

Our incentive system

Kaspersky creates a comfortable and motivating environment where employees feel supported, see opportunities for growth, and understand the value of their contribution.

We pay close attention to all aspects of working life, from office conditions to performance reviews. We believe that skilled professionals should be rewarded for their contribution to Kaspersky's growth. Therefore, we maintain competitive salaries, offer employees one of the broadest benefits packages on the market, and actively implement and improve professional development and training programs.

Financial incentives

We strive to pay highly competitive and fair compensation that can attract and retain the best professionals and motivate them to achieve results.

In building our compensation programs, we are guided by the following principles:

- 1. **Rewards for results.** Kaspersky does not automatically index wages, but there is an annual salary review process. This lets us maintain competitive employee salaries and accelerate the growth of employees who perform at a high level.
- 2. **External competitiveness.** We regularly review the market and ensure that our total compensation packages remain highly competitive.
- 3. **Transparency.** We communicate openly with employees about how we approach putting together a compensation package to ensure they understand our compensation philosophy.

At Kaspersky, Total Target Cash Compensation (TTCC) includes a fixed component (salary) and a target bonus.

Kaspersky reviews employee salaries annually. Globally, Kaspersky employees' salaries increased by an average of 6% in 2024 and by 7% in 2025.



Average year-on-year increase in salaries of Kaspersky employees:

6%

in 2024

7%

in 2025

Social policy and care for people

GRI 401-2

We support our employees throughout their time at Kaspersky and do everything possible to ensure they feel confident in various life situations.

We offer our employees a comprehensive benefits package and medical care as part of our insurance program and provide financial assistance to those dealing with unforeseen difficulties. Elements of the benefits package differ from region to region of Kaspersky’s presence.

At the office, employees can access the services of a general practitioner, massage therapists, and psychologists, and also use a gym and sauna. We also created an online mental health support line for employees. In addition, Kaspersky develops corporate sports programs and reimburses employees for fitness expenses.

Regular internal communications help us gather employee feedback on various employment issues: we hold AMA sessions and kickoff¹ meetings with management, share results and plans, and discuss strategy. Each year, we assess employee satisfaction through an internal survey and hold our Annual Kaspersky Awards ceremony, where we recognize key individual and team achievements across all departments.

We help all employees whose families have children, whether biological parents, adoptive parents, or guardians. They have access to parental leave. In Russia we supplement the state maternity benefit with our corporate benefit of up to the employee’s full salary for the entire duration of maternity leave (usually 140 calendar days).

¹ An introductory meeting.



For more information on how we support mothers with children, see the [“Supporting female employees’ parenthood and well-being”](#) subsection on page 64

Career development and internships

We see personnel development as the foundation for business growth. Kaspersky encourages career mobility—both vertical and horizontal—between positions, teams, and departments. This broadens employees’ experience, improves cooperation between departments, and increases motivation.

In 2025, we launched several initiatives designed to support career growth:

- **Grow Lab** — a space for knowledge sharing and expertise development, where employees can learn from each other and work with mentors
- **Internal Mobility** — a program aimed at cultivating internal job transitions, helping employees try new roles and projects within the company if they are ready for a change
- **Career advice** — individual support for employees in choosing their next steps in professional development: from deepening their current expertise to changing their direction.

We pay special attention to young professionals. Since 2016, we have run Kaspersky SafeBoard, a paid internship program for Russian university students. About half of our interns become full-time employees upon completion of their internship. Many of them now occupy leadership positions at various levels and are now using the SafeBoard program to recruit interns for their own teams.

For more information about the SafeBoard program, see [“Training personnel for the IT industry”](#) section on page 85