

GRI CONTENT INDEX

GitLab has reported the information cited in this GRI content index for the period of FY24 (February 1, 2023 – January 31, 2024), unless otherwise specified, with reference to the GRI Standards.

Standard/Disclosure		Link or Response
GRI 2: General Disclosures 2021		
2-1	Organizational details	FY24 10-K , pp. 1-7 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. Due to this, we do not currently have a headquarters. As of January 31, 2024, we had team members in over 65 countries.
2-2	Entities included in the organization’s sustainability reporting	The entities included in GitLab's FY24 ESG report are those that GitLab has operational control over. This includes all entities listed in Exhibit 21.1 in the FY24 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); and JiHu Information Technology (Chongqing) Co., Ltd. – (China).
2-3	Reporting period, frequency and contact point	About This Report
2-4	Restatements of information	In the Performance Data Tables , FY22 and FY23 figures for employees returning from parental leave and those still employed 12 months after returning were previously stated as a percentage of total employees. Figures for FY22-FY24 are now stated as a percentage of employees who initiated parental leave in the applicable year. Additionally, Scope 3 GHG emissions for FY23 have been restated to align with the categories specified by the GHG Protocol.
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	FY24 10-K , pp. 5-19
2-7	Employees	Performance Data Tables GitLab does not currently track contractors.
2-8	Workers who are not employees	GitLab does not currently track this category.

Standard/Disclosure		Link or Response
2-9	Governance structure and composition	Corporate Governance Investor Relations Website: Corporate Governance 2024 Proxy Statement , pp. 15-17
2-10	Nomination and selection of the highest governance body	2024 Proxy Statement , p. 18
2-11	Chair of the highest governance body	2024 Proxy Statement , p. 15
2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance 2024 Proxy Statement , p. 9 Corporate Governance Guidelines Investor Relations Website: Committee Charters
2-13	Delegation of responsibility for managing impacts	Corporate Governance Nominating and Corporate Governance Committee Charter
2-14	Role of the highest governance body in sustainability reporting	ESG Strategy Corporate Governance
2-15	Conflicts of interest	Code of Business Conduct & Ethics , pp. 3-5 Corporate Governance Guidelines
2-16	Communication of critical concerns	Business Ethics Code of Business Conduct & Ethics , pp. 10-11
2-17	Collective knowledge of the highest governance body	Board of Directors 2024 Proxy Statement , pp. 19-21
2-18	Evaluation of the performance of the highest governance body	Corporate Governance Corporate Governance Guidelines
2-19	Remuneration policies	Handbook: Compensation Handbook: Benefits Handbook: General and Entity Specific Benefits and Information 2024 Proxy Statement , pp. 30-43
2-20	Process to determine remuneration	2024 Proxy Statement , pp. 30-46

Standard/Disclosure		Link or Response
2-21	Annual total compensation ratio	GitLab calculates and discloses CEO Pay Ratio based on the requirements under Section 953(b) of the Dodd-Frank Act and Item 402(u) of Regulation S-K. For more information, see page 43 of our 2024 Proxy Statement . We do not currently publicly disclose annual total compensation ratio in accordance with the GRI Standards.
2-22	Statement on sustainable development strategy	Message from Our CEO
2-23	Policy commitments	Business Ethics Code of Business Conduct & Ethics Partner Code of Ethics Handbook: GitLab Policies GitLab Modern Slavery Act Transparency Statement Each policy defines the extent to which the policy commitments apply to organizational activities and business relationships.
2-24	Embedding policy commitments	Business Ethics Handbook: GitLab Policies 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	Business Ethics Code of Business Conduct & Ethics , pp. 9-11 Handbook: How to Report Violations
2-26	Mechanisms for seeking advice and raising concerns	Business Ethics Code of Business Conduct & Ethics , pp. 9-11 Handbook: How to Report Violations Contact GitLab
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	American Council for Technology Consumer Technology Association
2-29	Approach to stakeholder engagement	ESG Strategy Handbook: GitLab Communication

Standard/Disclosure		Link or Response
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 FY24 10-K , pp. 12-13.
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	ESG Materiality Assessment
3-2	List of material topics	ESG Materiality Assessment
3-3	Management of material topics	Talent and Engagement Diversity, Inclusion, and Belonging Climate Action and Greenhouse Gas Emissions Information Security and Data Privacy Responsible Product Development Business Ethics
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	Business Ethics Performance Data Tables
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, antitrust, and monopoly practices	Performance Data Tables
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Performance Data Tables
305-2	Energy indirect (Scope 2) GHG emissions	Performance Data Tables
305-3	Other indirect (Scope 3) GHG emissions	Performance Data Tables
305-4	GHG emissions intensity	Performance Data Tables

Standard/Disclosure		Link or Response
305-5	Reduction of GHG emissions	Not applicable – GitLab has not yet established a formal emissions reduction strategy but is working to do so in the future.
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 Tables
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Handbook: General & Entity Specific Benefits & Information
401-3	Parental leave	Performance Data Tables
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	Performance Data Tables
404-2	Programs for upgrading employee skills and transition assistance programs	Handbook: Learning & Development Handbook: Talent Assessment
404-3	Percentage of employees receiving regular performance and career development reviews	Performance Data Tables
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Performance Data Tables
405-2	Ratio of basic salary and remuneration of women to men	Performance Data Tables
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 currently publicly disclose this information.