

Occupational health and safety

We strive to ensure that every workplace at Kaspersky is comfortable and safe, and that employees have access to high-quality medical care and support.

Key documents

- GRI 403-1
- Labor Code of the Russian Federation
 - Regulations on Hazard Identification and Occupational Risk Classification
 - Fire Safety Instructions
 - Internal Labor Regulations
 - Regulations on Access Control and Facility Security
 - Mandatory interactive training course on emergency procedures at Kaspersky offices
 - Occupational Safety and Health Policy

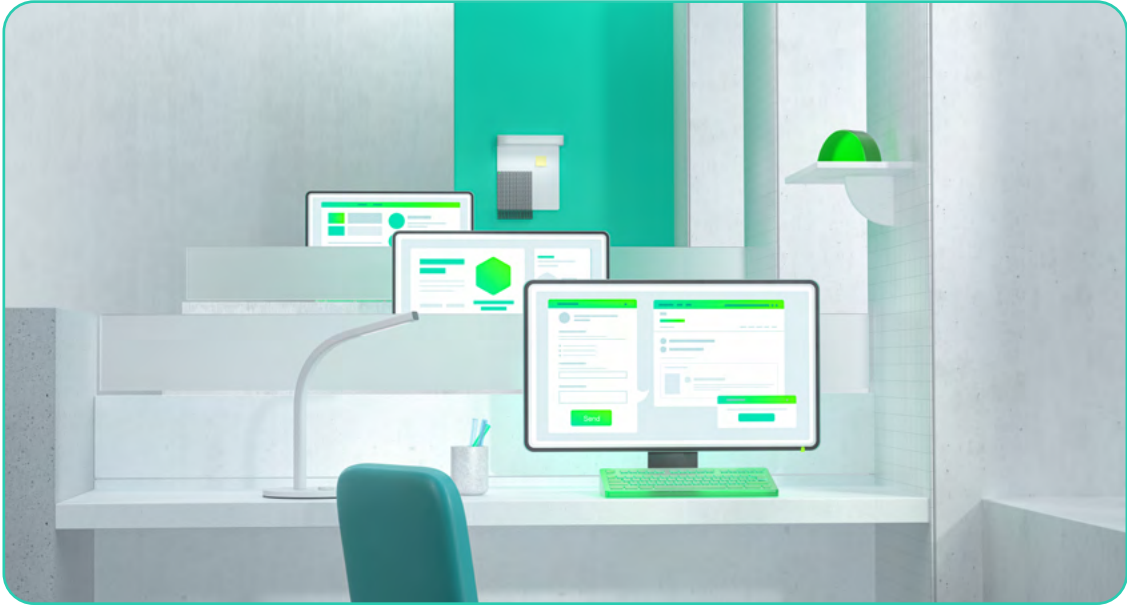
GRI 403-9

0 accidents

related to occupational risks in 2024 and 2025

Managing occupational health and safety

- GRI 403-2, GRI 403-5
- The HR Department, with the support of external consultants, is responsible for occupational safety at Kaspersky. The department includes a personnel administration group that oversees issues related to the occupational safety and health of employees.
- Within the disclosures in this report, the occupational health and safety management system at all Kaspersky offices complies with current labor legislation requirements everywhere Kaspersky operates. This system includes:
- regular instruction
 - regular special assessment of workplaces in all departments
 - a system for managing risks and investigating accidents
 - measures to improve working conditions



- Our occupational health and safety training includes introductory training for new Kaspersky employees when they are hired.
- Kaspersky currently has the following occupational health and safety programs in place:
- introductory training on occupational safety and fire safety
 - training on general occupational safety and health issues and how the occupational safety and health management system works
 - emergency response training
- Kaspersky managers also undergo training at the training center.
- The key performance indicator here is the absence of workplace injuries.
- GRI 403-9
- Most employees work in the office. During the reporting period, not a single workplace injury or occupational illness was recorded.

Work on weekends and holidays

When approved by the personnel department and the head of the relevant department, employees may be required to work on weekends or non-working holidays. This arrangement is formalized with the employee's written consent, and the performed work is recorded in the timesheet.

Employees who are pregnant or on vacation or sick leave are not allowed to work on weekends and non-working holidays. Work on weekends must not exceed eight hours per week. When working two consecutive weekend days, employees must not work more than four hours per day.

Employees who are required to work on a weekend or non-working holiday are given a choice of two types of compensation:

- increased pay
- extra vacation time

How we care for our employees' health and well-being

GRI 403-6

Kaspersky employees in Russia and their children aged 16 and under are covered by our corporate voluntary health insurance program. The program also provides accident insurance for employees. If an accident occurs, employees can submit relevant information to the insurance company through the HR department.

Our voluntary health insurance program includes cancer treatment, inpatient care, online and offline psychological support, annual medical examinations for getting a health resort pass, and seasonal vaccinations.

Kaspersky's headquarters features a gym and sauna, and in-office appointments with a doctor, psychologist, and massage therapist are available. We also offer an online psychological support line for our employees. We reimburse some expenses on healthy living, including fitness classes and children's health camps. Employees also get a corporate discount at Rigla pharmacies.

GRI 403-4

Employees can provide feedback after completing the mandatory emergency response training course. We also measure employees' perceptions of their physical, emotional, and social well-being through an anonymous employee satisfaction survey each year.

GRI 403-2

As an employer, Kaspersky provides its personnel with safe working conditions in accordance with state occupational safety regulations. During the reporting period, we did not record a single incident related to occupational safety violations.

Of course, Kaspersky still provides accessible options for responding to potential incidents. In particular, employees can:

- contact the employee support hotline (HR Support)
- submit a request through our internal portal for the administrative team
- schedule an appointment with an in-office doctor or psychologist
- contact their HR business partner directly

