GitLab

PERFORMANCE DATA TABLES

Performance Metric	Unit	FY22 (as of Jan 31, 2022)	FY23 (as of Jan 31, 2023)	FY24 (as of Jan 31, 2024)
SOCIAL				
Workforce[1]				
Total team members	Number	1,629	2,170	2,130
Permanent	Number	1,629	2,170	2,130
Full-time	Number	1,626	2,166	2,125
Part-time	Number	3	4	5
Turnover, global[2]	(%)	17	16	14
New team member hires	Number	591	848	401
Workforce by Region				
Japan and Asia-Pacific (JAPAC)	(%)	12	13	14
Europe, Middle East, and Africa	(%)	29	31	31
Latin America (LATAM)	(%)	2	1	1
North America (NORAM)	(%)	58	55	54
Workforce by Gender				
Women	(%)	33	33	33
Men	(%)	65	66	65
Non-binary	(%)	0	1	2
Not disclosed	(%)	2	1	1
Workforce by Age				
<30	(%)	17	17	13
30-50	(%)	72	73	76
50<	(%)	11	10	10

NOTE: Percentages may not total 100 due to rounding. Gender and ethnicity data are based on employee self-identification.

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[1] GitLab's total workforce includes all employees listed in our HRMS. Temporary, Non-Guaranteed and Contractor employees are not included in this count.
[2] This rate excludes job eliminations that happened in FY24-Q1.

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Performance Metric	Unit	FY22 (as of Jan 31, 2022)	FY23 (as of Jan 31, 2023)	FY24 (as of Jan 31, 2024)
Workforce by Ethnicity (U.S. only)				
White	(%)	73	69	66
Black	(%)	3	4	5
Asian	(%)	11	11	12
Hispanic	(%)	8	8	9
Native American	(%)	0	0	0
Native Hawaiian/Other Pacific Islander	(%)	0	1	1
Two or More Races	(%)	5	5	5
Not specified	(%)	0	3	4
People from underrepresented groups in workforce[3]	(%)	16	17	19
Management[4]				
Women	(%)	37	37	37
Men	(%)	62	61	61
Non-binary	(%)	1	1	1
Not disclosed	(%)	1	1	1
People from underrepresented groups in management (U.S. only)[3]	(%)	11	13	16
Technical Staff by Ethnicity (U.S. only)[5]				
White	(%)	75	74	73
Black	(%)	2	1	2
Asian	(%)	10	8	8
Hispanic	(%)	6	8	7
Native American	(%)	0	0	0
Native Hawaiian/Other Pacific Islander	(%)	0	0	0
Two or More Races	(%)	6	6	6
Not specified	(%)	1	3	4

NOTE: Percentages may not total 100 due to rounding. Gender and ethnicity data are based on employee self-identification.

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[3] 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.
[4] GitLab defines management as team members who are people managers.
[5] GitLab defines technical roles as individual contributors in product, engineering and security roles.

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Performance Metric	Unit	FY22 (as of Jan 31, 2022)	FY23 (as of Jan 31, 2023)	FY24 (as of Jan 31, 2024)
Technical Staff by Gender[6]				
Women	(%)	17	18	20
Men	(%)	77	80	78
Non-binary	(%)	1	1	1
Not disclosed	(%)	5	1	0
All Other Employees by Ethnicity (U.S. only, not including management and technical staff)				
White	(%)	69	65	62
Black	(%)	5	6	7
Asian	(%)	10	11	13
Hispanic	(%)	10	9	10
Native American	(%)	1	0	0
Native Hawaiian/Other Pacific Islander	(%)	1	0	0
Two or More Races	(%)	4	5	4
Not specified	(%)	1	3	3
All Other Employees by Gender (not including management and technical staff)				
Women	(%)	43	41	41
Men	(%)	56	58	57
Non-binary	(%)	0	1	2
Not disclosed	(%)	1	1	1
Team Member Engagement and Development				
Team members receiving performance reviews[7]	(%)	Not available	90	97
Average hours of training that the organization's team members have undertaken	Hours	8	9	17
Team member engagement[8]	(%)	85	81	75

NOTE: Percentages may not total 100 due to rounding. Gender and ethnicity data are based on employee self-identification.

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[6] GitLab defines technical roles as individual contributors in product and engineering roles.

[7] In FY22, performance reviews were not tracked on a consolidated basis.

[8] The reported figure represents the "percent favorable" rating, which is determined by the percentage of favorable responses to five questions (any positive response is considered favorable).

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Performance Metric	Unit	FY22 (as of Jan 31, 2022)	FY23 (as of Jan 31, 2023)	FY24 (as of Jan 31, 2024)
Team Member Benefits and Pay Equity				
Full-time team members with access to benefits	(%)	100	100	100
Team members who were entitled to parental leave[9]	(%)	75	100	100
Women	(%)	70	100	100
Men	(%)	78	100	100
Team members who took parental leave[10]	(%)	6	7	8
Women	(%)	23	28	31
Men	(%)	76	72	69
Team members who returned to work after parental leave ended[11]	(%)	99	100	98
Women	(%)	100	100	94
Men	(%)	99	100	99
Team members who returned to work after parental leave that were still employed 12 months after their return[12]	(%)	84	81	Not available
Women	(%)	92	78	Not available
Men	(%)	82	82	Not available
Ratio of pay, men to women[13]	(%)	100.68	100.32	100.26

NOTE: Percentages may not total 100 due to rounding. Gender and ethnicity data are based on employee self-identification.

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[9] In FY22, only team members with >6 months tenure as of the last day of the fiscal year were eligible. All team members were eligible in FY23 and FY24.

[10] As a percentage of the total GitLab population.

[11] FY22 and FY23 figures restated as percentages of employees who initiated parental leave in those years.

[12] Full FY24 data not yet available.

[13] Per dollar women earned, men earned $1.0032 in FY23 and $1.0026 in FY24.

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Performance Metric	Unit	FY22 (as of Jan 31, 2022)	FY23 (as of Jan 31, 2023)	FY24 (as of Jan 31, 2024)
ENVIRONMENT				
Energy				
Total energy consumed[14]	MWh	Not available	1,827	0
Renewable energy	(%)	Not available	5	0
Grid electricity	(%)	Not available	95	0
GHG Emissions				
Total GHG emissions	$MTCO_2e$	Not available	16,654	26,293
Scope 1 GHG emissions	$MTCO_2e$	Not available	0	0
Scope 2 GHG emissions	$MTCO_2e$	Not available	0	0
Scope 3 GHG emissions (market-based)[15,16]	$MTCO_2e$	Not available	16,654	26,293
Category 1: Purchased Goods and Services	$MTCO_2e$	Not available	10,204	13,997
Category 2: Capital Goods	$MTCO_2e$	Not available	259	333
Category 6: Business Travel	$MTCO_2e$	Not available	5,018	9,844
Category 7: Employee Commuting (including remote work)	$MTCO_2e$	Not available	1,174	1,240
Category 15: Investments[17]	$MTCO_2e$	Not available	Not available	879
Emissions intensity[15]	Gross tCO_2e/ $1M revenue	Not available	39	45
Retired carbon offsets	$MTCO_2e$	19,182	2,622	9,457

NOTE: Percentages may not total 100 due to rounding.

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[14] Our reported energy consumption in FY23 included energy consumption from outside the organization. In line with best practice, in FY24 we are disclosing energy consumption only from within the organization. As such, GitLab's energy consumption for FY24 is 0 MWh.

[15] The FY24 inventory is calculated using the Comprehensive Environmental Data Archive (CEDA) methodology. This change allows for a more accurate measurement of Scope 3 emissions and also partially contributed to the year-over-year increase in emissions.

[16] Scope 3 GHG emissions for FY23 have been restated to align with the categories specified by the GHG Protocol.

[17] FY24 is the first year GitLab included Category 15: Investments in the GHG inventory.

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Performance Metric	Unit	FY22 (as of Jan 31, 2022)	FY23 (as of Jan 31, 2023)	FY24 (as of Jan 31, 2024)
GOVERNANCE				
Board of Directors				
Size of the Board of Directors	Number	7	8	8
Independent directors	Number	6	7	7
Executive members	Number	1	1	1
Non-executive members	Number	6	7	7
Women	Number	3	3	3
People from underrepresented groups[18]	Number	4	5	5
Board age, <30	(%)	0	0	0
Board age, 30-50	(%)	57	50	50
Board age, 50<	(%)	43	50	50
Ethics and Compliance				
Board members who have received policy on anti-corruption	(%)	100	100	100
Team members who have received policy anti-corruption[19]	(%)	100	100	100
Team members who have received training on anti-corruption[20]	(%)	54	52	25
Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and/or violations of antitrust and monopoly legislation in which the organization has been identified as a participant	Number	0	0	0

NOTE: Percentages may not total 100 due to rounding. Gender and ethnicity data are based on employee self-identification.

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[18] 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.

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

[20] Anti-corruption training is provided to all new hires in Finance, Legal, Sales, and Marketing. Existing team members who completed the course before 2022-02-01 were re-enrolled on 2023-01-18. In FY24, 97% of this population completed the training.