

FY26 PERFORMANCE DATA TABLE

Performance Metric	Unit	FY24 (as of Jan 31, 2024)	FY25 (as of Jan 31, 2025)	FY26 (as of Jan 31, 2026)
SOCIAL				
Workforce¹				
Total team members	Number	2,130	2,376	2,582
Permanent	Number	2,130	2,376	2,582
Full-time	Number	2,125	2,371	2,576
Part-time	Number	5	5	6
Turnover, global ²	(%)	14	17	22
New team member hires	Number	401	627	747
Workforce by Region				
Japan and Asia-Pacific (JAPAC)	(%)	14	53	16
Europe, Middle East, and Africa	(%)	31	32	33
Latin America (LATAM)	(%)	1	1	1
North America (NORAM)	(%)	54	53	50
Workforce by Gender				
Women	(%)	33	34	34
Men	(%)	65	64	64
Non-binary	(%)	2	1	1
Not disclosed	(%)	1	1	1
Workforce by Age				
<30	(%)	13	13	11
30-50	(%)	76	77	78
50<	(%)	10	11	11

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

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

² FY24 data excludes job eliminations that happened in FY24-Q1.

Performance Metric	Unit	FY24 (as of Jan 31, 2024)	FY25 (as of Jan 31, 2025)	FY26 (as of Jan 31, 2026)
Workforce by Ethnicity (U.S. only)				
White	(%)	66	67	65
Black	(%)	5	4	4
Asian	(%)	12	13	14
Hispanic	(%)	9	8	8
Native American	(%)	0	1	0
Native Hawaiian/Other Pacific Islander	(%)	1	0	0
Two or More Races	(%)	5	4	4
Not specified	(%)	4	3	4
People from underrepresented groups in workforce ³	(%)	19	16	17
Management⁴				
Women	(%)	37	40	39
Men	(%)	61	58	59
Non-binary	(%)	1	2	1
Not disclosed	(%)	1	0	1
People from underrepresented groups in management (U.S. only) ³	(%)	16	15	15
Technical Staff by Ethnicity (U.S. only)⁵				
White	(%)	73	73	73
Black	(%)	2	3	2
Asian	(%)	8	10	10
Hispanic	(%)	7	6	6
Native American	(%)	0	0	0
Native Hawaiian/Other Pacific Islander	(%)	0	0	0
Two or More Races	(%)	6	4	4
Not specified	(%)	4	4	4

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

³ 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](#).

⁴ GitLab defines management as team members who are people managers.

⁵ GitLab defines technical roles as individual contributors in product, engineering, and security roles.

Performance Metric	Unit	FY24 (as of Jan 31, 2024)	FY25 (as of Jan 31, 2025)	FY26 (as of Jan 31, 2026)
Technical Staff by Gender⁶				
Women	(%)	20	24	24
Men	(%)	78	75	74
Non-binary	(%)	1	1	1
Not disclosed	(%)	0	0	1
All Other Employees by Ethnicity (U.S. only, not including management and technical staff)				
White	(%)	62	63	61
Black	(%)	7	4	5
Asian	(%)	13	15	16
Hispanic	(%)	10	10	10
Native American	(%)	0	0	0
Native Hawaiian/Other Pacific Islander	(%)	0	0	0
Two or More Races	(%)	4	4	3
Not specified	(%)	3	3	4
All Other Employees by Gender (not including management and technical staff)				
Women	(%)	41	40	40
Men	(%)	57	56	58
Non-binary	(%)	2	1	1
Not disclosed	(%)	1	2	1
Team Member Engagement and Development				
Team members receiving performance reviews	(%)	97	100	97
Average hours of training that the organization's team members have undertaken	Hours	17	10.8	16.3
Team member engagement ⁷	(%)	75	78	75

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

⁶ GitLab defines technical roles as individual contributors in product, engineering, and security roles.

⁷ 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	FY24 (as of Jan 31, 2024)	FY25 (as of Jan 31, 2025)	FY26 (as of Jan 31, 2026)
Team Member Benefits and Pay Equity				
Full-time team members with access to benefits	(%)	100	100	100
Team members who were entitled to parental leave	(%)	100	100	100
Women	(%)	100	100	100
Men	(%)	100	100	100
Team members who took parental leave ⁸	(%)	8	7	8
Women	(%)	31	38	32
Men	(%)	69	62	68
Team members who returned to work after parental leave ended ⁹	(%)	98	100	100
Women	(%)	94	100	100
Men	(%)	99	100	100
Team members who returned to work after parental leave that were still employed 12 months after their return ¹⁰	(%)	78	89	Not available
Women	(%)	77	91	Not available
Men	(%)	80	88	Not available
Ratio of pay, men to women ¹¹	(%)	100.26	100.00	101.00

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

⁸ As a percentage of the total GitLab population.

⁹ As percentage of employees who initiated parental leave in the reporting year.

¹⁰ Full FY26 data not yet available.

¹¹ In FY26, per dollar women earned, men earned \$1.01.

Performance Metric	Unit	FY24 (as of Jan 31, 2024)	FY25 (as of Jan 31, 2025)	FY26 (as of Jan 31, 2026)
ENVIRONMENT				
Energy				
Total energy consumed ¹²	MWh	0	37	0
Renewable energy	(%)	0	0	0
Grid electricity ¹³	(%)	0	82	0
GHG Emissions				
Total GHG emissions	MTCO2e	26,293	32,976	29,552
Scope 1 GHG emissions ¹⁴	MTCO2e	0	2	0
Scope 2 GHG emissions (location-based)	MTCO2e	0	13	0
Scope 3 GHG emissions (market-based)	MTCO2e	26,293	32,960	29,552
Category 1: Purchased Goods and Services	MTCO2e	13,997	17,171	14,745
Category 2: Capital Goods	MTCO2e	333	271	702
Category 3: Fuel and Energy-Related Activities	MTCO2e	0	4	N/A
Category 6: Business Travel	MTCO2e	9,844	14,069	12,030
Category 7: Employee Commuting (including remote work) ¹⁵	MTCO2e	1,240	566	640
Category 15: Investments	MTCO2e	879	879	1,435
Emissions intensity	Gross tCO2e/ \$1M revenue	45	43	31
Retired carbon offsets	MTCO2e	9,457	4,820	21,086

NOTE: Percentages may not total 100 due to rounding.

¹² 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 the fiscal year, resulting in a small amount of energy consumption.

¹³ The remainder of total energy consumed is natural gas used to heat the Oxeye office that was operational for part of FY25.

¹⁴ 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.

¹⁵ 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.

Performance Metric	Unit	FY24 (as of Jan 31, 2024)	FY25 (as of Jan 31, 2025)	FY26 (as of Jan 31, 2026)
GOVERNANCE				
Board of Directors¹⁶				
Size of the Board of Directors	Number	8	8	9
Independent directors	Number	7	6	7
Executive members	Number	1	2	2
Non-executive members	Number	7	6	7
Women	Number	3	3	3
People from underrepresented groups ¹⁷	Number	5	4	4
Board age, <30	(%)	0	0	0
Board age, 30-50	(%)	50	38	33
Board age, 50<	(%)	50	63	67
Ethics and Compliance				
Board members who have received policy on anti-corruption	(%)	100	100	100
Team members who have received policy anti-corruption ¹⁸	(%)	100	100	100
Team members who have received training on anti-corruption ¹⁹	(%)	25	48	35
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

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

¹⁶ As of Jan. 31, 2025.

¹⁷ 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](#).

¹⁸ All new team members receive the anti-corruption policy and acknowledge their review during onboarding.

¹⁹ 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 2025-10-14.

FY26 GRI CONTENT INDEX

GitLab has reported the information cited in this GRI content index for the period of FY26 (February 1, 2025 – January 31, 2026), unless otherwise specified, with reference to the GRI Standards.

Standard/Disclosure		Link or Response
GRI 2: General Disclosures 2021		
2-1	Organizational details	GitLab, Inc. is a corporation publicly traded on the Nasdaq stock exchange. We are a remote-only company, meaning that all of our team members work remotely and we do not have a headquarters. As of January 31, 2026, we had team members in 60 countries. For more information, see our FY26 10-K .
2-2	Entities included in the organization's sustainability reporting	The entities included in GitLab's FY26 sustainability reporting are those that GitLab has operational control over. This includes all entities listed in Exhibit 21.1 in the FY26 10-K , with the exception of: GitLab Information Technology (Hubei) Co., Ltd. – (China); JiHu Innovation (Beijing) Information Technology Co., Ltd. – (China); JiHu GitLab Technology Limited – (Hong Kong); JiHu Information Technology (Chongqing) Co., Ltd. – (China); JiHu Information and Technology Hefei Co., Ltd. – (China); JiHu Effective (Shanghai) Information Technology Co., Ltd. – (China); JiHu Innovation (Shenzhen) Information Technology Co., Ltd. – (China); and JiHu Yuansheng (Beijing) Internet Technology Co. Ltd. – (China).
2-3	Reporting period, frequency and contact point	Unless otherwise specified, the information in this index was last updated on July 10, 2026 and covers Fiscal Year 2026 (FY26), which runs from February 1, 2025, through January 31, 2026. For questions regarding reported information and data, please contact ESG@GitLab.com .
2-4	Restatements of information	N/A
2-5	External assurance	GitLab has not received external assurance for this report. However, our greenhouse gas (GHG) emissions inventory has been assured by Cameron-Cole, LLC. Our assurance letter is available here .
2-6	Activities, value chain and other business relationships	FY26 10-K , pp. 5-16
2-7	Employees	Performance Data Table GitLab does not track contractors.

Standard/Disclosure		Link or Response
2-8	Workers who are not employees	GitLab does not track this category.
2-9	Governance structure and composition	Investor Relations Website: Corporate Governance 2026 Proxy Statement , pp. 13-16
2-10	Nomination and selection of the highest governance body	2026 Proxy Statement , p. 17
2-11	Chair of the highest governance body	2026 Proxy Statement , p. 14
2-12	Role of the highest governance body in overseeing the management of impacts	2026 Proxy Statement , pp. 13-16 Corporate Governance Guidelines Investor Relations Website: Committee Charters
2-13	Delegation of responsibility for managing impacts	Nominating and Corporate Governance Committee Charter The Senior Director of Sustainability reports to the Chief Legal Officer (CLO) and Head of Corporate Affairs weekly and updates GitLab's senior executives as needed. GitLab's Senior Director of Sustainability maintains an internal Sustainability Advisory Committee. This committee is a cross-functional group that provides feedback on sustainability objectives, communicates sustainability information across the business, and supports regulatory and voluntary sustainability reporting.
2-14	Role of the highest governance body in sustainability reporting	Responsibility for the preparation and approval of sustainability disclosures resides with management. The Board is regularly informed on material sustainability matters and provides oversight through established governance processes. The Board also had the opportunity to participate in the materiality assessment to determine material topics.
2-15	Conflicts of interest	GitLab's Ethics and Compliance Program Corporate Governance Guidelines
2-16	Communication of critical concerns	GitLab's Ethics and Compliance Program – Reporting How to Report Violations
2-17	Collective knowledge of the highest governance body	Board of Directors 2026 Proxy Statement , pp. 18-21
2-18	Evaluation of the performance of the highest governance body	Corporate Governance Guidelines

Standard/Disclosure		Link or Response
2-19	Remuneration policies	Compensation Benefits GitLab (US) Benefits 2026 Proxy Statement , pp. 28-30, 35-36
2-20	Process to determine remuneration	2026 Proxy Statement , pp. 31-35
2-21	Annual total compensation ratio	GitLab's disclosure of CEO pay ratio in accordance with the Dodd-Frank Act and U.S. SEC regulations may be found on p. 42 of our 2026 Proxy Statement . We do currently publicly disclose annual compensation ratio in accordance with the GRI Standards.
2-22	Statement on sustainable development strategy	"GitLab is uniquely positioned at the center of how teams and AI agents build and ship secure software faster, and that position comes with responsibility. As sustainability expectations continue to rise, we're committed to being a long-term partner our customers can trust. Our Sustainability Program helps them move forward on their commitments while delivering meaningful impact for the planet and communities around the world." - Bill Staples. Chief Executive Officer, GitLab Inc.
2-23	Policy commitments	GitLab's Ethics and Compliance Program – Compliance Standards, Guidelines & Other Resources Partner Code of Ethics Each policy defines the extent to which the policy commitments apply to organizational activities and business relationships.
2-24	Embedding policy commitments	GitLab's Ethics and Compliance Program Each policy defines the extent to which the policy commitments apply to organizational activities, entities, operational strategies and procedures, and business relationships.
2-25	Processes to remediate negative impacts	GitLab's Ethics and Compliance Program – Investigations
2-26	Mechanisms for seeking advice and raising concerns	GitLab's Ethics and Compliance Program – Reporting How to Report Violations Contact GitLab

Standard/Disclosure		Link or Response
2-27	Compliance with laws and regulations	To the best of our knowledge, GitLab has not had a material instance of noncompliance. Any instances would be disclosed in our SEC filings.
2-28	Membership associations	Alliance for Digital Innovation Consumer Technology Association
2-29	Approach to stakeholder engagement	Sustainability GitLab Communication
2-30	Collective bargaining agreements	None of our team members are represented by a labor union. In certain countries in which we operate, we are subject to, and comply with, local labor law requirements which may automatically make our team members subject to industry-wide collective bargaining agreements or works councils. For more information, see FY26 10-K , p. 11.
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Sustainability Strategy
3-2	List of material topics	Sustainability at GitLab
3-3	Management of material topics	Sustainability at GitLab
GRI 205: Anti-Corruption 2016		
205-1	Operations assessed for risks related to corruption	Not applicable – GitLab assesses risks related to corruption on a company-wide basis, not for specific portions of our operations.
205-2	Communication and training about anti-corruption policies and procedures	GitLab's Ethics and Compliance Program Performance Data Table
205-3	Confirmed incidents of corruption and actions taken	GitLab had zero confirmed incidents of corruption during the reporting period.
GRI 206: Anti-Competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Performance Data Table
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Not applicable – As an all-remote company, GitLab does not have Scope 1 emissions.

Standard/Disclosure		Link or Response
305-2	Energy indirect (Scope 2) GHG emissions	Not applicable – As an all-remote company, GitLab does not have Scope 2 emissions.
305-3	Other indirect (Scope 3) GHG emissions	Performance Data Table
305-4	GHG emissions intensity	Performance Data Table
305-5	Reduction of GHG emissions	In FY25, GitLab 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.
305-6	Emissions of ozone-depleting substances (ODS)	Not applicable – GitLab’s business does not involve production, imports, or exports of ODS and the company is not subject to any regulatory requirements related to ODS.
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not applicable – GitLab’s business does not result in significant air emissions other than those associated with the indirect use of energy via our employees and supply chain, for which we do not currently track this information.
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	Performance Data Table
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	General & Entity Specific Benefits & Information
401-3	Parental leave	Performance Data Table
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	Performance Data Table
404-2	Programs for upgrading employee skills and transition assistance programs	Talent Development Talent Assessment
404-3	Percentage of employees receiving regular performance and career development reviews	Performance Data Table
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Performance Data Table
405-2	Ratio of basic salary and remuneration of women to men	Performance Data Table
GRI 418: Customer Privacy 2016		

Standard/Disclosure		Link or Response
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	GitLab does not publicly disclose this information.

FY26 SASB INDEX

This index has been prepared in alignment with the SASB Software & IT Services Standard, Version 2023-12.

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 (m ³), 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	Environmental Sustainability Summary
Data Privacy & Freedom of Expression			
TC-SI-220a.1	Description of policies and practices relating to targeted advertising and user privacy	Description	GitLab Privacy 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.

Code	Accounting Metric	Unit of Measure	Link or Response
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 (%)	Transparency Reports Note: Law enforcement request information is tracked on a calendar-year basis.
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 annual financial disclosures on Form 10-K. There were no such instances in FY26.
TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Description	Security at GitLab Handbook: Technical and Organizational Security Measures for GitLab Cloud Services
Recruiting & Managing a Global, Diverse & Skilled Workforce			
TC-SI-330a.1	Percentage of employees that require a work visa	Percentage (%)	GitLab does not publicly disclose this information.
TC-SI-330a.2	Employee engagement as a percentage	Percentage (%)	Performance Data Table Handbook: 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

Code	Accounting Metric	Unit of Measure	Link or Response
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	Handbook: 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.