

SASB INDEX

Code	Accounting Metric	Unit of Measure	FY23 Answer, Cross Reference, Omissions, and Explanations
Environmental Footprint of Hardware Infrastructure			
TC-SI-130a.1	(1) Total energy consumed, (2) Percentage grid electricity, (3) Percentage renewable	Gigajoules (GJ), Percentage (%)	Performance Data Table
TC-SI-130a.2	(1) Total water withdrawn, (2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters (m ³), percentage (%)	GitLab does not collect this information.
TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs.	Description	GitLab does not own or operate data centers.
Data Privacy and Freedom of Expression			
TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy.	Description	GitLab Privacy Statement Cookie Policy Gitlab Trust Center
TC-SI-220a.2	Number of users whose information is used for secondary purposes.	Number	Not applicable.

TC-SI-220a.3	<p>Total amount of monetary losses as a result of legal proceedings associated with user privacy.</p> <p>The entity shall briefly describe the nature, context, and any corrective actions taken as a result of the monetary losses.</p>	USD \$	GitLab had zero monetary losses as a result of legal proceedings associated with user privacy regulations during the reporting period.
TC-SI-220a.4	<p>(1) Number of law enforcement requests for user information,</p> <p>(2) Number of users whose information was requested,</p> <p>(3) Percentage resulting in disclosure</p>	Number, percentage (%)	GitLab does not have full-year data.
TC-SI-220a.5	<p>List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring.</p> <p>Disclosure shall include a description of the extent of the impact in each case and, where relevant, a discussion of the entity's policies and practices related to freedom of expression.</p>	Description	Trade Compliance

Data Security			
TC-SI-230a.1	<p>(1) Number of data breaches, (2) Percentage involving personally identifiable information (PII), (3) Number of users affected</p> <p>Disclosure shall include a description of corrective actions implemented in response to data breaches.</p>	Number, percentage (%)	GitLab does not publicly disclose this information.
TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards.	Description	Vendor Privacy Review Flow Chart Security at GitLab Security Risk Team Security Third Party Risk Management Security Operational Risk
Recruiting & Managing a Global, Diverse & Skilled Workforce			
TC-SI-330a.1	<p>Percentage of employees that are (1) Foreign nationals and (2) Located offshore</p> <p>Disclosure shall include a description of potential risks of recruiting foreign nationals and/or offshore employees, and management approach to addressing these risks.</p>	Percentage (%)	GitLab does not disclose this information.

TC-SI-330a.2	<p>Employee engagement as a percentage.</p> <p>Disclosure shall include a description of methodology employed.</p>	Percentage (%)	Performance Data Table
TC-SI-330a.3	<p>Percentage of gender and racial/ethnic group representation for</p> <p>(1) Management,</p> <p>(2) Technical staff, and</p> <p>(3) All other employees</p> <p>The entity shall describe its policies and programs for fostering equitable employee representation across its global operations.</p>	Percentage (%)	Performance Data Table Diversity, Inclusion & Belonging
Intellectual Property Protection & Competitive Behavior			
TC-SI-520a.1	<p>Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations.</p> <p>The entity shall briefly describe the nature, context, and any corrective actions taken as a result of the monetary losses.</p>	USD \$	GitLab had zero monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations during the reporting period.

Managing Systemic Risks from Technology Disruptions			
TC-SI-550a.1	<p>Number of (1) Performance issues and (2) Service disruptions; (3) Total customer downtime</p> <p>Disclosure shall include a description of each significant performance issue or service disruption and any corrective actions taken to prevent future disruptions.</p>	Number, days	GitLab System Status
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations.	Description	Business Continuity Plan
Activity Metric			
TC-SI-000.A	(1) Number of licenses or subscriptions, (2) Percentage cloud based	Number, percentage (%)	GitLab does not publicly disclose this information.
TC-SI-000.B	(1) Data processing capacity, (2) Percentage outsourced	NA	GitLab does not publicly disclose this information.
TC-SI-000.C	<p>(1) Amount of data storage, (2) Percentage outsourced</p> <p>The percentage outsourced shall include On-Premise cloud services, those that are hosted on Public Cloud, and those that are residing in Colocation Data Centers.</p>	Petabytes, percentage (%)	GitLab does not publicly disclose this information.