



GitLab Fiscal Year 2024 (FY24)

Environmental, Social and Governance (ESG) Summary



Table of Contents

- Message from our CEO 3
- About GitLab. 4
- Our approach to ESG 5
- Talent and engagement 6
- Diversity, inclusion and belonging. 7
- Community and social impact 10
- Climate action and greenhouse (GHG) emissions 12
- Corporate governance 14
- Information security and data privacy 15
- Responsible product development 16
- Business ethics. 17
- Forward-looking statements 18



Message from our CEO

At GitLab, our mission is to enable everyone to contribute to and co-create the software that powers our world. This, together with our values, is at the core of how we manage our business, including our approach to Environmental, Social, and Governance (“ESG”).

Our all-remote team drives GitLab’s strategy and business results in more than 60 countries worldwide. In FY24, we sharpened our focus on our people by emphasizing the foundational role of high-performing teams and continuing to leverage our core value of diversity, inclusion, and belonging (DIB) to drive innovation and impact across our business. These efforts included launching new training and development programs and additional resources to encourage and enable team members to contribute and to give our people leaders more of the skills they need to manage efficient and effective teams.

Our ESG strategy also encompasses efforts to minimize our environmental impact and better understand and address the potential effects of climate change on our business. In FY24, we continued to enhance our approach to measuring and reporting our greenhouse gas emissions. We conducted GitLab’s first climate risk assessment in alignment with the Task Force on Climate-related Financial Disclosures (TCFD) and launched the first iteration of a supplier engagement program focused on improving the visibility of emissions in our supply chain.

We are committed to good corporate governance and high standards of ethics and compliance. In particular, as we continue to harness the power of AI to enhance the GitLab platform, we recognize the importance of working within a robust framework of ethical principles and protecting our customers’ and users’ data. In early fiscal year 2025, we launched the GitLab AI Transparency Center, giving customers direct access to our AI Ethics Principles for Product Development, AI Continuity Plan, and AI features documentation so that they can adopt AI with confidence.

Lastly, our strategy and mission are also bolstered by engagement with the wider GitLab community. In the last fiscal year, we continued to expand outreach and drive social impact through community programs such as GitLab for Startups, GitLab for Open Source, and GitLab for Education. We also launched GitLab for Nonprofits, which provides free GitLab licenses to registered nonprofit organizations that align with our values and ESG strategy. Our charitable efforts are further complemented by the GitLab Foundation, which supports people in growing their lifetime earnings through education, training, access to opportunities, and systems changes on a global scale.

As ever, GitLab — the platform and the company — is made stronger by the support of our stakeholders, including our team members, customers, shareholders, and the wider community. I am thankful for the contributions so far and look forward to what we can accomplish together in the years ahead.

Sincerely,

Sid Sijbrandij

Sid Sijbrandij
GitLab Co-Founder and Chief Executive Officer

Handbook links

- [GitLab Handbook](#)
- [FY24 ESG Report](#)
- [ESG Team](#)

About this report

This document provides a high-level summary of ESG practices at GitLab in FY24. The full FY24 ESG Report is available in The GitLab Handbook (“Handbook”), which is the central repository for how we run the company. As part of our Transparency value, the Handbook is open to the world and has detailed information about GitLab, our values, mission, operations, ESG practices, and much more. Within this document, references and links to the Handbook will provide additional information.

About GitLab

We're the company behind GitLab, the most comprehensive AI-powered DevSecOps platform.

What started in 2011 as an open source project to help one team of programmers collaborate is now the platform millions of people use to deliver software faster and more efficiently, while strengthening security and compliance.

Since the beginning, we've been firm believers in remote work, open source, DevSecOps, and iteration. We get up and log on in the morning (or whenever we choose to start our days) to work alongside the GitLab community to deliver new innovations every month that help teams focus on shipping great code faster, not their toolchain.

Mission, purpose, vision, and values

GitLab's **mission** is to enable everyone to contribute to and co-create the software that powers our world.

Our mission is the way we realize **our purpose**: to help people increase their lifetime earnings through access to opportunities, and the DevSecOps platform.

Our **vision** captures what we want to deliver to customers in the next 10 years. Today, GitLab is the most comprehensive AI-powered DevSecOps platform. The DevSecOps Platform shift is part of a larger trend: teams of all types are realizing that breaking down silos has compounding effects on productivity and collaboration. We see it with data and operations teams creating DataOps; we see it with machine learning and ops teams creating MLOps. As more companies (and more teams within a company) rely on our platform, we are positioned to become the **AllOps platform**—a single application for all R&D.

Our efforts are guided by our six core **values** of Collaboration, Results for Customers, Efficiency, Diversity, Inclusion and Belonging, Iteration, and Transparency. Together, they spell the **CREDIT** we give each other by assuming good intent.

Handbook links

- [Mission](#)
- [Purpose](#)
- [Vision](#)
- [Values](#)

2,000+
team members
in more than

60
countries

\$579.9
million
total FY24 revenue

4,000+
active contributors

Our approach to ESG

ESG strategy

GitLab's ESG strategy is driven by our values and deeply integrated into the company's business philosophy. It reflects longstanding practices embedded in our work culture since GitLab's inception, as well as updated policies and programs designed to meet the evolving needs and expectations of our stakeholders.

The ESG Team creates and maintains GitLab's ESG/sustainability strategy and programs. This includes creating and managing GitLab's ESG disclosures and public ESG reports, identifying and prioritizing key issues to advance our social and environmental goals, and creating partnerships with nonprofit organizations that support GitLab's values and mission.

ESG materiality assessment

Our ESG strategy is informed by an understanding of the ESG topics that matter most to our business and our stakeholders. Our ESG materiality assessment has identified the following key ESG topics:



Social

- Talent and engagement
- Diversity, inclusion, and belonging (DIB)



Environment

- Climate action and greenhouse gas emissions



Governance

- Information security and data privacy
- Responsible product development
- Business ethics

"As our innovation continues to break down barriers, we recognize the increasing opportunity of integrating our business and sustainability strategies to create value for our customers, our shareholders, our team members, and the broader community."

Robin Schulman

Chief Legal Officer, Head of Corporate Affairs,
and Corporate Secretary

Talent and engagement

We're a team of helpful, passionate people who want to see each other, GitLab, and the broader GitLab community succeed. **Our mission** (to enable everyone to contribute to and co-create the software that powers the world) means that our team members can — and are expected to — make an impact across the company. We empower them 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 towards advancing GitLab's business results. We hire, promote, and recognize those team members who best live our **values**.

In FY24, we focused on accelerating GitLab's 3-year strategy through the foundational role of high-performing teams. At GitLab, high-performing teams:

1. Act with urgency to deliver key results
2. Hold individuals and teams accountable for great work
3. Trust each other
4. Deliver results on time
5. Collaborate with open and effective communication

Elevate is GitLab's leadership training program for Managers and Senior Managers, which prepares managers with skills they need to build high-performing teams. In FY24, we also launched **Elevate Applied**, 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.

We strive to foster a culture of continuous growth so that GitLab remains a great place to work. A positive impact on team member experience leads to a positive impact on results, which leads to a positive impact on GitLab customers. To support our aim of facilitating accessible, remote-friendly development, we provide asynchronous access to learning opportunities, including **Level Up**, our learning management software, **self-paced external trainings**, **career development and mobility** resources, and our **Growth and Development Fund**.



Handbook links

- [FY24 ESG Report](#)
- [People Group](#)
- [Talent Brand](#)
- [GitLab Talent Development](#)
- [Elevate Programs](#)
- [Team Member Resources](#)
- [Engagement Surveys](#)

91%
of team members
say they are proud to
work at GitLab.

94%
"I enjoy engaging with
my peers at GitLab."

92%
"It is easy to ask
other members of
your team for help."

Diversity, inclusion and belonging

Diversity, inclusion and belonging (“DIB”) is fundamental to the success of GitLab, which is why it’s one of our core values and included in all that we do.

As a globally dispersed organization serving customers all over the world, we strive for a team that is representative of our users, an open and transparent work culture where all voices are heard and welcomed, and an environment where everyone can show up as their full selves and contribute to their best ability each day.

We believe this not only makes GitLab a great place to work but also supports innovation and promotes better decision-making, helping us continue to deliver results for customers.

We drive progress with our A.D.A.P.T. strategy:

- **Action** – Puts intentionality into how we attract, progress, and retain our team members, engage with our customers and diversify the open source community.
- **Do Good** – By providing avenues and opportunities for GitLab and team members to meaningfully contribute to our community and society.
- **Accountable** – We hold ourselves accountable in the commitments we make as well as being answerable for the outcome.
- **Policies** – Actionable processes and policies inform and govern our program development and execution.
- **Transparent** – Our internal efforts are shared externally.

We advance diversity, inclusion, and belonging through programs and initiatives focusing on our team members and the wider GitLab community.



Our DIB pillars

Empowering our people

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

- **DIB training and learning opportunities** empower team members to recognize and address biases, cultivate inclusive behaviors, and champion DIB within the company.
- **Career development and mobility resources** enable team members to engage in lifelong growth to meet their unique goals.
- GitLab's **Team Member Resource Groups** (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.
- **TMRG executive sponsors** are VP+ leaders who volunteer to support, advocate, and connect the community to our shared GitLab mission and vision and E-Group leaders.
- The **Leadership DIB Council** is a strategic group of senior leaders who assist the DIB team in implementing and aligning the strategy to each division's strategic imperatives.

Uplifting our communities

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 also add layers of diversity, inclusion, and belonging to key areas of our organization.

- In FY24, GitLab partnered with the Linux Foundation and the Community Health Analytics in Open Source Software (**CHAOSS**) project to advance its **DEI Project Badging program**, which enables open source projects to signal their focus on building and growing diverse communities.

- Through our **external engagement** efforts, we sponsor and support events worldwide that promote inclusion and belonging and create learning and growth opportunities for our team. By networking with diverse talent at these events, we infuse our team with fresh perspectives and ideas.
- Throughout the year, the DIB and ESG 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 through the **GitLab for Non-profits** program.

Building inclusivity into all we do

When we think about diversity, inclusion, and belonging, it's easy to see it only from a team member perspective. Our goal is to bring inclusivity to as many touch points as possible — from our open source contributors to how we engage with our customers and users.

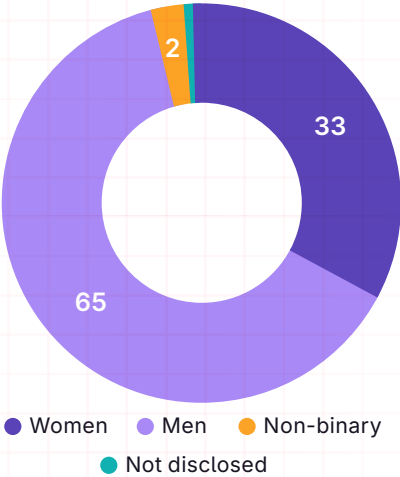
- Through GitLab's **inclusive hiring practices**, we strive to create an equitable application, interview, selection, and offer process for candidates from all backgrounds.
- Our **DIB Working Group** is a strategic group of impactful team members who collaborate to drive action and results in support of DIB. This includes promoting inclusive practices in areas such as name pronunciation, pronoun education, and meeting etiquette in an all-remote workplace.
- We are passionate about all-remote working and believe it contributes to our ability to promote inclusivity. Key principles and practices are captured in our guide to **Building an Inclusive Remote Culture**.
- We build understanding, empathy, and allyship around digital accessibility through training, webinars, and workshops, to ensure that our product and engineering teams are equipped with the skills necessary to make our product more accessible.



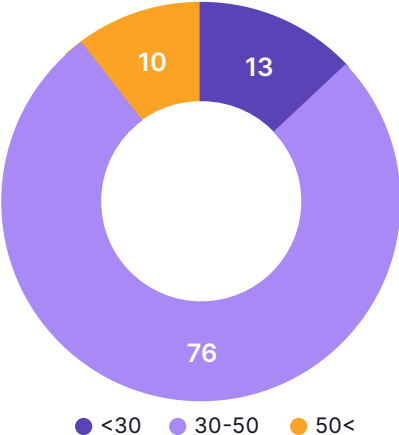
Workforce demographics

As of January 31, 2024

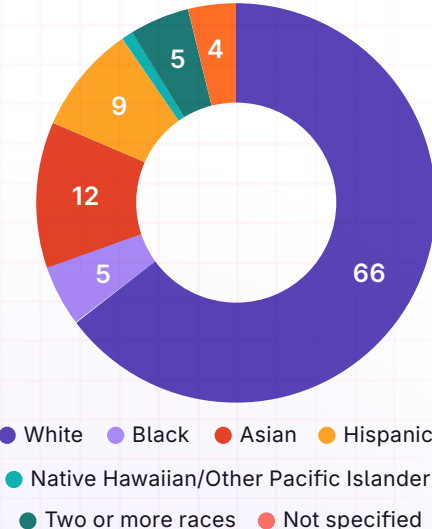
Workforce by Gender



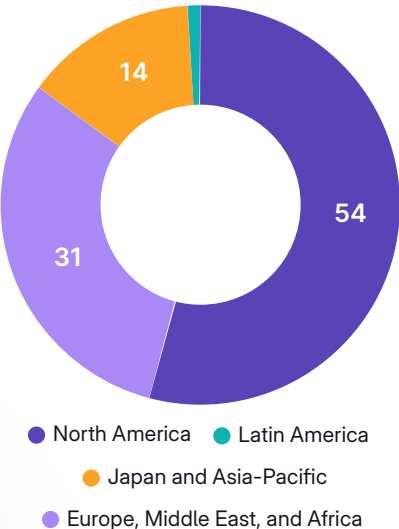
Workforce by Age



U.S. Workforce by Ethnicity



Workforce by Region



Handbook links

- [FY24 ESG Report](#)
- [Diversity, Inclusion & Belonging](#)
- [Team Member Resource Groups](#)
- [DIB Training and Learning Opportunities](#)
- [Building an Inclusive Remote Culture](#)
- [Leadership DIB Council](#)

Community and social impact

GitLab community

From the beginning, GitLab has been an **open source project** made possible by contributions from its community. Contributors to GitLab — the platform and the company — make up the GitLab community and are fundamental to GitLab’s strategy and mission.

GitLab community programs

GitLab’s **community programs** aim to put GitLab’s most powerful features in the hands of communities that may not otherwise have the means to access them, helping them to grow and thrive. Our key community programs include the following:

- Launched in FY24, **GitLab for Startups** 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.
- The **GitLab for Open Source** program provides qualifying projects with no-cost subscriptions of GitLab Ultimate.
- The **GitLab for Education** program aims to enable educational institutions to succeed in teaching, learning, and conducting research with GitLab. As of January 2024, GitLab for Education provides over 3.5 million seats of GitLab at more than 1,800 educational institutions in more than 74 countries.

Social impact

Launched in 2023, GitLab’s **Philanthropy Policy** supports teams that want to engage in charitable giving and activities benefiting registered nonprofit organizations that align with GitLab’s mission, values, and ESG strategy.

During FY24, we also launched our in-kind donation program, **GitLab for Nonprofits**, which gives free GitLab licenses to registered nonprofit organizations that align with our values and ESG strategy. In the first six months of the program, we granted licenses to more than 100 nonprofits.

Through the **GiveLab program**, we encourage team members to take part in volunteer initiatives that support and ultimately uplift their local communities. In FY24, GitLab provided virtual volunteer opportunities for team members through a partnership with **SuitUp**, a nonprofit that equips students for life beyond the classroom by partnering with schools/youth organizations and businesses to develop, organize, and implement engaging educational competitions in communities across the U.S. and beyond.



"We extend our heartfelt gratitude to GitLab for their invaluable partnership with SuitUp in 2023. GitLab's commitment to youth education has not only paved a clear pathway for our students' success, but has opened abundant opportunities for their development in STEM careers and beyond. We are deeply thankful to the GitLab team for their dedication and the transformative impact they have had on the lives and futures of our SuitUp students across the globe."

Kelsey English Smith
SuitUp's Interim Chief Executive Officer



GitLab Foundation

Established in 2022, the [GitLab Foundation](#) focuses on supporting people to grow their lifetime earnings through education, training, access to opportunities, and systems change on a global scale. Its vision is a world in which one million more people can afford a better life.

The Foundation is an independent nonprofit entity and its operations are autonomous from GitLab.

Climate action and greenhouse (GHG) emissions

GitLab is committed to doing our part to minimize our environmental footprint, including working to reduce GHG emissions associated with our operations. As a fully remote company, GitLab has no Scope 1 (direct) emissions or Scope 2 emissions from purchased electricity for company-owned facilities, meaning that 100% of our footprint comes from Scope 3 emissions. Our FY24 GHG inventory measures emissions associated with purchased goods and services (which includes cloud services), capital goods, employee commuting (which includes remote work), business travel, and investments (as defined under Category 15 of the GHG Protocol).

In FY24, we took steps to further understand our climate impacts and advance the development of a formal emissions reduction strategy. This included initiating GitLab's first climate risk assessment to understand climate-related risks and opportunities for our business. We also launched a supplier engagement program with a focus on climate. As an initial step, we engaged our top 20 suppliers by spend who are not currently disclosing emissions data, asking them to start measuring their emissions and sharing the data publicly. We will be expanding the scope of the engagement to include more suppliers in FY25.

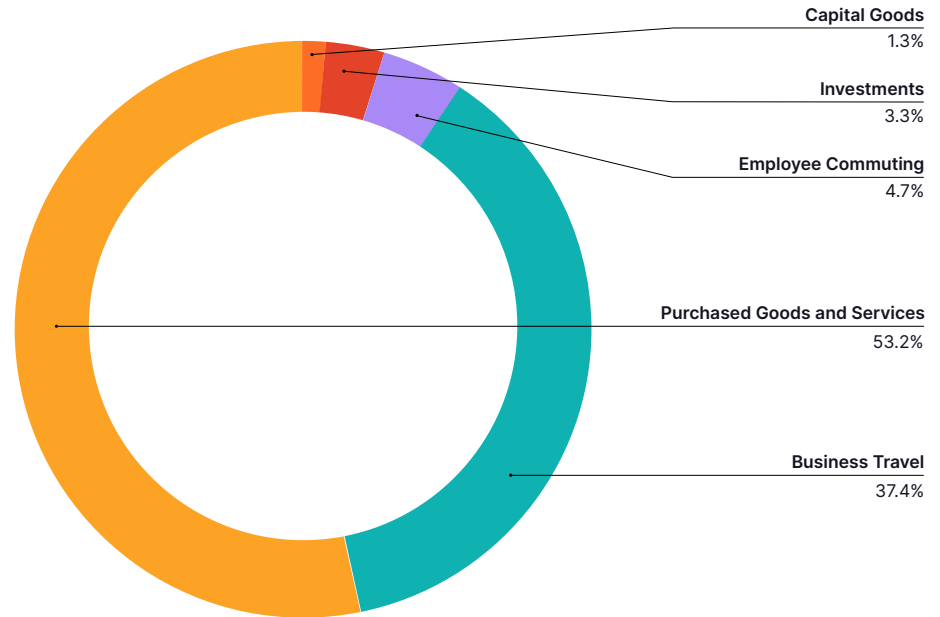




Handbook links

- [FY24 ESG Report](#)
- [FY24 Inventory Assurance Letter](#)
- [Performance Data Tables](#)
- [TCFD Disclosures](#)
- [Team Member Sustainability Guide](#)

FY24 GHG Emissions



GitLab's FY24 emissions were 26,293 metric tons of CO₂e.

In FY25, we will continue working to establish GHG emissions reduction targets. We have also launched the first iteration of a team member [sustainability guide](#) with the goal of educating team members on how to be more sustainable.

In January 2024, GitLab purchased and retired carbon removal credits worth 8,580 tonnes of CO₂e. The purchase funds a reforestation program called Trees for Global Benefits, a long-running cooperative carbon offsetting program that combines community-led activities to increase carbon sequestration, encourage sustainable land-use practices, and provide farmers with performance-based payments. We also retired additional credits worth 877 tonnes of CO₂e that were purchased in FY23.

Corporate governance

GitLab is strongly committed to good corporate governance practices, which provide an important framework within which our **Board** and **executive leadership** can pursue our strategic objectives for the benefit of our shareholders.

Board committees oversee and review areas of risk that are particularly relevant to them based on their responsibilities and charters.

The Nominating and Corporate Governance Committee is tasked with assisting the Board in overseeing company programs relating to corporate responsibility and sustainability, including ESG matters. GitLab's Senior Director, ESG, reports to the Chief Legal Officer (who is also the Head of Corporate Affairs and Corporate Secretary) weekly and to GitLab's executive leadership as needed. The Nominating and Corporate Governance Committee meets at least twice per year and ESG topics are discussed with this committee as well as with the full Board as needed.



Handbook and website links

- [Board of Directors](#)
- [Executive Leadership](#)
- [Corporate Governance Guidelines](#)
- [Board Committees](#)
- [GitLab 2024 Proxy Statement](#)



Information security and data privacy

Information security

At GitLab, we recognize that to maintain trust and deliver the world's leading DevSecOps platform, security and privacy must remain our top priorities. Our information security and privacy practices reflect our dedication to safeguarding customer data and building security into the core of our product and our company.

GitLab's **Security Division** exists to enable everyone to innovate and succeed on a safe, secure, and trusted DevSecOps platform. As part of this mission, the **Security Assurance** Department is responsible for monitoring and reporting on GitLab's compliance with various security frameworks and standards and for providing GitLab customers with a high level of assurance around the security of GitLab SaaS offerings.

Data privacy

GitLab is fully committed to protecting the personal data of its customers, team members, suppliers, and other stakeholders in accordance with global comprehensive data privacy laws. We take the privacy of personal data very seriously and have initiated a variety of methods and controls so that we know what data we collect and hold and that it is protected appropriately.

Our **Privacy Statement** provides details on how we collect, share, use, and protect personal information and on the choices that customers and users have regarding their personal data. Users also have the right to access, correct, restrict, or delete personal data and to port personal data to another company. Although legal and regulatory requirements related to data privacy may vary by jurisdiction, GitLab provides users with the same rights and choices no matter where they live.

As part of our commitment to privacy, GitLab ensures that, where appropriate, projects and personal data processing activities are subject to Privacy Reviews and a **Data Protection Impact Assessment** (DPIA) as key components of a 'Privacy by Design' approach.

Handbook and website links

- [FY24 ESG Report](#)
- [Security Division](#)
- [Security Assurance Department](#)
- [GitLab Trust Center](#)
- [Privacy Statement](#)
- [Data Classification Standard](#)
- [Data Protection Impact Assessment](#)

Certification and Standards



CCPA



GDPR



CSA Trusted Cloud Provider



CSA STAR

ISO

ISO 27001

ISO

ISO 27017

ISO

ISO 27018



TISAX



SOC 3



SOC 2

VPAT
Compliant ✓

VPAT

Responsible product development

GitLab's **product mission** is to consistently create products and experiences that users love and value. We believe this includes our responsibility to **design inclusive products** that aim to provide access to content and functionality that enables consumption and contribution from everyone.

Responsible AI

As we work to integrate new AI-powered features into the platform, we do not simply adopt the latest advancements for their own sake. Instead, we take a strategic, **intentional approach**, ensuring that the features we add have a clear purpose, appropriate controls, and safeguards to protect users' data. This includes a **policy** not to use customers' or users' AI-inputs to train any language models without their instruction or prior consent.

In early 2024, we launched the GitLab **AI Transparency Center** to enable our customers to confidently unlock the enormous potential of AI and emphasize our customer-centric approach to responsible AI development and deployment. The AI Transparency Center currently includes GitLab's **AI Ethics Principles for Product Development, AI Continuity Plan**, and **AI features documentation**.

Additional security enhancements in FY24

In FY24, we introduced a host of additional features and capabilities to enhance security and governance across the GitLab platform, including:

- Support for **custom roles**
- Expanded security **policies**
- Improved security scanner accuracy
- Support for **group-level dependency lists** for centralized dependency management
- GitLab **components**
- **Expanded runner machine types** to enable faster CI/CD pipelines
- Improvements to **variables** and **secrets**

Business ethics

GitLab is committed to the highest standards of legal and ethical business conduct. Our standards and expectations are set forth by the GitLab [Code of Business Conduct and Ethics](#) and various supporting [policies, procedures, and other resources](#) (collectively, “Compliance Standards”). Each team member is responsible for reading, understanding, and ultimately complying with GitLab’s Compliance Standards.

Reporting of concerns and violations

GitLab strives to foster a work environment in which ethical issues and concerns may be raised and discussed with supervisors or others without fear of retribution. If a team member becomes aware of a suspected or actual violation of law, regulation, or GitLab Compliance Standards, they have a responsibility to promptly report their concern in accordance with [GitLab’s Whistleblower Policy and Code of Conduct](#). GitLab offers team members a variety of ways to report suspected or actual violations, including through their direct supervisor or manager (or another supervisor or manager), or via [EthicsPoint](#), a GitLab-provided tool that is available 24 hours a day and allows for anonymous reporting about conduct addressed in the Code of Business Conduct and Ethics. Team members may also anonymously report concerns involving team member relations via [Lighthouse Services](#).

Handbook and website links

- [FY24 ESG Report](#)
- [AI Transparency Center](#)
 - [AI Ethics Principles for Product Development](#)
 - [AI Continuity Plan](#)
 - [AI Features Documentation](#)
- [Code of Business Conduct and Ethics](#)
- [GitLab Ethics and Compliance Program](#)
- [Anti-Retaliation Policy](#)
- [Whistleblowing at GitLab](#)
- [EthicsPoint Hotline](#)

Contact

For questions regarding GitLab's ESG 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 presentation 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 during the presentation 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.



Links to additional information

- [FY24 ESG Report](#)
- [Performance Data Tables](#)
- [GRI Disclosures](#)
- [SASB Disclosures](#)
- [TCFD Disclosures](#)