GitLab

GitLab Fiscal Year 2025 (FY25)

Sustainability Report

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Message from our Chief Executive Officer

It is an exciting time to be at GitLab. Since assuming the role of Chief Executive Officer in December 2024, I have been inspired by how our company continues to strengthen its position as the leading DevSecOps platform while also advancing our commitment to responsible business practices. In an increasingly complex world, our customers will depend on us more than ever. We're committed to meeting their needs, which requires us to uphold the highest standards of corporate responsibility.

Software has fundamentally transformed how we live, work, learn, and connect with each other. Today, it serves as the foundation for virtually every organization worldwide. Despite all the innovation we've witnessed, we're still in the early stages of a transformation that I believe will accelerate even faster with advancements in AI.

This rapid evolution brings both incredible opportunities and responsibilities. At GitLab, we recognize that our success is measured not just by our financial performance, but by how we create long-term value for all stakeholders while addressing the challenges of our time.

Our corporate sustainability strategy is anchored in our values and company goals, which guide how we advance our objectives, manage risks, and meet stakeholder expectations. The efforts highlighted in this report reflect our view that sustainability isn't separate from our business strategy; it's an essential component of it.

In fiscal year 2025, we made significant progress in several key areas, including:

Trust and transparency: We expanded our AI Transparency Center, enabling customers to confidently unlock the enormous potential of AI while emphasizing our customer-centric approach to responsible development and deployment.

Planet: We advanced our climate program by strengthening our greenhouse gas inventory process and continued to develop an approach to a climate transition plan. By enhancing our reporting and furthering our climate strategy, we're building resilience and positioning GitLab for long-term growth, competitive differentiation, and regulatory compliance.

People and communities: We established our product accessibility group, incorporating inclusive design principles, accessibility guidelines, and comprehensive training courses so that our platform can serve all users.

Our customers increasingly evaluate environmental and social factors when choosing technology providers, and we're evolving alongside them. Our sustainability work also offers opportunities for us to engage and support our team members, developing stronger, more committed, and more collaborative teams that deliver results for our customers.

As we move forward and build a generational company, we will continue to deepen and strengthen our efforts. This report outlines not only our progress but also our vision for the future - a future where GitLab continues to empower organizations to deliver secure software faster while also benefiting our planet and communities.

Thank you for your continued support and trust in GitLab.

Sincerely,

Bill Staples
Chief Executive Officer
GitLab Inc.

Introduction

GitLab is the most comprehensive, intelligent DevSecOps platform for software innovation. GitLab enables organizations to increase developer productivity, improve operational efficiency, reduce security and compliance risk, and accelerate digital transformation. More than 50 million registered users and more than 50% of the Fortune 100 trust GitLab to ship better, more secure software faster.

We work alongside the GitLab community to deliver new innovations every month that enable customers to deliver software faster, while increasing operational efficiency and improving developer experience.

About this report

GitLab's Sustainability Report includes information on our key sustainability focus areas, including our sustainability strategy, policies, actions, governance mechanisms, and performance metrics. This report does not include data about GitLab's financial performance which may be found in our **financial and SEC filings**.

Unless otherwise specified, the information included in this report was last updated on July 18, 2025 and covers Fiscal Year 2025 (FY25), which runs from February 1, 2024, through January 31, 2025. We would also like to note that GitLab maintains a public-facing **handbook**, pages of which are linked throughout the report. These pages are maintained separately and may reflect a different reporting period than this report.

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards released in October 2021 and the Sustainability Accounting Standards Board (SASB) Standard for Software & IT Services. We have also provided disclosures based on the framework of the Task Force on Climate-related Financial Disclosures (TCFD). Content indexes for these standards are available in the **Appendix**.

The Nominating and Corporate Governance Committee of the Board of Directors of GitLab Inc. (Board) has reviewed the information in this report.

About GitLab

2,000+
team members
in more than

60
countries

$759.2 million
total FY25 revenue

4,000+
active contributors

Our approach to sustainability

Sustainability strategy

GitLab's sustainability strategy is driven by our commitment to delivering results for our customers while creating value for all of our stakeholders. As our company has grown, so has our commitment to integrating sustainability throughout the business to drive innovation and contribute to a more sustainable future. We will continue to work in partnership with our stakeholders to unlock new opportunities to create value for our customers, partners, investors, team members, and communities.

Our Sustainability Team creates and maintains GitLab's sustainability strategy and programs by driving and integrating responsible business practices and environmental, social, and governance (ESG) regulatory compliance. For information on GitLab's Sustainability Team, please visit the Sustainability handbook page.

"We help our customers achieve their objectives while delivering lasting value and results. Our customer-first approach extends to our sustainability strategy, driving innovation that benefits the communities we serve and positively impacts the world around us."

- Robin Schulman
Chief Legal Officer, Head of Corporate Affairs, and Corporate Secretary, GitLab

Double materiality assessment

We leverage materiality assessments to focus our sustainability strategy and reporting on topics that are most important to our business and our stakeholders. In line with emerging regulations and market shifts, we refreshed our double materiality assessment in FY25.

Our methodology

Our double materiality approach is informed by the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS), as of January 2025. We assessed sustainability matters from two perspectives — identifying the most pertinent topics that could present financial risks and opportunities for GitLab (outside-in perspective), while also evaluating the impact of our activities on people and the environment (inside-out perspective). Our findings were validated by GitLab's senior leadership, including members of the Nominating and Corporate Governance Committee of our Board.

FY25 awards and recognition

Built-In 2024 Best Places to Work	Disability:IN 2024 Best Places to Work for Disability Inclusion	Fortune Best Workplaces in the Bay Area 2024
Great Place to Work certified May 2024-May 2025	US News Best Information Technology Companies to Work For 2024-2025	Institutional Shareholder Services Prime status
	MSCI AA ESG Rating	

Key sustainability topics

Our double materiality assessment validated our focus on the following key sustainability topics, organized by theme:

Trust & transparency
- Information security and data privacy
- Responsible product development
- Business ethics

Planet
- Climate action

People and communities
- Talent and engagement
- Diversity, inclusion, and belonging
- Social impact

Trust and transparency

We view trust and transparency as fundamental to serving our customers and the broader community — enhancing our collaboration, fostering stronger relationships, mitigating risks for our stakeholders, and creating efficiencies that benefit everyone we serve. Our information is public by default, unless classified as internal or limited access information based on our Not Public guidelines. We believe that being open and direct about sharing information, both internally and externally, improves the way we work together. We also aim to establish and maintain trust through our robust approach to governance, product responsibility, security, and ethics.

Corporate governance

We believe strong corporate governance is critical to protecting and serving the interests of our stakeholders. We have a governance framework that reflects our values, promotes accountability, and provides oversight to support our strategic business and sustainability objectives.

Board of Directors

Our Board is responsible for serving as a fiduciary for shareholders and oversees the management of the company's business. The Board follows the procedures and standards set forth by GitLab's Corporate Governance Guidelines and other governance documents.

The Board has an Audit Committee, a Compensation and Leadership Development Committee, and a Nominating and Corporate Governance Committee. Board committees oversee and review areas of risk that are particularly relevant to them based on their responsibilities and charters. GitLab's management regularly provides reports to support the Board's oversight obligations. This reporting cadence provides visibility and information regarding the identification, assessment, and management of critical risks and the company's risk mitigation strategies.

For more information on the Board's composition, responsibilities, and committees, see our Board of Directors and Corporate Governance handbook page, the Investor Relations section of our website, and our Proxy Statement.

Key board governance practices

- **Independence:** A majority (seven of nine) of directors are classified as independent; a Lead Independent Director is appointed by the Board annually and has well-defined rights and responsibilities, separate from the Executive Chair.

- **Annual Self-Assessment:** Directors conduct a robust annual Board and committee self-assessment process.

- **Experience:** The Board focuses on continuing to enhance a broad range of experience.

Sustainability oversight

Board:
The Nominating and Corporate Governance Committee oversees company programs relating to corporate responsibility and sustainability. Sustainability topics are discussed at least twice per year with the committee, and with the full Board as needed.

GitLab's Senior Director of Sustainability:
The director reports to the Chief Legal Officer (CLO) and Head of Corporate Affairs weekly and updates GitLab's Executive Group as needed.

GitLab's Senior Director of Sustainability maintains an internal **Sustainability Advisory Committee**. This committee is a cross-functional leadership group that provides feedback on sustainability objectives, communicates sustainability information across the business, and supports environmental, social, and governance regulatory reporting.

Sustainability Advisory Committee structure

**Nominating and Corporate Governance Committee of the Board**

Executive:
Chief Legal Officer, Chief Financial Officer, Chief People Officer

Core Committee Teams:
Sustainability, Investor Relations, External Communications, Marketing, Product, People, Chief of Staff, Legal, Procurement, Finance, Infrastructure

Sustainability Disclosure Committee:
Sustainability, Legal, Internal Audit, Finance
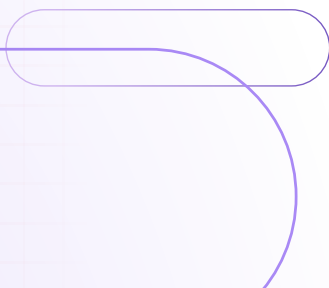
Information security and data privacy

GitLab views data security and privacy as fundamental to business resilience and to delivering the world's leading DevSecOps platform. We make it a priority to maintain practices that safeguard the customer data that is entrusted to us. Accordingly, we have built security into the core of our products, processes, and culture.

GitLab's Security Division mission is to enable everyone to innovate and succeed on a safe, secure, and trusted DevSecOps platform. This overarching division provides security-related operational services, including engaging in the development and release process and consultative advisory services to help minimize security-related risks across the business.

To help protect user information, we employ a range of administrative, technical, and process controls. For more information on our security practices, please see our Technical and Organizational Security Measures for GitLab Cloud Services.

We guide our customers to help manage their risks and compliance controls to allow them to secure their software development against evolving security threats. GitLab and the Center for Internet Security (CIS) published the CIS GitLab Benchmark, which includes more than 125 recommended secure configuration guidelines for hardening GitLab installations. These actionable guidelines and best practices are especially useful for GitLab self-managed customers and can help to enhance the security of using GitLab's software.

To effectively connect our customers with important security and privacy information and resources, we maintain a self-service Trust Center. This site allows customers to access security and privacy collateral, submit questionnaires, and subscribe to updates on documents and communications related to third-party security incidents.

The Trust Center has proven to be a valuable resource for our customers. At the end of FY25, around **95% of our customers** had used the Trust Center via 31,000 views and over 15,000 document interactions, including 2,200 downloads of our System and Organization Controls (SOC) 2 report.
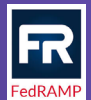
Security certifications and standards

New in FY25:

CyberEssentials Level 1

FedRAMP – Moderate

PCI SAQ-A and SAQ-D

Existing:

CCPA

GDPR

CSA Trusted Cloud Provider

CSA STAR Level One

ISO 27001

ISO 27017

ISO 27018

TISAX AL-2

SOC 2

VPAT

Cybersecurity

GitLab's cybersecurity program is designed to identify, assess, and manage material risks from cybersecurity threats. This includes both threats within our own operations and potential cybersecurity risks associated with the third parties with whom we do business.

Multiple ongoing programs to address material cybersecurity risks are led by GitLab's Chief Information Security Officer, our CLO, and our CFO. The Audit Committee is responsible for overseeing risks and incidents relating to cybersecurity threats, including compliance with disclosure requirements and related effects on financial and other risks, and it reports any findings and recommendations, as appropriate, to the full Board for consideration. GitLab's global Security Incident Response Team evaluates security events and escalates them to designated members of our senior management and Board, as applicable. We had no material or reportable security incidents in FY25.

We also engage independent, external third parties such as consultants, auditors, and assessors to monitor cybersecurity risks and perform security assurance activities, including our robust security certification audits, penetration tests, and bug bounty programs.

To keep our team members informed and prepared to protect against cybersecurity threats, we provide ongoing training and share awareness information. This includes required annual security training for all team members and regular phishing awareness campaigns. We also educate and equip our customers to manage emerging cybersecurity threats through resources available in our GitLab Trust Center.

For more information, see our FY25 Form 10-K and our GitLab Trust Center.

Data privacy

GitLab is fully committed to protecting the personal data of our customers, team members, suppliers, and other stakeholders in accordance with global comprehensive data privacy laws.

Our Privacy Statement details how we collect, share, use, and protect personal information. The statement also details the choices that customers and users have regarding their personal data. Users have the right to access, correct, restrict, or delete personal data and to port personal data to another company. We believe that data privacy is a right for all users and therefore provide users with the same rights and choices no matter where they live — even in jurisdictions with fewer regulatory requirements related to data privacy.

Within GitLab's Legal and Corporate Affairs Team, the Privacy Team is responsible for supporting and guiding consistent business processes that protect personal data. The Privacy Team collaborates cross-functionally to meet the needs of the business while staying in line with the ever-changing global data privacy and protection landscape.

Responsible product development

GitLab is focused on delivering continuous customer-centric innovation on our core products. Our innovation process is guided by our approach to responsible product development, including an emphasis on the responsible use of artificial intelligence (AI), product security, and product accessibility. Our **Product Principles**, **Inclusive Design Principles**, and **AI Ethics Principles for Product Development** help inform this approach.

Responsible AI

GitLab is dedicated to responsibly building AI into and throughout our comprehensive DevSecOps platform. We offer GitLab Duo, a full suite of AI capabilities across the GitLab platform, so that our customers can ship better, more secure software faster. GitLab Duo follows a privacy- and transparency-first approach to help customers confidently adopt AI while protecting their valuable assets.

Our approach to responsible AI is collaborative and involves cross-functional stakeholders, including team members from our Product, Engineering, Legal, User Experience, and Security teams. We take a strategic, intentional approach, aiming to ensure that the features we add have a clear purpose, appropriate controls, and safeguards to help protect user data. This includes a policy not to use customers' or users' AI inputs to train any language models without their instruction or prior consent.

We maintain our **AI Transparency Center** to provide customers with information and resources on our approach to responsible AI development and deployment. The AI Transparency Center includes GitLab's **AI Ethics Principles for Product Development**, **AI Continuity Plan**, **AI features documentation**, and additional resources. In FY25, we expanded the AI Transparency Center FAQ to include information about the EU AI Act.

We are currently developing additional customer-centric tools and resources to be added to the AI Transparency Center, including our GitLab Model **Vendor Selection Guidelines** and process that will be used to define vendor requirements and enhance the selection and onboarding of new AI model vendors.

We are guided by our AI Ethics Principles for Product Development, including:

• Avoid unfair bias

• Safeguard against security risks

• Prevent potentially harmful uses

• Consider what data AI features use and how they use it

• Hold ourselves accountable

To address AI-human interaction, we disclose to users when they are interacting with our AI-powered features and have included this as a requirement in our design guidelines.

We combine structured prompts, scanning tools, and carefully tuned instructions to help keep AI capabilities aligned with compliance standards and best practices. We have developed internal architectural blueprints and prompt engineering guidance that we provide to team members working on GitLab Duo. We have also implemented prompt guardrails in GitLab Duo to help mitigate risk. These guardrails are structured safeguards that combine instructions, filters, and context boundaries to help guide AI models toward secure and reliable responses.

Product security

FY25 marked a transformative year for GitLab's Product Security department with strategic consolidation of security functions under unified leadership, enhancing our ability to secure our DevSecOps platform for customers worldwide.

Key achievements:

- **Security architecture enhancement**: Established a new Director of Security Platforms and Architecture role, strengthening our secure-by-design approach across the product lifecycle.

- **Cloud security posture**: Deployed improved and comprehensive cloud security monitoring across the GitLab.com environment, providing enhanced visibility and protection.

- **AI security**: Improved specialized security testing capabilities for AI features, aligning with our AI Ethics Principles.

- **Vulnerability management**: Implemented correlation with external risk data and automated remediation workflows, significantly reducing our security findings backlog.

- **Metrics evolution**: Shifted from activity-based to outcome-focused security metrics that better demonstrate business impact and customer value.

Through data-driven decision-making and cross-functional collaboration with our Product and Engineering teams, we've strengthened GitLab's security posture while advancing our Federal Risk and Authorization Management Program (FedRAMP) compliance capabilities with CIS benchmark implementations.

These initiatives position security as both a trust enabler and competitive differentiator in the DevSecOps marketplace, supporting our sustainability objectives of responsible product development and business resilience.
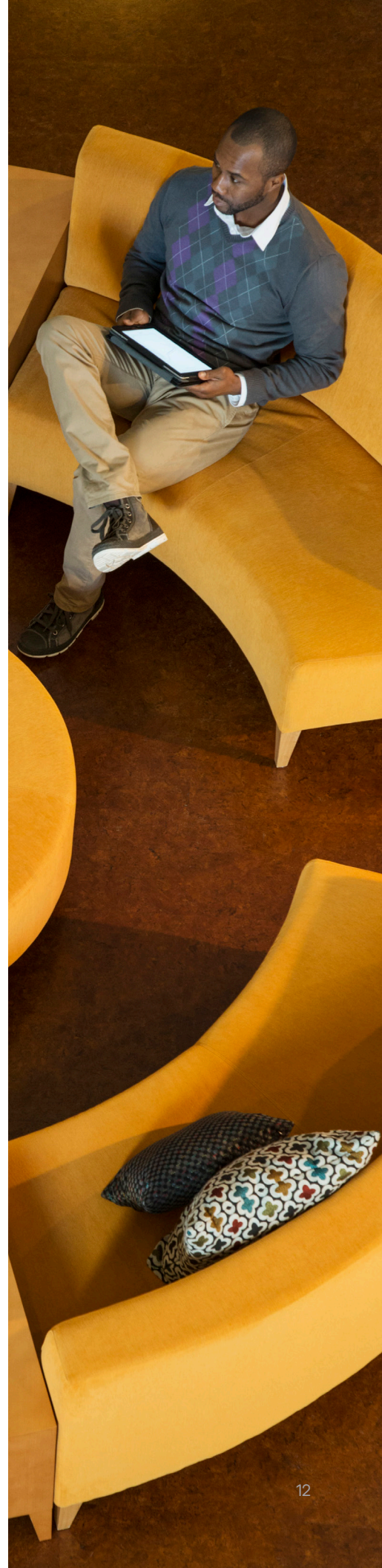
Example topics addressed by GitLab's compliance standards

- Acceptable use
- Anti-corruption
- Anti-fraud
- Anti-harassment
- Anti-retaliation
- Insider trading
- Privacy
- Records retention
- Third-party risk management
- UK Modern Slavery Act
- Whistleblowing & reporting

Product accessibility

We are committed to providing an accessible product to the widest possible audience. Our Product Accessibility Group works to help maintain compliance with accessibility guidelines, and our approach is informed by our Accessibility Statement of Compliance and our Inclusive Design Principles.

Our product has been built using code compliant with World Wide Web Consortium (W3C) standards for HTML and CSS. We strive to continuously enhance the accessibility and usability of our product. For example, we are actively working with a third-party vendor to deliver an updated product accessibility audit and resulting Accessibility Compliance Report. This work includes implementing improvements to align with the Web Content Accessibility Guidelines 2.1 (WCAG 2.1) AA standards, which is the most widely accepted set of recommendations for making web content more accessible.

Digital accessibility is also an important part of our commitment to Diversity, Inclusion, and Belonging. In FY25, we developed our Learning Content Accessibility Guidelines, which equip team members with the practical guidance and skills necessary to make our product more accessible. We encourage adoption of the guidelines by offering workshops and courses on implementing digital accessibility features and practices and their benefits and impacts for customers.

Business ethics

GitLab is committed to ethical business practices, and all team members are expected to fulfill their responsibilities in accordance with applicable laws and regulations, and GitLab policy. Our Code of Business Conduct and Ethics (Code of Ethics) and Compliance Standards exist to guide our team members, while our Ethics and Compliance Program promotes GitLab's culture of compliance and ethical decision-making. This approach combines strong governance, clearly defined policies, and reinforcement through education and engagement. Team members can access all of these policies through GitLab's handbook. Additionally, in line with our transparency commitment, our Code of Ethics and most of the Compliance Standards are accessible to the public through the handbook.

Board oversight

Our Code of Ethics and material risks concerning our Compliance Standards are overseen by the Audit Committee of the Board of Directors. The Audit Committee has delegated day-to-day responsibility for administering and interpreting the Code of Ethics to GitLab's CLO.

Team member responsibilities

GitLab's Code of Ethics requires all team members — across all geographies and regardless of their role — to adhere to all applicable laws and regulations and to deal honestly and ethically with all stakeholders, including customers, partners, suppliers, competitors, and other third parties. Team members are also responsible for reading, understanding, and ultimately complying with GitLab's

Compliance Standards, which are designed to support the Code of Ethics, and must review and acknowledge the Code of Ethics at onboarding and annually thereafter. Failure to comply with the Code of Ethics or other applicable policies, laws, and regulations can result in disciplinary action, up to and including dismissal (subject to local law).

Training and engagement

To support our culture of compliance and to empower team members to embody our high standards of ethical business conduct, we require all team members to complete company-wide and, as relevant, role-specific training on ethics. Team members also receive ethics-focused training as part of the onboarding process and throughout the year through a combination of web-based and live sessions.

In FY25, team member training courses included the following:

Company-wide courses

• Ethics and Code of Conduct, focusing on how to conduct business ethically and how to report ethical concerns, among other topics, which are customized on an annual basis

• GitLab's **SAFE Framework** and Regulation FD, focusing on handling and safeguarding certain categories of sensitive information

• Various anti-harassment and bystander intervention courses, reflecting regional and local requirements

• Global Data Privacy and CCPA (California Consumer Privacy Act) and CPRA (California Privacy Rights Act) for Organizations, focusing on global and local privacy laws

Role-specific courses

• Global Anti-Bribery and Corruption Basics and Government Contracting: Gifts, Gratuities, and Bribery, focusing on how to recognize and avoid corrupt practices

• Clean Contracts: How to Avoid Pitfalls and Liabilities, focusing on fair competition and anti-boycott laws

These courses were complemented by regular outreach and awareness campaigns to promote compliance in key risk areas. To further reinforce learning, we host quarterly Compliance Day events that align with recent training initiatives. Each Compliance Day focuses on a specific compliance area or topic, featuring interactive games and team activities that make ethics education engaging and accessible.

Partner ethics

We do business with suppliers, contractors, resellers, agents, and consultants (collectively, Partners) who comply with applicable and controlling laws, rules, and regulations and uphold business standards that align with our values. Our Partner Code of Ethics sets expectations surrounding human rights and labor, health and safety, environment, anti-bribery and anti-corruption, privacy and security, and compliance. In the event that a partner violates the Partner Code of Ethics or other applicable policies, laws, and regulations, GitLab reserves the right to take appropriate actions, up to and including discontinuing the relationship with the partner.

We conduct due diligence before establishing partner relationships. In FY25, we enhanced our process by integrating our sanctions screening tool into both our vendor onboarding tool and our Customer Relationship Management tool. This update allows us to improve the efficiency of our partner screening through additional automation. We also introduced anti-corruption gating questions to help identify and further evaluate partners that present a heightened corruption risk.

Reporting of concerns and violations

In accordance with GitLab's whistleblower policies and Code of Ethics, team members must promptly report any known or suspected violations of company policy, including the Code of Ethics, accounting controls, and laws and regulations. GitLab complies with the EU Whistleblowing Directive and offers country-specific policies where required. We promote an environment and culture where concerns can be raised without fear of retribution, keeping reports confidential when possible and protecting whistleblowers against retaliation under our Anti-Retaliation Policy. That protection extends to team members who ask questions, participate in investigations, refuse to participate in improper or wrongful activity, and exercise workplace rights protected by law.

As part of GitLab's Ethics and Compliance Program, we aim to ensure that team members have access to, and are well aware of, a variety of avenues for reporting concerns. Team members can report concerns verbally or in writing to their direct supervisor or manager, GitLab's CLO, or the Audit Committee. Anonymous reporting is available 24/7, with multilingual support, through EthicsPoint's website or toll-free hotline. Partners and customers may also report to EthicsPoint. Additionally, GitLab has engaged Lighthouse Services to provide a 24/7 anonymous hotline for team members to submit reports involving team member relations.

GitLab treats all reports seriously. Notification of reports submitted via EthicsPoint are automatically provided to the CLO, who updates the Chairperson of the Audit Committee on any related matters, as needed. Those reports are promptly and thoroughly investigated by qualified personnel at the direction of the CLO, as appropriate.

Handbook and website links

- Security Division
- Security Assurance Department
- GitLab Trust Center
- Privacy Statement
- Data Classification Standard
- Data Protection Impact Assessment

Planet

GitLab recognizes our responsibility to take meaningful action to reduce our greenhouse gas (GHG) emissions to help protect our planet. We understand that sustainable business practices are not only beneficial for the environment, but also create long-term value for our stakeholders. GitLab's customers, investors, regulators, and team members expect the company to operate sustainably and continue to make progress toward climate goals while remaining transparent with our efforts. Through collaborative engagement across our company and value chain, we work to understand our environmental impact and identify opportunities for improvement to create a more sustainable future.

Climate action

In FY25, we continued to evolve our strategy with a formal Climate Action Program. This program has allowed us to intentionally focus on the efforts where we can have the most impact while managing the growing environmental-related requests from our customers as they work toward their own GHG reduction targets and prioritize partnering with businesses that align with their climate strategy.

GHG emissions

GitLab's FY25 emissions were 32,976 metric tons of CO_2e. As a fully remote company, GitLab has historically had no Scope 1 (direct) emissions or Scope 2 emissions from purchased electricity for company-owned facilities. However, 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, each representing less than 0.1% of our total footprint. The office was closed in FY25 in alignment with our remote work culture. Our Scope 3 inventory measures emissions associated with purchased goods and services (which includes cloud services), capital goods, fuel and energy-related activities (related to the Oxeye office), employee commuting (which includes remote work), business travel, and investments (as defined under Category 15 of the GHG Protocol).

To report our emissions with confidence and accuracy, we partner with Watershed and use the Comprehensive Environmental Data Archive (CEDA), a multiregional economic and environmental database. This database reflects the global nature of our supply chains, helping capture differences in emissions profiles that vary significantly from one country to another. CEDA is updated annually to maintain accuracy and reflect global economic, environmental, and technological changes.

In FY25, the top sources of emissions were purchased goods and services followed by business travel, representing 52% and 43% of our overall footprint, respectively. Business travel emissions represent the largest year-over-year increase at 43%, largely due to emissions related to the company-wide Summit

Climate action program pillars:

Measure & report: GitLab is committed to measuring and publicly reporting our GHG emissions annually in alignment with the GHG Protocol, in addition to receiving third-party assurance.

Act: As a fully remote software company, the majority of our GHG emissions come from our purchased goods and services. Engaging our suppliers to measure their carbon emissions and set their own reduction targets is a critical component of our reduction pathway, which is why we have set an aspirational supplier engagement target. To drive progress toward our target, we expanded our **Sustainable Procurement Program** and continue to explore additional reduction pathways.

Engage: Our **Team Member Sustainability Guide** aims to educate our team members on how to be more sustainable, with a focus on the impacts of remote working. In FY26, we will begin partnering with **Mammoth Climate**, a climate literacy and challenges platform, to further engage team members with educational materials, activities, and rewards.

Accelerate: While we work to reduce our emissions and evaluate additional reduction pathways, we are taking immediate action to accelerate climate solutions by purchasing high-quality **carbon credits**.
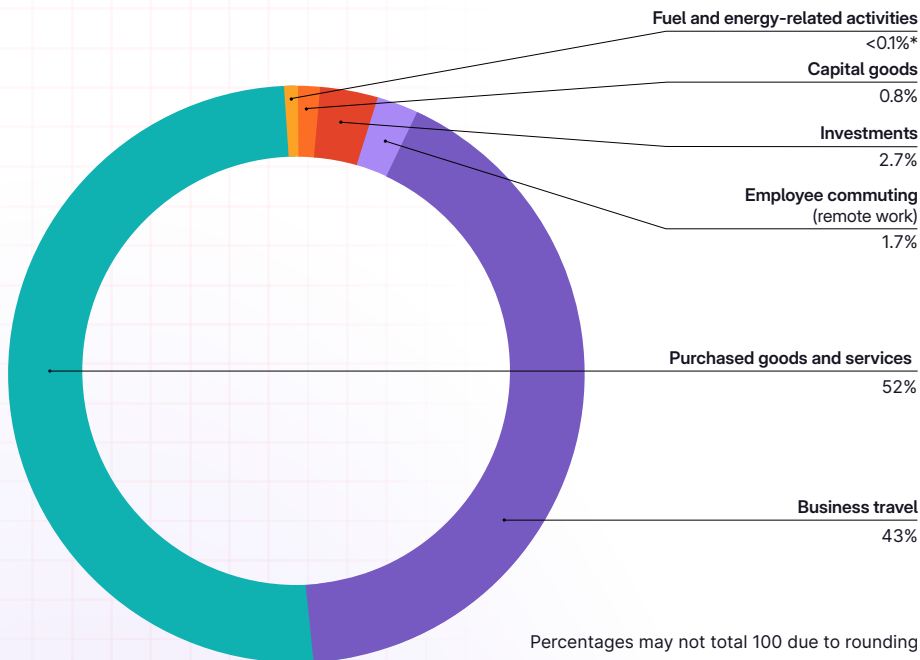
held in March 2024. In anticipation of the increase in emissions due to this event, we purchased carbon credits to offset emissions related to air travel for all team members.

Emissions from purchased goods and services were up 23% year over year, with emissions from cloud services serving as the primary contributor to the increase. This uptick is due to both an increase in usage and an improvement to the methodology. In previous years we used a combination of spend data and activity data to calculate our cloud emissions. This year we used more primary activity data from Google Cloud Platform (GCP), resulting in a more accurate calculation.

GitLab partners with public cloud hosting providers, GCP, and Amazon Web Services (AWS), which account for a significant portion of our purchased goods and services footprint. While these emissions are beyond our direct operational control, we are supportive of these cloud providers' sustainability commitments related to procuring renewable energy for their data centers and reducing emissions. For example, GCP's data centers utilize energy-efficient practices, such as time-based clean energy tracking, and GCP has set a goal to run on 24/7 carbon-free electricity by 2030. Similarly, AWS is committed to continuing to power 100% of operations with renewable energy. We also recognize that GitLab has an opportunity to explore ways we can reduce our cloud-related emissions through infrastructure decisions within our control.

Scope 3 GHG Emissions Breakdown*
% breakdown by GHG Category

Fuel and energy-related activities
<0.1%*

Capital goods
0.8%

Investments
2.7%

Employee commuting
(remote work)
1.7%

Purchased goods and services
52%

Business travel
43%

Percentages may not total 100 due to rounding

* Scope 1 and 2 emissions each represent less than 0.1% of GitLab's total FY25 carbon footprint

More detailed results of our inventory are available in the **Performance Data Table**. Our third-party assurance letter of our FY25 GHG inventory is available **here**.

Remote work

GitLab recognizes that workplace sustainability extends beyond traditional office spaces to include the environmental impact of our team members' home workspaces. We include these emissions in our annual GHG inventory under 3.7 Employee Commuting.

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. We partner with Watershed for our EAC purchases and leverage their **sourcing and vetting process** to purchase high-quality EACs that align with our team member locations.

Supplier engagement

In FY25, we set an aspirational science-aligned supplier engagement target to reduce our Scope 3 emissions: 70% of our suppliers (by emissions) will have science-aligned climate targets by FY29. We also formalized our Sustainable Procurement Program to drive progress on reducing emissions related to purchased goods and services and to improve the accuracy of our footprint. Through this program, we engaged suppliers not currently measuring and disclosing their emissions and increased our outreach from 20 suppliers in FY24 to 85 in FY25, prioritizing the suppliers contributing the most to our emissions footprint.

In addition to requesting GHG data from our suppliers, we also plan to conduct strategic business reviews with select suppliers to understand their barriers to measuring and reporting emissions, collaborate to address barriers, and equip team members responsible for supplier selection with resources on how to select suppliers that meet our sustainability expectations, aligned with applicable law.

AI-related emissions

GitLab's emissions related to artificial intelligence (AI) come from the suppliers we partner with to power our AI features and tools and are incorporated into our purchased goods and services category. As we continue to integrate and expand AI throughout our platform to drive innovation and efficiency, we anticipate growth in this area of our footprint. We are addressing this by collaborating with our AI partners to measure and report their emissions and provide GitLab with usage-specific emissions reports where possible.

We remain committed to understanding and managing our complete environmental impact while continuing to harness the tremendous potential of AI.
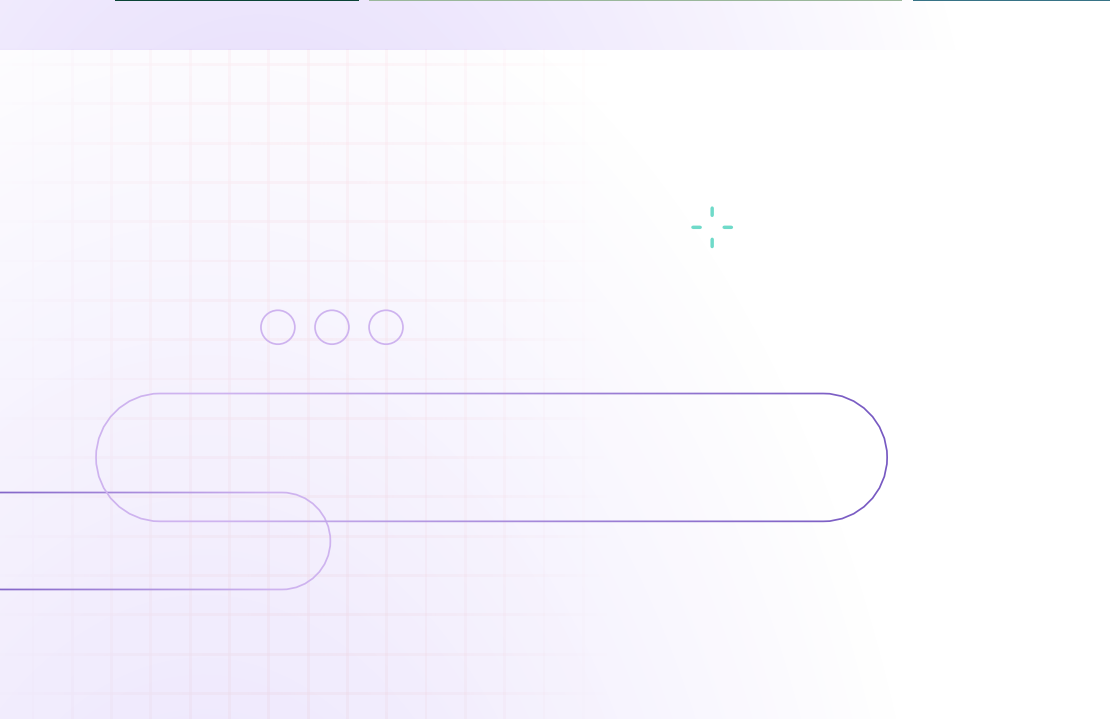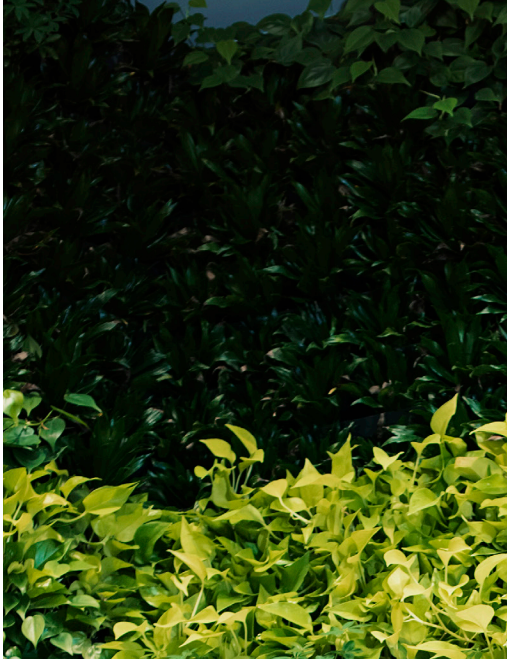
Climate risk

GitLab conducted a climate risk assessment to understand the climate-related risks and opportunities relevant to our business. We intend to revisit this analysis every other year, at a minimum, or whenever significant operational changes prompt a reevaluation. Additionally, we will reassess climate risk in response to evolving regulatory requirements and the intensifying impacts of climate change. For more information on our climate risk assessment and scenario analysis, please see our TCFD Index.

Carbon credits

Secondary to efforts to reduce our footprint, GitLab purchases high-quality carbon credits in line with our commitment to take immediate action by accelerating climate solutions. In FY25, GitLab began a partnership with Rubicon Carbon, who were selected largely due to their Integrity Framework. We recognize the complexity and challenges in the voluntary carbon market, including difficulties in evaluating the impacts of projects. By partnering with Rubicon, we leverage their advanced integrity scoring system to evaluate qualitative and quantitative factors, focusing our investments on the highest-quality projects available. We purchased and retired 4,820 metric tons of CO_2e carbon removal credits via Rubicon Carbon's removal portfolio in FY25.

Rubicon Carbon Integrity Score

Climate impact score

Credit accounting
Project carbon and baseline estimates at vintage level. It informs the overcrediting buffer/risk adjustment.

Claim effectiveness
Current status of a project's claimed climate benefit, assessed via ongoing monitoring.

Certification score

Social & environmental risks
Negative social or environmental risks from the project structure or operations.

Ongoing operations; track record
Cadence of verification and communication from the developer.

Registry/methodology quality
Overall consistency and integrity of credits produced under a particular registry & methodology.

Data quality
Quality and breadth of the data made available by the project through registry reporting or other means.

Principled durability

The number of years a project will hold carbon out of the atmosphere, weighted by two factors:

Operational durability
The project developer's ability to maintain stored carbon for the full duration of a carbon project.

Biophysical durability
The biophysical or geological residence time of a carbon pool that the project aims to manipulate.

Additionality score

Financial additionality
Extent to which the project activity is fully or almost-fully reliant on carbon finance.

Common practice
Extent to which the project activity differs from the status quo, or the extent to which the project baseline aligns with the staus quo, for the region and proponent.

Future delivery risk score

Geopolitical context
Risk to the realized climate impact of the credit due to local and national government and societal factors.

Climate resiliency
Risk to the longevity of the project and durability of the stored carbon due to natural disturbances, particularity those expected to be exacerbated due to a changing climate.

People and communities

We strive to support and enable our team members and the broader GitLab community to use their unique skills and experience to make an impact and deliver results for our customers. We aim to create a transparent environment where all team members around the world feel that their voices are heard and welcomed. We also strive to maintain an engaging and collaborative environment where our team members and our broader community, including developers, contributors, and users, can show up as their full selves each day to contribute their best for our customers.

Talent and engagement

We're a team of helpful, passionate people who want to see each other, GitLab, our customers, and the broader GitLab community succeed. We seek to attract, hire, and retain the talent we need to achieve our mission. We empower our teams by cultivating a high-performance and results-driven culture — one that enables people to do their best work and advance their careers while fully contributing to achieving GitLab's business results.

Our entire workforce is remote, making it easier for people with varying backgrounds and abilities to join the team. As GitLab has evolved, we have learned a great deal about what it takes to build and manage a fully remote team, which we share through our publicly available remote work resources.

Talent management

Our People Group is dedicated to supporting team members through their growth journeys at GitLab. They enable GitLab's strategy through a focus on attracting and retaining talented people who embrace our values, creating a high-performance culture with a focus on efficiency and quality results, driving divisional success through talent programs, and cultivating an equitable and inclusive culture. This includes developing and maintaining our talent brand, facilitating ongoing learning and development, and providing resources for team members to connect, share concerns, and seek support.

Through our website and handbook, we are transparent about available positions, benefits, job descriptions, onboarding and offboarding procedures, and much more.

We are committed to equipping our leaders with the skills to lead globally dispersed, all-remote teams to support our business growth at scale. We provide current and future leaders with resources and programs tailored to their level.

FY25 highlights

GitLab was certified as a Great Place to Work® in the U.S. for the fifth consecutive year.

When surveyed,

96%

of team members said that when you join GitLab you are made to feel welcome.

Elevate Programs

| E GitLab Elevate | + GitLab Elevate+ | P GitLab ElevatePrep | A GitLab Elevate Applied |

Elevate is our leadership training program for Managers and Senior Managers, which prepares them with the skills they need to build high-performing teams. At the end of FY25, 64% of our eligible Managers and Senior Managers were certified in Elevate. Team members were surveyed before and after the program, asking them to rate their managers against a number of leadership qualities.

	Change
Career development	+9%
Effective leadership	+9%
Inclusion & authentic self	+3%
Team management	+8%

Elevate Applied is an ongoing resource that enables Managers and Senior Managers to connect with each other and practice, apply, and integrate concepts taught in Elevate in their day-to-day work at GitLab.

In FY25 we launched **Elevate+**, a six-month program designed to enable senior leaders (Directors and Senior Directors) to better understand and practice behaviors anchored in GitLab's values and leadership competencies, develop new skills to support high-priority business needs, and help establish and strengthen cross-functional connections.

We also launched **ElevatePrep** in FY25, which offers a leadership development opportunity for GitLab individual contributors who would like to one day step into a people management role or lead multifaceted, cross-functional projects more effectively.

Talent development

Our **Talent Development** team strives to enhance team member performance, expand capabilities, and further develop skills in an effort to make GitLab team members the top talent in the industry. We strive to foster a culture of continuous growth so that GitLab remains a great place to work. Positive impact on team member experience leads to positive impact on results, which leads to positive impact on GitLab's customers.

We are focused on offering skill-centered learning experiences, providing resources to enhance career mobility, and developing tailored learning journeys. Growth and development priorities are anchored in driving results that lead to results for customers.

In an effort to provide remote-friendly development for all, we provide asynchronous access to learning opportunities, including:

- **LevelUp**: Our talent experience platform, which is designed to facilitate and centralize the learning experience for GitLab team members

- **Self-paced external trainings**: Role-specific training courses and learning materials from industry-leading providers

- **Career development and mobility**: Resources and direction to help team members engage in lifelong growth to meet their unique goals

- **Growth and Development Fund**: Access to external resources through up to $10,000 USD of funding for each team member per calendar year for approved growth experiences, including attendance at conferences and workshops, certifications, and external courses

In FY26, GitLab will launch a new learning management system that will allow us to increase overall learning technology sophistication and team member engagement while bringing performance and skills development into an integrated and enhanced experience.

Culture and engagement

We view culture and engagement as critical to building the trust and connection that allow our teams to do their best work. As a fully remote team, GitLab strives to create a strong culture and atmosphere of collaboration.

In FY25, 83% of team members participated in our annual **Engagement Survey**, which indicated an overall engagement score of 78% favorable. This is 3% higher than in FY24 and 7% higher than our **New Tech** peer group. Additional highlights include:

94% agree

"I enjoy engaging with my peers at GitLab."

92% agree

"It is easy to ask other members of your team for help."

90% score

for psychological safety as a culture favorability factor.

Gathering team members for onsites

We view onsites as an opportunity to continue to build trust among our all-remote teams. We've developed **onsite guidance** to help empower team members to organize effective and inclusive onsite gatherings. We also look for opportunities to include locally focused volunteer activities at our onsites.

As an example, we aimed to create a comfortable environment for all team members at our FY25 GitLab Summit by providing neurodivergent kits, meal accommodations, and easily accessible prayer spaces. Team members at this event also packed 1,000+ kits that were donated to **Shine A Light**, a nonprofit that helps hundreds of people living in the underground flood channels of Las Vegas.

Our DIB pillars

Inclusion by design:
Integrating accessibility across GitLab so everyone can fully contribute

Empower our people:
Fostering safety, value, and career growth pathways for our team members

Uplift our communities:
We partner with organizations to expand representation in tech and amplify under recognized voices

FY25 highlights

In FY25, we launched our **DNA (Disability, Neurodiversity, and Accessibility) Integration** program with the objective of embedding inclusion into every aspect of GitLab — from product design to team member experience — creating sustainable, scalable change that benefits everyone.

Diversity, inclusion, and belonging

At GitLab, we believe the future of software belongs to everyone. Our mission to empower customers to deliver software faster isn't just about code — it's also about people. We understand that the most innovative solutions emerge when diverse perspectives unite with equal opportunities to contribute.

As a global company with team members in more than 60 countries, diversity, inclusion, and belonging (DIB) isn't a program at GitLab, it's fundamental to who we are. We create spaces where everyone belongs and deliver initiatives that empower all to contribute meaningfully, regardless of background or identity.

At GitLab, we believe inclusion powers innovation and belonging unlocks potential. Through data-informed action, we create environments where diverse perspectives thrive, we expand access to inclusive opportunities, and make accessibility fundamental. Visit the **DIB website** for year-round updates.

Inclusion by design

GitLab is committed to creating an environment where everyone can thrive and contribute. We recognize that disability is not defined by individual conditions or differences, but by the barriers society creates. Through our ARISE framework, we're transforming how we approach disability, neurodiversity, and accessibility across our global remote-first organization.

Our ARISE framework in action

- **Accessibility integration**: We're removing barriers by embedding accessibility into every aspect of GitLab, from internal workflows to product development, creating environments where everyone can contribute effectively.

- **Representation**: We're building diverse talent pipelines and advancement opportunities through inclusive hiring practices and leadership development, ensuring our team reflects the diversity of our global community.

- **Inclusive design**: We're applying universal design principles to both our operations and products and measuring success through accessibility testing and user feedback to create solutions that work for everyone from the start.

- **Strengthen through data**: We're implementing robust self-ID processes and measurement systems to address representation gaps, enabling data-driven decisions that advance equity and inclusion.

- **Education and enablement**: We're providing the accommodations, tools, and knowledge everyone needs to contribute to an inclusive environment, making accessibility everyone's responsibility.

Empowering our people

Our team members and our leaders are critical to our success. We provide pathways to help our team members thrive individually and as a part of the GitLab community.

Growing our talent and team member experience

We offer learning resources and development opportunities to equip and empower all team members from all backgrounds to succeed. For more information on these programs, see our Talent and Engagement section.

Additionally, we provide opportunities for team members to further engage and build a stronger sense of community through our team member groups.

- Team Member Resource Groups (TMRGs): TMRGs cultivate an inclusive workplace and empower our team members by fostering a supportive environment where everyone can thrive. Our TMRGs are open to all team members, not just those who specifically identify with a particular group. In FY25, our TMRGs surpassed a goal of 20 career development sessions by delivering over 30 sessions.

- Team Member Advocacy Groups (TMAGs): TMAGs are groups that share common interests and work together to drive change on behalf of the community through education, action, and enablement regarding a specific need. Our TMAGs are open to all team members.

Our TMRGs and TMAGs also serve as a valuable channel for providing GitLab with team member feedback. In FY25, we added new benefits for team members based on feedback from TMRGs. These included improvements to make aspects of our medical benefits more inclusive, such as including healthcare plan providers that offer World Professional Association for Transgender Health compliant coverage and offering back up care and tutoring benefits through Vivvi.

Leadership in action

From education to mentorship, sponsorship, and advocacy, our leaders are deeply involved in creating an inclusive workplace. GitLab educates our leaders, provides resources, and holds our leaders accountable so that all team members feel empowered to utilize the community they are surrounded by every day.

- TMRG and TMAG executive sponsors: VP+ leaders who volunteer to support and advocate for TMRG communities, as well as connect them to our shared GitLab mission and vision and Executive Group.

- Leadership DIB Council: A strategic group of senior leaders who assist the DIB Team in implementing and aligning their strategy to each division's imperatives.
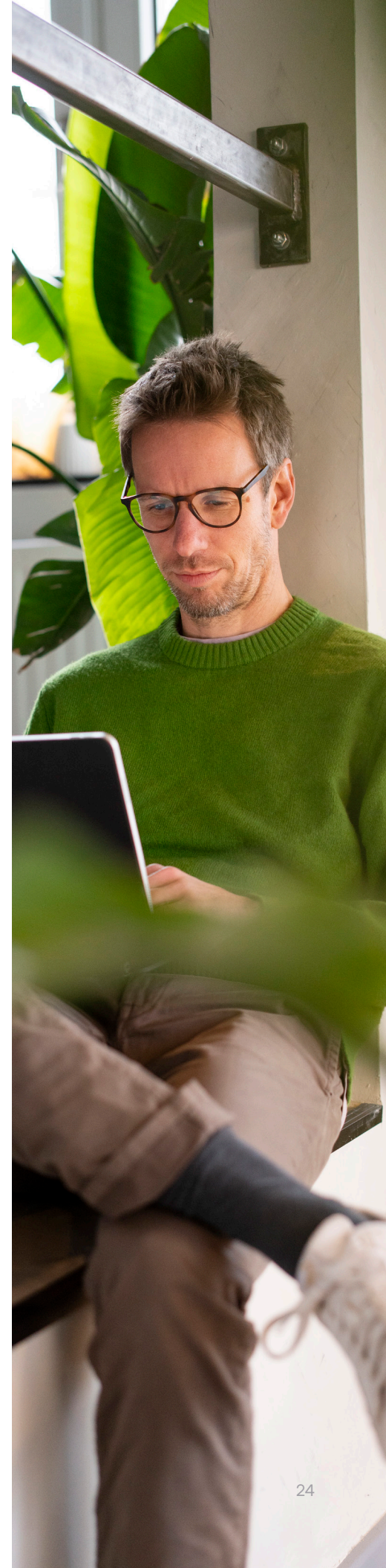
Uplifting our communities

Community partnerships are a great way for GitLab to engage with the community externally, provide opportunities for career development and networking for our team members, and further integrate DIB into our organization. Partnerships are also how we measure our inclusive practices against industry standards and can encourage accountability in achieving success.

- **External engagement**: We sponsor and support events and organizations worldwide that align with our DIB approach, and create learning and growth opportunities for our team. These events allow us to infuse our team with fresh perspectives and ideas.

- **Do good:** Throughout the year, the DIB and Sustainability Teams collaborate to give back to the communities we serve by offering volunteer opportunities to team members, working with TMRGs to donate funds to relevant nonprofits, and providing in-kind donations to DIB-related nonprofits through the **GitLab for Nonprofits Program**. For example, in FY25, we supported the **Nuevo Foundation** and its mission to encourage kids to discover the world of science, technology, engineering, and math (STEM).

"At the Nuevo Foundation, we are incredibly grateful for GitLab's partnership and support in helping us to inspire the next generation of diverse tech leaders. Thanks to GitLab's support, we were able to host coding events in celebration of Hispanic Heritage Month. The events provided students with the opportunity to engage with technology through hands-on activities that highlight different aspects of STEM. GitLab's support has been a significant part of bringing our vision to life."

- Beatris Mendez Gandica
   CEO and Founder, Nuevo Foundation
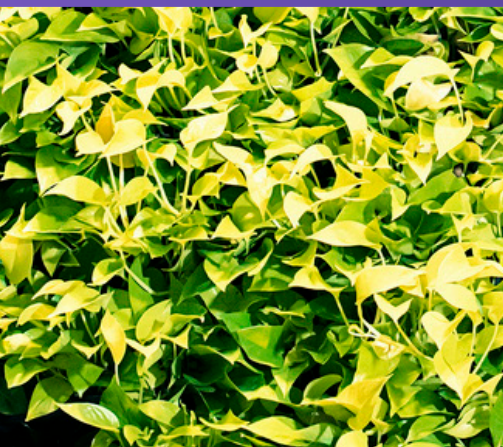
GitLab community

From the start, GitLab has been an open source project made possible by contributions from our community. As of January 31, 2025, more than 4,800 individuals have contributed to the DevSecOps platform, and since January 1, 2021, code contributions have averaged more than 285 per month. GitLab's community, made up of developers, contributors, and users, is fundamental to GitLab's strategy.

The Developer Relations team operates at the intersection of technology, community, and advocacy and aims to nurture and sustain a vibrant, engaged community. This involves a multifaceted approach that includes creating educational content, organizing events and workshops, developing programs, and providing platforms for knowledge exchange and collaboration. In addition to promoting GitLab's features and capabilities, the team also actively listens to and incorporates feedback from our community to inform product development and improvements.

Signifying the impact of our GitLab Contributors Program, in FY25 GitLab achieved our largest-ever monthly count of unique code contributors. In January 2025 alone, over 180 unique individuals contributed to GitLab.

Launched in FY25, the GitLab Co-Create Initiative allows customers to work directly with our product and engineering teams to develop new features and enhance existing ones. This program enables our customers to drive innovation and help shape the future of GitLab. For examples of Co-Create Program innovation, see here.

GitLab Community Programs

GitLab's Community Programs aim to put GitLab's powerful features in the hands of communities that may not otherwise have the means to access them, helping them to grow and thrive. While each program is unique in its organization and execution, benefits may include complimentary subscriptions to GitLab Ultimate, access to collaborate with GitLab team members, and opportunities to partner with GitLab for presentations and events.

Our key Community Programs include the following:

- The GitLab for Startups Program helps qualifying startups streamline their development processes and improve collaboration by providing free access to GitLab Ultimate for one year, followed by deeply discounted access to any tier for a second year. As of January 2025, over 1,600 startups have applied to the program.

- The GitLab for Open Source Program provides qualifying projects with no-cost subscriptions of GitLab Ultimate. By empowering open source projects with our most advanced features, this program supports our mission and helps make GitLab the best place for open source projects to grow and thrive. As of January 2025, the GitLab for Open Source Program provided over 1,200 GitLab Ultimate licenses to open source projects.

"Our experience with the Co-Create Program has been incredible. It only took two months between discussing our contribution with a GitLab Contributor Success Engineer and getting it live in the GitLab release. Two developers saved time for 30 million users."

- Sébastien Lejeune,
Open Source Advocate, Thales

Extending our impact

To enhance community relations and contribute to our sustainability efforts, teams are able to recognize contributors by sponsoring tree planting in lieu of traditional rewards like swag. Through a partnership with Tree-Nation, we have the ability to plant trees on behalf of others, and others can also pay to plant trees in The GitLab forest. At the end of FY25, the GitLab forest in Tree-Nation contained over 5,000 trees, estimated to have compensated over 450 tonnes of CO_2e.

FY25 highlights

Team members volunteered more than

550 hours

supporting

37

nonprofit organizations

across

13

different countries

- The **GitLab for Education Program** aims to enable educational institutions to succeed in teaching, learning, and conducting research with GitLab. This program helps to build an engaged community of GitLab users around the world who actively contribute to GitLab and ultimately encourage adoption of GitLab in the workplace and beyond. As of January 2025, the GitLab for Education Program provided over 2.3 million seats of GitLab Ultimate to more than 2,400 educational institutions in more than 85 countries.

For information on GitLab for Nonprofits, see **Social impact**.

Social impact

We view social impact as an opportunity for team members to build trust, form connections, and foster growth while positively impacting our communities. We focus our social impact efforts in key areas to have the most meaningful impact while aiming to drive customer results through enhanced cross-functional collaboration and increased engagement.

GiveLab

We encourage team members to leverage their unique skills and passions through volunteer initiatives as part of our GiveLab program. With an understanding that participation looks different for everyone, we empower all team members to pursue initiatives with flexibility between self-organized and GitLab-organized volunteering, as well as in-person and virtual volunteer options. As part of GitLab's Flexible **Time Off Policy**, all team members are encouraged to take time away to volunteer each year.

In addition to our company-organized volunteer opportunities, we also maintain a GiveLab **Volunteer Directory**, which features a list of vetted nonprofit organizations with available volunteer opportunities. We encourage all team members to contribute to this directory to amplify support to the causes that they are most passionate about.

GiveLab 30 Days of Impact

While we encourage year-round volunteerism, we centralized our efforts in FY25 by introducing GiveLab **30 Days of Impact**, our first month-long campaign designed to encourage as many team members as possible to volunteer at least one hour over the course of 30 days. Throughout this campaign, team members self-organized local group volunteer events, participated in large-scale virtual volunteer events, and volunteered individually. A few examples of how team members engaged include, coaching students through career panels and in AI for good business competitions with **SuitUp**, supporting environmental conservation through land restoration with **Trees Atlanta**, and serving meals to community members in need with **Lasova**.

GiveLab Champions

Our **GiveLab Champions** are team members who are passionate about giving back to their communities and want to encourage other team members to do the same. Team members can opt to participate in this voluntary cross-functional group and partner with our Sustainability Team to organize and promote volunteer opportunities across the business. In FY25, we had 12 GiveLab Champions around the globe.

> "Volunteering has been a huge part of my personal and professional development throughout my career, where early efforts helped me discover my passion for program management by organizing cross-team experiences. As a GiveLab Champion, I appreciate facilitating opportunities for team members to give back. Through GitLab's 30 Days of Impact Program, I organized an in-person volunteer event where team members gathered to support folks in the greater Seattle area who are experiencing food insecurity. This opportunity provided both a meaningful way to give back and an opportunity to connect with colleagues. All our teammates valued working together on something that also benefited the city."
>
> **– Michaela Seferian-Jenkins**, Technical Program Manager

Charitable giving

Guided by our **Philanthropy Policy**, GitLab teams can engage in charitable giving and activities benefiting registered nonprofit organizations that align with GitLab's mission, values, and sustainability strategy. We empower teams to contribute to causes that are aligned with their work to strengthen team members' connections with GitLab's purpose and values while driving impact in the broader community. Our approach to charitable giving includes monetary contributions and in-kind donations.

For example, in FY25:

- GitLab donated to an open source initiative, **Missing Maps**, while team members also volunteered their time to map vulnerable areas with the organization.

- GitLab's Gente TMRG funded a hackathon for the **Nuevo Foundation**, while participating as judges and delivering a presentation to students.

- GitLab Pride TMRG funded **Rainbow Railroad**, supporting their mission of helping at-risk LGBTQI+ people get to safety worldwide.

Give Back Volunteer Event

GitLab for Nonprofits

Our GitLab for Nonprofits Program provides free GitLab licenses to registered nonprofit organizations that align with our values and sustainability strategy. Once accepted into the program, nonprofits receive a free Ultimate license and up to 20 seats for one year. In FY25, we granted licenses to more than 240 qualified nonprofits across 35 countries.

"As a volunteer organization, we use GitLab to collaborate on coding projects created by our talented volunteers, including a website with programming resources for kids and an interactive game for events that make learning to code accessible and engaging. GitLab's version control and project management tools have significantly improved collaboration among our volunteers who work across different times and locations, enabling them to efficiently contribute to and refine our projects while ensuring continuous development. By streamlining how our volunteers share and improve code together, GitLab makes our educational tools more effective and widely accessible, empowering us to reach more children and extend the impact of our programming resources and events—all at no cost to our nonprofit mission."

- **An Van Laer**, Chief Information Officer and Community Support, CoderDojo Belgium

GitLab Foundation

GitLab also supports charitable organizations with missions that align with our company's values through the GitLab Foundation. Established in 2022, the mission of the GitLab Foundation is to improve lifetime earnings through access to opportunities. Its vision is a world in which one million more people can afford a better life. The foundation focuses on supporting people to grow their lifetime earnings through education, training, access to opportunities, and systems change on a global scale.

In FY25, the GitLab Foundation made 77 grants totaling $21.2 million. This includes 14 grant recipients receiving more than $3.5 million in funding as part of a new AI for Economic Opportunity Fund, targeted at unlocking more than $1 billion in new income for low-income people. Recipients will use funds to test and implement AI-driven innovations that boost income and promote economic mobility

The GitLab Foundation is partially funded by GitLab and its co-founder and Executive Chairman of the Board, Sid Sijbrandij. When GitLab went public in 2021, the Board approved a 1% share donation to capitalize the GitLab Foundation. In FY25, GitLab's Board of Directors approved an aggregate of $11,826,865 in shares of GitLab's Class A common stock to be donated to the GitLab Foundation in FY25.

The GitLab Foundation is an independent nonprofit entity and its operations are autonomous from GitLab. To learn more, please visit the GitLab Foundation.

Appendix

- GRI disclosures
- SASB disclosures
- TCFD disclosures
- Performance Data Table

Contact

Questions regarding report and data, please contact **ESG@GitLab.com.**

Forward-looking statements

This report contains forward-looking statements within the meaning of the federal securities laws. These statements involve assumptions and are subject to known and unknown risks and uncertainties that could cause actual results to differ materially from those discussed or anticipated. For a complete discussion of risk associated with these forward-looking statements in our business, please refer to our SEC filings, including our most recent quarterly report on Form 10-Q and our most recent annual report on Form 10-K.

Our forward-looking statements are based upon information currently available to us. We caution you to not place undue reliance on forward-looking statements, and we undertake no duty or obligation to update or revise any forward-looking statement, or to report any future events, or circumstances or to reflect the occurrence of unanticipated events.

Additionally, this report contains information related to upcoming features and functionality. It is important to note that the information presented is for informational purposes only, so please do not rely on the information for purchasing or planning purposes. Just like with all projects, the items mentioned in this report are subject to change or delay, and the development, release, and timing of any products, features or functionality remain at the sole discretion of GitLab.

GitLab Software. Faster.