

Cousins Properties Incorporated Sustainability Committee Charter

(As adopted by the Board of Directors on July 23, 2024)

Purpose of Committee

The purpose of the Sustainability Committee (the “Committee”) of the Board of Directors (the “Board”) of Cousins Properties Incorporated (the “Company”) is:

- a. To fulfill the Board’s responsibility to set the direction for the Company’s performance as a sustainable organization, including assistance in establishing goals and monitoring performance against those goals; and
- b. To evaluate and monitor the environmental and climate trends, issues, risks and concerns that affect or could affect the Company’s business activities and performance.

Committee Membership

The Committee will consist of no fewer than two (2) members of the Board. Members will be appointed annually by the Board based on the recommendations of the Nominating & Governance Committee of the Board (the “Nom/Gov Committee”) and may be replaced or removed by the Board with or without cause. The resignation or removal of a director from the Board, for whatever reason, shall automatically and without any further action constitute resignation or removal, as applicable from the Committee. Vacancies occurring on the Committee, for whatever reason, may be filled by the Board.

Committee Structure and Operations

The Board will designate one member of the Committee as its chair. The Committee will meet as often as necessary to carry out its responsibilities. Meetings may be held in person or by telephone, videoconference or other communications equipment by means of which all persons participating in the meeting can hear each other, and will be held at such times and places as the Committee determines. A majority of the members of the Committee shall constitute a quorum for purposes of holding a meeting and the Committee may act by a vote of a majority of members present at such meeting. In lieu of a meeting, the Committee may act by unanimous consent. The Chair of the Committee, in consultation with the other committee members and management, may determine the frequency and length of the regular committee meetings.

The Committee may invite such directors, members of management and other persons to its meetings as it may deem desirable or appropriate. The Committee will report regularly to the Board summarizing the Committee’s actions and any significant issues considered by the Committee, to the extent the same occur at meetings for which the remainder of the Board was not in attendance.

Committee Duties and Responsibilities

The following are the duties and responsibilities of the Committee:

Sustainability:

1. The Committee shall work with the Company's management to review real estate industry sustainability best practices and to develop the Company's sustainability objectives and initiatives and disclosures.
2. In consultation with management of the Company, the Committee shall develop, oversee, and periodically review (and recommend changes to) the Company's environmental performance goals, particularly focusing on the areas of energy consumption, greenhouse gas emissions, water consumption and waste production, along with initiatives related to climate action and resilience.
3. The Committee will monitor and evaluate the Company's progress toward achieving its sustainability goals and commitments, as well as relevant independent environmental evaluations.
4. The Committee shall periodically review legal, regulatory, and compliance matters that may have a material impact on the implementation of the Company's sustainability objectives and initiatives. The Company shall make recommendations to the Board and management, as appropriate, with respect to such matters.
5. The Committee shall assist the Board in fulfilling its enterprise risk 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.
6. The Committee shall oversee the Company's Corporate Responsibility Reports and other material reports in which the Company discloses various aspects of its sustainability objectives, initiatives, performance and goals, including review and approval of the Company's annual Corporate Responsibility Report.

Miscellaneous:

1. The Committee shall annually review its own performance. The performance evaluation will be conducted in such manner as the Committee deems appropriate.
2. The Committee shall annually review the adequacy of this Charter and will recommend to the Board any revisions the Committee deems necessary or desirable, although the Board will have the sole authority to amend this Charter.
3. The Committee shall discharge any other duties or responsibilities delegated to the Committee by the Board from time to time.

4. The Committee may form and delegate authority and duties to subcommittees as it deems appropriate.

Resources and Authority of the Committee

The Committee will have the resources and authority appropriate to discharge its duties and responsibilities, together with appropriate funding from the Company, as determined by the Committee.

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

Disclosure

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

July 23, 2024