



/Fiscal Year 2026/

Environmental sustainability at GitLab



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Introduction

At [GitLab](#), we recognize the responsibility to understand our environmental impact, reduce our greenhouse gas (GHG) emissions, and advance practices that help make software development more sustainable. Our commitment to environmental sustainability is reflected in how we build and operate our business.

We know that environmental sustainability is not something we pursue in isolation. Our customers increasingly have ambitious climate commitments, and as a part of their value chain, our footprint is a part of their Scope 3 footprint. Providing transparent, accurate environmental data and information is essential to helping customers make informed decisions, measure their performance, and make progress on their goals. We aim to strengthen our partnership with customers by managing our environmental impact, openly sharing our performance, and demonstrating that our customers can trust the GitLab tools they rely on are aligned with their own priorities.

We disclose this environmental information because it matters — to our customers, to our shared climate goals, and to the long-term resilience of the ecosystems we operate in.

About this summary

This environmental sustainability summary includes information on our environmental performance. This summary does not include data about GitLab's financial performance, which may be found in [financial and SEC filings](#), or other aspects of our sustainability strategy, which may be found on our [sustainability website](#).

Unless otherwise specified, the information included in this summary was last updated on July 10, 2026, and covers Fiscal Year 2026 (FY26), which runs from February 1, 2025, through January 31, 2026. We would also like to note that GitLab maintains a public-facing [handbook](#), pages of which are linked throughout the summary. These pages are maintained separately and may reflect a different reporting period than that of this summary.

We have also developed disclosures with reference to the Global Reporting Initiative (GRI) Standards, the Sustainability Accounting Standards Board (SASB) Standard for Software & IT Services, and recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Content indexes for these standards are available on our [website](#).



Climate action

In FY26, we evolved our Climate Action Program, by launching a Green DevOps Working Group that aims to embed sustainability throughout the software development lifecycle. We also focused on expanding our team member engagement program through our inaugural Earth Month campaign.

Our Climate Action Program consists of four pillars



Measure and 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.

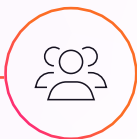


Act

GitLab takes action to reduce our Scope 3 emissions through two key programs:

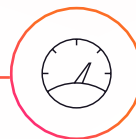
Green DevOps Working Group aims to embed sustainability throughout the software development lifecycle.

Sustainable Procurement Program engages our suppliers, including AI vendors, on climate action, asking them to measure and disclose their emissions and set science-aligned reduction targets.



Engage

We engage and educate our team members on climate action, including through our annual **Earth Month campaign** and partnership with **Mammoth Climate**, a climate literacy and challenges platform.



Accelerate

While we work to reduce our emissions and evaluate additional reduction pathways, we are taking immediate action to accelerate climate solutions by purchasing carbon credits in partnership with **Rubicon Carbon**. In FY26, we purchased and retired carbon removal credits to cover 21,086 tonnes of CO₂e of GitLab's emissions.



Green DevOps

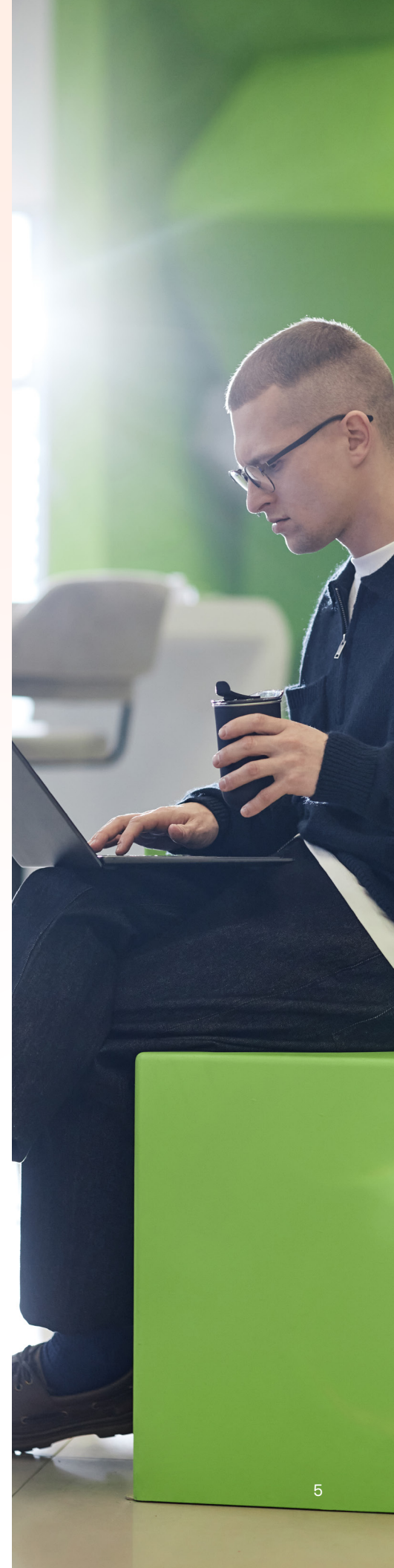
Every time code is written, tested, and deployed, it uses energy — from the cloud infrastructure storing and processing the data, to the servers running the pipelines, to the AI tools assisting in development. These individual actions may seem small, but at the scale of modern software development, the cumulative energy demand is significant. And it's growing: AI is rapidly accelerating energy consumption across the tech sector, with global data center electricity use projected to double by 2030, according to the International Energy Agency.

As a DevSecOps platform at the center of how software is built and delivered, GitLab is uniquely positioned to be part of the solution. In FY26, we launched the **Green DevOps Working Group**, a cross-functional initiative led by our Sustainability Team. Its purpose is to identify and embed sustainable practices across the software development lifecycle with the goal of reducing our own environmental footprint while meeting customer sustainability expectations.

The Working Group currently operates across five focus areas: cloud sustainability, CI/CD pipeline sustainability, sustainable AI, community engagement and innovation, and reporting and analytics. As a first milestone, in FY26, GitLab published **Pipeline Sustainability**, offering customers practical guidance on measuring and reducing the carbon emissions from their CI/CD pipelines. We also added sustainability criteria to our **Model Vendor Selection Guidelines**, signaling to vendors that we expect them to adopt sustainable practices where possible and to be transparent about the energy consumption and carbon emissions of their AI models.

The Working Group currently operates across five focus areas:

- Cloud sustainability
- CI/CD pipeline sustainability
- Sustainable AI
- Community engagement and innovation
- Reporting and analytics





Sustainable procurement

Because we are a fully remote software company, purchased goods and services represent the majority of our GHG emissions, making supplier engagement a critical component of our reduction strategy. In FY25, we set an aspirational target for 70% of our suppliers by emissions to have science-aligned climate targets by FY29, and we formalized our **Sustainable Procurement Program** to drive progress toward that goal.

In FY26, we strengthened our supplier expectations by expanding the Environmental Sustainability section of our **Partner Code of Ethics**. Suppliers are expected to measure their GHG emissions annually, disclose results to GitLab if not publicly available, establish a science-aligned reduction target, and report progress toward that target, as requested.

Goal:

70%

of our suppliers to have
science-aligned climate
targets by FY29

GitLab has conducted a climate risk assessment to understand the climate-related risks and opportunities relevant to our business. For more information, please see our **TCFD Index**.



Greenhouse gas (GHG) emissions

GitLab’s FY26 GHG emissions were 29,552 tonnes of CO2e. Our Scope 3 inventory measures emissions associated with purchased goods and services (including cloud services), capital goods, employee commuting (including 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 FY26, we updated our methodology for calculating cloud emissions to align with evolving best practices. Where possible, we now use data directly from cloud providers that publish their own emissions reports with clear scope boundaries resulting in a more accurate emissions calculation by incorporating providers’ primary data and defined methodologies.

In FY26, our emissions decreased by 10% year over year, driven primarily by reductions in business travel and purchased goods and services, each down 14%. This is partly because FY25’s GHG emissions reflected a companywide summit held in FY25, which temporarily increased emissions in both categories.

GitLab accounts for the environmental impact of team members’ home workspaces under Category 3.7: Employee Commuting. In FY26, we purchased energy attribution certificates (EACs), also known as renewable energy certificates (RECs), to compensate for work-from-home electricity consumption for all full-time team members. We partner with Watershed to source and vet high-quality EACs aligned with team member locations.

10%

reduction in total emissions, FY26 year-over-year

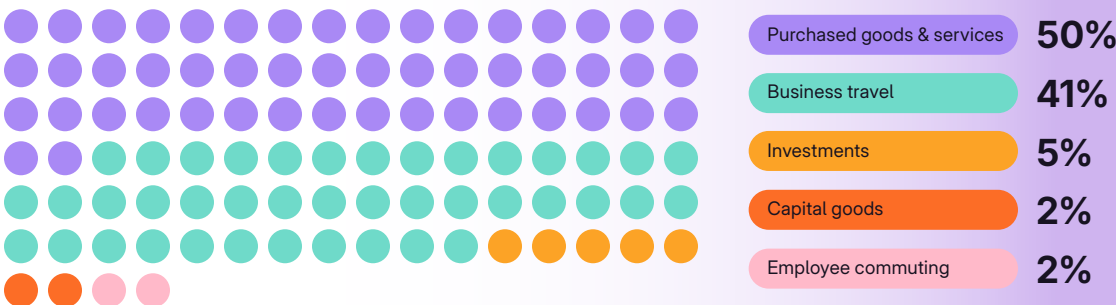
14%

reduced emissions from business travel, FY26 year-over-year

14%

reduced emissions from purchased goods and services, FY26 year-over-year

Scope 3 GHG emissions breakdown by category¹



¹ In FY26, GitLab operated as a fully remote company resulting in no Scope 1 or Scope 2 emissions. More detailed results of the GHG emissions inventory are available in the [Performance Data Table](#). The GHG emissions inventory has been assured by Cameron-Cole, LLC. The assurance letter is available [here](#).



Our inaugural Earth Month campaign

In April of FY26, we partnered with **Mammoth Climate**, an employee engagement platform, to launch our first **Earth Month campaign**. Our goals were to expand climate literacy across our workforce, empower team members to take climate action at work and at home, and raise awareness of GitLab's sustainability programs. The campaign engaged team members across four weeks covering GitLab's sustainability strategy, personal carbon footprints, extreme weather preparedness, and climate action at work.

In addition to taking climate classes and completing challenges, team members participated in a variety of volunteer events — from in-person beach cleanups to a virtual event supporting Citizens of the Reef's **Great Reef Census**, where team members used AI to label and categorize images of coral reefs. During the event, GitLab team members classified 445 images, providing critical data to marine scientists and reef communities. At the conclusion of the campaign, 96% of volunteers experienced an increased sense of belonging to GitLab.

96%

of volunteers experienced an increased sense of belonging to GitLab

"Participating in beach cleanups and climate challenges has shown me how individual actions create positive change. I got involved because protecting coastlines and addressing climate issues needs both hands-on conservation and digital engagement — Earth Month reminds us our planet deserves our care every day."

—Valerie McMullen, Sr. Paralegal, Corporate and Compliance

Appendix

- [Performance Data & Indexes](#)
- [TCFD Disclosure](#)

Contact

Questions regarding this summary and data, please contact ESG@GitLab.com.

Forward-looking statements

This summary 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.

