

Appendix 6. GRI Standards Compliance Index

In this report, Kaspersky references GRI standards for the period from January 1, 2024 to December 31, 2025.

GRI 1.		Application of GRI 1: Principles 2021		
Applicable GRI industry benchmarks		There are no applicable GRI industry benchmarks		
Metric	Disclosure	Comment	Report section	Page
General disclosure				
GRI 2-1	Organizational details	The main legal entity in the Russian Federation is the AO Kaspersky Lab. The organization's headquarters are located at: 39A/2 Leningradskoe Shosse, Moscow, 125212, Russian Federation Legal information: https://www.kaspersky.com/legal .		7
GRI 2-2	Entities included in the organization's sustainability reporting		Appendix 1	122
			Appendix 9	145
GRI 2-3	Reporting period, frequency and contact point	Report publication date: June 23, 2026	Appendix 1	122
				145
GRI 2-4	Restatement of information	Some employee data for 2023 was recalculated due to the updating of employees' personal data, the transition to new accounting systems, and the adjustment of calculation methods. In each such instance, a corresponding note is included in the text.		
GRI 2-5	External assurance	The report has not been certified by an external entity.		
GRI 2-6	Activities, value chain and other business relationships		About the Company	8, 9
			Responsible business	116
GRI 2-7	Employees		People at Kaspersky	58
			Appendix 4	127
GRI 2-8	Workers who are not employees	All workers at Kaspersky the Company's employees.		

Metric	Disclosure	Comment	Report section	Page
GRI 2-9	Governance structure and composition		Managing sustainable development	17
			Responsible business	104
GRI 2-10	Nomination and selection of the highest governance body		Responsible business	104
GRI 2-11	Chair of the highest governance body		Responsible business	104
GRI 2-12	Role of the highest governance body in overseeing the management of impacts		Managing sustainable development	17
GRI 2-13	Delegation of responsibility for managing impacts		Responsible business	104
GRI 2-14	Role of the highest governance body in sustainability reporting	The information in the Sustainability Report is approved by representatives of the relevant departments, the legal department, and the public relations department.		
GRI 2-15	Conflicts of interest		Responsible business	106
GRI 2-16	Communication of critical concerns	The board of directors is notified of critical issues by representatives of relevant departments via email or during emergency face-to-face meetings.		
GRI 2-17	Collective knowledge of the highest governance body		Responsible business	104
GRI 2-18	Evaluation of the performance of the highest governance body		Responsible business	104
GRI 2-19	Remuneration policies	At the time this report was prepared, Kaspersky's remuneration policy did not account for the effectiveness of managing Kaspersky's impact on the economy, society and the environment.		
GRI 2-20	Process to determine remuneration	The information is not disclosed due to limitations imposed by Kaspersky's internal confidentiality policy.		
GRI 2-21	Annual total compensation ratio	The information is not disclosed due to limitations imposed by Kaspersky's internal confidentiality policy.		
GRI 2-22	Statement on sustainable development strategy		Statement from the CEO	3
GRI 2-23	Policy commitments		Managing sustainable development	17
			Responsible business	100
GRI 2-24	Embedding policy commitments		Managing sustainable development	17
			Responsible business	100, 105
GRI 2-25	Processes to remediate negative impacts		Managing sustainable development	18
			Responsible business	105, 107
GRI 2-26	Mechanisms for seeking advice and raising concerns		Responsible business	105

Metric	Disclosure	Comment	Report section	Page
GRI 2-27	Compliance with laws and regulations	During the reporting period, Kaspersky identified no instances of non-compliance with laws or regulations, and the Company did not incur any fines or other penalties for violations of the law.		
GRI 2-28	Membership associations		Appendix 3	125
GRI 2-29	Approach to stakeholder engagement		Managing sustainable development	20
GRI 2-30	Collective bargaining agreements			
Material topics				
GRI 3-1	Process to determine material topics		Appendix 3	123
GRI 3-2	List of material topics		Appendix 3	124
Economic performance				
GRI 201-1	Direct economic value generated and distributed		About the Company	15
Market presence				
GRI 202-2	Proportion of senior management hired from the local community		The proportion of senior management hired from among the local population is 100%.	
Indirect economic impacts				
GRI 203-1	Infrastructure investments and services supported		Managing sustainable development	18
			Contribution to social development	73
GRI 203-2	Significant indirect economic impacts		Managing sustainable development	18
			Contribution to social development	73
Procurement practices				
GRI 204-1	Proportion of spending on local suppliers		Responsible business	117
Anti-corruption				
GRI 205-1	Operations assessed for risks related to corruption		Responsible business	105
GRI 205-2	Communication and training about anti-corruption policies and procedures		Responsible business	106
GRI 205-3	Confirmed incidents of corruption and actions taken		Responsible business	106
Energy				
GRI 302-1	Energy consumption within the organization		Environment	91
GRI 302-4	Reduction of energy consumption		Environment	92

Metric	Disclosure	Comment	Report section	Page
Water and effluents				
GRI 303-1	Interactions with water as a shared resource		Environment	93
GRI 303-2	Management of water discharge-related impacts	Kaspersky does not have approved wastewater quality standards, because it does not discharge water into natural water bodies.	Environment	93
GRI 303-3	Water withdrawal		Environment	93
Emissions				
GRI 305-1	Direct (Scope 1) GHG emissions	We are developing a methodology for collecting data and calculating the total amount of direct (Scope 1) greenhouse gas emissions for all Kaspersky facilities. This data will be presented in subsequent reports.		
GRI 305-2	Energy indirect (Scope 2) GHG emissions	We are developing a methodology for collecting data and calculating total indirect (Scope 2) greenhouse gas emissions from energy use. This data will be presented in subsequent reports.		
GRI 305-3	Other indirect (Scope 3) GHG emissions		Environment	90
GRI 305-5	Reduction of GHG emissions		Environment	90
GRI 305-6	Emissions of ozone-depleting substances (ODS)	Kaspersky does not emit ozone-depleting substances.		
GRI 305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Kaspersky does not emit the specified pollutants into the atmosphere.		
Waste				
GRI 306-1	Waste generation and significant waste-related impacts		Environment	94
GRI 306-2	Management of significant waste-related impacts		Environment	94
GRI 306-3	Waste generated		Environment	94
GRI 306-4	Waste diverted from disposal		Environment	94
GRI 306-5	Waste directed to disposal		Environment	94
Employment				
GRI 401-1	New employee hires and employee turnover		People at Kaspersky	58
			Appendix 4	129

Metric	Disclosure	Comment	Report section	Page
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		People at Kaspersky	60
GRI 401-3	Parental leave		Appendix 4	132
Occupational health and safety				
GRI 403-1	Occupational health and safety management system	Within the scope of disclosure in this report, the occupational health and safety management system at all Kaspersky offices complies with the requirements of current labor legislation in the territories where Kaspersky operates. It includes regular employee training and regular special assessments of workplaces in all departments, a risk management and accident investigation system, and the organization of events to improve working conditions. The key performance indicator is the absence of workplace injuries.	People at Kaspersky	70
GRI 403-2	Hazard identification, risk assessment, and incident investigation		People at Kaspersky	70, 71
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety		People at Kaspersky	71
GRI 403-5	Worker training on occupational health and safety		People at Kaspersky	70
GRI 403-6	Promotion of worker health		People at Kaspersky	71
GRI 403-8	Workers covered by an occupational health and safety management system	The occupational health and safety management system covers all Kaspersky employees.		
GRI 403-9	Work-related injuries		People at Kaspersky	70
GRI 403-10	Work-related ill health	During the reporting period, no cases of work-related illnesses were recorded at the Company.		
Training and education				
GRI 404-1	Average hours of training per year per employee		People at Kaspersky	67
GRI 404-2	Programs for upgrading employee skills and transition assistance programs		People at Kaspersky	68
GRI 404-3	Percentage of employees receiving regular performance and career development reviews		People at Kaspersky	69
Diversity and equal opportunity				
GRI 405-1	Diversity of governance bodies and employees		People at Kaspersky	63
			Appendix 4	128

Metric	Disclosure	Comment	Report section	Page
GRI 405-2	Ratio of basic salary and remuneration of women to men		People at Kaspersky	63
Non-discrimination				
GRI 406-1	Incidents of discrimination and corrective actions taken	No cases of discrimination were identified during the reporting period.	Responsible business	100
Child labor				
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	Kaspersky does not use child labor. Kaspersky also does not have any suppliers that are at risk of using child labor.		
Forced or compulsory labor				
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	The company does not use forced or compulsory labor. Kaspersky also does not have any suppliers at risk of using forced labor.		
Local communities				
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	During the reporting period, Kaspersky implemented community engagement programs in Russia, Spain, Italy, Japan, India, South Africa, Singapore and Malaysia.	People at Kaspersky	76
Customer privacy				
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		Responsible business	108