

SASB INDEX

| Code | Accounting Metric | Unit of Measure | Link or Response |
|---|---|--|---|
| Environmental Footprint of Hardware Infrastructure | | | |
| TC-SI-130a.1 | (1) Total energy consumed, (2) Percentage grid electricity and (3) Percentage renewable | Megawatt hours (MWh), percentage (%) | Performance Data Table |
| TC-SI-130a.2 | (1) Total water withdrawn, (2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress | Thousand cubic meters (m³), percentage (%) | GitLab does not own or operate any facilities and therefore does not collect this information. |
| TC-SI-130a.3 | Discussion of the integration of environmental considerations into strategic planning for data center needs. | Description | GitLab does not own or operate data centers. |
| Data Privacy & Freedom of Expression | | | |
| TC-SI-220a.1 | Description of policies and practices relating to targeted advertising and user privacy | Description | FY25 Sustainability Report - Information security and data privacy, pg. 9-10. GitLab Privacy Statement Cookies Policy GitLab Trust Center |
| TC-SI-220a.2 | Number of users whose information is used for secondary purposes | Number | GitLab does not sell user information for monetary consideration. GitLab may share personal information with third parties who are performing services on behalf of GitLab, but such third parties are only permitted to use the information to perform the services requested by GitLab. For details on the information we collect and how it may be used, see the GitLab Privacy Statement . |
| TC-SI-220a.3 | Total amount of monetary losses as a result of legal proceedings associated with user privacy | US\$ | GitLab had zero monetary losses as a result of legal proceedings associated with user privacy regulations during the reporting period. |

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| TC-SI-220a.4 | (1) Number of law enforcement requests for user information, (2) Number of users whose information was requested, (3) Percentage resulting in disclosure | Number, percentage (%) | 2024 Transparency Report |
| TC-SI-220a.5 | List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring | Description | To the best of our knowledge, GitLab's products are not subject to government-required monitoring, blocking, content filtering, or censoring. For information about how U.S. trade control laws apply to and restrict the export of GitLab products, visit Trade Compliance . |
| Data Security | | | |
| TC-SI-230a.1 | (1) Number of data breaches, (2) Percentage that are personal data breaches, (3) Number of users affected | Number, percentage (%) | GitLab defines a significant data breach as any that would meet the threshold for inclusion in our SEC filings. To the best of our knowledge, there were no such instances in FY25. |
| TC-SI-230a.2 | Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards | Description | FY25 Sustainability Report - Information security and data privacy, pp. 9-10. Vendor Privacy Review Process Security at GitLab |
| Recruiting & Managing a Global, Diverse & Skilled Workforce | | | |
| TC-SI-330a.1 | Percentage of employees that require a work visa | Percentage (%) | GitLab does not currently publicly disclose this information. |
| TC-SI-330a.2 | Employee engagement as a percentage | Percentage (%) | Performance Data Table Engagement Surveys and Employer Awards |
| TC-SI-330a.3 | Percentage of (1) gender and (2) diversity group representation for (a) Executive management, (b) Non-executive management, (c) Technical employees, and (d) All other employees | Percentage (%) | Performance Data Table |

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| Intellectual Property Protection & Competitive Behavior | | | |
| TC-SI-520a.1 | Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations | US\$ | GitLab had zero monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations during the reporting period. |
| Managing Systemic Risks from Technology Disruptions | | | |
| TC-SI-550a.1 | Number of (1) Performance issues and (2) Service disruptions; (3) Total customer downtime | Number, days | GitLab Status: History |
| TC-SI-550a.2 | Description of business continuity risks related to disruptions of operations | Description | Business Continuity Plan |
| Activity Metric | | | |
| TC-SI-000.A | (1) Number of licenses or subscriptions, (2) Percentage cloud-based | Number, percentage (%) | GitLab does not publicly disclose this information. |
| TC-SI-000.B | (1) Data processing capacity, (2) Percentage outsourced | N/A | GitLab does not publicly disclose this information. |
| TC-SI-000.C | (1) Amount of data storage, (2) Percentage outsourced | Petabytes, percentage (%) | GitLab does not publicly disclose this information. |