GRI Content Index

Tanger has reported the information cited in this GRI content index for the period of January 1 through December 31, 2023 with reference to the GRI Standards using GRI 1: Foundation 2021. Certain data contained in this index is also aligned with the SASB Standard for the Real Estate Owners, Developers, and Investment Trusts Industry. These SASB disclosures are indicated along with the GRI disclosures.

Standard	Disclosure		Response, Page or Link
GRI 2: General Disclosures	2-1	Organizational details	Tanger Inc. ESG Report: Our Company – p. 6
	2-2	Entities included in the organization's sustainability reporting	ESG Report: About this Report – p. 79
	2-3	Reporting period, frequency and contact point	ESG Report: About this Report – p. 79-80
	2-4	Restatements of information	ESG Report: Our Planet – p. 58
	2-5	External assurance	An internal audit of information included is performed. External assurance is limited to our financial data certified in our Annual Report.
	2-6	Activities, value chain and other business relationships	ESG Report: Our Company – p. 6-9 Annual Report
	2-7	Employees	*Aligns with SASB IF-RE-000.A, C, D* ESG Report: Our People – p. 21-22 Headcount as of December 31, 2023: Total number of employees: 407 Total number of full-time employees: 364 Total number of part-time employees: 43 Total number of female employees: 71% Total number of male employees: 29% % of permanent employees: > 99% % of temporary employees: < 1%
	2-8	Workers who are not employees	Tanger does not currently track contract workers.
	2-9	Governance structure and composition	ESG Report: Our Governance – p. 61-62 Proxy Statement
	2-10	Nomination and selection of the highest governance body	Proxy Statement
	2-11	Chair of the highest governance body	Proxy Statement
	2-12	Role of the highest governance body in overseeing the management of impacts	ESG Report: ESG at Tanger – p. 11
	2-13	Delegation of responsibility for managing impacts	ESG Report: ESG at Tanger – p. 13

Standard	Disclosure		Response, Page or Link
	2-14	Role of the highest governance body in sustainability reporting	ESG Report: ESG at Tanger – p. 13
	2-15	Conflicts of interest	Proxy Statement
	2-16	Communication of critical concerns	Tanger Code of Business Conduct and Ethics
	2-17	Collective knowledge of the highest governance body	Proxy Statement
	2-18	Evaluation of the performance of the highest governance body	Proxy Statement
	2-19	Remuneration policies	Proxy Statement
	2-20	Process to determine remuneration	Proxy Statement
	2-21	Annual total compensation ratio	Proxy Statement
	2-22	Statement on sustainable development strategy	ESG Report: Message from Our CEO – p. 3 United Nations Sustainable Development Goals Alignment p. 14
	2-23	Policy commitments	ESG Report: Our Governance – p. 64 Tanger Code of Business Conduct and Ethics
	2-24	Embedding policy commitments	ESG Report: Our Governance – p. 63-68 Tanger Code of Business Conduct and Ethics
	2-25	Processes to remediate negative impacts	ESG Report: Our Governance – p. 64 Tanger Code of Business Conduct and Ethics
	2-26	Mechanisms for seeking advice and raising concerns	ESG Report: Our Governance – p. 64 Tanger Code of Business Conduct and Ethics
	2-27	Compliance with laws and regulations	There were no incidents of non-compliance with laws and regulations. ESG Report: Our Governance – p. 61, 64 Tanger Code of Business Conduct and Ethics
	2-28	Membership associations	Tanger is a member of the following associations and professional organizations: ENERGY STAR, Global Real Estate Sustainability Benchmark (GRESB), National Association of Real Estate Investment Trusts (Nareit), United Nations Global Compact (UNGC).
	2-29	Approach to stakeholder engagement	ESG Report: ESG at Tanger – p. 17
	2-30	Collective bargaining agreements	No collective bargaining agreements.
GRI 3: Material Topics	3-1	Process to determine material topics	ESG Report: ESG at Tanger – p. 12
	3-2	List of material topics	ESG Report: ESG at Tanger – p. 12
	3-3	Management of material topics	ESG Report: ESG at Tanger – p. 13

Standard	Disclosure		Response, Page or Link
GRI 201: Economic Performance	201-1	Direct economic value generated and distributed	Annual Report
	201-2	Financial implications and other risks and opportunities due to climate change	ESG Report: Our Governance – p. 67 Annual Report *Aligns with SASB IF-RE-450a.2*
	201-3	Defined benefit plan obligations and other retirement plans	Annual Report
	201-4	Financial assistance received from government	Tanger received no financial assistance from the government in 2023.
GRI 204: Procurement Practices		Management approach	ESG Report: Our Governance – p. 65
	204-1	Proportion of spending on local suppliers	Due to service nature of suppliers to our centers, supplier personnel are local even if parent company is not.
GRI 205: Anti-corruption		Management approach	ESG Report: Our Governance – p. 64 Tanger Code of Business Conduct and Ethics
	205-1	Operations assessed for risks related to corruption	100% of our operations are assessed.
	205-2	Communication and training about anti-corruption policies and procedures	Employees receive training about anti-corruption policies and procedures as part of the onboarding process. Communication and mandatory training then occurs on an annual basis.
	205-3	Confirmed incidents of corruption and actions taken	There were no incidents of corruption.
GRI 206: Anti-competitive Behavior		Management approach	ESG Report: Our Governance – p. 64 Tanger Code of Business Conduct and Ethics
	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal actions.
GRI 302: Energy		Management approach	ESG Report: Our Planet – p. 48 Climate Change Statement *Aligns with SASB IF-RE-130a.5*
	302-1	Energy consumption within the organization	ESG Report: Our Planet – p. 58 *Aligns with SASB IF-RE-130a.2-3*
	302-2	Energy consumption outside of the organization	Limited measurement in 2023. We are working toward measuring relevant categories of energy consumption outside of the organization including the installation of tenant submeters.
	302-3	Energy intensity	ESG Report: Our Planet – p. 58
	302-4	Reduction of energy consumption	ESG Report: Our Planet – p. 51-53, 58
	302-5	Reductions in energy requirements of products and services	Not applicable as a real estate investment trust.

Standard	Disclosure		Response, Page or Link
GRI 303: Water and Effluents		Management approach	ESG Report: Our Planet – p. 54 *Aligns with SASB IF-RE-140a.4*
	303-1	Interactions with water as a shared resource	ESG Report: Our Planet – p. 54 Centers located in areas of high water stress are: Deer Park, NY; Grand Rapids, MI; Myrtle Beach Hwy 17, SC; Riverhead, NY; San Marcos, TX and Glendale (Phoenix), AZ
	303-2	Management of water discharge-related impacts	All water discharge is through municipal sewer.
	303-3	Water withdrawal	ESG Report: Our Planet – p. 54, 58 *Aligns with SASB IF-RE-140a.2-3*
	303-4	Water discharge	Information was not available in 2023
	303-5	Water consumption	ESG Report: Our Planet – p. 58
GRI 305: Emissions		Management approach	ESG Report: Our Planet – p. 51-58 Climate Change Statement
	305-1	Direct (Scope 1) GHG emissions	ESG Report: Our Planet – p. 58
	305-2	Energy indirect (Scope 2) GHG emissions	ESG Report: Our Planet – p. 58
	305-3	Other indirect (Scope 3) GHG emissions	Not measured in 2023.
	305-4	GHG emissions intensity	ESG Report: Our Planet – p. 58
	305-5	Reduction of GHG emissions	ESG Report: Our Planet – p. 51-58
	305-6	Emissions of ozone-depleting substances (ODS)	No emissions of ODS.
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	No other air emissions.
GRI 306: Waste		Management approach	ESG Report: Our Planet – p. 55
	306-1	Waste generation and significant waste-related impacts	ESG Report: Our Planet – p. 58
	306-2	Management of significant waste-related impacts	ESG Report: Our Planet – p. 55
	306-3	Waste generated	ESG Report: Our Planet – p. 58
	306-4	Waste diverted from disposal	ESG Report: Our Planet – p. 58
	306-5	Waste directed to disposal	ESG Report: Our Planet – p. 58
GRI 308: Supplier Environmental Assessment		Management approach	Environmental factors are considered in selection of suppliers along with other factors relevant to our business.
	308-1	New suppliers that were screened using environmental criteria	We consider environmental aspects when selecting vendors and suppliers and expect them to operate in a manner that is compliant with all applicable laws and aligned with our standards. There is no formal screening process.
	308-2	Negative environmental impacts in the supply chain and actions taken	There are no known negative environmental impacts in our supply chain.

Standard	Disclosure		Response, Page or Link
GRI 401: Employment		Management approach	ESG Report: Our People – p. 20
	401-1	New employee hires and employee turnover	ESG Report: Our People – p. 21 Tanger hired 117 people in 2023, including 81 full-time and 36 part-time employees.
			2023 / **2022** / **2021**
			Corporate Turnover: 9.9% / 17.2% / 18.5%
			Field Turnover: 15.6% / 20.4% / 17.7%
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Paid Time Off leave bank, 401(k), voluntary accident, critical illness, ID Theft, and Employee Assistance Program benefits are provided to part-time team members. Additional benefits are offered to full-time employees.
	401-3	Parental leave	Tanger provides up to four (4) weeks of Company Paid Parental Leave at 100% of current regular base pay for bonding time for eligible team members who have (or are the spouse or domestic partner of someone who has) given birth to a child, had a child born via surrogate, adopted a child or been placed with a foster child. We also comply with all applicable laws concerning parental leave.
GRI 402: Labor/Management Relations		Management approach	Tanger Code of Business Conduct and Ethics
	402-1	Minimum notice periods regarding operational changes	Tanger Code of Business Conduct and Ethics
GRI 403: Occupational Health and Safety 2018		Management approach	ESG Report: Our People – p. 34
	403-1	Occupational health and safety management system	ESG Report: Our People – p. 34
	403-2	Hazard identification, risk assessment, and incident investigation	ESG Report: Our People – p. 34 Tanger is required to maintain Occupational Safety and Health Administration (OSHA) logs for assessment, accidents or incidents across our properties. Hazards are identified by type of work; the majority of our employees are engaged in office and administrative work.
	403-3	Occupational health services	ESG Report: Our People – p. 34-35
	403-4	Worker participation, consultation, and communication on occupational health and safety	ESG Report: Our People – p. 34
	403-5	Worker training on occupational health and safety	ESG Report: Our People – p. 34
	403-6	Promotion of worker health	ESG Report: Our People – p. 34-35
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	ESG Report: Our People – p. 34-35
	403-8	Workers covered by an occupational health and safety management system	All employees are covered by Tanger's occupational health and safety system.

Standard	Disclosure		Response, Page or Link
	403-9	Work-related injuries	2023 / 2022 / 2021 Total (per 100 employees): 1.09 / 2.05 / 2.09
	403-10	Work-related ill health	ESG Report: Our People – p. 34 There were no cases of work-related ill health or fatalities in 2022.
GRI 404: Training and Education		Management approach	ESG Report: Our People – p. 29-32
	404-1	Average hours of training per year per employee	2023 / 2022 / 2021 Total: 6.8 / 7.9 / 5.2
	404-2	Programs for upgrading employee skills and transition assistance programs	ESG Report: Our People – p. 29-32
	404-3	Percentage of employees receiving regular performance and career development reviews	100% of all employees receive regular performance and career development reviews.
GRI 405: Diversity and Equal Opportunity		Management approach	ESG Report: Our People – p. 20, 23 Diversity, Equity & Inclusion Mission Statement
	405-1	Diversity of governance bodies and employees	ESG Report: Our People – p. 22 ESG Report: Our Governance – p. 62
GRI 406: Non-discrimination		Management approach	ESG Report: Our Governance – p. 23 Tanger Code of Business Conduct and Ethics
	406-1	Incidents of discrimination and corrective actions taken	No confirmed incidents of discrimination.
GRI 407: Freedom of association and collective bargaining		Management approach	ESG Report: Our Governance – p. 64 Tanger Code of Business Conduct and Ethics
	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Tanger has an established Human Rights Policy and Code of Business Conduct and Ethics. Zero (0) percent of company operations and suppliers have right to freedom of association and collective bargaining at risk.
GRI 411: Rights of Indigenous Peoples		Management approach	Tanger has an established Human Rights Policy.
	411-1	Incidents of violations involving rights of indigenous peoples	No incidents of violations involving rights of indigenous peoples.
GRI 413: Local Communities		Management approach	ESG Report: Our Community – p. 39
	413-1	Operations with local community engagement, impact assessments, and development programs	ESG Report: Our Community – p. 39-45
	413-2	Operations with significant actual and potential negative impacts on local communities	Tanger is unaware of an significant or potential negative impacts on local communities.

Standard	Disclosure		Response, Page or Link
GRI 414: Supplier Social Assessment		Management approach	Tanger has an established Human Rights Policy and Code of Business Conduct and Ethics, both of which apply to suppliers.
	414-1	New suppliers that were screened using social criteria	We consider social aspects when selecting vendors and suppliers and expect them to operate in a manner that is compliant with all applicable laws and aligned with our standards. There is no formal screening process.
	414-2	Negative social impacts in the supply chain and actions taken	There are no known negative social impacts in our supply chain.
GRI 416: Customer Health and Safety		Management approach	Tanger has achieved the International WELL Building Institute's (IWBI) WELL Health-Safety Rating for Facility Operations and Management for all U.S. owned and managed centers in the company's portfolio (excludes centers acquired in 2023). This rating is informed by the WELL Building Standard and more than 600 building and health scientists, practitioners, representatives from the business community, and other experts.
	416-1	Assessment of the health and safety impacts of product and service categories	Tanger underwent a nearly year-long assessment of the health and safety of our operational protocols to ensure compliance across all centers as part of the WELL Health-Safety Rating process.
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No incidents of non-compliance concerning the health and safety of products and services.
GRI 418: Customer Privacy		Management approach	ESG Report: Our Governance – p. 68 Tanger Code of Business Conduct and Ethics
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No substantiated complaints concerning breaches of customer privacy and losses of customer data.

TCFD Content Index

Topic	Disclosure	Response, Page or Link
Governance	Describe the board's oversight of climate-related risks and opportunities.	ESG Report: Our Governance – p. 67
		The Nominating and Corporate Governance Committee of the Board of Directors has primary responsibility for oversight of environmental and sustainability matters. Tanger views board-level competence on climate-related issues as important and the Nominating and Corporate Governance Committee evaluates ESG knowledge in conjunction with their review of board composition. Our Executive Vice President, General Counsel and Secretary reports on the management of climate-related risks and opportunities to the Nominating and Corporate Governance Committee and the full Board. Senior management provides the Board with regular updates on environmental and sustainability goals and progress, including climate risk and other climate-related matters.
	Describe management's role in assessing risks and opportunities.	ESG Report: Our Governance – p. 67
		Assessing climate-related risks and opportunities is the responsibility of the Executive Vice President, General Counsel and Secretary; and Senior Vice President of Enterprise Operations.
Strategy	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	ESG Report: Our Governance – p. 67
		Tanger has identified physical, regulatory and transitional risk as salient to the organization.
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	ESG Report: Our Governance – p. 67
		The substantive financial and strategic impact of climate-related risk is determined by assessing the percentage of the business impacted, the number of days sites are closed and profit margins.
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	ESG Report: Our Governance – p. 67
		We incorporate physical risk scenario planning into assessment of individual properties. Scenarios including RCP2.6, RCP4.5, and RCP8.5 are considered using third-party software. Impact is assessed by senior leaders in consultation with business unit leaders and outside experts.

Topic	Disclosure	Response, Page or Link
Risk Management	Describe the organization's processes for identifying and assessing climate-related risks	ESG Report: ESG at Tanger – p. 13
		ESG Report: Our Governance – p. 67
		Climate is incorporated into enterprise risk management, ESG materiality assessment and stakeholder engagement.
	Describe the organization's processes for managing climate-related risks	ESG Report: ESG at Tanger – p. 13
		ESG Report: Our Planet – p. 51-53
		ESG Report: Our Governance – p. 66-67
		Climate risk is managed at the enterprise level by the Enterprise Risk Management Committee and at both the enterprise and center level by the operations department. Tanger has goals and initiatives to reduce our carbon footprint.
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	ESG Report: Our Governance – p. 67
Metrics and Targets	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	ESG Report: Our Planet – p. 51
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	ESG Report: Our Planet – p. 58
		Scope 1 and Scope 2: 8,687 metric tons CO_2 emissions
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	ESG Report: Our Planet – p. 48, 51