,134	Research Park V	•						1

Gross Sq. Ft.	Property	ENERGY STAR	O&M LEED	Core Shell LEED	Interior LEED	Sq. Ft.	Boma 360	Total Number of Certifications¹
122,423	Terrace 1	•	•					2
122,963	Terrace 2	•	•					2
202,728	Terrace 6	•	•					2
200,549	Terrace 7	•						1
116,278	Domain 2	•	•	•				2
196,278	Domain 3	•	•					2
157,245	Domain 4	•	•					2
228,981	Domain 7			•				1
300,257	Domain 8	•		•				2
327,273	Domain 10							0
338,020	Domain 11	•		•				2
351,106	Domain 12							0
77,424	Domain Point 1							0
162,959	Domain Point 2							0

CHARLOTTE								
645,428	800 Gateway Village						•	1
487,270	900 Gateway Village		•				•	2
755,828	Fifth Third Center*	•	•		•	6,821		2
1,065,628	Hearst Tower		•				•	2
413,874	NASCAR Plaza*	•	•	•			•	3
873,045	Bank of America Plaza	•	•				•	3
269,796	Dimensional Place			•				1
344,282	The RailYard			•				1

Gross Sq. Ft.	Property	ENERGY STAR	O&M LEED	Core Shell LEED	Interior LEED	Sq. Ft.	Boma 360	Total Number of Certifications ¹
DALLAS-FORT WORTH								
202,097	5950 Sherry Lane	•	•					2
1,111,723	Burnett Plaza	•	•				•	3
319,876	Legacy Union Place			•				1
PHOENIX								
248,384	111 West Rio*	•	•				•	3
209,030	Hayden Ferry 1*	•	•				•	3
307,518	Hayden Ferry 2*		•				•	2
275,018	Hayden Ferry 3*	•		•			•	3
23,420	Hayden Ferry Retail*						•	1
271,500	Tempe Gateway*		•				•	2
TAMPA								
407,754	Corporate Center 1*	•					•	2
305,566	Corporate Center 2*	•					•	2
304,978	Corporate Center 3*	•					•	2
260,321	Corporate Center 4*	•					•	2
213,661	Harborview Plaza*	•					•	2
263,331	The Pointe*	•					•	2
OTHER								
338,842	Woodcrest 101							0
51,364	Woodcrest 111							0
196,192	Carolina Square	•					•	2
542,319	Briarlake Plaza 1		•					1
375,554	Briarlake Plaza 2	•	•					2
24,134,198		41	32	11	5	1,088,964	36	117

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

Global Reporting Initiative (GRI) Content Index

GRI 102: General Disclosures

102: Organizational Profile

102-1	Name of the organization	Fully Reported	Cousins Properties Incorporated, Cousins Properties LP
102-2	Activities, brands, products, and services	Fully Reported	Form 10-K, pages 2-3, 17-21, and 26-28; Sustainability Report 2020, pages 5-7 and 48-51
102-3	Location of headquarters	Fully Reported	3344 Peachtree Road NE, Suite 1800, Atlanta, Georgia 30326
102-4	Location of operations	Fully Reported	Form 10-K, pages 2, 17-18, and 20-21; Sustainability Report 2020, pages 7 and 48-51
102-5	Ownership and legal form	Fully Reported	Form 10-K, page 2; Sustainability Report 2020, page 5
102-6	Markets served	Fully Reported	Form 10-K, pages 2-3, 17-18, and 20-21; Sustainability Report 2020, pages 5-7 and 48-51
102-7	Scale of the organization	Fully Reported	Form 10-K, pages 2-5, 17-18, and 20-21; Sustainability Report 2020, pages 5-7 and 48-51
102-8	Information on employees and other workers	Partially Reported	Form 10-K, pages 4-5; 2021 Proxy, pages 23-24; Sustainability Report 2020, pages 29-42
102-9	Supply chain	Partially Reported	Sustainability Report 2020, pages 15, 27, and 47
102-10	Significant changes to the organization and its supply chain	Fully Reported	Form 10-K, pages 2-5 and 25-28; Sustainability Report 2020, pages 3, 16, 20-21, 30, and 39-40
102-11	Precautionary principle or approach	Partially Reported	Form 10-K, pages 2-16; Sustainability Report 2020, pages 3, 5, 8-13, 19-32
102-12	External initiatives	Partially Reported	2021 Proxy, pages 21-24; Sustainability Report 2020, pages 17, 19-23, 25-35, and 48-51
102-13	Membership of associations	Partially Reported	Sustainability Report 2020, pages 17 and 19-51

102: Strategy

102-14	Statement from senior decision maker	Fully Reported	Sustainability Report 2020, page 3
102-15	Key impacts, risks and opportunities	Partially Reported	Form 10-K, pages 1-16; Sustainability Report 2020, pages 15, 23-24, 26-28, and 37-47

102: Ethics and Integrity

102-16	Values, principles, standards, and norms of behavior	Fully Reported	Form 10-K, pages 5 and 45; 2021 Proxy, pages 16-24 and 53; Sustainability Report 2020, pages 8-13, 19, 23-24, 26-28, 30-32, and 37-47; Website, Investor Relations, Corporate Governance Documents, Code of Business Conduct and Ethics, Vendor Code of Conduct, and Corporate Governance Guidelines
102-17	Mechanisms for advice and concerns about ethics	Fully Reported	2021 Proxy, page 17; Sustainability Report 2020, page 47; Website, Investor Relations, Corporate Governance Documents, Code of Business Conduct and Ethics, and Vendor Code of Conduct

102: Governance

102-18	Governance structure	Fully Reported	Form 10-K, pages 5 and 45; 2021 Proxy, pages 14-24; Sustainability Report 2021, pages 45-48; Website, Investor Relations, Corporate Governance Documents, Compensation, Succession, Nominating and Governance Committee Charter and Audit Committee Charter
102-19	Delegating Authority	Fully Reported	2021 Proxy, pages 21-24; Sustainability Report 2020, pages 8-9, 24, 26-28, 30-34, 36-37, 39-42, and 44
102-20	Executive-level responsibility for economic, environmental, and social topics	Fully Reported	2021 Proxy, page 23; Sustainability Report 2020, page 44
102-21	Consulting stakeholders on economic, environmental, and social topics	Fully Reported	2021 Proxy, pages 21-24; Sustainability Report 2020, pages 9-14, 30-33, and 39-42
102-22	Composition of the highest governance body and its committees	Partially Reported	2021 Proxy, pages 12-16 and 23; Sustainability Report 2019, pages 36-38
102-23	Chair of the highest governance body	Fully Reported	2021 Proxy, pages 5 and 12-15; Sustainability Report 2021, pages 41 and 44
102-24	Nominating and selecting the highest governing body	Fully Reported	2021 Proxy, pages 19-20
102-25	Conflicts of interest	Partially Reported	2021 Proxy, pages 16-17 and 58; Sustainability Report 2020, pages 37 and 39
102-26	Role of highest governance body in setting purpose, values, and strategy	Fully Reported	2021 Proxy, pages 18-20; Sustainability Report 2020, page 44
102-27	Collective knowledge of highest governance body	Partially Reported	2021 Proxy, pages 17-18 and 23; Sustainability Report 2020 page 44
102-28	Evaluating the highest governance body's performance	Partially Reported	2021 Proxy, pages 20-21

102-29	Identifying and managing economic, environmental, and social impacts	Partially Reported	2021 Proxy, pages 21-24; Sustainability Report 2020, pages 8-19, 24, and 30-42
102-30	Effectiveness of risk management processes	Partially Reported	2021 Proxy, pages 16-18 and 20-21; Sustainability Report 2020, pages 9-13 and 44
102-31	Review of economic, environmental, and social topics	Partially Reported	2021 Proxy, pages 15-19 and 21-24; Sustainability Report 2020, pages 8-14, 24-28, 30-35, and 40-42
102-32	Highest governance body's role in sustainability reporting	Partially Reported	Sustainability Report 2020, page 44
102-33	Communicating critical concerns	Fully Reported	2021 Proxy, page 17; Sustainability Report 2020, page 47; Website, Investor Relations, Corporate Governance Documents, Code of Business Conduct and Ethics, and Vendor Code of Conduct
102-35	Remuneration policies	Partially Reported	2021 Proxy, pages 25-53
102-36	Process for determining remuneration	Fully Reported	2021 Proxy, pages 28-38
102-37	Stakeholder's involvement in remuneration	Fully Reported	2021 Proxy, page 51

102: Stakeholder Engagement

102-40	List of stakeholder groups	Fully Reported	Sustainability Report 2020, page 14
102-41	Collective bargaining agreements	Fully Reported	No employees are covered by collective bargaining agreements
102-42	Identifying and selecting stakeholders	Partially Reported	2021 Proxy, page 21; Sustainability Report 2020, page 14
102-43	Approach to stakeholder engagement	Partially Reported	2021 Proxy, page 21; Sustainability Report 2020, pages 12 and 30-49
102-44	Key topics and concerns raised	Partially Reported	2021 Proxy, page 21; Sustainability Report 2020, pages 3, 5, and 8-14

102: Reporting Practice

102-45	Entities included in the consolidated financial statements	Fully Reported	Form 10-K, Exhibit 21
102-46	Defining report content and topic boundaries	Partially Reported	Sustainability Report 2020, pages 3-4 and 8-13
102-47	List of material topics	Partially Reported	2021 Proxy, pages 21-24; Sustainability Report 2020, pages 8-13 and 52-60
102-48	Restatements of information	Fully Reported	There have been no significant restatements of information
102-49	Changes in reporting	Partially Reported	Further new material topics have been included in the 2020 Sustainability Report, including information regarding disaster preparedness, corporate office initiatives, COVID-19 response and enhancements, social consciousness and civic commitment, and commitment to DEI
102-50	Reporting period	Fully Reported	Fiscal year ended December 31, 2020
102-51	Date of most recent report	Fully Reported	2020 (for reporting period ending December 31, 2019)
102-52	Reporting cycle	Fully Reported	Annual
102-53	Contact point for questions regarding the report	Fully Reported	Melissa McNamara, Vice President, Head of Corporate Communications at Cousins, mmcnamara@cousins.com, 404-407-1076
102-54	Claims of reporting in accordance with GRI Standards	Fully Reported	This material references the GRI Sustainability Reporting Standards 2016 and GRI Construction and Real Estate Sector Disclosures Document 2014
102-55	GRI content index	Fully Reported	Sustainability Report, pages 52-60
102-56	External assurance	Partially Reported	Although external assurance has not been provided, internal control reviews were applied, along with assistance from Cousins' third party Environmental Management System consultant, Goby, which provides data validation for all performance indicators with respect to energy, water, waste, and building certifications

103: Management Approach

103-1	Explanation of the material topic and its boundaries	Partially Reported	2021 Proxy, pages 21-24; Sustainability Report 2020, pages 3, 5, and 8-14
103-2	Management approach and its components	Partially Reported	2021 Proxy, pages 21-24; Sustainability Report 2020, pages 3, 5, 8-15, 23, 24, 26-28, 30-35, and 37-47
103-3	Evaluation of the management approach	Partially Reported	2021 Proxy, pages 17 and 20-24; Sustainability Report 2020, pages 16-19, 21, 28, 41, and 44-51

Gri 200: Economic

201: Economic Performance

GRI 103	Management Approach	Fully Reported	Form 10-K; 2021 Proxy
201-1	Direct economic value generated and distributed	Partially Reported	Form 10-K, pages 17-21, 24-28, 32-26, and Schedule F, pages 5-8
201-2	Financial implications and other risks and opportunities due to climate change	Partially Reported	Form 10-K, pages 2-7
201-3	Defined benefit plan obligations and other retirement plans	Partially Reported	Form 10-K, page 5 and Schedule F, page 30

205: Anti-Corruption

GRI 103	Management Approach	Partially Reported	Sustainability Report 2020, page 37; Website, Investor Relations, Corporate Governance Documents, Code of Business Conduct and Ethics, and Vendor Code of Conduct
205-2	Communication and training about anti-corruption policies and procedures	Partially Reported	Sustainability Report 2020, page 37; Website, Investor Relations, Corporate Governance Documents, Code of Business Conduct and Ethics, and Vendor Code of Conduct

207: Tax

GRI 103	Management Approach	Fully Reported	Form 10-K, pages 2, 12-14, and 26
207-1	Approach to tax	Fully Reported	Form 10-K, pages 2, 12-14, 26, and Exhibit F, pages 9, 12-13, 17, 25, 30, and 32
207-2	Tax governance, control and risk management	Fully Reported	Form 10-K, pages 2, 12-14, and 26; 2021 Proxy pages 17-18 and 55-57
207-4	Country-by-country reporting	Fully Reported	Form 10-K

GRI 300: Environmental

301: Materials

GRI 103	Management Approach	Partially Reported	Sustainability Report 2020, pages 24-27
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302: Energy

GRI 103	Management Approach	Partially Reported	Form 10-K, pages 3-4 and 7; 2021 Proxy, pages 21-22; Sustainability Report 2020, pages 8, 12-16, 19-21, 24-26, and 48-51
302-1	Energy consumption within the organization	Partially Reported	Sustainability Report 2020, pages 19-21 and 48-51
302-3	Energy intensity	Partially Reported	Sustainability Report 2020, pages 20-21
302-4	Reduction of energy consumption	Partially Reported	Sustainability Report 2020, pages 20-21

303: Water

GRI 103	Management Approach	Partially Reported	Form 10-K, pages 3-4; Proxy, pages 21-23; Sustainability Report 2020, pages 8, 12-16, 19-21, 24-26, and 48-51
303-1	Water withdrawal by source	Partially Reported	Sustainability Report 2020, pages 22 and 24
303-3	Water recycled and used	Partially Reported	Sustainability Report 2020, page 24

304: Biodiversity

GRI 103	Management Approach	Partially Reported	Sustainability Report 2020, page 24
304-2	Significant impacts of activities, products and services on biodiversity	Partially Reported	Sustainability Report 2020, page 24

305: Emissions

GRI 103	Management Approach	Partially Reported	Sustainability Report 2020, pages 12, 19-21, 24, and 26
305-1	Direct (Scope 1) GHG Emissions	Partially Reported	Sustainability Report 2020, page 21
305-4	GHG emissions intensity	Partially Reported	Sustainability Report 2020, page 21
305-5	Reduction of GHG Emissions	Partially Reported	Sustainability Report 2020, page 21

306: Waste

GRI 103	Management Approach	Partially Reported	Sustainability Report 2020, pages 8, 11-12, 24, and 26
306-1	Waste generation and significant waste-related impacts	Partially Reported	Sustainability Report 2020, pages 24 and 26
306-2	Management of significant waste-related impacts	Partially Reported	Sustainability Report 2020, pages 24 and 26
306-3	Waste generated	Partially Reported	Sustainability Report 2020, pages 8, 11-12, 24, and 26
306-4	Waste diverted from disposal	Partially Reported	Sustainability Report 2020, pages 12, 24, and 26
306-5	Waste directed to disposal	Partially Reported	Sustainability Report 2020, pages 24 and 26

307: Environmental Compliance

GRI 103	Management Approach	Partially Reported	Sustainability Report 2020, pages 23-24, 37, and 47
307-1	Non-compliance with environmental laws and regulations	Fully Reported	Sustainability Report 2020, page 24

GRI 400: Social

401: Employment

GRI 103	Management Approach	Partially Reported	10-K pages 4-5; 2021 Proxy pages 2, 23-24, 29, and 39-41; Sustainability Report 2020, pages 3, 6, 1-15, 26-27, 30-42, and 47
401-2	Benefits provided to full-time employees	Partially Reported	2021 Proxy page 39-41; Sustainability Report 2020, pages 14, 30, and 38

403: Occupational Health and Safety

GRI 103	Management Approach	Partially Reported	Sustainability Report 2020, pages 3, 14, and 26-28
403-1	Occupational health and safety management system	Partially Reported	Sustainability Report 2020, pages 14, 30, 37, and 47
403-2	Hazard identification, risk assessment and incident investigation	Partially Reported	2021 Proxy, page 17; Sustainability Report 2020, pages 14, 30, 37, and 47
403-6	Promotion of worker health	Partially Reported	Sustainability Report 2020, pages 3, 14, 25, 30, 34, and 37-38
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationship	Partially Reported	Website, Governance Documents, Vendor Code of Conduct

404: Training and Education

GRI 103	Management Approach	Partially Reported	10-K page 4; Sustainability Report 2020 pages 36-17 and 47
404-1	Average hours of training per year per employee	Partially Reported	Sustainability Report 2020, page 37
404-2	Programs for upgrading employee skills and transition assistance programs	Partially Reported	Sustainability Report 2020, page 37

405: Diversity and Equal Opportunity

GRI 103	Management Approach	Partially Reported	10-K page 5; 2021 Proxy pages 2, 19-21, and 23; Sustainability Report 2020, pages 3, 13, 15, 37, 39-41, and 46-47
405-1	Diversity of governance bodies and employees	Partially Reported	2021 Proxy page 23; Sustainability Report 2020, pages 41 and 45

406: Non-Discrimination

GRI 103	Management Approach	Partially Reported	Sustainability Report 2020, pages 39-41
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408: Child Labor

GRI 103	Management Approach	Partially Reported	Website, Governance Documents, Code of Conduct and Ethics, and Vendor Code of Conduct
408-1	Operations and suppliers at significant risk for incidents of child labor	Partially Reported	Website, Governance Documents, Vendor Code of Conduct

413: Local Communities

GRI 103	Management Approach	Partially Reported	2021 Proxy, pages 2-3, 21-24, and 35; Sustainability Report 2020, pages 3, 8-9, 12-14, 17, 26, 30-35, 39-42, and 47
413-1	Operations with local community engagement, impact assessments, and development programs	Partially Reported	2021 Proxy, pages 21-24 and 35; Sustainability Report 2020, pages 12-14, 17, 26, 30-35, 39-42, and 47

416: Customer Health and Safety

GRI 103	Management Approach	Partially Reported	Sustainability Report 2020, pages 27-28, 30-33, 35, and 39-40
416-1	Assessment of the health and safety impacts of product and service categories	Partially Reported	Sustainability Report 2020, pages 27-28, 30-33, 35, and 39-40



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