



## 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	<b>GRI 2-1</b>	Organizational details	<a href="#">FY23 10-K (pg. 1-7)</a> GitLab currently has team members in more than 65 countries and regions.
GRI 2: General Disclosures 2021	<b>GRI 2-2</b>	Entities included in the organization’s sustainability reporting	<a href="#">FY23 10-K (pg. 139)</a> 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	<b>GRI 2-3</b>	Reporting period, frequency and contact point	<a href="#">About this Report</a>
GRI 2: General Disclosures 2021	<b>GRI 2-4</b>	Restatements of information	This is our inaugural report, no restatements applicable at this time.
GRI 2: General Disclosures 2021	<b>GRI 2-5</b>	External assurance	GitLab has not received external assurance for this report. However, GitLab has externally assured its greenhouse gas (GHG) emissions. Assurance letter available <a href="#">here</a> .

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

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

GRI 3: Material Topics 2021	<b>GRI 3-2</b>	List of material topics	<a href="#">ESG Materiality Matrix section</a>
GRI 205: Anti-Corruption 2016	<b>GRI 205-2</b>	Communication and training about anti-corruption policies and procedures	<a href="#">Performance Data Table</a>
GRI 205: Anti-Corruption 2016	<b>GRI 205-3</b>	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	<b>GRI 206-1</b>	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	<a href="#">Performance Data Table</a>
GRI 305: Emissions 2016	<b>GRI 305-1</b>	Direct (Scope 1) GHG emissions	Not applicable. GitLab does not have Scope 1 emissions.
GRI 305: Emissions 2016	<b>GRI 305-2</b>	Energy indirect (Scope 2) GHG emissions	Not applicable. GitLab does not have Scope 2 emissions.
GRI 305: Emissions 2016	<b>GRI 305-3</b>	Other indirect (Scope 3) GHG emissions	<a href="#">Performance Data Table</a>
GRI 305: Emissions 2016	<b>GRI 305-4</b>	GHG emissions intensity	<a href="#">Performance Data Table</a>
GRI 401: Employment 2016	<b>GRI 401-1</b>	New employee hires and employee turnover	<a href="#">Performance Data Table</a>
GRI 401: Employment 2016	<b>GRI 401-2</b>	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">General and Entity Benefits</a>
GRI 401: Employment 2016	<b>GRI 401-3</b>	Parental leave	<a href="#">Performance Data Table</a>
GRI 404: Training and Education 2016	<b>GRI 404-1</b>	Average hours of training per year per employee	<a href="#">Performance Data Table</a>
GRI 404: Training and Education 2016	<b>GRI 404-2</b>	Programs for upgrading employee skills and transition assistance programs	<a href="#">Learning and Development</a> <a href="#">Talent Assessment</a>
GRI 404: Training and Education 2016	<b>GRI 404-3</b>	Percentage of employees receiving regular performance and career development reviews	<a href="#">Performance Data Table</a>



GRI 405: Diversity and Equal Opportunity 2016	<b>GRI 405-1</b>	Diversity of governance bodies and employees	<a href="#">Performance Data Table</a>
GRI 405: Diversity and Equal Opportunity 2016	<b>GRI 405-2</b>	Ratio of basic salary and remuneration of women to men	<a href="#">Performance Data Table</a>
GRI 418: Customer Privacy 2016	<b>GRI 418-1</b>	Substantial complaints concerning breaches of customer privacy and losses of customer data	GitLab does not publicly disclose this information.