



PERFORMANCE DATA TABLES

Performance Metric	Unit of Measure	FY22 (as of Jan 31, 2022)	FY23 (as of Jan 31, 2023)
SOCIAL			
Workforce¹			
Total team members	Number	1,629	2,170
Permanent	Number	1,629	2,170
Full-time	Number	1,626	2,166
Part time	Number	3	4
Turnover, global	(%)	17	16
New team member hires	Number	591	848
Workforce by Region			
Japan and Asian-Pacific (JAPAC)	(%)	12	13
Europe, Middle East, and Africa (EMEA)	(%)	29	31
Latin America (LATAM)	(%)	2	1
North American (NORAM)	(%)	58	55
Workforce by Gender			
Women	(%)	33	33
Men	(%)	65	66
Non-binary	(%)	0	1
Not disclosed	(%)	2	1
Workforce by Age			
<30	(%)	17	17
30-50	(%)	72	73
50<	(%)	11	10

¹ GitLab's total workforce includes all employees listed in our HRMS. Temporary, Non-Guaranteed and Contractor employees are not included in this count.



Workforce by Ethnicity (U.S. only)			
White	(%)	73	69
Black	(%)	3	4
Asian	(%)	11	11
Hispanic	(%)	8	8
Native American	(%)	0	0
Native Hawaiian/Other Pacific Islander	(%)	0	1
Two or More Races	(%)	5	5
Not specified	(%)	0	3
People from underrepresented groups ² in workforce	(%)	16	17
Management³			
Women	(%)	37	37
Men	(%)	62	61
Non-binary	(%)	1	1
Not disclosed	(%)	1	1
People from underrepresented groups in management ^{2,3} (U.S. only)	(%)	11	13
Technical Staff⁴ by Ethnicity (U.S. only)			
White	(%)	75	74
Black	(%)	2	1
Asian	(%)	10	8
Hispanic	(%)	6	8
Native American	(%)	0	0
Native Hawaiian/Other Pacific Islander	(%)	0	0
Two or More Races	(%)	6	6
Not specified	(%)	1	3

² 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](#).

³ GitLab's definition of management: Team Members who are People Managers.

⁴ GitLab defines technical roles as individual contributors in product and engineering roles.



Technical Staff⁵ by Gender			
Women	(%)	17	18
Men	(%)	77	80
Non-binary	(%)	1	1
Not disclosed	(%)	5	1
All Other Employees by Ethnicity (U.S. only) (not including management and technical staff)			
White	(%)	69	65
Black	(%)	5	6
Asian	(%)	10	11
Hispanic	(%)	10	9
Native American	(%)	1	0
Native Hawaiian/Other Pacific Islander	(%)	1	0
Two or More Races	(%)	4	5
Not specified	(%)	1	3
All Other Employees by Gender			
Women	(%)	43	41
Men	(%)	56	58
Non-binary	(%)	0	1
Not disclosed	(%)	1	1

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

Team Member Engagement and Development			
Team members receiving performance reviews ⁶	(%)	Not Available	90
Average hours of training that the organization's team members have undertaken	Hours	8	9
Team member engagement ⁷	(%)	85	81
Team Member Benefits and Pay Equity			
Full-time team members with access to benefits	(%)	100	100
Total number of team members who were entitled to parental leave ⁸	(%)	75	100
Female	(%)	70	100
Male	(%)	78	100
Team members who took parental leave ⁹	(%)	6	7
Women	(%)	23	28
Men	(%)	76	72
Team members who returned to work after parental leave ended that were still employed 12 months after their return to work ¹⁰	(%)	77	Not available
Women	(%)	96	Not available
Men	(%)	74	Not available
Return to work and retention rates of team members who took parental leave	(%)	63	87
Women	(%)	85	94
Men	(%)	60	84
Ratio of pay, men to women ¹¹	(%)	100.68	100.32

⁶ In FY22, performance reviews were not tracked on a consolidated basis.

⁷ % favorable is determined by the % of favorable responses to five questions (any positive response is considered favorable). The percentage represents the percentage of time there was a positive response to those five questions.

⁸ In FY22, only team members with > 6 months tenure as of last day of fiscal year were eligible. All team members were eligible in FY23.

⁹ This represents the % of the GitLab population.

¹⁰ Full FY23 data not available yet.

¹¹ Per dollar a woman earned, men earned \$1.0068 in FY22 and \$1.0032 in FY23.

ENVIRONMENT			
Energy			
Total energy consumed	MwH	Not available	1,827
Renewable energy	(%)	Not available	5
Grid electricity	(%)	Not available	95
Emissions			
Total GHG emissions	Metric tons CO ₂ e	Not available	16,654
Total Scope 3 GHG emissions	Metric tons CO ₂ e	Not available	16,654
Purchased goods and services	Metric tons CO ₂ e	Not available	8,288
Business travel	Metric tons CO ₂ e	Not available	5,018
Cloud services	Metric tons CO ₂ e	Not available	1,884
Remote work	Metric tons CO ₂ e	Not available	1,465
Emissions intensity	Gross tCO ₂ e per \$1 million of revenue	Not available	39
Retired carbon offsets	Metric tons of CO ₂	19,182	2,622

GOVERNANCE			
Board of Directors			
Size of the Board of Directors	Number	7	8
Independent directors	Number	6	7
Executive members	Number	1	1
Non-Executive members	Number	6	7
Women	Number	3	3
People from underrepresented groups ¹²	Number	4	5
Board age, <30	(%)	0	0
Board age, 30-50	(%)	57	50
Board age, 50+	(%)	43	50
Ethics and Compliance			
Board/governing body members who have received a policy on anti-corruption	(%)	100	100
Team members who have received policies on anti-corruption ¹³	(%)	100	100
Team members who have received training on anti-corruption ¹⁴	(%)	54	52
Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of antitrust and monopoly legislation in which the organization has been identified as a participant.	Number	0	0

NOTE: Percentage metrics are rounded to a whole basis point, where applicable. Gender and ethnicity data are based on employee self-identification.

¹² 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](#).

¹³ All new team members receive the anti-corruption policy and acknowledge their review during onboarding.

¹⁴ Training was provided to all team members in Finance, Legal, Sales, and Marketing