GitLab

GRI CONTENT INDEX

GRI content index with reference	
Statement of use	GitLab has reported the information cited in this GRI content index for the period of FY23 (February 1, 2022 - January 31, 2023), unless otherwise specified, with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE		LOCATION
GRI 2: General Disclosures 2021	**GRI 2-1**	Organizational details	[FY23 10-K (pg. 1-7)](#) GitLab currently has team members in more than 65 countries and regions.
GRI 2: General Disclosures 2021	**GRI 2-2**	Entities included in the organization's sustainability reporting	[FY23 10-K (pg. 139)](#) The entities included in GitLab's sustainability report are those that GitLab has operational control over. All entities listed in Exhibit 21.1 in the FY23 10-K are included in GitLab's sustainability reporting, with the exception of the following entities: 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), and JiHu Yuansheng (Beijing) Internet Technology Co., Ltd _ (China)
GRI 2: General Disclosures 2021	**GRI 2-3**	Reporting period, frequency and contact point	[About this Report](#)
GRI 2: General Disclosures 2021	**GRI 2-4**	Restatements of information	This is our inaugural report, no restatements applicable at this time.
GRI 2: General Disclosures 2021	**GRI 2-5**	External assurance	GitLab has not received external assurance for this report. However, GitLab has externally assured its greenhouse gas (GHG) emissions. Assurance letter available [here.](#)

GRI 2: General Disclosures 2021	GRI 2-6	Activities, value chain and other business relationships	[2023 10-K (pg. 7-19)](#)
GRI 2: General Disclosures 2021	GRI 2-7	Employees	[Performance Data Table](#) GitLab does not track contractors.
GRI 2: General Disclosures 2021	GRI 2-8	Workers who are not employees	GitLab does not track this category.
GRI 2: General Disclosures 2021	GRI 2-9	Governance structure and composition	[GitLab Corporate Governance](#)
GRI 2: General Disclosures 2021	GRI 2-10	Nomination and selection of the highest governance body	[2023 Proxy Statement (pg. 17)](#)
GRI 2: General Disclosures 2021	GRI 2-11	Chair of the highest governance body	[2023 Proxy Statement (pg. 14)](#)
GRI 2: General Disclosures 2021	GRI 2-12	Role of the highest governance body in overseeing the management of impacts	[Corporate Governance section](#) [Corporate Governance Guidelines](#)
GRI 2: General Disclosures 2021	GRI 2-13	Delegation of responsibility for managing impacts	[Corporate Governance section](#)
GRI 2: General Disclosures 2021	GRI 2-14	Role of the highest governance body in sustainability reporting	[ESG Strategy section](#) [Corporate Governance section](#)
GRI 2: General Disclosures 2021	GRI 2-15	Conflicts of interest	[Code of Business Conduct and Ethics (pg. 3)](#) [Corporate Governance Guidelines](#)
GRI 2: General Disclosures 2021	GRI 2-16	Communication of critical concerns	[Code of Business Conduct and Ethics (pg. 10)](#)
GRI 2: General Disclosures 2021	GRI 2-17	Collective knowledge of the highest governance body	[Corporate Governance section](#) [Board of Directors](#)
GRI 2: General Disclosures 2021	GRI 2-18	Evaluation of the performance of the highest governance body	[Corporate Governance Guidelines](#) [Corporate Governance section](#)
GRI 2: General Disclosures 2021	GRI 2-19	Remuneration policies	[Compensation](#) [2023 Proxy Statement (pg. 29)](#) [GitLab Benefits](#) [GitLab (US) Benefits](#)

GRI 2: General Disclosures 2021	**GRI 2-20**	Process to determine remuneration	2023 Proxy Statement (pg. 29)
GRI 2: General Disclosures 2021	**GRI 2-21**	Annual total compensation ratio	GitLab does not currently publicly disclose this information.
GRI 2: General Disclosures 2021	**GRI 2-22**	Statement on sustainable development strategy	Chief Executive Officer Letter
GRI 2: General Disclosures 2021	**GRI 2-23**	Policy commitments	GitLab Policies Code of Business Conduct and Ethics Each policy defines the extent to which the policy commitments apply to organizational activities and business relationships.
GRI 2: General Disclosures 2021	**GRI 2-24**	Embedding policy commitments	GitLab Policies Each policy defines the extent to which the policy commitments apply to the organization activities, entities, strategy, operational procedures, and business relationships.
GRI 2: General Disclosures 2021	**GRI 2-25**	Processes to remediate negative impacts	Anonymous Internal Ethics and Compliance Reporting Managing External Feedback and Complaints GitLab Support Contact GitLab
GRI 2: General Disclosures 2021	**GRI 2-26**	Mechanisms for seeking advice and raising concerns	Code of Business Conduct and Ethics People Group Page Compliance Management Legal and Corporate Affairs Handbook
GRI 2: General Disclosures 2021	**GRI 2-28**	Membership associations	American Council for Technology Consumer Technology Association
GRI 2: General Disclosures 2021	**GRI 2-29**	Approach to stakeholder engagement	ESG Strategy GitLab Communication Meet the Team Get In Touch
GRI 2: General Disclosures 2021	**GRI 2-30**	Collective bargaining agreements	2023 10-K (pg. 13)
GRI 3: Material topics	**GRI 3-1**	Process to determine material topics	ESG Strategy section

GRI 3: Material Topics 2021	**GRI 3-2**	List of material topics	[ESG Materiality Matrix section](#)
GRI 205: Anti-Corruption 2016	**GRI 205-2**	Communication and training about anti-corruption policies and procedures	[Performance Data Table](#)
GRI 205: Anti-Corruption 2016	**GRI 205-3**	Confirmed incidents of corruption and actions taken	GitLab had zero public legal cases regarding corruption brought against the organization or its employees during the reporting period.
GRI 206: Anti-Competitive Behavior 2016	**GRI 206-1**	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	[Performance Data Table](#)
GRI 305: Emissions 2016	**GRI 305-1**	Direct (Scope 1) GHG emissions	Not applicable. GitLab does not have Scope 1 emissions.
GRI 305: Emissions 2016	**GRI 305-2**	Energy indirect (Scope 2) GHG emissions	Not applicable. GitLab does not have Scope 2 emissions.
GRI 305: Emissions 2016	**GRI 305-3**	Other indirect (Scope 3) GHG emissions	[Performance Data Table](#)
GRI 305: Emissions 2016	**GRI 305-4**	GHG emissions intensity	[Performance Data Table](#)
GRI 401: Employment 2016	**GRI 401-1**	New employee hires and employee turnover	[Performance Data Table](#)
GRI 401: Employment 2016	**GRI 401-2**	Benefits provided to full-time employees that are not provided to temporary or part-time employees	[General and Entity Benefits](#)
GRI 401: Employment 2016	**GRI 401-3**	Parental leave	[Performance Data Table](#)
GRI 404: Training and Education 2016	**GRI 404-1**	Average hours of training per year per employee	[Performance Data Table](#)
GRI 404: Training and Education 2016	**GRI 404-2**	Programs for upgrading employee skills and transition assistance programs	[Learning and Development](#) [Talent Assessment](#)
GRI 404: Training and Education 2016	**GRI 404-3**	Percentage of employees receiving regular performance and career development reviews	[Performance Data Table](#)

GRI 405: Diversity and Equal Opportunity 2016	**GRI 405-1**	Diversity of governance bodies and employees	[Performance Data Table](#)
GRI 405: Diversity and Equal Opportunity 2016	**GRI 405-2**	Ratio of basic salary and remuneration of women to men	[Performance Data Table](#)
GRI 418: Customer Privacy 2016	**GRI 418-1**	Substantial complaints concerning breaches of customer privacy and losses of customer data	GitLab does not publicly disclose this information.