



GRI Content Index

The Global Reporting Initiative (GRI) Context Index is a tool to help stakeholders better access Tanger's environmental, social and governance information. This report has been prepared in accordance with the GRI Standards: Core option. This GRI content index meets reporting requirements. Whenever possible, data also aligns with the Sustainability Accounting Standards Board (SASB) Standard for the Real Estate Owners, Developers, and Investment Trusts Industry. SASB disclosures are indicated along with the GRI disclosures.

General Disclosures	GRI STANDARD	GRI DISCLOSURE	RESPONSE, PAGE, OR LINK
	102 ORGANIZATIONAL PROFILE	102-1 Name of the Organization	Tanger Factory Outlet Centers, Inc.
		102-2 Activities, brands, products, and services	ESG Report: Company Profile – p. 7 Annual Report
		102-3 Location of headquarters	Greensboro, North Carolina, USA
		102-4 Location of operations	Our outlet centers are the premier destination for smart shoppers in 20 states and Canada.
		102-5 Ownership and legal form	The company's stock is publicly traded on the New York Stock Exchange (NYSE) under the symbol SKT.
		102-6 Markets served	Annual Report
		102-7 Scale of the organization Aligns to SASB: IFO402 – A, B, C, D	ESG Report: Company Profile – p. 7 Annual Report
		102-8 Information on employees and other workers	ESG Report: Our People – p. 16 Total number of employees: 573 Total number of full-time employees: 310 Total number of part-time employees: 263 % of employees – female: 77% % of employees – male: 23%
		102-9 Supply chain	Tanger partners with hundreds of suppliers to provide all materials and services needed to support our retail partners and create the best shopping experience for our customers. Examples of categories of our service providers include security personnel, janitorial services and waste management companies.

General Disclosures

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102 ORGANIZATIONAL PROFILE (continued)	102-10	Significant changes to the organization and its supply chain	There were no significant changes to the organization and its supply chain in 2021.
	102-11	Precautionary Principle or approach	Tanger believes where there are threats of serious or irreversible damage, lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation.
	102-12	External initiatives	Tanger aligns with and/or incorporates principles and disclosures from the following external environmental and social initiatives: • GRI • ISO Standard 14001 • SASB • United Nations Universal Declaration of Human Rights • United Nations Guiding Principles on Business and Human Rights
	102-13	Membership of 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)
102 STRATEGY	102-14	Statement from senior decision-maker	ESG Report: Message from Our CEO – p. 3 - 4
	102-15	Key impacts, risks, and opportunities	ESG Report: Our Environmental, Social and Governance Approach – p. 10 - 14 10-K
102 ETHICS AND INTEGRITY	102-16	Values, principles, standards, and norms of behavior	ESG Report: Our Culture and Values – p. 17
	102-17	Mechanisms for advice and concerns about ethics	Tanger Code of Business Conduct and Ethics
102 GOVERNANCE	102-18	Governance structure	ESG Report: Our Governance – p. 42 - 43 Proxy Statement
	102-19	Delegating authority	ESG Report: Our Environmental, Social and Governance Approach – p. 13 Proxy Statement
	102-20	Executive-level responsibility for economic, environmental and social topics	ESG Report: Our Environmental, Social and Governance Approach – p. 13
	102-21	Consulting stakeholders on economic, environmental, and social topics	ESG Report: Our Environmental, Social and Governance Approach – p. 11 - 12
	102-22	Composition of the highest governance body and its committees	Proxy Statement

General Disclosures

GRI STANDARD	GRI DISCLOSURE	RESPONSE, PAGE, OR LINK
102 GOVERNANCE (continued)	102-23 Chair of the highest governance body	Executive Chair of the Board
	102-24 Nominating and selecting the highest governance body	Proxy Statement
	102-25 Conflicts of interest	Proxy Statement
	102-26 Role of highest governance body in setting purpose, values, and strategy	Proxy Statement
	102-27 Collective knowledge of highest governance body	ESG Report: Our Environmental, Social and Governance Approach – p. 13 Proxy Statement
	102-28 Evaluating the highest governance body’s performance	Proxy Statement
	102-29 Identifying and managing economic, environmental, and social impacts	ESG Report: Our Environmental, Social and Governance Approach – p. 13
	102-30 Effectiveness of risk management processes	Proxy Statement 10-K
	102-31 Review of economic, environmental, and social topics	ESG Report: Our Environmental, Social and Governance Approach – p. 10 - 13
	102-32 Highest governance body’s role in sustainability reporting	ESG Report: Our Environmental, Social and Governance Approach – p. 13
	102-33 Communicating critical concerns	Tanger Code of Business Conduct and Ethics
	102-35 Remuneration policies	Proxy Statement
	102-36 Process for determining remuneration	Proxy Statement
	102-37 Stakeholders’ involvement in remuneration	Proxy Statement
	102-38 Annual total compensation ratio	Proxy Statement
	102-39 Percentage increase in annual total compensation ratio	Proxy Statement
102 STAKEHOLDER ENGAGEMENT	102-40 List of stakeholder groups	ESG Report: Our Environmental, Social and Governance Approach – p. 12
	102-41 Collective bargaining agreements	No collective bargaining agreements.
	102-42 Identifying and selecting stakeholders	ESG Report: Our Environmental, Social and Governance Approach – p. 12
	102-43 Approach to stakeholder engagement	ESG Report: Our Environmental, Social and Governance Approach – p. 10 - 13
	102-44 Key topics and concerns raised	ESG Report: Our Environmental, Social and Governance Approach – p. 10 - 13



General Disclosures

GRI STANDARD	GRI DISCLOSURE	RESPONSE, PAGE, OR LINK
102 REPORTING PROCESS	102-45 Entities included in the consolidated financial statements	10-K
	102-46 Defining report content and topic boundaries	ESG Report: About This Report – p. 54
	102-47 List of material topics	ESG Report: Our Environmental, Social and Governance Approach – p. 11
	102-48 Restatements of information	Tanger has changed our environmental measurement process and greenhouse gas (GHG) reporting methodology to better assess our operational impact, understand our tenants' energy use and encourage sustainability improvements and energy efficiencies across our portfolio. Improvements included the transition to a digitized data collection platform, capturing tenants' actual and estimated energy use and a goal setting approach focused on enterprise-wide performance. The new methodology and process has resulted in a restatement of certain 2020 and 2019 data. Revised information is located at: ESG Report: Our Planet – p. 40
	102-49 Changes in reporting	No change in reporting.
	102-50 Reporting period	January 1, 2021 - December 31, 2021
	102-51 Date of most recent report	August 31, 2021
	102-52 Reporting cycle	Annual
	102-53 Contact point for questions regarding the report	TangerIR@tangeroutlets.com
	102-54 Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.
	102-55 GRI content index	Yes. The GRI content index meets reporting requirements.
	102-56 External assurance	No. External assurance is limited to our financial data certified in our Annual Report.



Economic Disclosures

GRI STANDARD	GRI DISCLOSURE		MANAGEMENT APPROACH	RESPONSE, PAGE, OR LINK
201 ECONOMIC PERFORMANCE	201-1	Direct economic value generated and distributed	Annual Report	Annual Report 10-K
	201-2	Financial implications and other risks and opportunities due to climate change <i>Aligns to SASB: IF0402-14</i>	ESG Report: Our Governance – p. 45 ESG Report: Our Environmental, Social and Governance Approach – p. 10, 11, 13 ESG Report: Our Planet – p. 35 Climate Change Statement	ESG Report: Our Governance – p. 45 10-K
	205 ANTI-CORRUPTION	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	No confirmed incidents of corruption and no actions taken.
206 ANTI-COMPETITIVE BEHAVIOR	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	ESG Report: Governance – p. 43 Tanger Code of Business Conduct and Ethics	No legal actions for anti-competitive behavior, anti-trust, and monopoly practices.



Environmental Standards and Disclosures

GRI STANDARD	GRI DISCLOSURE		MANAGEMENT APPROACH	RESPONSE, PAGE, OR LINK
302 ENERGY	302-1	Energy consumption within the organization <i>Aligns to SASB: IF0402-02, 03</i>	ESG Report: Our Environmental, Social and Governance Approach – p. 10 - 11 ESG Report: Our Planet – p. 35 - 40 Climate Change Statement	ESG Report: Our Planet – p. 37, 38, 40
	302-4	Reduction of energy consumption		ESG Report: Our Planet – p. 37, 38, 40
303 WATER AND EFFLUENTS	303-3	Water withdrawal	ESG Report: Our Environmental, Social and Governance Approach – p. 10 - 11 ESG Report: Our Planet – p. 35, 39	ESG Report: Our Planet – p. 39 - 40
305 EMISSIONS	305-1	Direct (Scope 1) GHG emissions	ESG Report: Our Environmental, Social and Governance Approach – p. 10 - 11 ESG Report: Our Planet – p. 35 - 38 Climate Change Statement	ESG Report: Our Planet – p. 37, 40
	305-2	Energy indirect (Scope 2) GHG emissions		ESG Report: Our Planet – p. 37, 40
	305-4	GHG emissions intensity		ESG Report: Our Planet – p. 37, 40
	305-5	Reduction of GHG emissions		ESG Report: Our Planet – p. 37, 40
307 ENVIRONMENTAL COMPLIANCE	307-1	Non-compliance with environmental laws and regulations	ESG Report: Our Environmental, Social and Governance Approach – p. 10 - 11 ESG Report: Our Planet – p. 35, 37	Tanger was compliant with all environmental laws and regulations in 2021.



Social Standards and Disclosures

GRI STANDARD	GRI DISCLOSURE		MANAGEMENT APPROACH	RESPONSE, PAGE, OR LINK			
401 EMPLOYMENT	401-1	New employee hires and employee turnover	ESG Report: Our People – p. 17, 22		2021	2020	2019
				Corporate Turnover (%)	18.5	10.1	4.0
				Field Turnover (%)	17.7	24.7	20.5
403 OCCUPATIONAL HEALTH AND SAFETY	403-2	Hazard identification, risk assessment, and incident investigation	ESG Report: Our People – p. 17, 24	Tanger is required to maintain Occupational Safety and Health Administration (OSHA) logs for assessment, accidents or incidents. The majority of our employees would fall under clerical services.			
	403-5	Worker training on occupational health and safety		99% of corporate and field employees attended active shooter training.			
	403-6	Promotion of worker health		Tanger provides a variety of health and well-being needs assessments and/or programs focused on:			
				• Healthy eating • Indoor air quality • Noise control • Physical activity • Physical and/or mental healthcare • Social interactions and connections • Work from home arrangements			
	403-9	Work-related injuries			2021	2020	2019
				Total *	2.09	2.33	1.47
404 TRAINING AND EDUCATION	404-1	Average hours of training per year per employee	ESG Report: Our People – p. 17, 22		2021	2020	2019
				Total	5.2	6.8	21.9
	404-2	Programs for upgrading employee skills and transition assistance programs	ESG Report: Our People – p. 22	ESG Report: Our People – p. 22			

* Per 100 employees



Social Standards and Disclosures

GRI STANDARD	GRI DISCLOSURE		MANAGEMENT APPROACH	RESPONSE, PAGE, OR LINK			
405 DIVERSITY AND EQUAL OPPORTUNITY	405-1	Diversity of governance bodies and employees	ESG Report: Our People – p. 17 - 22 Diversity, Equity & Inclusion Mission Statement	ESG Report: Our People – p. 16, 18 - 21 ESG Report: Our Governance – p. 42			
407 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Tanger Code of Business Conduct and Ethics Human Rights Policy		2021	2020	2019
				Operations (%)	0	0	0
				Suppliers (%)	N/A	N/A	N/A
411 RIGHTS OF INDIGENOUS PEOPLES	411-1	Incidents of violations involving rights of indigenous peoples	Human Rights Policy	No incidents of violations involving rights of indigenous peoples.			
413 LOCAL COMMUNITIES	413-1	Operations with local community engagement, impact assessments, and development programs	ESG Report: Our Environmental, Social and Governance Approach – p. 10, 11 ESG Report: Our Community – p. 27	ESG Report: Our Community – p. 27 - 33			
418 CUSTOMER PRIVACY	418-1	Substantiated complaints regarding concerning breaches of customer privacy and losses of customer data	ESG Report: Our Governance – p. 43 Tanger Code of Business Conduct and Ethics	No substantiated complaints regarding concerning breaches of customer privacy and losses of customer data.			
419 SOCIO-ECONOMIC COMPLIANCE	419-1	Non-compliance with laws and regulations in the social and economic area	Tanger Code of Business Conduct and Ethics	No non-compliance with laws and regulations in the social and economic area.			

N/A = Not applicable