



A STRONG FOUNDATION FOR
SUSTAINABILITY

2018 CORPORATE SOCIAL RESPONSIBILITY REPORT



Cousins

“AT COUSINS, WE BELIEVE THAT TRUE VALUE CREATION RESULTS NOT ONLY FROM POSITIVE STOCK PERFORMANCE, BUT ALSO FROM **A COMMITMENT TO SUSTAINABILITY.**”

– Tom Cousins, Founder

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A MESSAGE FROM THE PRESIDENT AND CEO

From the single family residential communities built by our founder, Tom Cousins, back when our company started in 1958 to the 1,023-foot tall skyscraper we completed 34 years later, we have always recognized that a commitment to sustainability is just as important as positive stock performance in creating value.

For us, sustainability means creating and maintaining durable buildings that are operated in an environmentally and socially responsible manner. This approach not only encourages office users to select us for their corporate operations, but also enhances the communities where our buildings are located. We believe strong financial returns are driven by creating a positive impact in the communities in which we operate, and that will continue to be a critical part of our success going forward. That's why we have Managing Directors in each of our markets who provide local leadership, an entrepreneurial mindset and a strong community presence.

To this day, we continue the legacy that began with Tom Cousins by responsibly building the highest quality assets and emphasizing best-in-class projects, including incorporating environmentally sustainable design, construction and operational components. Ultimately, this results in strong customer satisfaction and people who want to do business with us. That, in turn, keeps our buildings full and helps us drive good returns for shareholders.

In this report, we are excited to share with you our vantage point on sustainability. Over the years, we have steadily and thoughtfully worked to improve our environmental and social performance. We're proud of what we've achieved and excited to meet the challenges that lie ahead. I look forward to leading our team as we strive to be the preeminent Sun Belt office REIT.

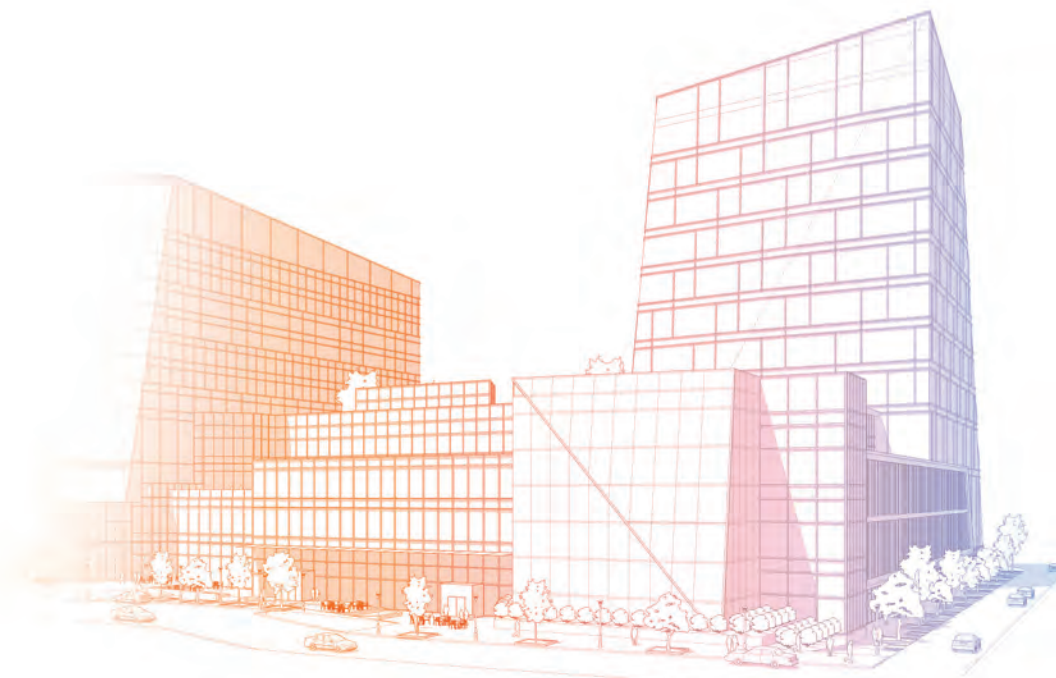
Colin Connolly

President and Chief Executive Officer

VALUES THAT REACH OUR VERY CORE

OUR MISSION: Cousins provides a superior experience through the ownership and operation of Class A office properties in a manner that reflects our commitment to integrity in our actions and our dedication to service in our relationships.

In all we do, we are guided by these six core values. You'll find these values referenced throughout this report.



Integrity

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



Diversity

We value and embrace diversity in the backgrounds, cultures, interests and experiences within our organization.



Community Involvement

We believe in an obligation to give back through dedication of time and leadership by our associates within their communities.



Service Excellence

We believe deeply in providing superior service at the highest level of courtesy and promptness to our internal and external customers.



Empowerment

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

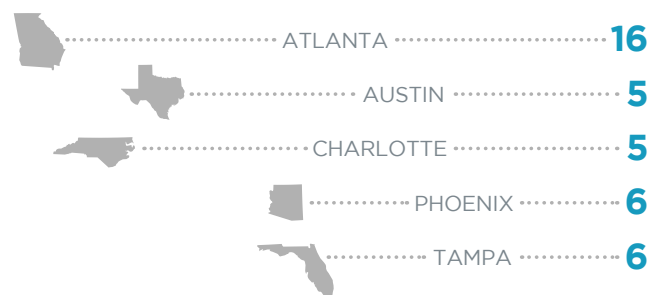


Innovation

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

ABOUT COUSINS¹

Founded in 1958, Cousins has evolved into a fully integrated, self-administered and self-managed real estate investment trust (REIT) based in Atlanta. Today, we manage a 15 million-square-foot trophy office portfolio of Class A towers in the high-growth Sun Belt markets of Atlanta, Austin, Charlotte, Tampa and Phoenix. We're committed to creating exceptional value for all stakeholders by executing attractive investment opportunities, understanding our customers' business strategies, providing exceptional customer service and maintaining a commitment to sustainability in all areas of our business.



TOTAL BUILDINGS OWNED/MANAGED

38

\$4.6

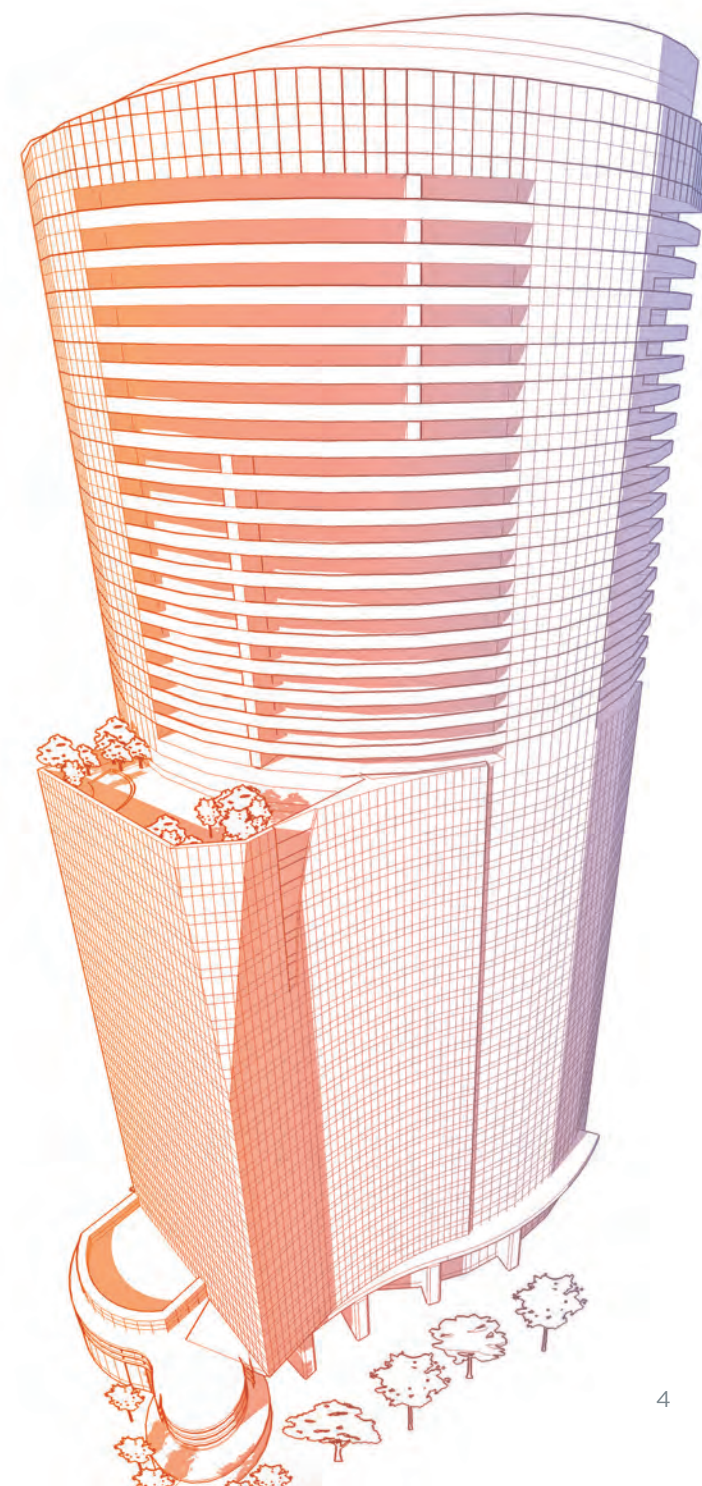
BILLION DOLLARS
OF TOTAL
MARKET CAP

262

EMPLOYEES

\$475.2 MILLION
DOLLARS
2018
REVENUE

¹All data is as of December 31, 2018.



OUR VIEW OF SUSTAINABILITY

Defining Sustainability



At Cousins, we focus on all three aspects of sustainability: economic value, environmental impacts, and social benefit. When we talk about sustainability, we seek to optimize all three – not as a trade-off but as an integrated win-win-win.

Sustainability Context



Sustainability is taking on an increasing sense of urgency. Investors are concerned about sustainability-related risks and about durable value. Quality of work and community life matter, and these are often key components of what people mean by sustainability. Stakeholders want to better understand our environmental impact. It's within this context that we share our efforts and our intentions related to sustainability.

Materiality Analysis



We talked with customers and employees, with shareholders and sustainability experts, with city leaders and industry pioneers, and they have all helped us to better understand which aspects of sustainability are specifically most material for us. As we continue to develop our approaches to sustainability, it has been clear that energy conservation at our buildings is a high priority, and that is the area where we have made the most advances. Water is also increasingly a concern, highlighting the importance of all our water-saving initiatives.

Our Sustainability Strategy



We are committed to developing and acquiring high quality assets, operating them responsibly, and seizing innovative opportunities whenever feasible. At a pragmatic level, this means strategic commitments to energy efficiency, waste reduction and recycling, water conservation, cost reductions, community investments, and quality of work life. At the highest strategic level, sustainability is a core value for us, as it has been since we first began more than 60 years ago.

ABOUT THIS REPORT

We're pleased to present Cousins' inaugural corporate social responsibility (CSR) report. We have made CSR and sustainability practices part of our company since it began more than 60 years ago. Now we're delighted to formalize our approach with this report.

The content of this report is formed by the materiality analysis described in the Our View of Sustainability section. Based on that analysis, we have identified these key material topics:

PEOPLE

Our stakeholders have emphasized the imperative of effectively contributing to the quality of life for our colleagues and our communities.

PLANET

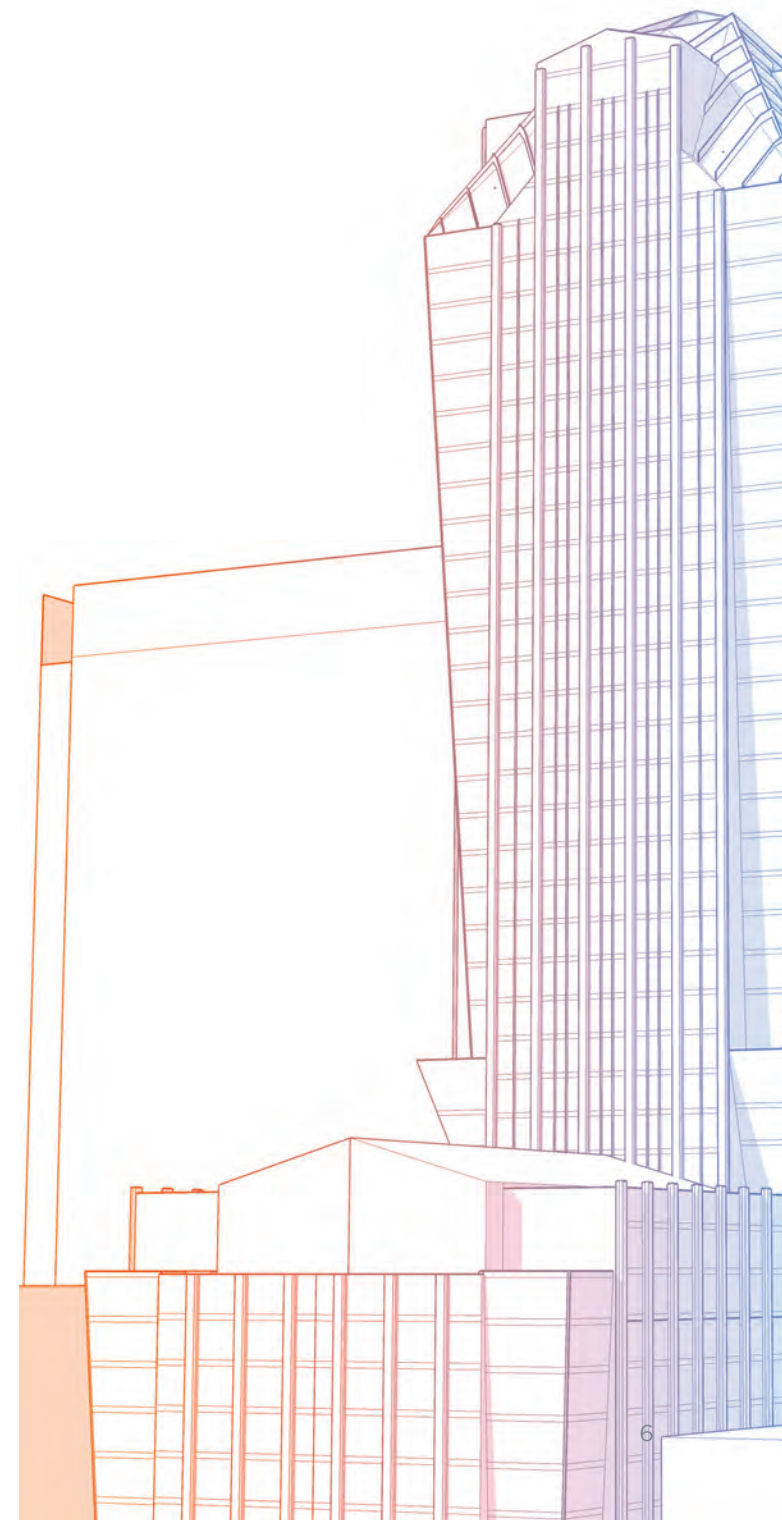
Resource conservation at our buildings is a high priority. Reducing our consumption of energy and water, and waste management are important factors that we integrate into the operations of our buildings.

PURPOSE

We adhere to good corporate governance principles, all with a goal of enhancing stockholder value over the long term.

This report's approach, structure and content are aligned with Global Reporting Initiative (GRI) Standards, paving the way for expanded GRI-compliant reports in the future. Data relates to properties in our portfolio located in Atlanta, Austin, Charlotte, Phoenix and Tampa. Calculation methodologies are noted where relevant. Unless otherwise noted, all data is as of December 31, 2018.

For questions or comments about this report, please contact corporatemarketing@cousins.com.



A BUSINESS BUILT AROUND **PEOPLE**

While our business is real estate, our focus is on people. The people who work for us, who work in our buildings, and who live in the communities where we do business, are the reason our company began and are what propels us forward.

OUR EMPLOYEES MAKE COUSINS

Cousins employees strive to reflect all of our core values. We embrace the diversity in their backgrounds, cultures, interests and experiences within our organization. Our employees are guided by the principles of integrity and professionalism at every point of contact in their professional and personal lives.

As a reflection of the value we place on our employees, we empower them to encourage one another, celebrate accomplishments and have a passion for professional development.

Recognizing that employee involvement has the greatest impact when it's local, we sponsor volunteer and giving opportunities for our employees in each of our markets.



WE EXIST TO SERVE OUR CUSTOMERS

At Cousins, we create exceptional value for all of our stakeholders by executing attractive investment opportunities, understanding the business strategies of our customers and providing exceptional customer service. We believe deeply in providing superior service with the highest levels of courtesy and promptness to both our internal and external customers.

We also believe that persistent innovation in design, service and operations can differentiate our properties from the competition. Our customers enjoy 100% Class A office space in highly amenitized buildings. Understanding how important environmentally friendly transportation is to our customers, **85%** of our buildings are within a 15 minute walk of transit.



WE ARE A PART OF OUR COMMUNITIES

We aim to be local in our approach. That's why there's a Cousins Managing Director in each of our markets. These local real estate experts not only have responsibility for leasing, property operations, investments and business development in their markets, but also spearhead our involvement in our local communities.

We are committed to the importance of community involvement through our company's charitable efforts. Since 2002 we have maintained a substantial engagement in the United Way annual campaign of Metropolitan Atlanta. In addition, recognizing that employee involvement needs to be local for the greatest impact, we sponsor volunteer and giving opportunities for our employees in each market, such as Habitat for Humanity, Fight for Air Climb, Trees Atlanta, Breast Cancer Awareness and Toys for Tots.

Cousins contributes an average of more than **\$500,000** annually to local charities within our communities. Through a combination of our private company foundation and the direct voluntary participation of our employees, we donated funds representing more than **\$2,000** per employee to local charities.



WE HAVE THE UTMOST RESPECT FOR OUR **PLANET**

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

OUR RECENT SUSTAINABILITY ACHIEVEMENTS AT A GLANCE

89%

34 buildings, comprising 89% of the total square footage of our office portfolio, have achieved the elite **BOMA 360 certification**, a third-party assessment of six major areas of sustainability and energy best practices.

83.4%

83.4% of our total office portfolio square footage has achieved the prestigious **ENERGY STAR certification**, making our buildings among the most energy efficient in the country.

9%

Across the office buildings in our portfolio, our **greenhouse gas emissions** are 9% lower than the US office building average.

3.4M

Our Gateway Village property in Charlotte developed an innovative groundwater reclamation system that has reduced our city water consumption by more than 3.4 million gallons each of the last three years. (See story on page 16.)

68%

22 Cousins buildings—68% of our office portfolio—are **LEED certified**.

CONTINUALLY WORKING TO **REDUCE ENERGY USE**

Because energy consumption is such a vital concern for us, we vigorously engage in a range of energy conservation initiatives. For example, we have installed highly efficient lighting fixtures and state-of-the-art lighting controls in 100% of our office buildings. In various buildings across our office portfolio, we have also completed HVAC upgrades and replacements, installed extensive new insulation in walls and roofs, implemented new smart grid and smart building technologies, utilized reclaimed groundwater in our cooling towers, installed new high-efficiency drives, compressors, pumps, and motors, and developed energy programs to work with our customers to reduce their energy consumption.

Our primary management methodology is EPA's ENERGY STAR Portfolio Manager program. This widely acclaimed tool provides a framework for collecting energy data and highlighting opportunities for efficiency improvements. Currently 100% of the total square footage in our office portfolio is included in our ENERGY STAR Portfolio Manager program.

LOWERING CO₂ EMISSIONS

In 2018 we have been able to collect meaningful CO₂ emissions data for 97% of the square footage in our office portfolio*. Our average 2018 CO₂ emissions per square foot was 0.008417 metric tons. This is 1.38% lower than our average 2017 CO₂ emissions per square foot, and represents 88% of the square footage in our office portfolio.

*All reported values and portfolio coverages represent data available as of April 1, 2019.



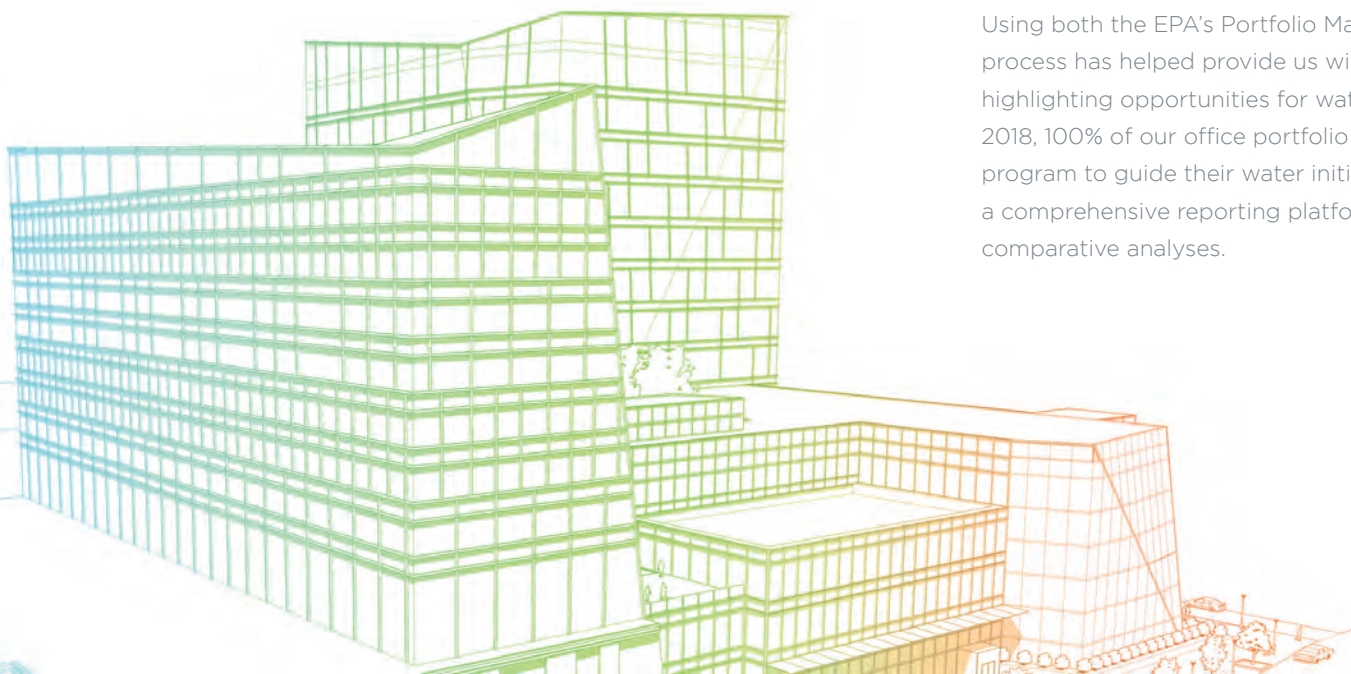


A PRACTICAL APPROACH TO CONSERVING WATER

Valuing water as a precious resource is one of our most significant priorities: we operate throughout the Sun Belt and we have made a strong commitment to pragmatically reduce our water consumption. We're convinced that the importance of improving water conservation will only increase in the years to come.

As a result, we vigorously engage in a range of water conservation initiatives. In 74% of our office buildings, we have installed water-conserving sinks and toilets. Across our office portfolio we have pursued a range of innovative best practices aimed at driving better water performance, including smart irrigation systems; groundwater, storm water, and condensate water reclamation projects; improved metering; and water conservation management programs.

Using both the EPA's Portfolio Manager program and the LEED certification process has helped provide us with a framework for collecting water data and highlighting opportunities for water conservation improvements. As of the end of 2018, 100% of our office portfolio is using either LEED or the Portfolio Manager program to guide their water initiatives. Going forward, this will provide us with a comprehensive reporting platform for our office properties and allow key comparative analyses.



ACKNOWLEDGING OUR ROLE IN LOW EMISSIONS TRANSPORTATION



We recognize the importance of transportation options for both our customers and our employees. Nearly all of our assets across the portfolio—85%—are located either directly adjacent to or within an easy 15 minute walk of transit systems. In addition, we proudly support rideshare programs for our buildings.

We have also incorporated bike racks throughout the majority of our properties for the convenience of customers who cycle to work. And we have installed electric vehicle charging stations that enable our customers to recharge their electric vehicles efficiently while working in the building.

In our corporate office, we offer economic subsidies to our teammates to encourage alternative transit options, including bus, ride-share and rail. We're also active in transportation management associations in many of the communities where our office buildings are located, giving us an opportunity to encourage ride-sharing and alternative transportation options in the larger communities.

RECLAIMING AND REUSING GROUNDWATER

At Gateway Village in Charlotte NC, groundwater is collected through a subsurface curtain drain system, which helps to prevent stress to the slab and footings caused by hydraulic pressure.

We faced a new challenge as our testing found the groundwater contained chlorinated solvents and petroleum constituents. To comply with regulations, we needed to treat the water before we could discharge it. We had a problem, but we also found it to be an opportunity.

Rather than simply treat and discharge the water, we decided to explore water conservation options. Our research led to the implementation of a smart but simple process to treat the contaminated ground water. Our process uses a multi-stage filtration and UV disinfection for sanitizing the water without the use of harsh chemicals. While it was clean water, it could not be used for human consumption. We found a new home supplying water for our cooling towers.

This system has provided 98% of our total makeup water for 600 tons of cooling capacity, averaging over 3.4 million gallons each year since 2011. In addition to the environmental benefit of eliminating the need to pull this water from the Charlotte municipal system, this approach has saved us \$18,750 each year and provided redundancy back-up water for the neighboring Gateway building cooling tower.

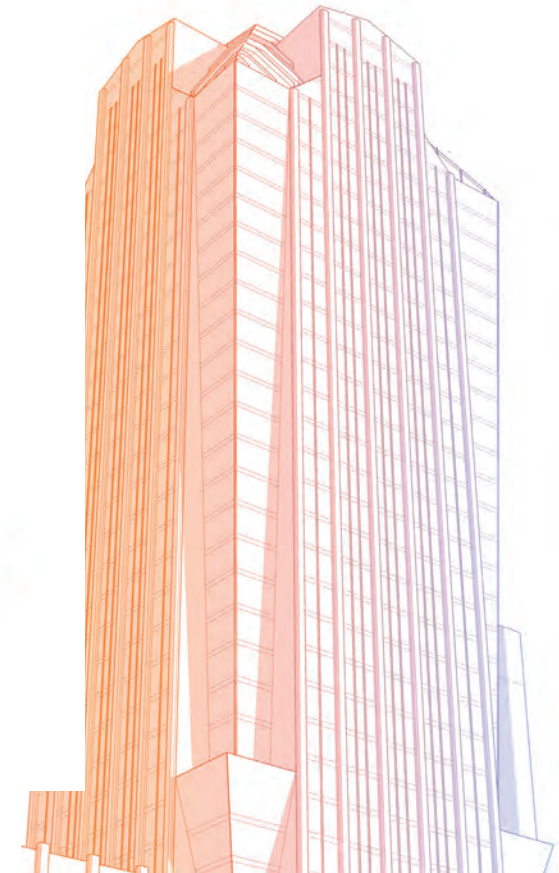
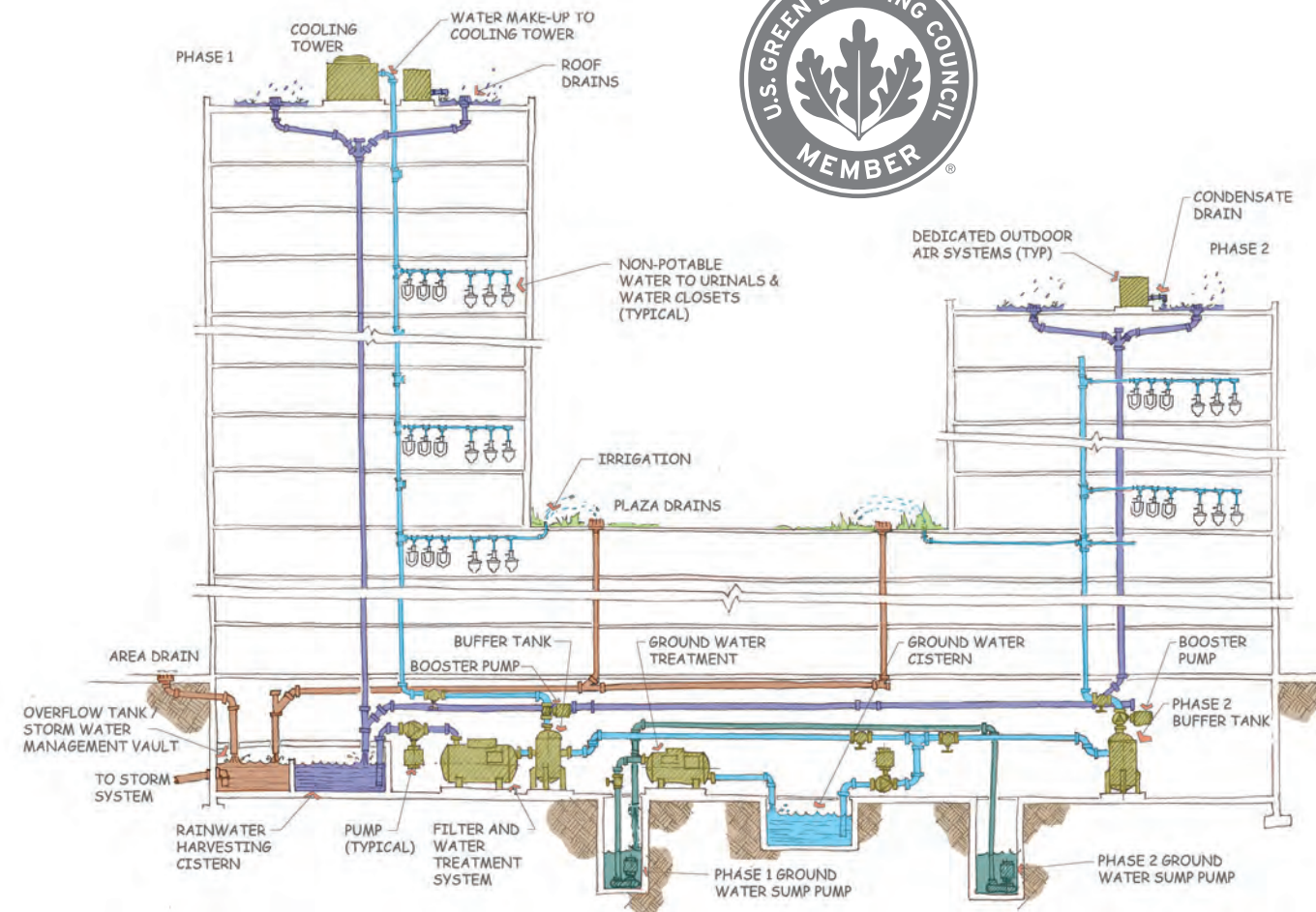
SPRING & 8TH ATLANTA, GA

Registered under the U.S. Green Building Council's LEED® green building program, Spring & 8th achieved double LEED Platinum.

The project site lends itself to this sustainability effort by being conveniently located in the heart of Technology Square, within walking distance to the Midtown MARTA Station. The combination of captured rainwater and a dewatering system that cleans contaminated groundwater offsets a significant portion of the municipal potable water otherwise used for landscaping, toilet fixtures, and cooling systems, and allows the project to earn all

LEED Water Efficiency Credits plus exemplary performance. At the same time that we are cleaning our environment, we are reducing our use of a scarce resource in our region. A rooftop garden provides a natural respite for the building occupants in this dense urban location while also reducing the heat island effect on the building.

Energy efficient design is further enhanced with onsite solar photovoltaic panels to offset the building's already-reduced electricity consumption.



MAKING CONSTRUCTION FASTER, CLEANER AND ENVIRONMENTALLY FRIENDLIER

When customers want to make changes to their office space, they can be deterred by what can be a very lengthy—and messy—construction build-out process.

That's why we are exploring the use of modular construction in our Tampa market. Following three years of experimentation and working to perfect the process, we are now developing modular spaces within our buildings. According to Cousins' Senior Vice President and Tampa Managing Director, Kyle Burd, this approach has a number of advantages, with one of the most important being providing customers with increased flexibility.

Incorporating modular walls also makes it possible to lease space to smaller companies—and make chronically vacant space productive. It also eliminates sending dumpsters full of construction material to landfills—furthering our environmental initiatives.

A modular redesign can typically be completed on a Saturday. "There's no dust, no sawing, no cutting, and no building permit," says Burd.



WE FOCUS ON PURSUING OUR **PURPOSE**

From our founder in 1958 to our management team today, Cousins operates with a focus on integrity that includes clear Corporate Governance Guidelines and a Code of Business Conduct and Ethics.

OUR VISION

Integrity is a fundamental part of our business.

Integrity

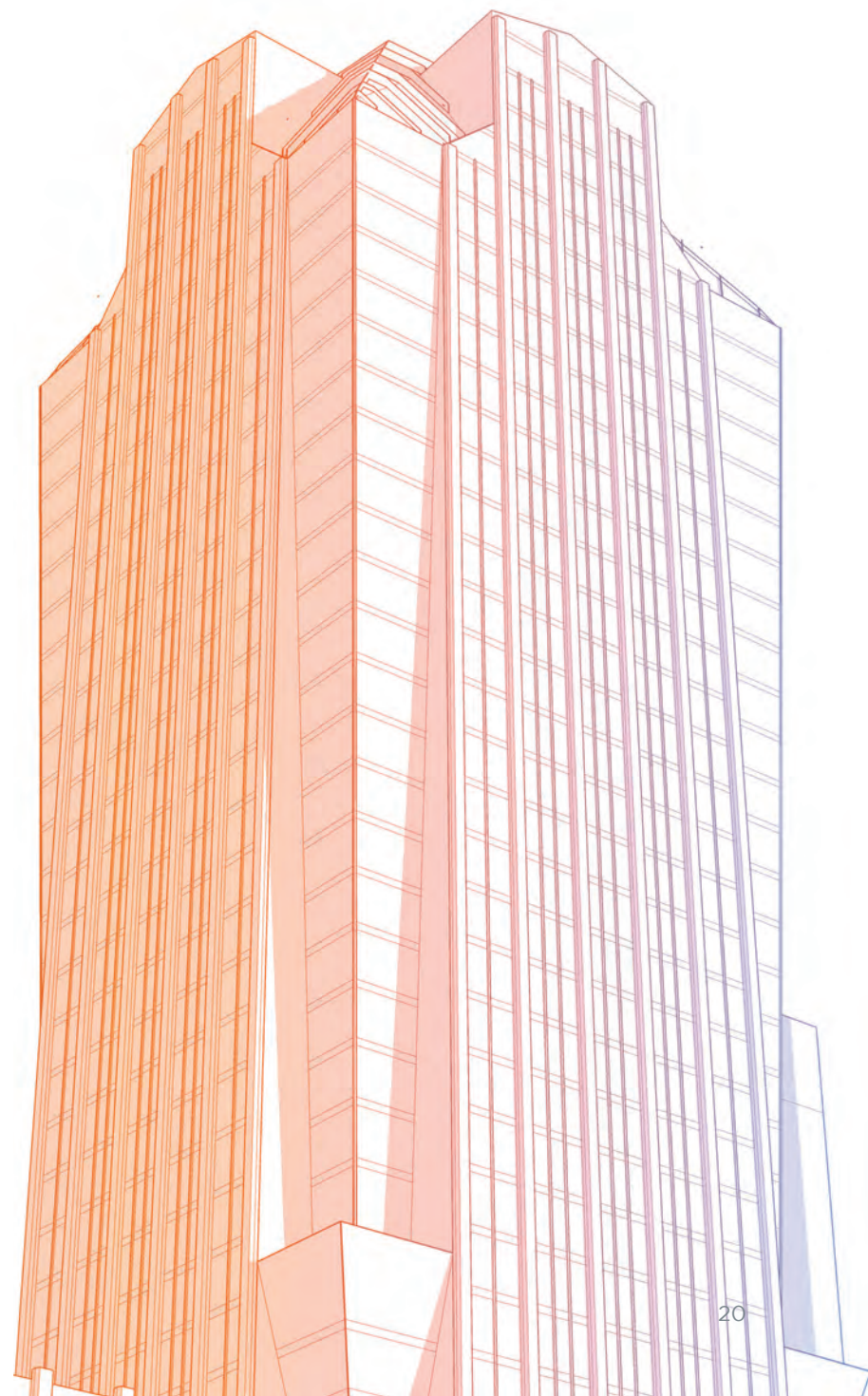
We're guided by the principles of integrity and professionalism for every point of contact in our professional and personal lives.

The Code that guides us

Every Cousins employee agrees to follow our [Code of Business Conduct and Ethics](#). The Code is an expression of our fundamental core values, which have been described throughout this report.

Corporate Governance

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 monitoring the effectiveness of decision-making at the Board and management levels and ensuring adherence to good corporate governance principles, all with a goal of enhancing stockholder value over the long term.



HELPING THE HOMELESS IN AUSTIN

Our philosophy regarding the importance of community giving and engagement is perhaps best exemplified by the success of our founder, Tom Cousins, and the East Lake Foundation in transforming the East Lake neighborhood in Atlanta and in creating new opportunities for the families in that community.

But we didn't stop there. In Austin, home to five Cousins buildings, we are major supporters of Community First Village and Mobile Loaves and Fishes.

Community First Village is a mixed-use development in East Austin that provides a safe place for the homeless to regain their bearings through 60 repurposed recreational vehicles and a neighborhood of microhomes.

Mobile Loaves & Fishes began in 1998 as a way to deliver meals to the homeless in Austin. Since then, the organization's volunteers have served more than five million meals to people living on the streets.

"Community First Village provides a safe haven for the chronic homeless in Austin," explains Tim Hendricks, Cousins' Senior Vice President and Austin Managing Director. "Its goal is to restore dignity through community, and we're proud to have supported both Community First Village and Mobile Loaves and Fishes for the last 15 years."

Community First Village is 100% privately funded and now provides permanent housing for more than 500 homeless individuals.

BUILDING BIKES FOR TOYS FOR TOTS

During the 2017 holiday season, that was more than the address of NCR's global corporate headquarters developed by Cousins on Spring Street in Atlanta. It was also an inspiration to make the holidays happier for children in Georgia by building 864 bikes for Toys for Tots.

The "Big Bike Build" involved some 40 organizations and more than 200 people, all pulling together to assemble bikes, inflate tires, and tie bows on the finished products.

Once everyone started building, it was hard to stop—by the end of the day, the team had built 1,006 bikes, and made the holidays extra special for that many children across the state.



WE'RE HONORED THAT OUR SUSTAINABILITY EFFORTS ARE BEING **RECOGNIZED**

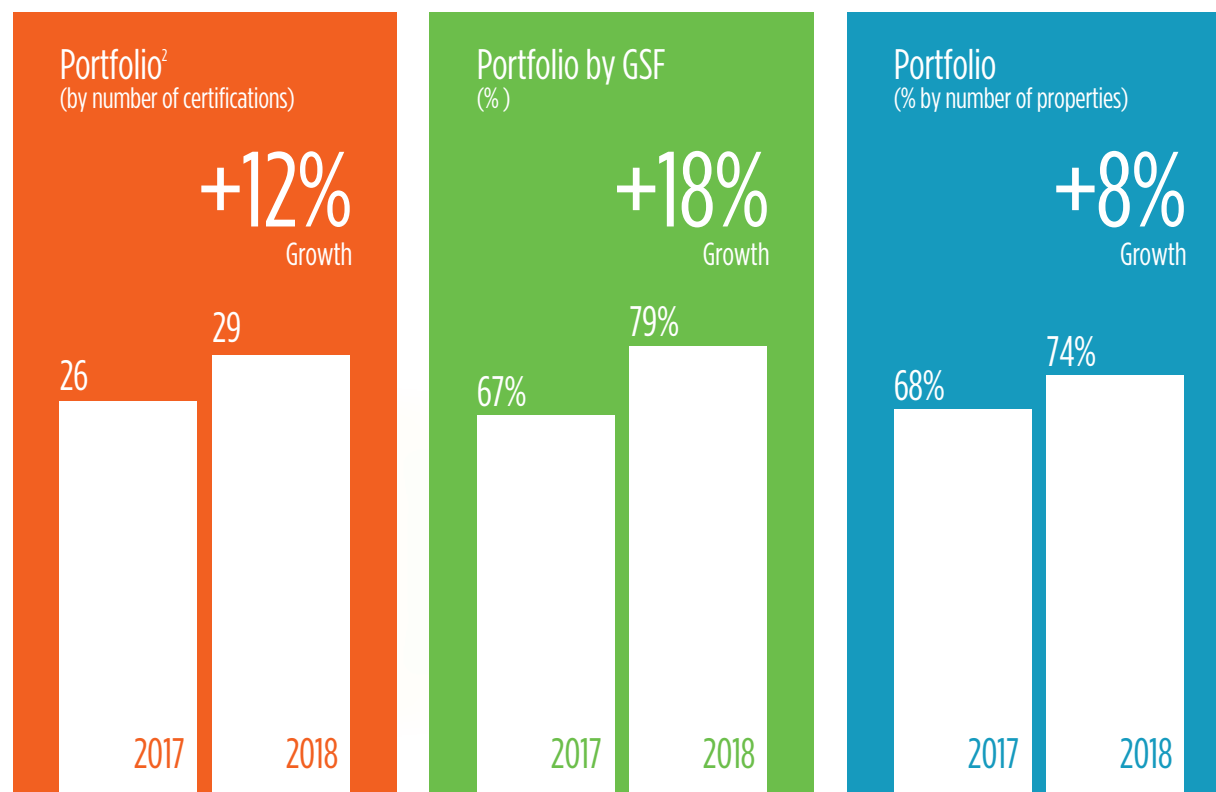
In our construction and operation, we look to relevant industry standards for guidelines on energy performance and other sustainability measures.

LEED¹

Leadership in Energy & Environmental Design (LEED) is the U.S. Green Building Council's long-standing program of rating new or existing buildings on their energy performance and other green building characteristics. Most of our office portfolio (68%) are LEED-certified. This is more than three times higher than the US office building rate of 19.4% certified.



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¹Certifications reflected include BD+C: Core and Shell, ID+C: Commercial Interiors, and O&M: Existing Buildings

²Represents individual LEED certifications; certain buildings have more than one LEED certification

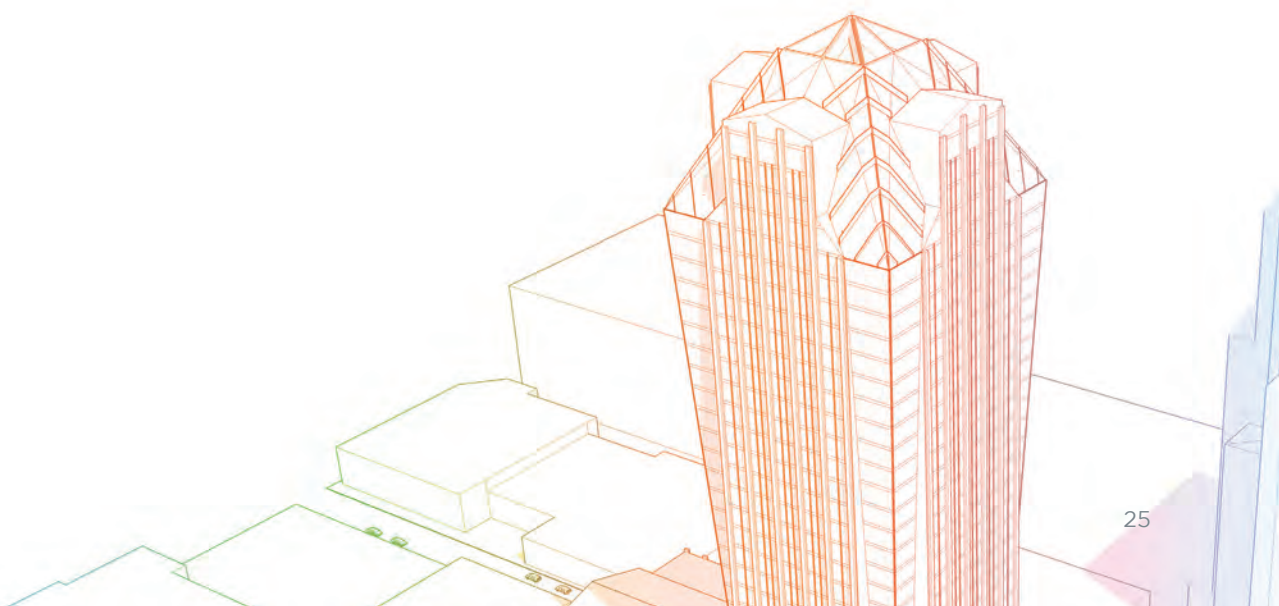
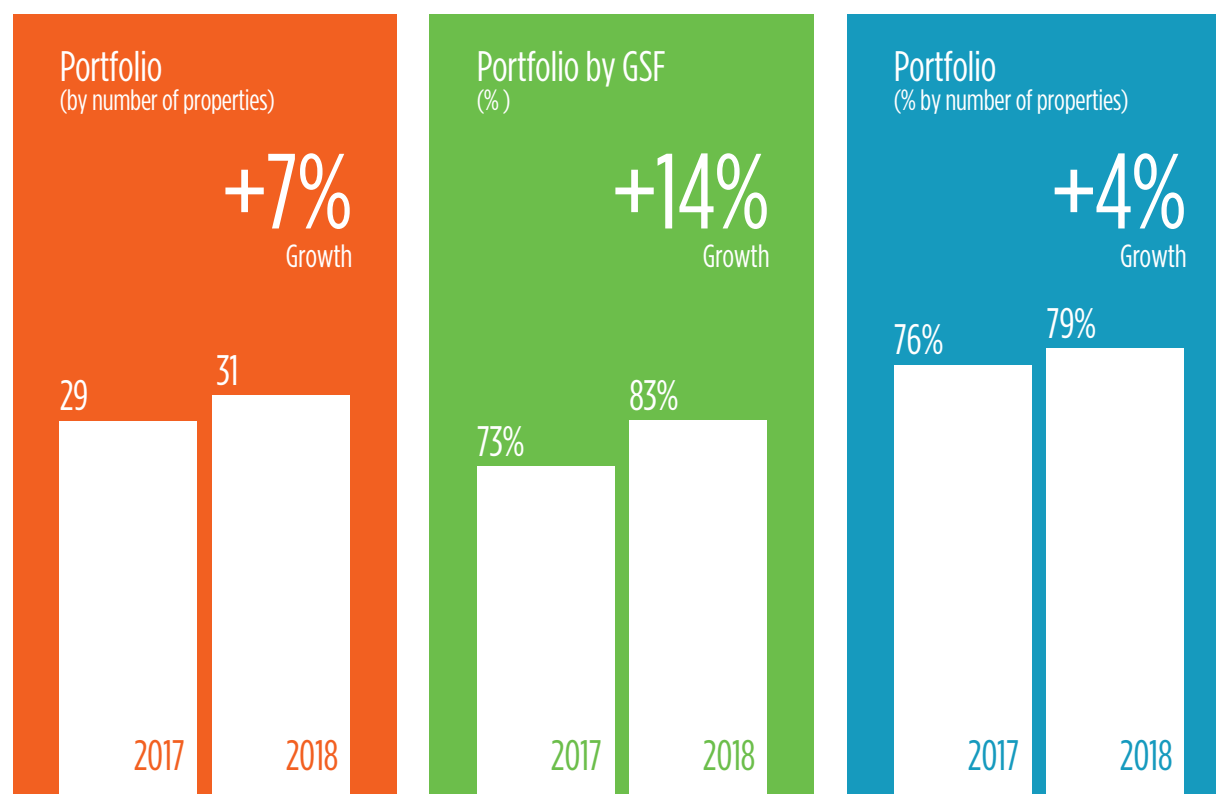
LEEDx2: We're proud and honored that the Spring & 8th Building (NCR Headquarters) was awarded Double LEED Platinum certification.

ENERGY STAR

ENERGY STAR is the U.S. Environmental Protection Agency's (EPA) program for helping organizations drive energy efficiency and water conservation improvements in their office buildings.

The EPA provides a wide range of programs, benchmarks, guidance and support in designing and implementing efficiency initiatives. The most prestigious certification awarded is the ENERGY STAR certification, which requires third-party audit and verification. To achieve ENERGY STAR certification, an office building must achieve a score of 75 (out of 100), meaning that it outperforms at least 75% of similar office buildings in the country, with differences in operating conditions and regional weather taken into account.

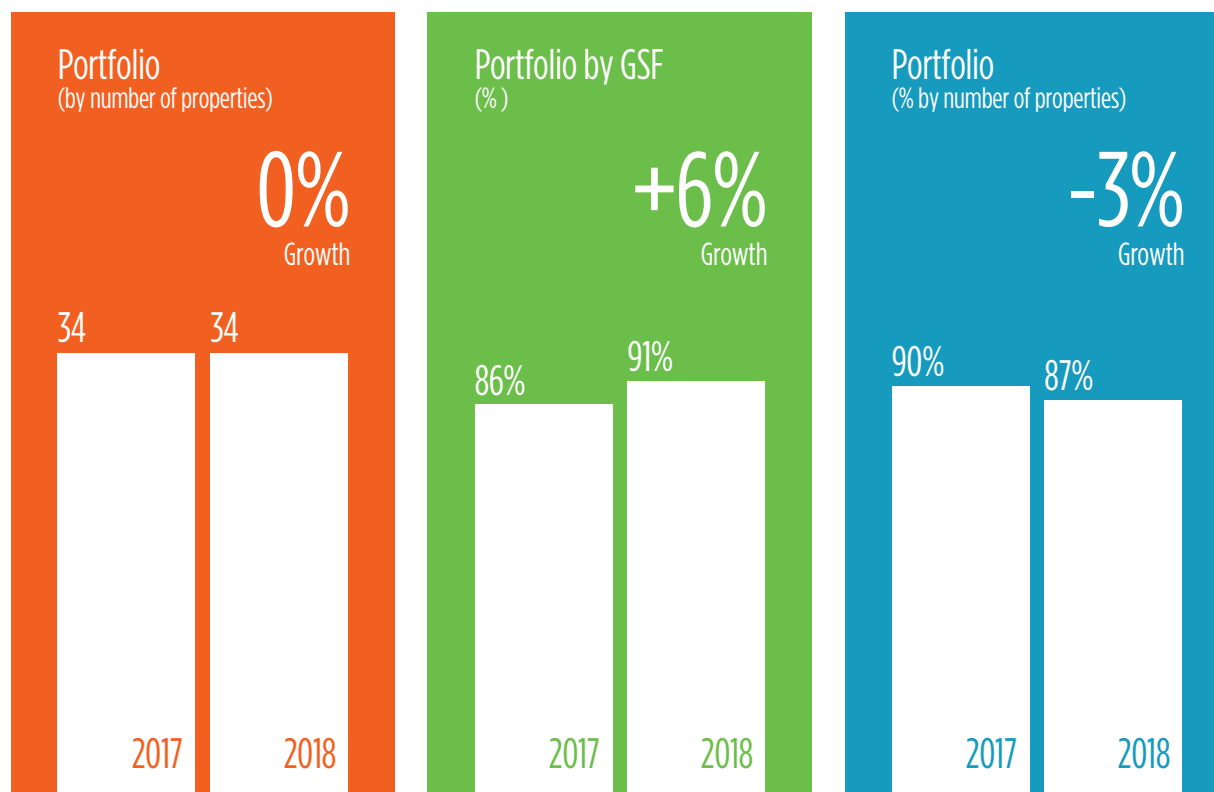
Across our office portfolio, 83.4% of our total office square footage has been ENERGY STAR rated, with an overall office portfolio average score of 87. This means that on average, our office buildings are more energy efficient than 76% - 81% of comparable buildings throughout the US.



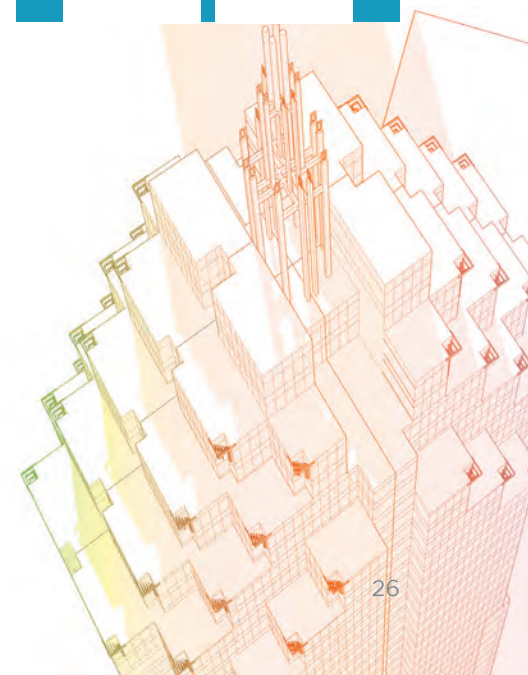
BOMA 360 CERTIFICATION

The Building Owners and Managers Association (BOMA) provides a third-party verified certification that covers a comprehensive range of six major areas of office building performance.

Operations & Management, Safety & Security, Training & Education, Energy, Environmental & Sustainability, and Tenant Relations & Community Involvement. This certification is directly and comprehensively focused on sustainability-related performance in the office building industry and is one of the most demanding certification processes. We're proud that 91% of our office portfolio has achieved this elite certification.



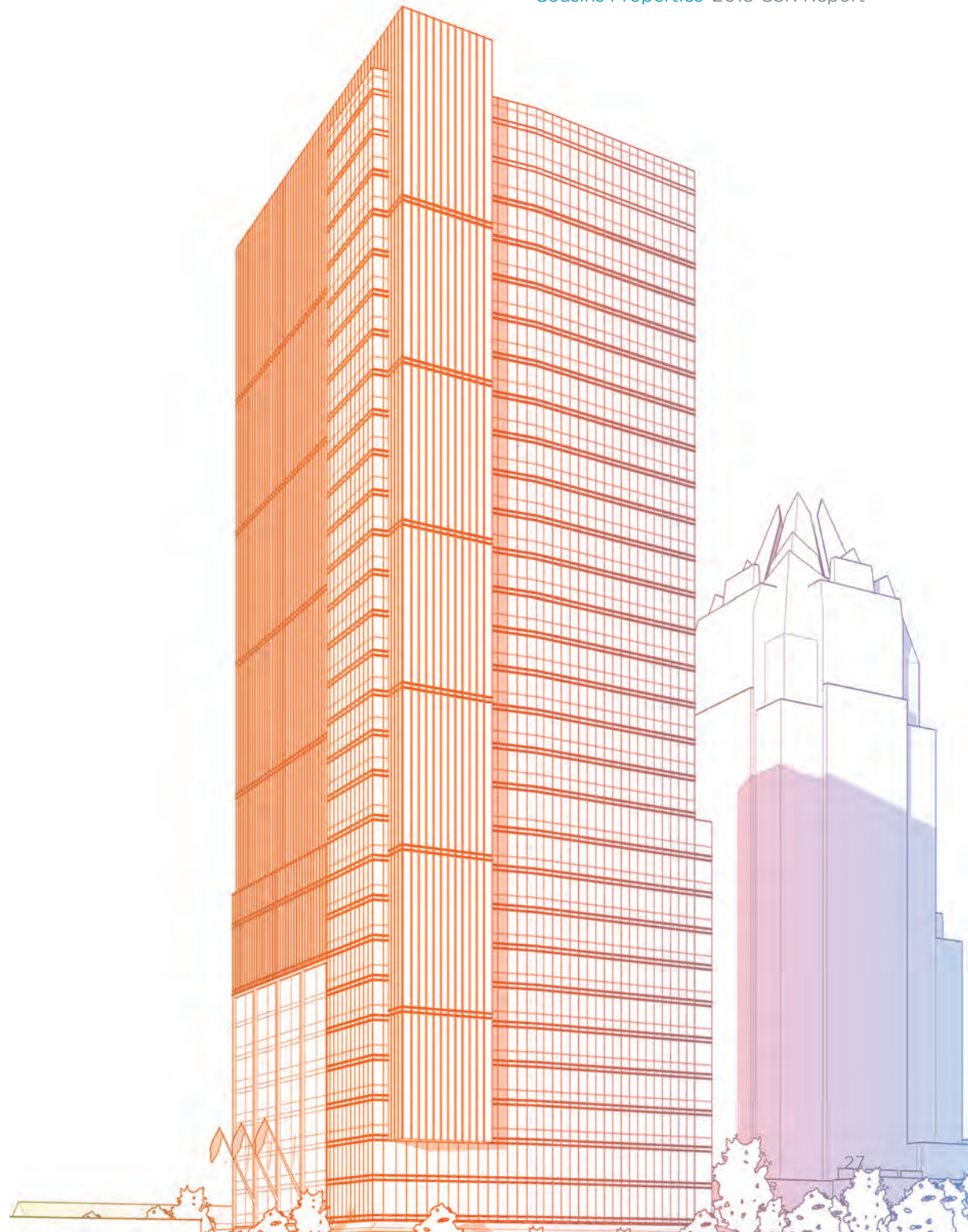
Building of the Year at BOMA Greater Tampa Bay for Suburban Office Park (Mid-Rise) for the Campus of Corporate Center.



AUSTIN ENERGY GREEN BUILDING RATING SYSTEM

The City of Austin, Texas has adopted numerous green building provisions within its city building code that rely on the Austin Energy Green Building Rating System and the LEED certification system as metrics.

Under the Austin Energy Green Building Rating System, buildings are awarded up to five stars depending on the number and breadth of green building elements that are incorporated into the design. In terms of energy efficiency, rated buildings are designed to exceed the Austin Energy Code. We were proud to design and construct Colorado Tower under this new system, and we have received a rating of two stars.





Talk to Cousins.

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