

Content Indices



Tanger Outlets Phoenix | Glendale

GRI Content Index

Tanger has reported the information cited in this GRI content index for the period of January 1 through December 31, 2024, with reference to the GRI standards. Certain data contained in this index are 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. Impact Report: Our Company – p. 5
	2-2	Entities included in the organization’s sustainability reporting	Impact Report: About this Report – p. 74
	2-3	Reporting period, frequency, and contact point	Impact Report: About this Report – p. 73-74
	2-4	Restatements of information	Impact Report: Our Planet – p. 51-52
	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	Impact Report: Our Company – p. 5-6 Annual Report
	2-7	Employees	<i>Aligns with SASB IF-RE-000.A, C, D</i> Impact Report: Our People – p. 18 Headcount as of December 31, 2024: Total number of employees: 425 Total number of full-time employees: 372 Total number of part-time employees: 53 Total number of female employees: 70% Total number of male employees: 30% % 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	Impact Report: Our Governance – p. 55-56 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	Impact Report: Our Approach – p. 8, 10
	2-13	Delegation of responsibility for managing impacts	Impact Report: Our Approach – p. 10

GRI Content Index

Standard	Disclosure	Response, Page, or Link
	2-14	Role of the highest governance body in sustainability reporting
		Impact Report: Our Approach – p. 10
	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
		Impact Report: Message from Our CEO – p. 2-3 Impact Report: Our Approach – p. 8
	2-23	Policy commitments
		Impact Report: Our Governance – p. 55 Tanger Code of Business Conduct and Ethics
	2-24	Embedding policy commitments
		Impact Report: Our Governance – p. 55-60 Tanger Code of Business Conduct and Ethics
	2-25	Processes to remediate negative impacts
		Impact Report: Our Governance – p. 55 Tanger Code of Business Conduct and Ethics
	2-26	Mechanisms for seeking advice and raising concerns
		Impact Report: Our Governance – p. 55 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. Impact Report: Our Governance – p. 55 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), International Council of Shopping Centers (ICSC), and The Real Estate Roundtable.
	2-29	Approach to stakeholder engagement
		Impact Report: Our Approach – p. 13
	2-30	Collective bargaining agreements
		No collective bargaining agreements.

GRI Content Index

Standard	Disclosure		Response, Page, or Link
GRI 3: Material Topics	3-1	Process to determine material topics	Impact Report: Our Approach – p. 9
	3-2	List of material topics	Impact Report: Our Approach – p. 9
	3-3	Management of material topics	Impact Report: Our Approach – p. 10
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	Impact Report: Our Governance – p. 41-42 Annual Report <i>Aligns with SASB IF-RE-450a.2</i>
	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 2024.
GRI 204: Procurement Practices		Management approach	Impact Report: Our Governance – p. 55
	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	Impact Report: Our Governance – p. 55 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	Impact Report: Our Governance – p. 55 Tanger Code of Business Conduct and Ethics
	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal actions.

GRI Content Index

Standard	Disclosure	Response, Page, or Link
GRI 302: Energy	Management approach	Impact Report: Our Planet – p. 43-44 Climate Change Statement <i>Aligns with SASB IF-RE-130a.5</i>
	302-1 Energy consumption within the organization	Impact Report: Our Planet – p. 51 <i>Aligns with SASB IF-RE-130a.2-3</i>
	302-2 Energy consumption outside of the organization	Impact Report: Our Planet – p. 51
	302-3 Energy intensity	Impact Report: Our Planet – p. 51
	302-4 Reduction of energy consumption	Impact Report: Our Planet – p. 40, 43-46, 51
	302-5 Reductions in energy requirements of products and services	Not applicable as a real estate investment trust.
GRI 303: Water and Effluents	Management approach	Impact Report: Our Planet – p. 47 <i>Aligns with SASB IF-RE-140a.4</i>
	303-1 Interactions with water as a shared resource	Impact Report: Our Planet – p. 47 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 Phoenix, AZ.
	303-2 Management of water discharge-related impacts	All water discharge is assumed to occur through municipal sewer or septic systems as reported through utility bills.
	303-3 Water withdrawal	Impact Report: Our Planet – p. 47, 52 <i>Aligns with SASB IF-RE-140a.2-3</i>
	303-4 Water discharge	Tanger's water metrics are calculated using data collected by each site manager from utility invoices. The data represents master-metered activities and, therefore, includes water within Tanger's tenant occupied floor area as well as center common areas. Where utility invoices do not break out withdrawal and discharge, Tanger assumes that all water withdrawals are discharged into sewer or septic systems. Water discharge for 2024 was approximately 806 million gallons.
	303-5 Water consumption	Impact Report: Our Planet – p. 52

GRI Content Index

Standard	Disclosure	Response, Page, or Link
GRI 305: Emissions	Management approach	Impact Report: Our Planet – p. 39-40, 42-46, 50-51 Climate Change Statement
	305-1 Direct (Scope 1) GHG emissions	Impact Report: Our Planet – p. 44, 51
	305-2 Energy indirect (Scope 2) GHG emissions	Impact Report: Our Planet – p. 44, 51
	305-3 Other indirect (Scope 3) GHG emissions	Impact Report: Our Planet – p. 44, 51
	305-4 GHG emissions intensity	Impact Report: Our Planet – p. 51
	305-5 Reduction of GHG emissions	Impact Report: Our Planet – p. 40-46, 50-51
	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	Impact Report: Our Planet – p. 48
	306-1 Waste generation and significant waste-related impacts	Impact Report: Our Planet – p. 52
	306-2 Management of significant waste-related impacts	Impact Report: Our Planet – p. 48
	306-3 Waste generated	Impact Report: Our Planet – p. 52
	306-4 Waste diverted from disposal	Impact Report: Our Planet – p. 52
	306-5 Waste directed to disposal	Impact Report: Our Planet – p. 52
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.

GRI Content Index

Standard	Disclosure		Response, Page, or Link			
GRI 401: Employment		Management approach	Impact Report: Our People – p. 18-23			
	401-1	New employee hires and employee turnover	Impact Report: Our People – p. 18			
			Tanger hired 80 people in 2024, including 52 full-time and 28 part-time employees. In 2024, the Company updated its calculation of employee turnover to include both full-time and part-time employees; turnover metrics for 2023 and 2022 presented below are for full-time employees only.			
				2024	2023	2022
			Corporate Turnover	9.4%	9.9%	17.2%
			Field Turnover	16.8%	15.6%	20.4%
	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 Content Index

Standard	Disclosure	Response, Page, or Link
GRI 403: Occupational Health and Safety 2018	Management approach	Impact Report: Our People – p. 22 At Tanger, we are dedicated to supporting the well-being of our staff, customers, and all individuals who visit our centers and offices. Our approach to environmental health and safety focuses on proactive measures, including policies, standards, procedures, training, and assessments, to prevent potential hazards.
	403-1 Occupational health and safety management system	Impact Report: Our People – p. 22 Tanger follows all applicable laws and incorporate health and safety standards from organizations such as the American National Standards Institute, International Organization for Standardization, and Occupational Safety and Health Administration (OSHA).
	403-2 Hazard identification, risk assessment, and incident investigation	Impact Report: Our People – p. 22 Tanger is required to maintain 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. Tanger and our workers' compensation insurance carrier conduct periodic assessments to review safety procedures and protocols and identify potential hazards.
	403-3 Occupational health services	Impact Report: Our People – p. 15, 22 The majority of Tanger employees are administrative, so we work to prevent common office injuries through resources provided in the Tanger Wellness Program. We also offer ergonomic keyboards and workstations and stand-up desks by request. All of our offices and centers are equipped with first aid kits and automated external defibrillators (AEDs). Tanger offers annual First Aid, CPR, and AED training through our partnership with the American Red Cross.
	403-4 Worker participation, consultation, and communication on occupational health and safety	Impact Report: Our People – p. 11, 13, 22
	403-5 Worker training on occupational health and safety	Impact Report: Our People – p. 11, 13, 22
	403-6 Promotion of worker health	Impact Report: Our People – p. 15, 22 The majority of Tanger employees are administrative, so we work to prevent common office injuries through resources provided in the Tanger Wellness Program. We also offer ergonomic keyboards and workstations and stand-up desks by request.
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Impact Report: Our People – p. 11, 22

GRI Content Index

Standard	Disclosure		Response, Page, or Link			
	403-8	Workers covered by an occupational health and safety management system	All employees are covered by Tanger's occupational health and safety system.			
	403-9	Work-related injuries		2024	2023	2022
			Total (per 100 employees)	0.59	1.09	2.05
	403-10	Work-related ill health	Impact Report: Our People – p. 22 There were no cases of work-related ill health or fatalities in 2024.			
GRI 404: Training and Education		Management approach	Impact Report: Our People – p. 23			
	404-1	Average hours of training per year per employee		2024	2023	2022
			Total	12.0	6.8	7.9
	404-2	Programs for upgrading employee skills and transition assistance programs	Impact Report: Our People – p. 22-23			
	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	Impact Report: Our People – p. 18-19			
	405-1	Diversity of governance bodies and employees	Impact Report: Our People – p. 18 Impact Report: Our Governance – p. 57			
GRI 406: Non-discrimination		Management approach	Impact Report: Our Governance – p. 18-19 Tanger Code of Business Conduct and Ethics Human Rights Policy			
	406-1	Incidents of discrimination and corrective actions taken	No confirmed incidents of discrimination.			
GRI 407: Freedom of association and collective bargaining		Management approach	Impact Report: Our Governance – p. 55 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 Content Index

Standard	Disclosure	Response, Page, or Link
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	Impact Report: Our Places – p. 30
	413-1 Operations with local community engagement, impact assessments, and development programs	Impact Report: Our Places – p. 30-35
	413-2 Operations with significant actual and potential negative impacts on local communities	Tanger is unaware of any significant or potential negative impacts on local communities.
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 retained 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 and 2024), along with its corporate offices in Greensboro, NC. 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	Impact Report: Our Governance – p. 59 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.

IFRS S2 Alignment

Recommended Disclosure

Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.

Disclosure

Reliance on Fossil Fuels: Medium-Term (6-15 yrs). High likelihood. Moderate to High magnitude.

Risk Elaboration: Tanger's operational footprint—including lighting, HVAC systems, and energy-intensive tenant operations—largely depends on grid-supplied electricity, much of which still originates from fossil fuels in many regions. This dependence makes the company vulnerable to:

- Energy price volatility due to fluctuating oil and natural gas prices
- Policy shifts (e.g., carbon pricing or taxes on emissions-intensive energy use)
- Reputational risk from continued reliance on non-renewable energy sources

Potential Opportunities:

- Energy transition planning: Investing in solar PV or battery storage across properties can reduce long-term costs and hedge against fossil fuel price fluctuations
- Utility partnerships: Collaborating with local utilities for green power procurement
- Tenant incentives: Offering green lease options tied to energy-efficient upgrades

Utilities and Infrastructure Integrity: Medium to Long-Term (6–30 yrs). High likelihood. High magnitude.

Risk Elaboration: Tanger's portfolio includes properties in climate-vulnerable geographies (e.g., coastal or hurricane-prone areas).

Risks include:

- Increased frequency of extreme weather events (e.g., storms, flooding, heatwaves) impacting facility operations and uptime
- Cybersecurity vulnerabilities in operational tech systems (e.g., smart meters, lighting, HVAC automation) during climate-induced emergencies
- Escalating insurance premiums or reduced insurability of certain assets due to heightened climate risk assessments

Potential Opportunities:

- Infrastructure resilience upgrades: Investing in climate-adaptive design (e.g., flood defenses, cool roofs, elevated HVAC units)
- Smart-building technologies: Enhancing systems to optimize energy use and mitigate outages
- Insurance strategy: Proactively engaging insurers with climate scenario plans to negotiate better rates or secure coverage

Climate Regulatory Compliance: Short to Medium-Term (0–15 yrs). High likelihood. Moderate to High magnitude.

Risk Elaboration: Tanger falls under the scope of new and emerging regulatory frameworks such as California SB 261, which requires large businesses to disclose climate-related financial risks. Risks include:

- Non-compliance fines (up to \$50,000 per year under SB 261)
- Cost of reporting readiness, including data management systems and assurance
- Legal exposure from inaccurate or misleading disclosures if Impact Reports are challenged

Potential Opportunities:

- First-mover advantage: Establishing robust climate disclosure practices now can enhance investor confidence and brand value
- Operational insight: Climate risk mapping can inform capital planning, maintenance cycles, and lease structuring
- Policy engagement: Participating in industry environmental, social, and governance coalitions can influence regulatory development and reduce future burden

IFRS S2 Alignment

Recommended Disclosure

Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.

Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

Disclosure

Tanger faces several climate-related risks that are shaping its business strategy and financial planning. The company's reliance on non-renewable energy sources exposes it to energy price volatility and rising operational costs. This risk is expected to intensify over the medium term (6-15 years) and has a high likelihood and moderate to high magnitude of impact. To address this, Tanger is exploring energy efficiency projects and alternative energy sourcing.

Utilities and infrastructure integrity present broader challenges, including energy market instability, cyber threats, and climate-related weather events that may increase insurance premiums. These risks are likely to emerge over the medium to long term (6-30 years) and carry a high likelihood and high magnitude. Tanger is prioritizing upgrades to physical and digital infrastructure and reassessing its insurance coverage.

Legal and compliance risks are also increasing as states implement mandatory energy benchmarking and disclosure regulations. Failure to comply, such as under California Senate Bill 261 (SB 261), could result in fines up to \$50,000 a year. This short- to medium-term risk (0-15 years) has a high likelihood and moderate to high magnitude of impact. Tanger is strengthening its internal sustainability data systems to meet evolving regulatory demands.

These risks are driving Tanger's long-term planning and investment strategy, with a focus on operational resilience, compliance, and cost management.

Tanger is prioritizing the integration of energy-efficient infrastructure, enhancing digital systems security, and actively monitoring evolving regulations. These actions are embedded in capital planning, environmental goal setting, and facility management strategies. Tanger incorporates physical risk scenario planning into assessment of individual properties and most recently used FEMA's National Risk Index (NRI). The NRI is a dataset and online tool to help illustrate the United States communities most at risk for 18 natural hazards. It was designed and built by FEMA in close collaboration with various stakeholders and partners in academia; local, state, and federal government; and private industry. Impact is assessed by senior leaders in consultation with business unit leaders and outside experts.

IFRS S2 Alignment

Recommended Disclosure	Disclosure
Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Through our double materiality assessment, Tanger identified energy and climate as topics for inclusion in our three-year strategic plan. As our Impact Report is prepared in accordance with the GRI Universal Standards, and our index includes disclosures in alignment with SASB standards for Health Care Distribution and Medical Equipment and Supplies, we report on GRI- and SASB-related climate metrics that include energy, greenhouse gas (GHG) emissions, fleet efficiency, and waste management. We also disclose climate-related metrics through our annual CDP disclosure. The metrics are tracked, disclosed, and used to assess our progress against publicly stated targets, risks, opportunities, and overall performance.
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks.	<p>2024 GHG Emissions:</p> <p>Scope 1: 3,572 MT CO₂e</p> <p>Scope 2 MBM: 7,288 MT CO₂e Scope 2 LBM: 9,871 MT CO₂e</p> <p>Scope 3 Category 1: 9,892 MT CO₂e Scope 3 Category 3: 309 MT CO₂e Scope 3 Category 5: 9,679 MT CO₂e Scope 3 Category 6: 966 MT CO₂e Scope 3 Category 7: 535 MT CO₂e Scope 3 Category 8: 190 MT CO₂e Scope 3 Category 13: 11,767 MT CO₂e</p>
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<p>Tanger is committed to reducing climate-related risks by targeting net zero carbon emissions (Scope 1 and 2) by 2050. This goal reflects our long-term strategy to mitigate climate change impacts and aligns with the Paris Agreement.</p> <p>We first set emissions reduction goals in 2016 and continue to report progress annually through CDP and GRESB. In 2024, the company elected to establish fiscal 2023 as the updated base year to track performance on climate change mitigation. Tanger also revisited the company's carbon emissions measurement methodology and elected to apply the new methodology against 2023 activity data to restate 2023 Scope 1 and 2 GHG emissions. With a new baseline and remeasurement, we reduced our Scope 1 and 2 greenhouse gas footprint by 1% from 2023 to 2024 and increased our Scope 3 footprint by 10%.</p> <p>In 2025, Tanger plans to set science-aligned climate targets to further guide our decarbonization pathway.</p>