

## PERFORMANCE DATA TABLE

Performance Metric	Unit	FY22 (as of Jan 31, 2022)	FY23 (as of Jan 31, 2023)	FY24 (as of Jan 31, 2024)	FY25 (as of Jan 31, 2025)
<b>SOCIAL</b>					
<b>Workforce<sup>1</sup></b>					
Total team members	Number	1,629	2,170	2,130	2,376
Permanent	Number	1,629	2,170	2,130	2,376
Full-time	Number	1,626	2,166	2,125	2,371
Part-time	Number	3	4	5	5
Turnover, global <sup>2</sup>	(%)	17	16	14	17
New team member hires	Number	591	848	401	627
<b>Workforce by Region</b>					
Japan and Asia-Pacific (JAPAC)	(%)	12	13	14	53
Europe, Middle East, and Africa	(%)	29	31	31	32
Latin America (LATAM)	(%)	2	1	1	1
North America (NORAM)	(%)	58	55	54	53
<b>Workforce by Gender</b>					
Women	(%)	33	33	33	34
Men	(%)	65	66	65	64
Non-binary	(%)	0	1	2	1
Not disclosed	(%)	2	1	1	1
<b>Workforce by Age</b>					
<30	(%)	17	17	13	13
30-50	(%)	72	73	76	77
50<	(%)	11	10	10	11

**NOTE:** Percentages may not total 100 due to rounding. Gender and ethnicity data are based on employee self-identification.

<sup>1</sup> GitLab's total workforce includes all employees listed in our HRMS that are not considered temporary, non-guaranteed, or contingent workers.

<sup>2</sup> FY24 data excludes job eliminations that happened in FY24-Q1.

Performance Metric	Unit	FY22 (as of Jan 31, 2022)	FY23 (as of Jan 31, 2023)	FY24 (as of Jan 31, 2024)	FY25 (as of Jan 31, 2025)
<b>Workforce by Ethnicity (U.S. only)</b>					
White	(%)	73	69	66	67
Black	(%)	3	4	5	4
Asian	(%)	11	11	12	13
Hispanic	(%)	8	8	9	8
Native American	(%)	0	0	0	1
Native Hawaiian/Other Pacific Islander	(%)	0	1	1	0
Two or More Races	(%)	5	5	5	4
Not specified	(%)	0	3	4	3
People from underrepresented groups in workforce <sup>3</sup>	(%)	16	17	19	16
<b>Management<sup>4</sup></b>					
Women	(%)	37	37	37	40
Men	(%)	62	61	61	58
Non-binary	(%)	1	1	1	2
Not disclosed	(%)	1	1	1	0
People from underrepresented groups in management (U.S. only) <sup>3</sup>	(%)	11	13	16	15
<b>Technical Staff by Ethnicity (U.S. only)<sup>5</sup></b>					
White	(%)	75	74	73	73
Black	(%)	2	1	2	3
Asian	(%)	10	8	8	10
Hispanic	(%)	6	8	7	6
Native American	(%)	0	0	0	0
Native Hawaiian/Other Pacific Islander	(%)	0	0	0	0
Two or More Races	(%)	6	6	6	4
Not specified	(%)	1	3	4	4

**NOTE:** Percentages may not total 100 due to rounding. Gender and ethnicity data are based on employee self-identification.

<sup>3</sup> GitLab's definition of underrepresented groups: An underrepresented group describes a subset of a population that holds a smaller percentage within a significant subgroup than the subset holds in the general population. Full definition [here](#).

<sup>4</sup> GitLab defines management as team members who are people managers.

<sup>5</sup> GitLab defines technical roles as individual contributors in product, engineering, and security roles.

Performance Metric	Unit	FY22 (as of Jan 31, 2022)	FY23 (as of Jan 31, 2023)	FY24 (as of Jan 31, 2024)	FY25 (as of Jan 31, 2025)
<b>Technical Staff by Gender<sup>6</sup></b>					
Women	(%)	17	18	20	24
Men	(%)	77	80	78	75
Non-binary	(%)	1	1	1	1
Not disclosed	(%)	5	1	0	0
<b>All Other Employees by Ethnicity (U.S. only, not including management and technical staff)</b>					
White	(%)	69	65	62	63
Black	(%)	5	6	7	4
Asian	(%)	10	11	13	15
Hispanic	(%)	10	9	10	10
Native American	(%)	1	0	0	0
Native Hawaiian/Other Pacific Islander	(%)	1	0	0	0
Two or More Races	(%)	4	5	4	4
Not specified	(%)	1	3	3	3
<b>All Other Employees by Gender (not including management and technical staff)</b>					
Women	(%)	43	41	41	40
Men	(%)	56	58	57	56
Non-binary	(%)	0	1	2	1
Not disclosed	(%)	1	1	1	2
<b>Team Member Engagement and Development</b>					
Team members receiving performance reviews <sup>7</sup>	(%)	Not available	90	97	100
Average hours of training that the organization's team members have undertaken	Hours	8	9	17	10.8
Team member engagement <sup>8</sup>	(%)	85	81	75	78

**NOTE:** Percentages may not total 100 due to rounding. Gender and ethnicity data are based on employee self-identification.

<sup>6</sup> GitLab defines technical roles as individual contributors in product, engineering, and security roles.

<sup>7</sup> In FY22, performance reviews were not tracked on a consolidated basis.

<sup>8</sup> The reported figure represents the "percent favorable" rating, which is determined by the percentage of favorable responses to five questions (any positive response is considered favorable).

Performance Metric	Unit	FY22 (as of Jan 31, 2022)	FY23 (as of Jan 31, 2023)	FY24 (as of Jan 31, 2024)	FY25 (as of Jan 31, 2025)
<b>Team Member Benefits and Pay Equity</b>					
Full-time team members with access to benefits	(%)	100	100	100	100
Team members who were entitled to parental leave <sup>9</sup>	(%)	75	100	100	100
Women	(%)	70	100	100	100
Men	(%)	78	100	100	100
Team members who took parental leave <sup>10</sup>	(%)	6	7	8	7
Women	(%)	23	28	31	38
Men	(%)	76	72	69	62
Team members who returned to work after parental leave ended <sup>11</sup>	(%)	99	100	98	100
Women	(%)	100	100	94	100
Men	(%)	99	100	99	100
Team members who returned to work after parental leave that were still employed 12 months after their return <sup>12</sup>	(%)	84	81	78	Not available
Women	(%)	92	78	77	Not available
Men	(%)	82	82	80	Not available
Ratio of pay, men to women <sup>13</sup>	(%)	100.68	100.32	100.26	100.00

**NOTE:** Percentages may not total 100 due to rounding. Gender and ethnicity data are based on employee self-identification.

<sup>9</sup> In FY22, only team members with >6 months tenure as of the last day of the fiscal year were eligible. All team members were eligible in FY23 - FY25..

<sup>10</sup> As a percentage of the total GitLab population.

<sup>11</sup> As percentage of employees who initiated parental leave in the reporting year.

<sup>12</sup> Full FY25 data not yet available.

<sup>13</sup> In FY25, per dollar women earned, men earned \$1.00.

Performance Metric	Unit	FY22 (as of Jan 31, 2022)	FY23 (as of Jan 31, 2023)	FY24 (as of Jan 31, 2024)	FY25 (as of Jan 31, 2025)
<b>ENVIRONMENT</b>					
<b>Energy</b>					
Total energy consumed <sup>14</sup>	MWh	Not available	0	0	37
Renewable energy	(%)	Not available	0	0	0
Grid electricity <sup>15</sup>	(%)	Not available	0	0	82
<b>GHG Emissions</b>					
Total GHG emissions	MTCO2e	Not available	16,654	26,293	32,976
Scope 1 GHG emissions <sup>16</sup>	MTCO2e	Not available	0	0	2
Scope 2 GHG emissions (location-based)	MTCO2e	Not available	0	0	13
Scope 3 GHG emissions (market-based) <sup>17</sup>	MTCO2e	Not available	16,654	26,293	32,960
Category 1: Purchased Goods and Services	MTCO2e	Not available	10,204	13,997	17,171
Category 2: Capital Goods	MTCO2e	Not available	259	333	271
Category 3: Fuel and Energy-Related Activities	MTCO2e	Not available	0	0	4
Category 6: Business Travel	MTCO2e	Not available	5,018	9,844	14,069
Category 7: Employee Commuting (including remote work) <sup>18</sup>	MTCO2e	Not available	1,174	1,240	566
Category 15: Investments <sup>19</sup>	MTCO2e	Not available	Not available	879	879
Emissions intensity	Gross tCO2e/ \$1M revenue	Not available	39	45	43
Retired carbon offsets	MTCO2e	19,182	2,622	9,457	4,820

**NOTE:** Percentages may not total 100 due to rounding.

<sup>14</sup> Our FY23 energy consumption was restated to include only energy consumption from within the organization. In FY25, GitLab acquired Oxeye, which had one office in Israel that was operational for a portion of FY25, resulting in a small amount of energy consumption.

<sup>15</sup> The remainder of total energy consumed is natural gas used to heat the Oxeye office that was operational for part of FY25.

<sup>16</sup> In FY25, we acquired Oxeye, which had one office in Israel that was operational for a portion of FY25, resulting in a very small amount of Scope 1 and 2 emissions.

<sup>17</sup> The FY24 and FY25 inventories were calculated using the Comprehensive Environmental Data Archive (CEDA) methodology. This change allows for a more accurate measurement of Scope 3 emissions.

<sup>18</sup> In FY26 we purchased energy attribution certificates (EACs), also known as renewable energy certificates (RECs), to compensate for GitLab's FY25 work-from-home electricity consumption for all full-time team members.

<sup>19</sup> FY24 is the first year GitLab included Category 15: Investments in the GHG inventory.

Performance Metric	Unit	FY22 (as of Jan 31, 2022)	FY23 (as of Jan 31, 2023)	FY24 (as of Jan 31, 2024)	FY25 (as of Jan 31, 2025)
<b>GOVERNANCE</b>					
<b>Board of Directors<sup>20</sup></b>					
Size of the Board of Directors	Number	7	8	8	8
Independent directors	Number	6	7	7	6
Executive members	Number	1	1	1	2
Non-executive members	Number	6	7	7	6
Women	Number	3	3	3	3
People from underrepresented groups <sup>21</sup>	Number	4	5	5	4
Board age, <30	(%)	0	0	0	0
Board age, 30-50	(%)	57	50	50	38
Board age, 50<	(%)	43	50	50	63
<b>Ethics and Compliance</b>					
Board members who have received policy on anti-corruption	(%)	100	100	100	100
Team members who have received policy anti-corruption <sup>22</sup>	(%)	100	100	100	100
Team members who have received training on anti-corruption <sup>23</sup>	(%)	54	52	25	48
Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and/or violations of antitrust and monopoly legislation in which the organization has been identified as a participant	Number	0	0	0	0

**NOTE:** Percentages may not total 100 due to rounding. Gender and ethnicity data are based on employee self-identification.

<sup>20</sup> As of Jan. 31, 2025.

<sup>21</sup> GitLab's definition of underrepresented groups: An underrepresented group describes a subset of a population that holds a smaller percentage within a significant subgroup than the subset holds in the general population. Full definition [here](#).

<sup>22</sup> All new team members receive the anti-corruption policy and acknowledge their review during onboarding.

<sup>23</sup> Anti-corruption training is provided to all new hires in Finance, Legal, Sales, and Marketing. Existing team members in these departments who had not completed the course in the prior 12 months were re-enrolled on 2024-11-18.