

Appendix 4. To the "People at Kaspersky" section

Average number of Kaspersky employees by gender

2023 ¹						2024	2025		
F	M	Total	F	M	Total	Total	F	M	Total
1,301	3,727	5,028	1,290	3,794	5,084		1,329	4,025	5,354

Total number of employees by contract type and gender

GRI 2-7

2023								2024	2025						
Permanent				Temporary				Permanent		Temporary		Permanent		Temporary	
F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M
1,257	3,770	45	47	1,254	3,748	34	43			1,352	4,186	39			55

Total number of employees by employment type and gender

GRI 2-7

2023								2024	2025			
Full-time				Part-time				Full-time		Part-time		
F	M	F	M	F	M	F	M	F	M	F	M	
1,265	3,796	37	21	1,253	3,764	35	27	1,365	4,215	26	26	

¹ The data for 2023 differs from the data provided in the Sustainability Report for the second half of 2022 and 2023 due to the transition to new accounting systems, changes in the employees' personal data and the adjustment of calculation methods not taken into account in the previous report.

Total number of employees by age group

GRI 2-7

Employee age	2023		2024		2025	
	people	%	people	%	people	%
Under 30	1,161	23	1,100	22	1,298	23
30–50	3,635	71	3,617	71	3,926	70
50 and over	326	6	370	7	423	7

Total number of employees by region¹

GRI 2-7

Region	2023	2024	2025
APAC	227	225	233
Latin America	134	144	176
Middle East, Turkey and Africa	135	166	187
Europe	341	283	235
CIS	4,250	4,290	4,858
■ including Russia	4,221	4,261	4,827

¹ From here on, regions with less than 1% of the total number of employees are excluded from the regional breakdowns, because the small base means this data is not representative.

Staff structure by employee function

GRI 405-1

Employee age	2023 ¹		2024		2025		Change from 2024 to 2025, %
	people	%	people	%	people	%	
Managers	846	16	869	17	958	17	10
■ men	627	75	632	73	707	74	12
■ women	211	25	232	27	246	26	6
■ under 30	45	5	42	5	43	5	2
■ 30–50	698	83	717	83	789	83	10
■ over 50	96	11	105	12	117	12	11
Technical specialists	2,696	52	2,704	53	3,051	54	13
■ men	2,233	83	2,250	84	2,552	84	13
■ women	447	17	443	16	487	16	10
■ under 30	786	30	752	28	914	31	22
■ 30–50	1,742	66	1,772	67	1,919	65	8
■ over 50	95	4	116	4	140	5	21
Other specialists	1,610	31	1,539	30	1,682	30	9
■ men	941	60	897	60	980	60	9
■ women	638	40	607	40	654	40	8
■ under 30	292	19	271	18	314	19	16
■ 30–50	1,140	73	1,068	72	1,148	71	7
■ over 50	134	9	145	10	158	10	9

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Number of employees hired

GRI 401-1

	2023	2024	2025	Change from 2024 to 2025, %
	944	563	961	71

Hired employees by age group

Employee age	2023 ¹		2024		2025		Change from 2024 to 2025, %
	people	%	people	%	people	%	
Under 30	312	38	201	37	408	44	103
30–50	486	58	313	58	502	53	60
50 and over	34	4	27	5	28	3	8

Hired employees by gender

Employee gender	2023 ¹		2024		2025		Change from 2024 to 2025, %
	people	%	people	%	people	%	
Men	703	76	390	71	732	77	86
Women	222	24	158	29	213	23	36

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Number of employees hired by region

Region	2023	2024	2025
APAC	33	39	53
Latin America	39	24	42
Middle East, Turkey and Africa	50	47	53
Europe	41	16	16
CIS	778	436	796
■ including Russia	769	432	790

Number of outgoing employees

Metric	2023 ¹	2024	2025	Change from 2024 to 2025, %
Outgoing employees	779	750	533	−30

Outgoing workers by age group

Employee age	2023 ¹		2024		2025		Change from 2024 to 2025, %
	people	%	people	%	people	%	
Under 30	246	32	173	24	131	26	−24
30–50	470	62	483	67	324	64	−33
50 and over	48	6	64	9	54	11	−16

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Outgoing employees by gender

Employee gender	2023 ¹		2024		2025		Change from 2024 to 2025, %
	people	%	people	%	people	%	
Men	521	67	519	70	361	68	−30
Women	253	33	220	30	168	32	−24

Number of outgoing employees by region

Region	2023 ¹		2024	2025
APAC	30		49	40
Latin America	13		16	16
Middle East, Turkey and Africa	20		19	36
Europe	54		78	57
CIS	655		527	382
■ including Russia	648		523	378

Staff turnover by gender and age group

GRI 401-1

Metric	2023	2024	2025	Change from 2024 to 2025, %
Overall turnover	15	15	10	−32
■ Male turnover	14	14	9	−38
■ Female turnover	20	17	12	−29
■ Turnover among employees under 30	22	16	10	−37
■ Turnover among employees aged 30 to 50	13	14	8	−38
■ Turnover among employees over 50	15	17	13	−26

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Staff turnover by region

Region	2023	2024	2025
APAC	13	21	17
Latin America	10	11	10
Middle East, Turkey and Africa	16	12	20
Europe	16	24	23
CIS	16	12	8
■ including Russia	16	12	8

Number of employees entitled to parental leave

GRI 401-3

Employee gender	2023		2024		2025		Change 2025/2024, %
	people	%	people	%	people	%	
Women	1,296	25	1,282	25	1,387	25	8
Men	3,801	75	3,779	75	4,239	75	12

Employees who took parental leave

Employee gender	2023		2024		2025		Change 2025/2024, %
	people	%	people	%	people	%	
Women	55	93	44	98	42	95	-5
Men	4	7	1	2	2	5	100

Employees who returned after parental leave

Employee gender	2023 ¹		2024		2025		Change 2025/2024, %
	people	%	people	%	people	%	
Women	46	92	32	97	34	97	6
Men	4	8	1	3	1	3	0

Percentage of employees who returned to work

Year	Women	Men
2023 ¹	98	100
2024	98	100
2025	100	100

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Employee retention rate, %

Year	Women	Men
2023 ¹	73	50
2024	69	100
2025	67	100

Number of employees who completed advanced training and professional development programs

Employee function	2024	2025
Total number of employees who completed advanced training and professional development programs, including:	203	222
■ managers	40	39
■ technical specialists	95	137
■ other specialists	108	85
■ men	129	158
■ women	74	64

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