



Tanger[®]Outlets

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT
2020



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Many of the images in this report were captured before the COVID-19 pandemic and may not include face coverings and social distancing

Front cover images:
Myrtle Beach, SC



Southaven, MS (Memphis)

Messages from Our CEO and Executive Chair of the Board



STEVEN B. TANGER
EXECUTIVE CHAIR OF
THE BOARD



STEPHEN YALOF
PRESIDENT AND CHIEF
EXECUTIVE OFFICER

Coming into 2020, we were poised for a year of business growth and progress in our corporate responsibility efforts. As the social and economic impacts of the pandemic became evident, we stood together as a team, and with our partners and communities, to adapt through uncertainty. This has always been our way, and we knew it was the path to resilience on an unknown course.

We acted swiftly to protect the well-being of our employees and customers, support our communities and stabilize our business as well as that of our retailer partners. These measures included shifting the majority of our corporate employees to work-from-home status, enhancing health and safety protocols at our open-air centers and offering our facilities for Red Cross blood drives, food collection sites and as staging areas for law enforcement and emergency medical services.

We proactively offered our tenants a rent deferral program that ultimately helped to facilitate rapid store openings when mandates were lifted, and temporarily reduced executive compensation and that of our Board of Directors. We offered customers a variety of options to shop in the way they felt most comfortable through “Three Ways to Shop” – In Store, Curbside Pickup and Tanger Virtual Shopper™.

We have also been saddened and outraged by horrific acts of racial injustice. Again, we took action with the goal of ensuring an inclusive and equitable environment that values people of diverse backgrounds and experiences, both inside and outside our walls. We created a Diversity, Equity & Inclusion (DEI) Council and established strategic focus areas and objectives to guide our efforts. This team will help further embed DEI throughout our organization, empowering us to reach our full potential, fueling innovation and connection with our employees, customers and the communities we serve.



“Tanger Outlets has an incredible history of leadership and innovation. It’s this legacy of transformation and future thinking that drives our ESG roadmap that carefully considers our impacts, stakeholders, and resources, beginning with an updated materiality assessment and our refined mission, vision, and values. This comprehensive approach will ensure that our path is sustainable and focused on long-term value.

Success is only meaningful when we share it: from shoppers, retailers, team members to our communities. I’m thrilled to build upon the legacy of integrity and commitment to our stakeholders.”

Stephen Yalof, President and Chief Executive Officer

Throughout the disruption and uncertainty of the last year, we remained committed to advancing our environmental, social and governance (ESG) efforts. We made progress toward our goals, reducing our energy use through transition to LED lighting in three additional centers. The transition has now occurred in more than 85% of our portfolio.

We established new partnerships with Delivering Good, Civic Alliance and HeadCount to provide critical basic needs and encourage civic engagement in our communities, and held over 280 events to support our neighbors in need, our schools and front-line workers.

We advanced our commitment to ongoing improvement and transparency in our reporting by disclosing to CDP (formerly, the Carbon Disclosure Project) and Global Real Estate Sustainability Benchmark (GRESB) as first-year reporters, and are further assessing our climate-related risk and opportunity using the Task Force on Climate-related Financial Disclosures (TCFD) framework. We have been increasing our disclosures each year, and have evolved our ESG framework – our people, our community, our planet – with governance as the foundation of our efforts.

Integrity has been at our core throughout our 40-year history, and we remain dedicated to good corporate citizenship and value creation across all our stakeholders. The past year has demonstrated challenges in our world, but it has also sparked greater resilience, agility and compassion. As we build the new normal, we have the opportunity to choose what it looks like. Our dedicated Board of Directors, talented management and employee team members are passionate about ensuring that the future is sustainable and creates value for our people, our communities and our planet, as well as our shareholders.

STEVEN B. TANGER

EXECUTIVE CHAIR
OF THE BOARD

STEPHEN YALOF

PRESIDENT AND CHIEF
EXECUTIVE OFFICER



Fort Worth, TX



Howell, MI

Tanger[®]Outlets

Mission

To deliver the best value, experience, and opportunity for our communities, stakeholders, and partners

Vision

Transforming from a real estate company to a customer experience company

Our Core Values



Consider Community First

Our diverse communities are the heartbeat of our business. Our decision-making must reflect the varied perspectives that contribute to making Tanger a welcoming environment for all. We work to embrace these differences which strengthen Our Tanger. Our philanthropic and sustainable commitments exist to better all the communities we serve.



Seek the Success of Others

We are all in this together, and we believe true success can only be achieved when it is experienced by our shoppers, retailers, and team members alike. We strive to create a culture of inclusion, where we can all be better – together.



Act Fairly & with Integrity

Our bond is strongest when we act with integrity and fairness in everything we do. Tanger's commitment to ethics lives throughout every level, interaction, and function of the organization, and is what we are known for.



Make it Happen

This is the Tanger state of mind, and it is deeply rooted in our heritage. We are empowered to take smart risks, innovate and to use our voices to advocate for our ideas and for others within our communities.

2020 Accomplishments



Established new partnerships with nonprofit organizations, including Delivering Good, Civic Alliance and HeadCount, to deliver critical basic needs and encourage civic engagement in our communities

Avoided employee layoffs and furloughs while the majority of stores in our portfolio were closed during the pandemic by taking measures such as temporary compensation reductions for executives and the Board of Directors

Hosted over 280 community and charitable events, including nearly 100 to provide support during the pandemic



Formed a Diversity, Equity and Inclusion (DEI) Council and established strategic focus areas and objectives in support of making our diversity a strength in terms of people, education, and leadership and action

Rapidly implemented safety protocols to protect our employees, retailers and shoppers during the pandemic

Enhanced transparency by disclosing to both CDP and GRESB as a first-year reporter



Contributed more than \$720,000 in charitable giving and spent nearly 3,900 hours volunteering in our communities

Considering the recommendations of TCFD beginning in 2021

Transitioned 3 additional sites to LED lighting



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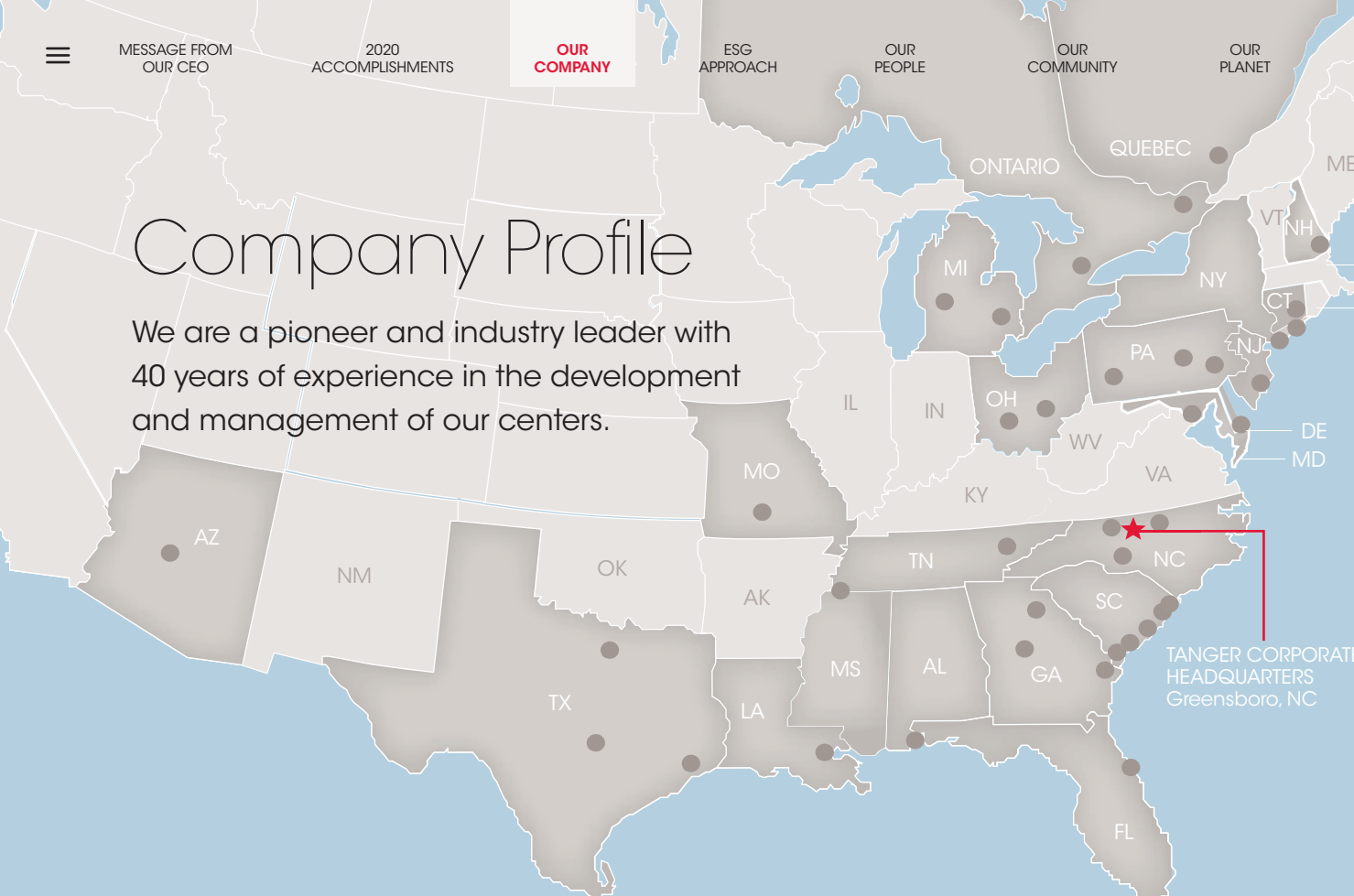
Our Commitment to Shoppers



Cookstown, ON

Company Profile

We are a pioneer and industry leader with 40 years of experience in the development and management of our centers.



Location Map and Key Business Statistics

(AS OF DECEMBER 31, 2020)

14.1 million square feet of gross leasable area

Over 2,700 stores

92% occupancy rate

40 years in business

Estimated 38,000 jobs created to staff the stores of our tenant partners

564 full- and part-time employees

Tanger Factory Outlet Centers, Inc. (NYSE: SKT), a leading operator of upscale open-air outlet centers, is a publicly-traded real estate investment trust (REIT) headquartered in Greensboro, North Carolina. Our outlet centers are the premier destination for smart shoppers in 20 states and Canada. We are a pioneer and industry leader with 40 years of experience in the development and management of our centers.

Our strength and experience were tested as we navigated the challenges of this extraordinary year. Tanger's talented employee team members, management and the Board of Directors demonstrated their skill, dedication and resilience by continuing to build our business and achieve progress toward our environmental, social and governance (ESG) goals.

By early April 2020, virtually all of the stores in our portfolio were closed due to local and state mandates enacted to contain the coronavirus pandemic. By the end of December, over 99% of total occupied stores in our consolidated portfolio had reopened safely. Our commitment to supporting our employees, retail partners, customers, shareholders and communities during this time is a reflection of how we do business, with a continued focus on building long-term value. Our ability to work together in difficult circumstances, achieve success and keep each other safe can be attributed to our dedication to being a company where all people are valued.

Refer to our **2020 Annual Report** for financials

Visit our Investor Relations page to view our annual report and financial results



Partnering with Our Retailers for Success

At Tanger Outlets, our retailers' success is integral to our own. We collaborate with our retail partners to innovate strategies for today's changing marketplace, including strong marketing partnerships that drive store traffic, sales and brand awareness. Our flexible, low cost of occupancy format enables us to work with our retailers to try new ideas and leading edge concepts.

Our partnership does not waver in challenging times. During the 2020 pandemic, we worked with our retailers to support their business, deferring rent when needed and enabling safe, timely reopening. We cultivate relationships based on respect, trust and great care – most of our tenant partnerships span decades. Tenant satisfaction is important to us, and we continuously engage current and prospective tenants for feedback that we use to improve our partnerships.

Tanger also works with our retailers to advance our collective ESG efforts. Our goal is to identify collaborative opportunities in 2021, and develop innovative, data-driven tools to support our retail partners by 2022.



Glendale, AZ (Westgate)

Our Commitment to Shoppers

Tanger's goal is to be the "First Choice" with shoppers, and we strive to create exciting destinations that offer consistent value for quality merchandise from the most sought-after brands. Shopping at Tanger Outlets needed to look different in 2020 to ensure everyone's safety while we continued to deliver an experience that our customers know will always be remarkable.

Customer safety and tenant support during the pandemic

Providing a healthy and safe shopping environment has always been a priority at Tanger. In response to the pandemic, we continuously reviewed and updated our policies as new data became available and best practices were developed. This real-time, proactive approach enabled us to safeguard and support our valued employees, shoppers and retailers, as well as the communities we serve.

Safety

We partnered with our retailers to create a shopping environment that prioritizes the well-being of our shoppers and employees, including:

- Following all state and local government mandates and issuing continuous updates to employees, vendors and retailers to foster best practices
- Use of personal protective equipment by all employees and third-party service providers
- Increasing the cleaning frequency of common areas and other high-touch spaces
- Sharing our COVID-19 policies and guidelines via internal email, our external website and social media channels to enable quick adoption
- Temporarily closing certain children's play areas and interactive features

Support

We supported our retailers during government-mandated closings and helped them reopen safely as soon as guidelines allowed, including:

- Proactively offering all consolidated portfolio tenants the opportunity to defer portions of their rent interest free
- Providing assistance for social distancing guidelines in outlet common areas and outside of stores through the use of floor decals, stanchions and signage
- Launching virtual, no and low contact shopping options to boost sales
- Enabling touchless and low touch marketing and promotional support



Read **Our People** section for information on additional ways we ensured the safety and well-being of our employees.

Reinventing the customer experience during the pandemic

Providing the outstanding shopper experience that people expect from Tanger while keeping everyone safe was our guiding principle during 2020. When opening stores was possible, we launched three new ways to shop – Tanger Virtual Shopper™, contactless shopping and curbside pickup – which allowed our customers to shop in the ways they felt most comfortable. We also went beyond the transaction with new events and services that brought joy and fun to our customers throughout the year.

Measuring the Shopper Experience

To measure shoppers' perceptions of our success in delivering the best brands, best price and best experience, we had planned to launch a comprehensive customer satisfaction survey in 2020. With the closure of many stores in our centers and our focus on customer safety during the pandemic, we have moved the survey to 2021.

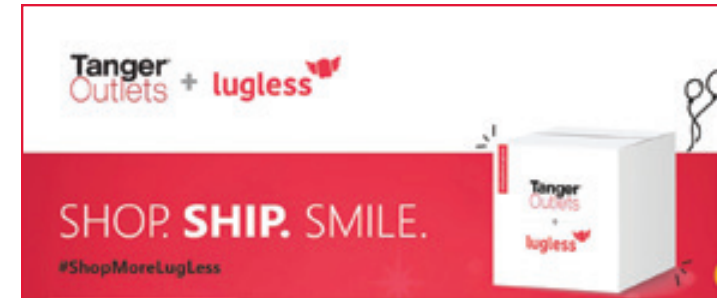


Clockwise, from top left

Live streaming shopping events through Facebook Marketplace brought the Tanger experience to our shoppers

LugLess, a low-cost shipping service, allowed shoppers to ship their purchases directly home or to any location

Contactless Santa displays meant children could still visit Santa and get their photos in the safest way possible





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A Look at Our ESG Journey



Ottawa, ON

Our Approach to ESG

At Tanger, we work to create long-term value for our shareholders, retail partners and employee team members while we build strong communities and protect the future of our planet. We integrate ESG into our business practices, and address the issues most important to our stakeholders. Our Core Values form the foundation of our approach as we set goals to create positive social and economic impact while reducing our environmental footprint.

Reporting frameworks

Our goal is to utilize best practices in every aspect of our business, including our disclosures and ESG reporting. We have utilized the standards of the Global Reporting Initiative (GRI) since 2016 and began integrating disclosures from the Sustainability Accounting Standards Board (SASB) in 2019. In 2020, we disclosed to Global Real Estate Sustainability Benchmark (GRESB) and CDP (formerly, the Carbon Disclosure Project) as a first-year reporter. We are also currently assessing our climate-related governance and strategy to report in line with the Task Force on Climate-related Financial Disclosures (TCFD), and aim to become a signatory to the United Nations Global Compact (UNGC) in 2021.

ESG governance

Our ESG Committee leads the governance of ESG matters at Tanger, and is chaired by our Chief Financial Officer. Consisting of management from across functional areas of the Company, the committee reviews and approves strategy and liaises with senior staff on priority ESG issues. This includes quarterly board briefings and the elevation of issues to the appropriate Board committees. In 2020, we established an Executive Steering Committee for ESG to provide even greater integration with our senior leadership. Day-to-day management of our efforts is led by the Senior Vice President of Business Operations, who facilitates selection of performance goals across our strategic pillars. Refer to "Our Governance – Board governance" for additional discussion of our Board's approach to ESG matters.

Strategic Pillars

In light of our progress and our future-looking strategy, we have evolved our strategic pillars



Our People

Creating a Workplace Where All People Can Thrive – The long-term, trusting relationships we build with our team members



Our Community

Contributing to Strong, Vibrant Communities – The improved quality of life we facilitate in our communities by actively serving and building partnerships with nonprofits and other community leaders



Our Planet

Minding Our Environmental Impact – The practices that enhance and differentiate our properties while considering the sustainability of our business and our planet



Our Governance

Managing our Business with Integrity – The foundation of our approach to ESG and our entire business

Material issues – priorities and impacts

Tanger’s materiality process drives strategy on environmental, social, economic and governance topics. We begin by identifying opportunities and risks, and leverage external frameworks and engage stakeholders, executives and our Board members to help identify key ESG issues. Material issues are translated into operational priorities and processes across the Company. We have engaged a third party to conduct a robust materiality assessment in 2021 to further identify those issues that are of greatest relevance to the Company and our stakeholders.



Blowing Rock, NC

Priority Material Issues¹



COMPANY REPUTATION



OPERATIONAL EFFICIENCIES



ENVIRONMENTAL RISKS



CULTURE



DIVERSITY AND EQUAL OPPORTUNITY



CORPORATE GOVERNANCE

¹ Based on materiality assessments performed in 2016 and 2018



Engaging with our stakeholders

Tanger's culture is based on relationships, which are built on trust and collaboration. We believe regular, open dialogue drives progress, so we proactively engage our stakeholders to identify priority ESG issues and establish goals, strategies and plans that deliver long-term value for our business and society.

STAKEHOLDER	WAYS WE ENGAGE	TOPICS
SHAREHOLDERS	<ul style="list-style-type: none"> Quarterly earnings calls Annual shareholder meeting One-on-one dialogue with individual investors and institutions 	<ul style="list-style-type: none"> Participation in conferences and forums Non-deal roadshows hosting one-on-one meetings Corporate governance Executive compensation Talent and labor practices Environmental impact Business continuity
RETAIL PARTNERS	<ul style="list-style-type: none"> Group and one-on-one conversations and meetings Surveys and listening sessions One-on-one dialog with corporate and center retailer representatives 	<ul style="list-style-type: none"> Conversations and speaking engagements at industry events Shopper experience Environmental impact Community support Health and safety
CUSTOMERS (SHOPPERS)	<ul style="list-style-type: none"> Customer engagement surveys and conversations Customer service offices at each center Live customer support hotline 	<ul style="list-style-type: none"> Active engagement of shopper feedback through social media channels, online review sites, Tanger Mobile App, and onsite surveys Customer experience Health and safety Marketing and merchandise Community support
COMMUNITY PARTNERS	<ul style="list-style-type: none"> Listening sessions and direct dialog with partners including local governments, planning boards, visitor bureaus, chambers of commerce, citizen groups and non-governmental organization (NGO) partners 	<ul style="list-style-type: none"> Board service by local Tanger leaders on NGO and community boards and committees Employee volunteerism projects Economic opportunity Social justice Philanthropy and volunteerism Environmental impact Community health and welfare
EMPLOYEE TEAM MEMBERS	<ul style="list-style-type: none"> Performance reviews Formal reporting mechanisms for issues (e.g., fraud, harassment, etc.) Wellness, benefits and financial workshops 	<ul style="list-style-type: none"> Online portals for benefits, wellness and development information New hire surveys Job skill and leadership training Workplace culture Diverse and inclusive workplace Learning and development Community support Workplace safety Health and wellness
SUPPLIERS	<ul style="list-style-type: none"> One-on-one meetings 	<ul style="list-style-type: none"> Human rights Environmental impact Supplier diversity Supply chain management Workplace conduct

A Look at Our ESG Journey

Guided by our mission and values, we have been working to enhance our environmental, social and governance practices and performance. This report marks five years of reporting our progress. Reflecting back, we are proud of what we have accomplished during this time and are energized by the work we did in 2020 to set goals and establish plans for the future.

A few highlights of our ESG journey:



* Since 1994



Our People

We create a workplace where all people can thrive and build long-term, trusting relationships with our team members.

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Supporting Employees During the Pandemic

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Occupational Health and Safety



National Harbor, MD

2020 Accomplishments



Developed COVID-19 safety guidelines and protocols and trained all employees on them

Created and implemented a work-from-home policy to support remote work during the pandemic

Established a strategic framework for DEI to develop strength in terms of people, education, leadership and action

Developed ongoing education and awareness initiatives to foster an inclusive workplace and provide resources for our team members

Continued to pay hourly employees for their average weekly hours even when those hours were reduced for safety protocols



Formed a Diversity, Equity and Inclusion (DEI) Council, whose goal is to make diversity a top-level focus in our company

2020-2022 Goals

Due to the impact of the pandemic, priorities and resources shifted and certain previous strategic goals were postponed. We continue to be committed to our goals and are targeting achievement of those goals in 2021 and 2022 as noted throughout the report.

Develop and execute Tanger's talent management processes to maximize performance and provide direction for continuous employee development	In progress — —
Conduct an internal gender pay gap analysis by 2020	Achieved — — —
Conduct a pay gap and pay equity analysis by 2022	In progress — —
Disclose occupational health and safety approach by 2021	Achieved — — —
Complete employee engagement survey by 2020	Delayed due to pandemic
Form a Diversity, Equity and Inclusion Council with representation from across the Company by 2020	Achieved — — —

Management Approach

Tanger believes that a workplace where people can thrive fuels progress for individuals, our business and society. Fostering an inclusive, collaborative, entrepreneurial culture, and supporting the well-being of our employees are vital to our success. Our Senior Vice President of People and Culture leads our efforts to create a workplace environment where we all can thrive.

Our employee team members

Our 274 full- and 290 part-time employee team members are the heart of the company - their talent and dedication drive our results and make Tanger a great place to work. Our strong culture is represented in our average tenure of 6.8 years, which is significantly longer than the industry average. We are pleased that 20% of part-time team members have been with us for 10 years or more. We remained committed to our employees through the pandemic with no layoffs and no loss in benefits for our team members. During 2020, we kept our turnover rates lower than the industry average at 10% in our corporate office and 24% in field positions.

"I am extremely grateful and thankful to work for such a great company that values their employees. Our Tanger family is a family of people who genuinely care for one another. This time will only forge those relationships more. We are family."

Bill Tshudy, Assistant General Manager, Lancaster, PA

We create a positive workplace with a holistic approach, with focus on six critical areas:



**EMPLOYEE
ENGAGEMENT**



**DIVERSITY,
EQUITY AND
INCLUSION**



**TALENT
MANAGEMENT**



**LEARNING AND
DEVELOPMENT**



**SAFETY, HEALTH
AND WELLNESS**



**COMPENSATION
AND BENEFITS**



Charleston, SC

Our culture

Relationships matter immensely at Tanger – we build our business on trust and collaboration. We strive to create an atmosphere where all people are valued for their contribution and are actively engaged in creating our shared success.

The whole person is welcomed at Tanger, and we encourage our employees to appreciate each other. Employees are featured in our internal newsletter for both their accomplishments in the workplace, and their personal stories. Many generously shared how they managed the stress of the pandemic, creating inspiration for their colleagues.

Incorporating our employees' voices is part of our planning process and in 2020 was important in preparing our response to the pandemic. Employee focus groups were held to inform our decisions on the resources, information and leadership needed to weather the pandemic. We also engaged employees to provide thoughts on topics such as wellness and culture. A comprehensive employee engagement survey planned for 2020 was postponed in order to focus on employees' immediate needs during the pandemic. Now slated for 2021, we plan to use survey data to develop action plans to further strengthen our diversity efforts and our culture.

Diversity, Equity and Inclusion

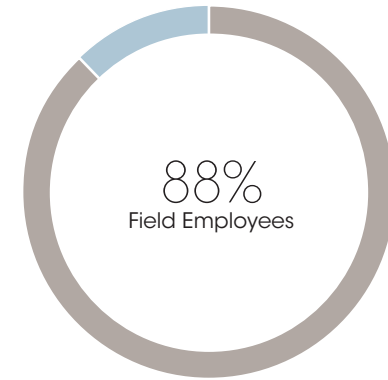
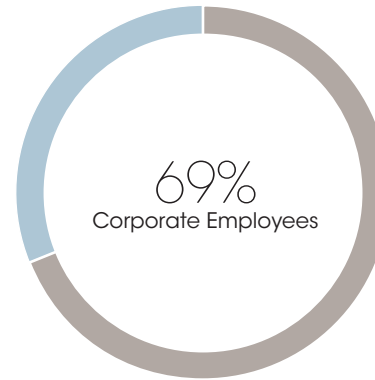
Incorporating diversity, equity and inclusion (DEI) into our operating practices is a business-driving strategy at Tanger. Diverse perspectives, styles and approaches help us appeal to a wide shopper base, attract and retain the best talent, and serve the needs of our multicultural communities. Inclusivity is part of our Core Values and the basis of how we create an engaging work atmosphere and a welcoming shopper experience. We bring our DEI commitment to life through three areas of focus: People, Education, and Leadership and Action.

Diversity, Equity and Inclusion Council

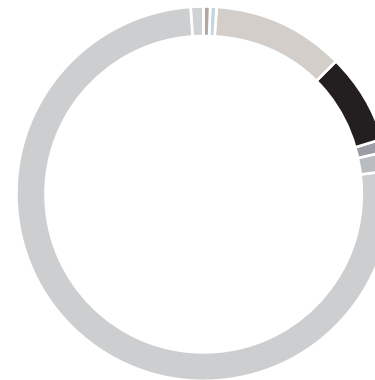
We value diversity of all types and appreciate that an inclusive, welcoming business environment will deliver a motivating culture and strong business results. To further strengthen our strategy and integrate DEI into all aspects of our organization, we established a Diversity, Equity and Inclusion Council in 2020.

Representatives from a variety of roles, levels, geographies and functions were selected to serve on the Council. In its inaugural year, the Council developed a mission and goals to guide their work. As part of Tanger's ongoing commitment to transparency, these are now published on our website. Also in 2020, three working groups were formed around our strategic focus areas of People, Education, and Leadership and Action, and an expert consultant was engaged to support our efforts. To foster an inclusive workplace and provide resources to our team members, we developed ongoing education and awareness initiatives to be included in our employee communications.

FEMALE REPRESENTATION

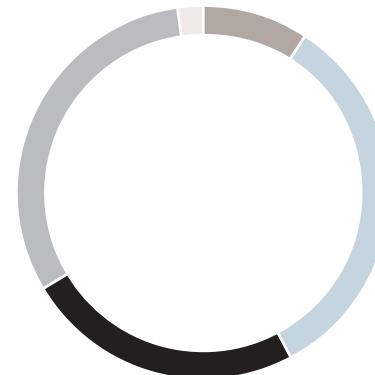


EMPLOYEES BY RACE AND ETHNICITY



0.5% American Indian/ Alaskan Native	0.5% Asian
11.5% Black or African American	7.8% Hispanic or Latinx
0.7% Native Hawaiian or Other Pacific Islander	1.8% Two or more races
76.5% White	0.7% Not specified

EMPLOYEES BY GENERATION



9.2% Generation Z (born 1996 and later)	33.1% Generation Y (born 1977 - 1995)
24.3% Generation X (born 1965 - 1976)	31.6% Baby Boomers (born 1946 - 1964)
1.8% Traditionalists (born 1945 and before)	



Diversity, Equity and Inclusion Commitment at Tanger

Build awareness and educate

Education

We will build awareness and educate employees and stakeholders about the value and importance of diversity, equity and inclusion. We will identify topics and best delivery methods for a robust training program that aligns with our corporate culture and strategy.

Why

Tanger must meet employees where they “are” in their awareness and actively build greater understanding and confidence through an ongoing cultural focus.

Strive to be more diverse and inclusive

People

We will strive as a company to be more diverse and inclusive, providing equal opportunities to customers, partners, stakeholders, board of directors, and all current and future employees. We will cultivate a culture that better recruits, hires, represents, invests, and promotes diverse peoples.

Why

The faces of Tanger need to be reflective of our communities to remain competitive, and more importantly, become the brand that is first choice among all people.

Provide opportunities for everyone to be heard

Leadership & Action

We will create a safe place which values our employees and stakeholders. We will provide opportunities for everyone to be heard in order to advocate for and uplift change. We will focus on actions that will propel us forward in the advancement of equity and inclusion for all.

Why

Recognizing that diversity, equity and inclusion is strategically critical to our future, we must take an active role to impact change both within our company and in the communities in which we do business.

2021 look ahead

With a strong framework established in 2020, our ongoing commitment includes planning several new initiatives in 2021:

We are launching a DEI-focused Employee Pulse Survey to gain insights and perspectives to shape our programs and progress

A market-level assessment will be conducted to analyze workforce makeup and develop a plan to support a diverse, inclusive and equitable workplace

Educational resources on topics related to social justice, equity, belonging, and inclusivity are being developed to enhance our employee learning and development program

We are building volunteerism efforts to support the work of local minority communities



Employee appreciation

We appreciate the contributions and creativity of our employees. Throughout the pandemic, the people of Tanger amazed us with their commitment to each other, our shoppers and retailers. We demonstrate our appreciation for their dedication in many ways, including a national Employee Appreciation Day. We also recognize above and beyond efforts in our employee newsletter each month.

Developing our talent

Tanger aims to create an environment where both high performance and the demonstration of Tanger Core Values are rewarded and publicly recognized.

We consider attracting the best and brightest people to be the critical first step towards meeting our goal of being the "First Choice" brand. The hiring process looked different in 2020, as we shifted interviews and many onboarding practices to virtual implementation.

We strive to set our people up for success by clearly communicating our Core Values and integrating them into our performance management system and employees' individual development plans. With this approach, employees are empowered to develop proficiency in their current position and target skills to achieve their future aspirations.

Training

We offer training programs and resources that encompass our range of functions, positions and levels, and start with thorough onboarding and orientation to the Tanger organization. These programs are foundational to our talent management approach, so we found ways to continue to offer them safely during the pandemic including virtual meetings and digital training. Tanger employees completed 3,861 training hours in 2020, an average of 6.8 hours per person. Over 1,000 of these hours covered environmental, social and governance topics.

Our many programs focus on empowering our team members to grow individually and deliver their best for their colleagues and their families. Examples include:

Tanger University

Participating team members engage with leaders from a broad spectrum of the business to learn about our business and understand their role in the greater context

Performance Review Training

Managers and employees are trained to deliver effective reviews and foster productive performance conversations

New Manager Training

A nine-hour course focuses on strategic thinking, team interaction and other topics to prepare them for a people management role

Caregiving 101 and Retire on Purpose

We provide learning support for life outside of Tanger in subjects such as caring for family members and planning for retirement

Benefits Management

We offer information sessions on our medical plans, 401(k) and stock options



Early in 2020, prior to the onset of the pandemic, we enhanced our support of nursing mothers with a partnership with Milk Stork, a service that enables traveling moms to ship breast milk home to their baby.



Total Rewards

Tanger's Total Rewards program recognizes that motivation and rewards are different for individuals at various times in their careers, and a balanced blend of monetary and non-monetary rewards can generate valuable business results. Tanger's compensation program rewards teamwork as well as individual contributions toward achieving our annual and longer term goals. Our holistic Total Rewards program targets financial, physical and mental health. We regularly assess our offerings to keep our benefits consistently on par or above industry standards.

Tanger wellness

We believe "taking care" means investing in the whole self, both at work and outside of it. We offer resources such as wellness incentives and an Employee Assistance Plan that assists with life's challenges through counseling programs and support. In addition to safety protocols during the pandemic, Tanger implemented measures to support our employees with work from home and additional physical and mental wellness resources.

Supporting employees during the pandemic

Tanger closed the corporate office in mid-March and implemented a work-from-home policy, and adjusted the hours of our field employees to accommodate safety protocols. We continued to pay hourly employees for their average weekly hours when those hours were reduced for safety protocols, which also enabled them to keep their benefits.

Stress has been an inherent aspect to everyone's daily life during the pandemic. We responded with resources to help our employees, and their families, through the difficult time. We added a mental health management program to our medical plan in 2020, including mental health coaches, counselors and individualized support plans. A workshop on Managing Stress, Anxiety, and Depression with Restoration Place Counseling was provided, with a video and information sent to all employees after the session.

Communication was a lifeline to us all during 2020 as we navigated the unprecedented situation. To keep our employees as updated as possible, we developed a COVID-19 resource page on our intranet containing such items as a real-time newsfeed from the Centers for Disease Control and Prevention, work from home assistance, wellness and benefit information and links to resources for parents managing remote school. Our leaders continuously communicated support, gratitude and encouragement through this uncertain time.

"People – our employee team members, shoppers, and tenants – are the heart of Tanger. Their health, safety and well-being have been, and will continue to be, our top priority."

Stephen Yalof, President and Chief Executive Officer

"Our sincere thanks goes to our Associates as we navigate these uncharted times. Every department is lending their expertise. As a TEAM, we are here to support one another."

Adam Tracey, Vice President, Field Operations

Occupational health and safety

Tanger is committed to creating a safe and secure environment for our employees, shoppers and all who come to our centers and offices. Our environmental health and safety approach focuses on preventative actions and includes policy and procedure, training and assessment. We follow all applicable laws and Occupational Safety and Health Administration (OSHA) standards.

We seek to make our workplaces safe with stocked first-aid kits located in convenient locations at our outlet centers and corporate office. Automated External Defibrillators (AEDs) are also located throughout the corporate office and at some outlet locations.

Policy and Procedure

Our workplace safety policies and procedures are informed by OSHA guidelines and encompass protocols for our centers and corporate office. Tanger's policies and procedures also cover emergency situations to ensure that we are prepared to keep our employees, shoppers and visitors to our centers safe. We have a Crisis Management Playbook for the field that includes roles, responsibilities and procedures as well as templates for messages and alerts. We continuously review and update the Playbook with best practices and emerging situations, such as the coronavirus pandemic.

We use the crisis communications platform from Preparis, our third-party risk management vendor, to notify employees, vendors and retailers of emergencies or events such as center closures. It can also be used for recipient response communication in situations where needed, such as confirmation of safety. Preparis has been critical during the pandemic – we currently have over 13,000 users in the system, which includes all employees, retailer and vendor contacts across the portfolio.



Training

All employees are trained in Fire Safety and protocols for various emergency response annually. First-Aid and CPR training and certification are offered to all employees, and we provide OSHA training where required. We also utilize a vast collection of training resources from Preparis that includes webinars and checklists covering topics including but not limited to cybersecurity, first-aid, health, natural disasters and workplace threats.

Assessment

Tanger and our workers compensation insurance carrier conduct periodic assessments to review safety procedures and protocols, and identify potential hazards and threats and any hazardous conditions. Eight to ten centers are typically inspected each year, rotating to ensure each center is visited regularly. Closures during the pandemic impacted the visits during 2020, but resumed when possible. If inspections result in recommendations for strengthening health and safety, we follow up to ensure compliance.

Safeguarding Our Employees During the Pandemic

The health and safety of our employees is of the utmost importance, and we took steps to safeguard them during the pandemic. We developed COVID-19 safety guidelines and protocols and trained all employees on them. Our tenants, vendors and contractors were also asked to implement this training to ensure comprehensive support across our footprint.



Key elements of our guidelines and practices

- 1 Employees were asked to take their temperature and informed that they should not report to work if they experience symptoms in the 72 hours prior to the start of their shift
- 2 Employee pods and staggered shifts were created
- 3 Extra EPA-approved disinfectants and cleaning supplies were used and janitorial hours increased as needed
- 4 Markers were created and barriers constructed to support social distancing
- 5 Masks and hand sanitizing stations were provided to employees and contractors while on premises
- 6 Confirmed cases of COVID-19 for Tanger employees, vendors and retailers were tracked and appropriate measures taken with those in contact



Our Community

We contribute to strong, vibrant communities and facilitate quality of life in our communities through active service and partnerships with nonprofits and other community leaders.

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2020 Accomplishments

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TangerCARES

32

TangerKIDS

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Hometown HEROES



Deer Park, NY



2020 Accomplishments



Contributed **\$722,000** to community organizations, for a total of **\$21.2m** in total contributions since 1994¹

Volunteered **nearly 3,900 hours** to support our neighbors

Launched **new civic engagement partnerships** with HeadCount and Civic Alliance

Distributed **more than 10,000 items** donated through food and supply drives

Hosted **over 280 community events**, including nearly 100 dedicated to supporting needs caused by the pandemic

Raised **\$437,000** through our annual PINK campaign



Created an exclusive **You are Good** winter beanie to support Delivering Good

2020-2022 Goals

Multi-year, cumulative contribution of \$20M to selected community and national charities by 2020

Achieved
— — —

Engage employees to participate in relevant community organizations and volunteer an average of 100 hours per year at each Tanger location

Achieved
— — —

Engage employees to participate in relevant community organizations and volunteer for 4,000 hours/year portfolio-wide

In progress
— —



¹ Contributions from all sources including customer donations and fund-raising efforts.



TangerCARES

We recognize that our business can only be as strong as the communities in which we operate. Tanger is committed to the communities where our employees and shoppers work and raise families, and we conduct local and national efforts to make them healthy, vibrant places to live. We contribute funding and facilities, our time and talent to support critical needs and quality of life.

The events of 2020 meant our communities needed us more than ever. We worked closely with our nonprofit partners to support their needs and found new ways to help our neighbors through the pandemic. We invested in education and the potential for all children to build their future. In these challenging economic times, we are proud to have exceeded our charitable giving goal of \$20 million by 2020 by more than \$1.2 million dollars.¹

¹ Contributions from all sources including customer donations and fund-raising efforts.



Mebane, NC



Support for critical needs in the pandemic

Tanger centers across the nation held nearly 100 events to support COVID-related needs, including blood drives, food drives and meal distribution.

2,257

units of blood were collected via blood drives at 24 Tanger centers;

6,771

lives potentially saved¹

1,000

shopping bags were donated for a local supply drive in Blowing Rock, NC

2,639

shopping bags of food were distributed in Pittsburgh, PA

1,250

meals were donated in National Harbor, MD

5,125

food donations were collected in Hilton Head, SC

Washington City Mission helps those in need, particularly those in crisis. In response to the pandemic, they created "Pop Up Pantries" to provide prepacked bags of food for anyone in need. Tanger Pittsburgh became a safe and convenient collection center for food and clothing donations to support the City Mission and this program. Employee team members collected donations via a unique no-contact, drive-up tent, collecting enough to fill 2,639 bags worth \$52,780.



"It was important to us at Tanger to show our community that we're still here. We're here for you through the good and the bad."

Ashley Ward, General Manager, Hilton Head, SC

¹ American Red Cross calculates three lives are saved with every pint of blood donated.

TangerKIDS

Education is vital to our families, our communities and our shared future, yet underserved children too often don't have the basics needed to be successful in school. We have supported schools in the communities where we operate for 23 years through TangerKIDS. This program provides funding for preschool through high school programs and initiatives through grants customized to each school's needs. In 2020, our made-to-needs support was critical. Many of the grants were used to fill essential gaps created by the pandemic, such as food for children who rely on school meals and laptops and technology needed for remote learning. Our Hilton Head, SC team used a TangerKIDS grant to purchase 160 sets of headphones for underserved children in support of virtual learning.

We gave 177 TangerKIDS grants in 2020 totaling \$187,000, bringing our total giving to more than \$3 million since the inception of the program.

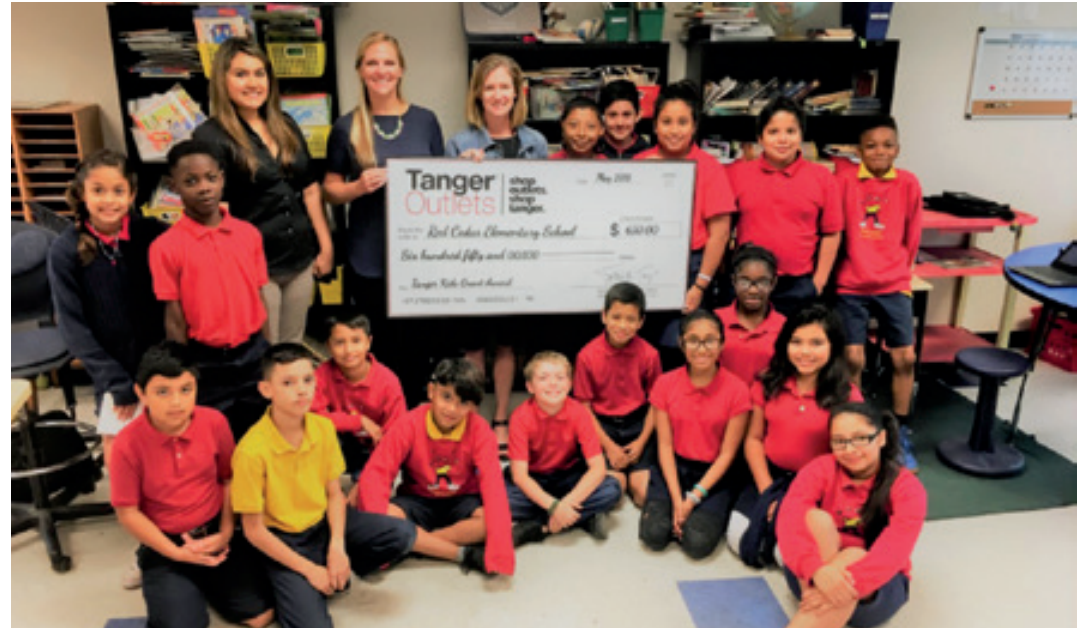
177

TangerKIDS grants given
in 2020 totaling

\$187,000

\$3M

total giving since the
inception of TangerKIDS



“Designating a portion of the TangerKIDS grant money to help with the increasing need in food programs speaks to the fact that Tanger Outlets is a company with heart.”

Amy Stanton, General Manager, Howell, MI after donating to the Torch 180 food pantry

Hometown HEROES

Tanger has a long tradition of honoring the heroes who serve our communities – firefighters, police, armed forces, medical and rescue personnel. In 2020, our essential and front-line workers stepped up for us, and we offered our support in return. Our contribution includes cash donations, which totaled \$78,000 in 2020, as well as the use of our facilities.



We provided our parking lots to first responders, including emergency medical personnel, the police and National Guard, to use in pandemic response and disaster relief efforts.



Hospital workers have been extraordinary heroes throughout 2020, saving lives and providing comfort in unimaginable circumstances. Tanger showed support for these Hometown Heroes by providing masks during shortages and holding food truck events to provide free meals.



Tanger employee team members in Myrtle Beach, SC created care kits with notes of thanks for nurses in their community, while employees from Westgate, AZ created swag bags for Nurses Appreciation Week at nearby Banner Hospital.

Delivering good

All children deserve to have their basic needs met so that they can reach their full potential. Through donations from Tanger and other partners, Delivering Good provides new merchandise including clothing, shoes, books, and other necessary items to underserved kids. Tanger expanded our partnership with Delivering Good in 2020 to help meet these needs and offer hope, dignity and self-esteem. During the holiday season, we produced an exclusive “You are Good” winter beanie for purchase, with \$10 of every \$15 purchase given to Delivering Good. In addition, 1,000 beanies were donated to our nonprofit partners.

“2020 has been a busy year,” said Delivering Good President & CEO Lisa Gurwitch. “The money raised by the hat sales is desperately needed to help us process and ship the record number of product donations we’ve received. The need is great, and we’re so thankful to Tanger Outlets for this opportunity.”

HATS OFF TO YOU!
YOU ARE GOOD

Buy a Limited-Edition Beanie and help us give hope this season! \$10 of your purchase will be donated to help kids, adults and families through Delivering Good.

Only \$15
Choose your style & purchase at Shopper Services now!

Delivering Good
Celebrating 35 Years
DeliveringGood.org / @Deliveringgood

By supporting the national charity, Delivering Good, you are helping families and individuals around the US impacted by COVID-19, including those facing poverty, homelessness, and job loss.

—

“Delivering Good’s impact in the lives of children goes beyond just meeting their tangible critical need for new, clean clothing that fits them. Receiving these wonderful clothes truly gives kids real, lasting confidence!”

Delivering Good Nonprofit Partner,
Rainbow Days, Dallas TX

—

Supporting civic engagement

Tanger believes that engaged communities are a path to a more inclusive world. We took steps to support civic engagement during the national elections by launching new partnerships in 2020.

In September, our centers hosted teams from HeadCount, a non-partisan nonprofit dedicated to promoting voter registration. People registered to vote on-site, and awareness of the importance of voting was raised via a public relations campaign.

To inspire engagement among our employees and shoppers, we joined the Civic Alliance, a non-partisan coalition of businesses whose aim is to support safe, healthy and trusted elections. Employees are given paid time to vote during elections and encouraged to use their paid volunteer time to work at the polls to promote the opportunity for people to have their voices heard.





PINK campaign – breast cancer awareness & research

Breast cancer is one of the most common forms of cancer, impacting many of us – or those we love – personally. Through the annual PINK Campaign, Tanger helps fight the disease by raising funds and awareness for research and care. Over 130 retail partners joined us during the 2020 campaign.

Breast cancer research saves lives and improves care, which is why we partner at the national level with The Breast Cancer Research Foundation (BCRF). We engage our shoppers during our national fundraising campaign and offer discounts to support their generosity. In 2020, we raised \$437,000 through this effort to help make breast cancer research studies possible.

At the local level, the PINK Campaign takes the form of local events, walks and runs. In 2020, we launched the Tanger Virtual 5K in all U.S. centers, and created a microsite and Facebook community for runners to share their race results, photos and stories.

Our annual Women's Only 5K in our home office market of Greensboro, NC went virtual this year as well, enabling employees from our centers in Sevierville, TN, Foxwoods, CT and Westgate, AZ to join us. Nearly 900 runners raised more than \$34,000 to support the Cone Health programs for lifesaving mammograms, financial assistance, education and emotional resources.



Positivity project

Closed stores and empty streets caused by the pandemic made it hard to stay optimistic, so we created murals and paintings with encouraging messages on high visibility windows in our centers across the nation. Our goal was to inspire hope and optimism in our communities.

Volunteering and community events

Tanger Outlet Centers are an active part of our communities. We take this to heart, engaging in volunteerism, providing community leadership, and hosting events.

Employee volunteerism is part of our culture. We knew we must find a way to continue in a safe manner during the pandemic. With a combination of virtual implementation, in-person safety measures and a great deal of creativity and dedication from our employees, we found ways to give our time and help our neighbors. In 2020, we spent nearly 3,900 hours volunteering. While this was a slight miss of our goal of 4,000 annual hours, we are proud of how much time Tanger employee team members contributed to their communities during this challenging time.

Employee team members distributed lunches at the Salvation Army Mobile Lunch Program in Howell, MI.

Tanger Myrtle Beach secured nutritious food for Conway Medical Center's "CMC Smart Snacks" program, which provides food during the weekends to students who qualify for free or reduced school lunch.

Our open-air properties hosted community events that brought the community together and did so in new ways that kept people safe while creating the great experiences that Tanger centers are known for, such as Family Fest and Moms and Kids events.

Many farmers were negatively impacted by COVID-19 and have struggled to feed their animals. Tanger Riverhead partnered with Spirit's Promise Equine Rescue and Neptune Feed and Saddle in support of Hay for Horses Mobile Food Pantry. Through the event, we were able to supply 30 local farmers with over \$8,000 worth of hay and feed.



Employee team members in Columbus, OH, and Tilton, NH serving in their communities



Tom Guerrieri (Senior Vice President, Chief Accounting Officer and Greensboro Children's Museum 2020 Board Chair) and corporate team members volunteering at the museum's Edible Schoolyard, a hands-on teaching garden and kitchen classroom

Board service and community leadership

Being part of a community means sharing talent to make it stronger. In addition to volunteering, many of our employees serve in leadership roles for local nonprofits and associations. Tanger employees served on 80 nonprofit boards of directors in 2020, and held roles in local chambers of commerce, retail associations, city councils and committees.

A few of our dedicated Tanger team members who serve their communities in leadership roles:

Ronnie Mark

General Manager, Blowing Rock, NC – President of Board, High Country Host and Vice Chairman of Board, Blowing Rock Chamber of Commerce

Juan Carlos Linares

General Manager, National Harbor, MD – Maryland Tourism Board

Donna Danielson

General Manager, Atlantic City, NJ – Atlantic City Restart and Recovery Committee

Cyndi Holt

Senior Vice President, Finance and Investor Relations – Treasurer and Director, Junior Achievement of the Triad



Growing small business

We are investing in our communities in new ways, including through our newly implemented Small Business Owner Outreach initiative. Through this program, we are offering opportunities for new and existing businesses in our communities to set up shop in Tanger centers supported by our proprietary suite of services, to help them incubate and grow.



Our Planet

We mind our environmental impact through the use of practices that enhance and differentiate our properties while considering the sustainability of our business and our planet.

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2020 Accomplishments

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Energy and Greenhouse Gas Emissions

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Tanger's LEED Gold Centers

45

Reducing our Energy Use



Hershey, PA



2020 Accomplishments



Daytona, FL

Transitioned 3 sites to LED lighting for a total migration of more than 85% of the portfolio



Enhanced transparency in environmental impact reporting by disclosing to CDP and GRESB as first-year reporters



Considering TCFD recommendations beginning in 2021

2020-2022 Goals

Create an environmental management system by 2020	Achieved ■■■
Develop an environmental statement or policy by 2020	Achieved ■■■
Improve greenhouse gas (GHG) efficiency by 8% at stable sites by 2020	Achieved ■■■
Full LED transition by 2022	In progress ■■
Achieve 6.8 million kWh of annual production from solar systems in at least five centers by 2020	Delayed due to pandemic
Become an Environmental Protection Agency (EPA) ENERGY STAR Partner by 2021	Delayed due to pandemic
Install Electric Vehicle (EV) charging stations at all centers by 2020	Delayed due to pandemic
Double EV charging stations baseline kWh by 2020	Delayed due to pandemic
LEED Performance Certification at the Silver level or greater for 20% of the portfolio by 2020	Achieved ■■■
Reduce portfolio-wide water usage by 20% by 2022 (including full transition to cloud-based controlling and monitoring systems)	In progress ■■
Achieve 60% waste diversion by 2022	In progress ■■

Management Approach

At Tanger, we understand that minding our impact on the environment is an important part of creating a sustainable world for all. We work to mitigate our impact so that natural resources and a healthy planet are available for future generations. This is important for sustainable development and also our business – attention to the environment supports risk management and expense control.

Our environmental impact is created by the day-to-day operation of our centers, so our management approach is focused on our operational footprint.

Tanger’s sustainability approach addresses four aspects of our impact – energy, greenhouse gas emissions, water and waste. The program has four main components:



**GOAL SETTING
AND REPORTING**



**DATA MONITORING
AND MEASUREMENT**



**OPERATIONAL
INTEGRATION**



**EXECUTIVE
OVERSIGHT**

Goals and reporting

Since 2016, we have established goals and objectives for performance in energy efficiency, GHG emissions reductions, water conservation and waste diversion, as well as other operational areas. Because of the impact of the pandemic and resulting anomalies in these areas, we have recalibrated many goals set for 2020 which we are now targeting for completion in 2022 when we presume we will be operating under the new normal. We will also use our materiality assessment and subsequent strategy work being implemented in 2021 to establish new goals.

For the first time in 2020, we disclosed to both CDP (formerly, the Carbon Disclosure Project) and the Global Real Estate Sustainability Benchmark (GRESB) as first-year reporters. We are also currently assessing our climate-related governance and strategy, and beginning in 2021, we will consider the recommendations of the Financial Stability Board’s Task Force on Climate-related Financial Disclosures (TCFD). We are incorporating the results and recommendations of these frameworks into our strategy.





Data monitoring and measurement

Tanger is committed to meeting and exceeding our environmental goals, and we continuously monitor and analyze our performance across the portfolio of Tanger properties. We engage an external third-party consultant twice per year, who reviews meter-level utility usage and makes recommendations.

Operational integration

Tanger's sustainability efforts are led by the Executive Vice President of Operations, ensuring that environmental considerations are incorporated into every aspect of our business. Our environmental management system guides our approach and aligns our practices with ISO 14001 standards. Integrating performance monitoring into our operational processes enables continuous improvement and innovation, and has poised Tanger for future progress. To further these efforts, we expanded our operations team in 2020, and will incorporate environmental metrics into their 2021 performance objectives.

Executive oversight

Tanger believes that attention to the environment deserves the highest level of governance, and we formalized Board-level oversight of climate-related issues in 2020. The Nominating and Corporate Governance Committee has primary responsibility for oversight of environmental and sustainability matters, and the full Board reviews climate-related strategy, goals and performance annually, and additionally as needed. Integration of all ESG efforts, including annual reporting, are led by the Senior Vice President of Business Operations.



Myrtle Beach, SC

Energy and greenhouse gas emissions

Climate change is a significant issue that impacts us all. We recognize the need to act and are implementing measures to improve energy efficiency and reduce GHG emissions. We support enterprise level goals and strategies with site level implementation and recognize property managers for meeting energy efficiency goals and completing energy efficiency projects. Tanger takes a holistic approach to energy and emissions management, from incorporating LEED standards into building design to incorporating energy efficiency and renewable projects in our day-to-day operations. We carefully monitor energy consumption at each property, and utilize energy management processes that allow us to adjust operations quickly to meet our standards and reach our goals.

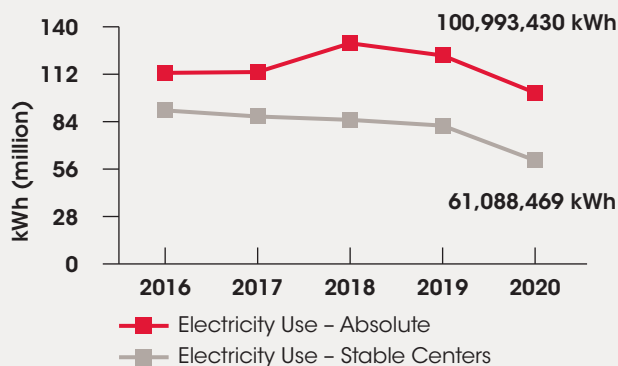
In 2020, our energy use across the portfolio was down 17.7% and our Scope 1 and 2 GHG emissions were down 20.8% from 2019. This is largely driven by store closures during the pandemic. From the baseline year of 2016 through 2020, portfolio-wide energy use was down 10.4% and Scope 1 and 2 GHG emissions were down 12.4%.

A portion of these reductions can be attributed to LED retrofits and other efficiency measures. When reviewing energy use in stable centers during days retailers were open in 2020, thus removing the impact of closures, we saw a decrease of 17.7% in electricity use from the prior year, and a 19.2% reduction from the 2016 baseline. Using this same methodology for 2020 GHG emissions, there was a 13.1% reduction from 2019 and 22% from baseline.

As many of our energy efficiency and emissions reductions strategies are long-term, we expect to see further yield from current mitigation measures as we also continue to add new initiatives.

Electricity and GHG Emissions (Scope 1 & 2) Performance since 2016

ELECTRICITY USE



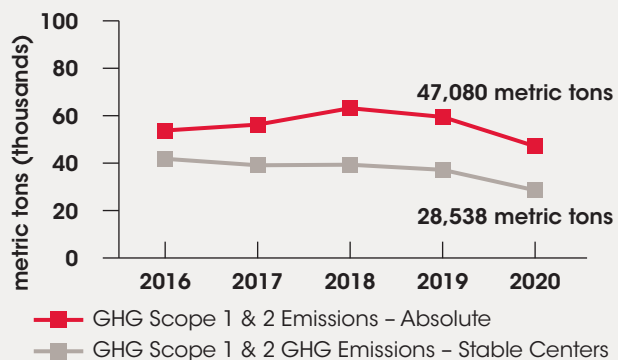
↓ 17.7%

Centers decreased energy use by 17.7% since 2019.

↓ 32.0%

Stable centers decreased energy use by 32.0% since 2016.

GREENHOUSE GAS EMISSIONS - SCOPE 1 AND 2



↓ 20.8%

Centers decreased greenhouse gas emissions by 20.8% since 2019.

↓ 31.7%

Stable centers decreased greenhouse gas emissions by 31.7% since 2016.

Stable centers are defined as the 24 centers that have been in operation for the full years of 2020, 2019, 2018, 2017 and 2016 and with minimal or no construction projects.



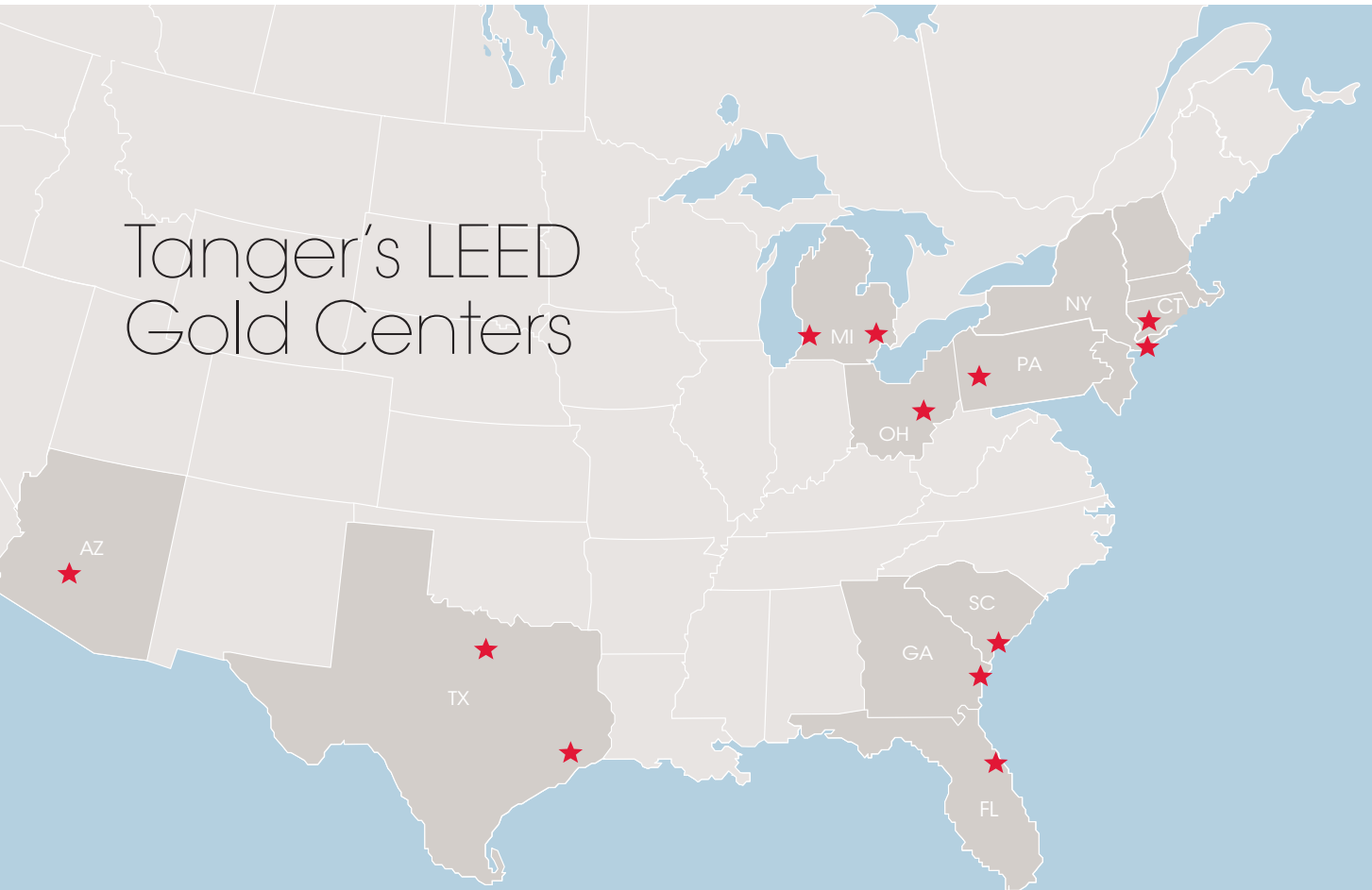
Energy and greenhouse gas emissions performance

	2020	2019	2018	2017	2016	YEAR-OVER-YEAR CHANGE (SINCE 2019)	CHANGE SINCE BASELINE (SINCE 2016)
ABSOLUTE INCLUDES ALL TANGER CENTERS AND SITES							
Electricity Use – Absolute (kWh)	100,993,430	122,713,607	130,240,736	113,254,530	112,750,504	-17.7%	-10.4%
% of Locations with LED Transition	85%	74%	53%	32%	11%	14.9%	672.7%
Solar Power Production (kWh)	6,550,000	6,500,000	6,800,000	—	—	0.8%	N/A
Electric Vehicle (EV) Charging Production (kWh)	214,354	271,222	165,859	108,063	84,064	-21.0%	155.0%
GHG Scope 1 & 2 CO ₂ Emissions – Absolute (metric tons)	47,080	59,455	63,148	56,221	53,735	-20.8%	-12.4%
GHG Scope 1 & 2 CO ₂ / Square Foot Intensity – Absolute (per 10,000 square feet) (metric tons)	36	45	47	40	42	-20.8%	-13.9%
GHG Scope 1 & 2 CO ₂ / Revenue Intensity – Absolute (per \$1M revenue) (metric tons)	110	113	117	105	107	-2.6%	3.0%
Percentage of Emissions Types – Scope 1	5%	11%	11%	11%	9%	—	—
Percentage of Emissions Types – Scope 2	95%	89%	89%	89%	91%	—	—
STABLE CENTERS INCLUDES 24 TANGER CENTERS IN OPERATIONS FROM 2020 – 2016 WITH NO OR MINIMAL RENOVATIONS							
Electricity Use – Stable Center (kWh)	61,088,469	80,478,256	84,424,125	85,924,337	89,855,023	-24.1%	-32.0%
GHG Scope 1 & 2 CO ₂ Emissions – Stable Centers (metric tons)	28,538	37,160	39,314	39,082	41,807	-23.2%	-31.7%
GHG Scope 1 & 2 CO ₂ / Square Foot Intensity – Stable Centers (per 10,000 square feet) (metric tons)	27	36	38	40	43	-23.6%	-35.5%
GHG Scope 1 & 2 CO ₂ / Revenue Intensity – Stable Centers (per \$1M revenue) (metric tons)	90	96	102	100	109	-6.0%	-16.9%

LEED certification

Ensuring that our centers maintain environmentally friendly practices is part of our commitment to the planet and the communities in which they are located. We take a Leadership in Energy and Environmental Design (LEED) standards approach for developing our new centers, and have existing centers certified as feasible. Thirty-five percent of Tanger properties have been LEED Gold certified by the U.S. Green Building Council, which verifies that these properties use operational best practices in the areas of energy, water, waste, and transportation.

Our LEED Gold certification takes into account our industry-leading LED lighting retrofits, smart irrigation water savings, EV charging station implementation, reflective/white membrane roof materials, and rooftop solar applications.



Tanger[®]Outlets

LEED Gold centers

(AS OF DECEMBER 31, 2020)

	DATE CERTIFIED
Charleston, SC	Dec 2019
Columbus, OH	Jan 2020
Daytona Beach, FL	Dec 2019
Deer Park, NY	Mar 2020
Fort Worth, TX	Nov 2019
Glendale, AZ (Westgate)	Feb 2020
Grand Rapids, MI	Apr 2020
Howell, MI	Dec 2019
Mashantucket, CT (Foxwoods)	Mar 2020
Pittsburgh, PA	Jan 2020
Savannah, GA	Nov 2019
Texas City, TX (Galveston/Houston)	Nov 2019

Reducing our energy usage

As operators of active shopping centers, energy use is a significant aspect of our environmental footprint. We work to increase energy efficiency, invest in renewables, and reduce our consumption and the resulting emissions.

Our transition to LED lighting

Optimization of lighting across our operations is central to Tanger's energy reduction strategy. We are transitioning all our locations to LED lighting, including new construction and retrofits of existing locations. We have LED lighting in 29 of our centers, and plan to complete a full LED transition across the portfolio by 2022.

Three LED retrofits were implemented in 2020 at our centers in Deer Park, NY, Mebane, NC and Pittsburgh, PA. There are three more retrofits planned for 2021 – Atlantic City, NJ, Riverhead, NY and Rehoboth, DE. The LED retrofits have generated significant energy savings and create corresponding GHG reduction cost savings. Since the baseline year, the LED transition has offloaded more than 29% of the GHG generated and produced more than \$2 million in annual electrical utility savings.

Solar energy

Tanger's energy strategy also includes the use of renewables. Solar is a source of sustainable, efficient and cost-effective energy. Four of our centers have rooftop solar applications, and we generated 6.55 million kWh of power in 2020, nearly reaching our goal to achieve 6.8 million kWh of annual production from solar systems in at least five centers by 2020.



EV charging

Tanger also supports emissions reductions by installing EV charging at our centers. Through the ChargePoint™ network, shoppers may obtain a free charge on any type of electric vehicle. Our security patrol vehicles at several centers are also powered by electricity. EV charging efforts were slowed by the pandemic as we focused on critical safety issues and usage was lower. All but one installation is complete, which is scheduled for 2021. Due to temporarily lowered usage during the pandemic, we have moved our goal of doubling usage from the baseline to 2022 so that we have a true understanding of the activity. EV usage was 214,354 kWh in 2020, which saved more than 26,900 gallons of gasoline and nearly 91,000 kg in GHG emissions.



Commerce, GA

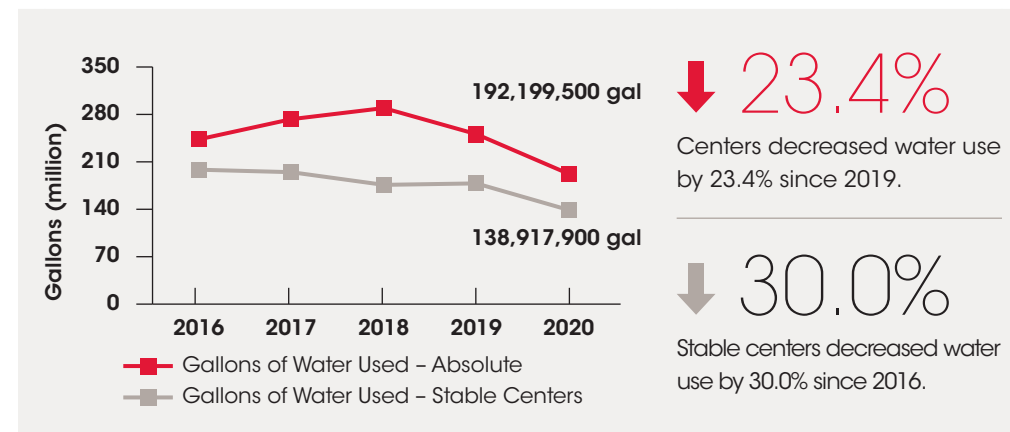
Water usage

Tanger works to reduce water use throughout our properties. We have web-based landscape irrigation controls in 21 of our centers, which monitor watering schedules, limit overwatering during weather events, and detect leakage. We are working toward full transition to a cloud-based controlling and monitoring system.

We also implement water efficiency measures in restrooms. Since 2016, we have refreshed 33 restrooms in our centers with equipment to aid in water conservation such as low flow/usage fixtures, automatic hand dryers, and touchless operations.

Water usage decreased 23.4% in 2020 from prior year across the portfolio, largely driven by closures caused by the pandemic. Stable center water use was down 22.0% versus prior year.

WATER USE SINCE 2016



Waste diversion

Tanger works to reduce waste across our operations whenever possible, with a focus on recycling. At our centers, our primary recycling is cardboard. In our corporate office, we focus on ways to reduce the use of paper. We have implemented several initiatives to positively impact waste diversion, including:



Cardboard recycling at our centers



Electronic document signing



Recycling of coffee pods

Total waste decreased by 41% in 2020 compared to last year, largely driven by closures impacting our retailers and our corporate office caused by the pandemic. Our waste diversion rate decreased to 49% compared to previous rates of around 60%. This was largely due to effects of the pandemic and a decreased market for recycled cardboard.



Water and waste performance

	2020	2019	2018	2017	2016	YEAR-OVER-YEAR CHANGE (SINCE 2019)	CHANGE SINCE BASELINE (SINCE 2016)	
Water Use	ABSOLUTE INCLUDES ALL TANGER CENTERS AND SITES							
	Water Used – Absolute (gallons)	192,199,500	250,853,000	289,237,000	272,852,000	243,058,030	-23.4%	-20.9%
	Water Square Foot Intensity – Absolute (gallons per sq foot)	14.9	19.4	21.0	19.8	19.2	-23.2%	-22.4%
	Water Revenue Intensity – Absolute (gallons per \$1M revenue)	449,654	478,190	540,884	512,202	488,295	-6.0%	-7.9%
	STABLE CENTERS INCLUDES 24 TANGER CENTERS IN OPERATIONS FROM 2020 – 2016 WITH NO OR MINIMAL RENOVATIONS							
	Water Used – Stable Centers (gallons)	138,917,900	178,109,200	175,943,810	194,660,490	198,318,900	-22.0%	-30.0%
Water Square Foot Intensity – Stable Centers (gallons per sq foot)	14.2	18.2	18.0	19.9	22.4	-22.0%	-36.6%	
Water Revenue Intensity – Stable Centers (gallons per \$1M revenue)	440,317	464,672	463,025	503,663	569,376	-5.2%	-22.7%	
Waste	2020	2019	2018	2017	2016	YEAR-OVER-YEAR CHANGE (SINCE 2019)	CHANGE SINCE BASELINE (SINCE 2016)	
	ABSOLUTE INCLUDES ALL TANGER CENTERS AND SITES							
	Waste Diversion Rate	49%	58%	58%	61%	58%	-15.5%	-15.5%
	Waste – Recycled / Diverted (tons)	6,154	12,310	12,310	12,530	12,290	-50.0%	-49.9%
	Waste – Landfill (tons)	6,347	8,750	8,740	8,110	8,750	-27.5%	-27.5%
Total Waste (tons)	12,500	21,050	21,050	20,640	21,040	-40.6%	-40.6%	



Our Governance

We manage with integrity as the foundation of our approach to ESG and our entire business.

49

2020 Accomplishments

50

Board Governance

53

Managing the Impact of Climate Change

53

Cybersecurity and Data Privacy



Foley, AL

2020 Accomplishments

Developed a Personally Identifiable Information policy

Created an Environmental, Social and Governance Executive Steering Committee



Enhanced transparency in ESG reporting
by disclosing to CDP and GRESB as first-year reporters

2020-2022 Goals

Conduct an updated Material Issues Assessment by 2020	Delayed due to pandemic
Increase levels of transparency to meet increasing expectations of investors and stakeholders	In progress — —
Become a member of GRESB and UNGC by 2022	In progress — —
Report ESG data and goals using international and industry standards and frameworks (GRI, SASB, CDP and GRESB) by 2020	Achieved — — —
Provide shareholders with greater transparency and access to ESG information, including, but not limited to a GRI Content Index, SASB, CDP and GRESB, in the annual ESG Report by 2020	Achieved — — —

Maintaining high ethical standards

Ethics and integrity are the foundation of our business approach and the driving force behind our corporate governance practices. We believe this approach strengthens our relationships with our stakeholders and creates the best path to long-term success. We continuously enhance our policies and practices to reflect the changing world and set our values into action. Tanger's dedication to operating with the highest level of integrity begins with the Board of Directors.

Board governance

Tanger operates under a board leadership structure, and is guided by our Corporate Governance Guidelines, which address board structure and audit and risk oversight. We rely on these principles to foster our continued success and set the example of ethics and integrity at the highest leadership level of Tanger. More information on our governance can be found in our Proxy Statement.

In April of 2020, we announced a succession plan for our management and Board of Directors. Stephen Yalof, a successful and proven retail real estate executive, joined the Company as President and Chief Operating Officer at that time, and then succeeded Stephen B. Tanger as Chief Executive Officer in 2021.

Tanger is committed to fostering a progressive ESG program through engaging our Board of Directors in our strategies and practices. Tanger management provides our Board with regular updates on our environmental, social and governance (ESG) goals, programs and progress. Three Board committees are responsible for oversight of select risk and ESG matters, and all have established charters.

- The Nominating and Corporate Governance Committee
- The Compensation and Human Capital Committee
- The Audit Committee

¹ As of June 30, 2021

² As of January 1, 2021



Atlantic City, NJ

Tanger's Board of Directors governance practices include:

INDEPENDENCE

- 7 of 9 directors are independent¹
- Independent Lead Director of the Board²
- All board committees composed entirely of independent directors
- Regular executive sessions of independent directors
- Board and committees may hire outside advisors independently of management

BEST PRACTICES

- Active shareholder engagement process
- Diversity reflected in Board and Senior Management
- Board includes 5 audit committee financial experts
- Strategy and risk oversight by the Board and its committees
- Share ownership guidelines for named executive officers and non-employee directors
- ESG oversight by Board

Board composition

The Tanger Board of Directors is comprised of a diverse mix of individual backgrounds, experience and industries. We believe that diverse perspectives lead to better decision-making, so we carefully consider our Board composition to ensure diversity in terms of gender, ethnicity and career experience.

The Board considers refreshment as an opportunity to strengthen and diversify the Board, and to balance institutional knowledge with fresh perspectives. The Nominating and Corporate Governance Committee identifies nominees whose viewpoints, backgrounds, experience, gender, race, ethnicity and other attributes, taken as a whole, contribute to the high standards of Board service at Tanger. The Board is committed to increasing gender and racial diversity among directors over time.



Top row from left:
Steven B. Tanger
Executive Chair of
the Board

Stephen J. Yalof
Director; President and
Chief Executive Officer

David B. Henry
Lead Director



Second row from left:
Jeffrey B. Citrin
Director

Sandeep L. Mathrani
Director

Thomas J. Reddin
Director

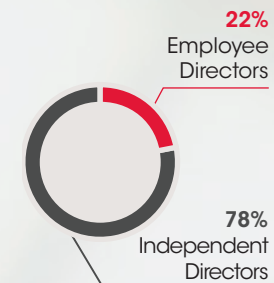


Third row from left:
Bridget M. Ryan-Berman
Director

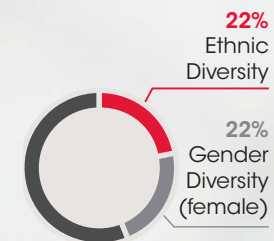
Susan E. Skerritt
Director

Luis A. Ubiñas
Director

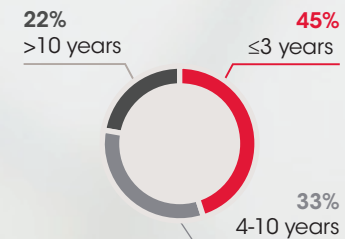
DIRECTOR INDEPENDENCE



BOARD DIVERSITY



DIRECTOR TENURE



All statistics as of June 30, 2021



Ethics policies

Tanger’s commitment to ethics and integrity must live throughout the organization, and our ethics policies and guidelines ensure consistency across the Company. Tanger’s policies regarding ethical behavior include compliance with all laws and regulations.

Our Code of Business Conduct and Ethics sets expectations for appropriate business conduct. The Code is based on our Core Values, and addresses issues such as honesty and candid conduct, conflicts of interest, confidentiality, insider trading, fair dealing, protection of company assets, records retention, and compliance with laws and regulations, among others.

All directors, officers and employees of the Company are expected to be familiar with the Code and to adhere to the principles. Accountability mechanisms are in place to monitor and report on compliance with these directives, and further policies and procedures are set forth in the Employee Handbook. All employees receive and formally acknowledge annually that they have read and understand the Code of Conduct and Employee Handbook.

In addition, parties contracting with the Company, such as vendors, are also required to operate in a manner that is compliant with all applicable laws and subject to certain operating standards, and where necessary the Company will take actions to terminate relationships with parties who fail to comply with those standards.

Tanger encourages transparency with an Open Door Policy. Employees with questions or concerns regarding violations should escalate through their line management, or report via Tanger’s third-party managed ethics hotline.

During 2020, Tanger experienced two calls to the ethics hotline, which were both resolved.

Human rights

Tanger is committed to demonstrating value and respect for all people, and operates in a manner consistent with the principles embodied within the United Nations Universal Declaration of Human Rights. Tanger has a Human Rights policy in place to ensure the rights of all people are respected in our operations and our sphere of influence, including parties contracting with Tanger, such as vendors.

Our policy establishes clear ethical standards and guidelines for how the Company does business and addresses such topics as:

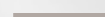
Freedom of association



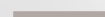
Right to collective bargaining



Zero tolerance for forced, bonded, compulsory and child labor



Freedom from discrimination



Freedom from harassment

Managing the impact of climate change

We take responsibility for our impact on the environment by managing our footprint, and we manage the risk that climate change presents to our business and our employees, shoppers and communities. Climate-related risks are identified and assessed annually, and more frequently when necessary.

Extreme weather is one of the risks we manage carefully. Tanger is a Weather-Ready Nation Ambassador of the National Oceanic and Atmospheric Association (NOAA), which recognizes organizations that are refining and improving the nation's resilience and preparedness against extreme water and weather events as well as climate change. We aim to have all centers certified as "Storm Ready" by the U.S. Department of Commerce and National Weather Service by 2022.

Tanger requires that our coastal property management teams participate in a Hurricane Preparedness Training each year that outlines protocols such as responsibilities and assignments, checklists and communications, as well as resources for support.

Five major hurricanes in the Atlantic (Delta, Isaias, Laura, Sally and Zeta) impacted nine of our coastal locations in 2020. Our Hurricane Preparedness Training and strong leadership in the field and at corporate prevented physical harm to individuals and mitigated property damage.

Cybersecurity and data privacy

Tanger recognizes the need to maintain the confidentiality of information and addresses cybersecurity at the enterprise level. Our measures to protect confidential information include password protection, firewalls, backup servers, threat monitoring and periodic penetration testing.

We focus on securing the Personally Identifiable Information (PII) of employees, applicants, independent contractors, our customers and tenant base. In 2020, we formalized our practices to create a formal PII policy for launch in 2021. We provide new hires with the policy and train them on the maintenance of PII data. Our Information Technology organization, led by the Senior Vice President of Information Technology, has oversight responsibility for all electronic records and data access capabilities.



Enterprise Risk Management

We monitor risk, including environmental, social and governance-related issues, through the use of a Risk Register. A full list of our risk factors can be found in our Annual Report on Form 10-K. A cross-functional Enterprise Risk Management Committee oversees risk management, and we have a dedicated management position responsible for helping to identify issues and establish processes for enterprise risk management and internal audit.

Risk assessments are performed at the enterprise and asset level, and include environmental factors such as climate change. These assessments occur both in the annual budgeting period and during long-term planning. We put risk management protocols and assets in place based on these assessments. For example, due to the increase in severe weather in coastal properties and desired safety outcome, we added a generator to the fire control systems in our Myrtle Beach center in 2020.

Enterprise Risk Management Committee

- Chief Executive Officer
- Executive Vice President, General Counsel
- Executive Vice President, Chief Financial Officer
- Executive Vice President, Chief Marketing Officer
- Executive Vice President, Leasing
- Senior Vice President, Business Operations
- Director, Internal Audit



About This Report

Thank you for your interest in Tanger Outlets ESG Report. We have published this report to provide an overview of our Company's operations related to environmental, social, and governance. This includes both quantitative and qualitative information and contains comparisons of 2020 results to 2019, as well as progress toward our ESG goals using baseline data from 2016, the first year we published an ESG report.

This report is for the calendar year ended December 31, 2020. It includes information from 38 Tanger properties in 20 states and Canada. Unless otherwise noted, the scope of this report is limited to Tanger's corporate headquarters and centers where we hold exclusive operational control of day-to-day property management responsibilities, which for Tanger's portfolio, excludes non-U.S. investments and one domestic joint venture. We also continue to maintain operational control over solar facilities at a former Tanger Outlet center.

Tanger Outlets strives to continuously improve our ESG management through use of standards and reporting frameworks. Our 2020 reporting process has been guided by the Global Reporting Initiative (GRI) Standards, and considers disclosures outlined by the Sustainable Accounting Standards Board (SASB), the Global Real Estate Sustainability Benchmark (GRESB) and CDP (formerly, the Carbon Disclosure Project). *For the purposes of this report, the concept of "material issues" refers to GRI reporting guidance on potential disclosures and does not correspond to the concept of materiality used in the securities laws and disclosures required by U.S. Securities and Exchange Commission rules.*

We self-declare that this report is in accordance with the Global Reporting Initiative (GRI) Standard framework at the Core level. As required, a GRI Index at the end of this report shows our alignment with GRI reporting elements and our material topics. For ease of navigation, GRI Standards referenced in the report are also identified at the beginning of each section, to help stakeholders find and link to specific GRI disclosures. We intend to continue to report annually.

We have noted any significant changes in scope and boundary throughout the report that may vary from our 2019 report, which was published in 2020. Additionally, as noted throughout the report, due to the impact of the pandemic in 2020, priorities and resources shifted and certain previous strategic goals were postponed. We continue to be committed to our goals and are targeting achievement of these goals in 2021 and 2022.

Forward-Looking Statement Safe Harbor

This ESG report contains certain forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. The Company intends such forward-looking statements to be covered by the safe harbor provisions for forward-looking statements contained in the Private Securities Litigation Reform Act of 1995 and includes this statement for purposes of complying with the safe harbor provisions. Forward-looking statements, which are based on certain assumptions and describe the Company's future plans, strategies and expectations, are generally identifiable by use of the words "believe," "expect," "intend," "anticipate," "estimate," "project," "will," "forecast" or similar expressions, and include the Company's expectations regarding statements regarding our ESG goals and strategies and related business and stakeholder impacts.

You should not rely on forward-looking statements since they involve known and unknown risks, uncertainties and other important factors which are, in some cases, beyond our control and which could materially affect our actual results, performance or achievements. Important factors which may cause actual results to differ materially from current expectations include, but are not limited to: any failure to meet our ESG goals and execute our strategies in the time frame expected or at all; changing government regulations; risks related to the impact of the COVID-19 pandemic on our tenants and on our business, financial condition, liquidity, results of operations and compliance with debt covenants; our inability to develop new outlet centers or expand existing outlet



centers successfully; risks related to the economic performance and market value of our outlet centers; the relative illiquidity of real property investments; impairment charges affecting our properties; our dispositions of assets may not achieve anticipated results; competition for the acquisition and development of outlet centers, and our inability to complete outlet centers we have identified; environmental regulations affecting our business; risks associated with possible terrorist activity or other acts or threats of violence and threats to public safety; our dependence on rental income from real property; our dependence on the results of operations of our retailers and their bankruptcy, early termination or closing could adversely affect us; the fact that certain of our properties are subject to ownership interests held by third parties, whose interests may conflict with ours; risks related to climate change; risks related to uninsured losses; the risk that consumer, travel, shopping and spending habits may change; risks associated with our Canadian investments; risks associated with attracting and retaining key personnel; risks associated with debt financing; risks associated with our guarantees of debt for, or other support we may provide to, joint venture properties; the effectiveness of our interest rate hedging arrangements; uncertainty relating to the potential phasing out of LIBOR; our potential

failure to qualify as a REIT; our legal obligation to make distributions to our shareholders; legislative or regulatory actions that could adversely affect our shareholders, including the recent changes in the U.S. federal income taxation of U.S. businesses; our dependence on distributions from the Operating Partnership to meet our financial obligations, including dividends; the risk of a cyber-attack or an act of cyber-terrorism and other important factors set forth under Item 1A – “Risk Factors” in the Company’s and the Operating Partnership’s Annual Report on Form 10-K for the year ended December 31, 2020, as may be updated or supplemented in the Company’s Quarterly Reports on Form 10-Q and the Company’s other filings with the SEC. Accordingly, there is no assurance that the Company’s expectations will be realized. The Company disclaims any intention or obligation to update the forward-looking statements, whether as a result of new information, future events or otherwise. You are advised to refer to any further disclosures the Company makes or related subjects in the Company’s Current Reports on Form 8-K that the Company files with the SEC.



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 Standard Board (SASB) Standard for the Real Estate Owners, Developers, and Investment Trusts Industry. SASB disclosures are indicated along with the GRI 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. 8 Annual Report - p. 4 - 7
	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 - p. 4 - 5, 20 - 21
	102-7 Scale of the organization <i>Aligns to SASB: IFO402 - A, B, C, D</i>	ESG Report: Company Profile - p. 8 Annual Report - p. 4 - 5, 20 - 21
	102-8 Information on employees and other workers	ESG Report: Our People - p. 19, 21 Total number of employees: 564 Total number of full-time employees: 274 Total number of part-time employees: 290 % of employees - female: 82% % of employees - male: 18%
	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



General Disclosures

GRI STANDARD	GRI DISCLOSURE	RESPONSE, PAGE, OR LINK
102 ORGANIZATIONAL PROFILE (continued)	102-10 Significant changes to the organization and its supply chain	There were not significant changes to the organization and its supply chain in 2020.
	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: <ul style="list-style-type: none"> • Global Reporting Initiative (GRI) • ISO Standard 14001 • Sustainability Accounting Standards Board (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: <ul style="list-style-type: none"> • EnergySTAR • Global Real Estate Sustainability Benchmark (GRESB) • NAREIT
102 STRATEGY	102-14 Statement from senior decision-maker	ESG Report: Messages from Our CEO and Executive Chair of the Board - p. 2 - 3
	102-15 Key impacts, risks, and opportunities	ESG Report: Our Approach to ESG - p. 13 - 15 10-K - p. 14 - 23
102 ETHICS AND INTEGRITY	102-16 Values, principles, standards, and norms of behavior	ESG Report: Mission, Vision and Values - p. 4 - 5 ESG Report: Our People - p. 19 - 20
	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. 50 - 51 Proxy Statement - p. 11 - 14
	102-19 Delegating authority	ESG Report: Our Approach to ESG - p. 13 Proxy Statement - p. 11 - 14



General Disclosures

GRI STANDARD	GRI DISCLOSURE	RESPONSE, PAGE, OR LINK
102 GOVERNANCE (continued)	102-20 Executive-level responsibility for economic, environmental, and social topics	ESG Report: Our Approach to ESG - p. 13
	102-21 Consulting stakeholders on economic, environmental, and social topics	ESG Report: Our Approach to ESG - p. 14 - 15
	102-22 Composition of the highest governance body and its committees	Proxy Statement - p. 11 - 14
	102-23 Chair of the highest governance body	Executive Chair of the Board
	102-24 Nominating and selecting the highest governance body	Proxy Statement - p. 11 - 14
	102-25 Conflicts of interest	Proxy Statement - p. 11 - 14
	102-26 Role of highest governance body in setting purpose, values, and strategy	Proxy Statement - p. 11 - 14
	102-27 Collective knowledge of highest governance body	ESG Report: Our Approach to ESG - p. 13 Proxy Statement - p. 11 - 14
	102-28 Evaluating the highest governance body's performance	Proxy Statement - p. 11 - 14
	102-29 Identifying and managing economic, environmental, and social impacts	ESG Report: Our Approach to ESG - p. 13 - 15
	102-30 Effectiveness of risk management processes	Proxy Statement - p. 11 10-K - p. 14 - 23
	102-31 Review of economic, environmental, and social topics	ESG Report: Our Approach to ESG - p. 13 - 15
	102-32 Highest governance body's role in sustainability reporting	ESG Report: Our Approach to ESG - p. 13
	102-33 Communicating critical concerns	Tanger Code of Business Conduct and Ethics
	102-35 Remuneration policies	Proxy Statement - p. 16 - 42
	102-36 Process for determining remuneration	Proxy Statement - p. 16 - 42
	102-37 Stakeholders' involvement in remuneration	Proxy Statement - p. 16 - 42



General Disclosures

GRI STANDARD	GRI DISCLOSURE	RESPONSE, PAGE, OR LINK
102 GOVERNANCE (continued)	102-38 Annual total compensation ratio	Proxy Statement - p. 43 - 45
	102-39 Percentage increase in annual total compensation ratio	Proxy Statement - p. 43 - 45
102 STAKEHOLDER ENGAGEMENT	102-40 List of stakeholder groups	ESG Report: Our Approach to ESG - p. 15
	102-41 Collective bargaining agreements	No collective bargaining agreements.
	102-42 Identifying and selecting stakeholders	ESG Report: Our Approach to ESG - p. 15
	102-43 Approach to stakeholder engagement	ESG Report: Our Approach to ESG - p. 13 - 15
	102-44 Key topics and concerns raised	ESG Report: Our Approach to ESG - p. 13 - 15
102 REPORTING PROCESS	102-45 Entities included in the consolidated financial statements	10-K - p. F-9 - F-11
	102-46 Defining report content and topic boundaries	ESG Report: About This Report - p. 54 - 55
	102-47 List of material topics	ESG Report: Our Approach to ESG - p. 13 - 15
	102-48 Restatements of information	In 2020, we sold one center. This had an impact on historical environmental data classified as "stable" for the purposes of goal setting. Baseline and comparative data from past years has been revised. Revised information is located: ESG Report: Our Planet - p. 42 - 43 ESG Report: Our Planet - p. 46 - 47
	102-49 Changes in reporting	No change in reporting.
	102-50 Reporting period	January 1, 2020 - December 31, 2020
	102-51 Date of most recent report	October 15, 2020
	102-52 Reporting cycle	Annual
	102-53 Contact point for questions regarding the report	corporateresponsibility@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 Standards and Disclosures

GRI STANDARD	GRI DISCLOSURE	MANAGEMENT APPROACH	RESPONSE, PAGE, OR LINK
201 ECONOMIC PERFORMANCE	201-1 Direct economic value generated and distributed	Annual Report - p. 4 - 6	Annual Report - p. 6 10-K - p. F-9 - F-11
	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. 53 ESG Report: Our Approach to ESG - p. 13 - 14 ESG Report: Our Planet - p. 40 - 41 Climate Change Statement	ESG Report: Our Governance - p. 53 10-K - p. 14 - 23
205 ANTI-CORRUPTION	205-2 Communication and training about anti-corruption policies and procedures	ESG Report: Governance - p. 52 Tanger Code of Business Conduct and Ethics	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. 52 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 Approach to ESG - p. 13 - 14 ESG Report: Our Planet - p. 39 - 40, 42 - 46 Climate Change Statement	ESG Report: Our Planet - p. 42 - 43
	302-3 Energy intensity <i>Aligns to SASB: IF0402-01</i>		ESG Report: Our Planet - p. 42 - 43
	302-4 Reduction of energy consumption		ESG Report: Our Planet - p. 42 - 43
303 WATER AND EFFLUENTS	303-3 Water withdrawal	ESG Report: Our Approach to ESG - p. 13 - 14 ESG Report: Our Planet - p. 39 - 40, 46	ESG Report: Our Planet - p. 46 - 47
305 EMISSIONS	305-1 Direct (Scope 1) GHG emissions	ESG Report: Our Approach to ESG - p. 13 - 14 ESG Report: Our Planet - p. 39 - 40, 42 - 46 Climate Change Statement	ESG Report: Our Planet - p. 42 - 43
	305-2 Energy indirect (Scope 2) GHG emissions		ESG Report: Our Planet - p. 42 - 43
	305-4 GHG emissions intensity		ESG Report: Our Planet - p. 42 - 43
	305-5 Reduction of GHG emissions		ESG Report: Our Planet - p. 42 - 43
307 ENVIRONMENTAL COMPLIANCE	307-1 Non-compliance with environmental laws and regulations	ESG Report: Our Approach to ESG - p. 13 - 14 ESG Report: Our Planet - p. 39 - 40	Tanger was compliant with all environmental laws and regulations in 2020.



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. 18 - 20, 23		2020	2019	2018	2017	2016
			Corporate Turnover (%)	10.1	4.0	8.9	9.7	9.8
			Field Turnover (%)	24.7	20.5	22.8	25.1	24.3
403 OCCUPATIONAL HEALTH AND SAFETY	403-2 Hazard identification, risk assessment, and incident investigation	ESG Report: Our People - p. 18 - 20, 26	Tanger is required to maintain OSHA logs for 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. 99% of corporate employees attended internal Emergency/Disaster training.					
	403-6 Promotion of worker health		Tanger provides a variety of health and well-being needs assessments and /or programs focused on: <ul style="list-style-type: none"> • 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			2020	2019	2018	2017	2016
			Total*	2.33	1.47	NR	NR	NR

* Per 100 employees
NR - Not reported



Social Standards and Disclosures

GRI STANDARD	GRI DISCLOSURE	MANAGEMENT APPROACH	RESPONSE, PAGE, OR LINK					
			2020	2019	2018	2017	2016	
404 TRAINING AND EDUCATION	404-1	Average hours of training per year per employee	ESG Report: Our People - p. 18 - 20, 23 - 24					
			Total	6.8	21.9	NR	NR	NR
	404-2	Programs for upgrading employee skills and transition assistance programs	ESG Report: Our People - p. 23 - 24					
405 DIVERSITY AND EQUAL OPPORTUNITY	405-1	Diversity of governance bodies and employees	ESG Report: Our People - p. 18 - 23					
			<u>Diversity, Equity & Inclusion Mission Statement</u>					
			ESG Report: Our Governance - p. 51					
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	<u>Tanger Code of Business Conduct and Ethics</u>					
			<u>Human Rights Policy</u>					
			Operations (%)	0	0	NR	NR	NR
			Suppliers (%)	N/A	N/A	NR	NR	NR
411 RIGHTS OF INDIGENOUS PEOPLES	411-1	Incidents of violations involving rights of indigenous peoples	<u>Human Rights Policy</u>					
			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 Approach to ESG - p. 13 - 14					
			ESG Report: Our Community - p. 29 - 30					
418 CUSTOMER PRIVACY	418-1	Substantiated complaints regarding concerning breaches of customer privacy and losses of customer data	ESG Report: Our Governance - p. 53					
			<u>Tanger Code of Business Conduct and Ethics</u>					
			No substantiated complaints regarding concerning breaches of customer privacy and losses of customer data.					
419 SOCIOECONOMIC COMPLIANCE	419-1	Non-compliance with laws and regulations in the social and economic area	<u>Tanger Code of Business Conduct and Ethics</u>					
			No non-compliance with laws and regulations in the social and economic area.					

NR - Not reported

N/A - Not applicable

For additional information regarding this report and its contents, please visit our website at www.tangeroutlets.com.

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