

Respect for human rights

Respect for the rights of employees, customers, local communities, and other stakeholders is a fundamental and integral principle of our operations and underpins Kaspersky's corporate culture and responsible business practices.

GRI 406-1

GRI 2-23 , GRI 2-24

Kaspersky is guided by the principles of the UN Global Compact, the UN General Assembly Resolution on Sustainable Development Goals, the Paris Agreement of December 12, 2015, the International Bill of Human Rights, including the Universal Declaration of Human Rights, the Convention for the Protection of Human Rights and Fundamental Freedoms, the UN-endorsed Guiding Principles on Business and Human Rights, and the relevant national and regional legislation of the countries where it operates.

Additionally, Kaspersky has signed the European Commission's Artificial Intelligence Pact to foster trustworthy AI use¹. By signing the pact, the Company affirmed its commitment to promoting the rational and responsible use of AI technologies, thereby recognizing their importance in cybersecurity.

Upon signing the agreement, we assumed three main obligations:

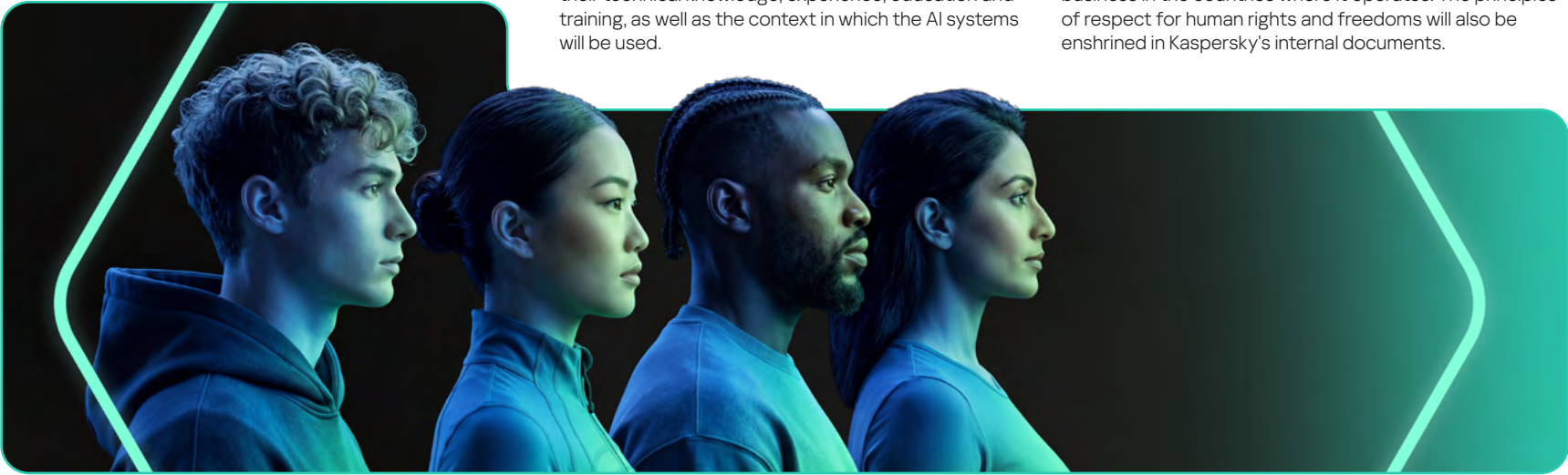
- adopt an AI governance strategy to ensure that the Company implements AI in a way that complies with future AI regulations
- identify AI systems that may be classified as high risk under the AI Act
- raise the level of AI awareness among the Company's employees and other persons working with AI systems on behalf of the Company, accounting for their technical knowledge, experience, education and training, as well as the context in which the AI systems will be used.

Kaspersky does not tolerate any form of discrimination or the use of child, slave, or forced labor, and expects similar commitments from its partners throughout its supply chain.

This position of the Company is enshrined in its internal policies, which reflect the guiding principles for conducting business in the countries where it operates. The principles of respect for human rights and freedoms will also be enshrined in Kaspersky's internal documents.

0 cases of discrimination at the Company during the reporting period

The Company strictly complies with international and local legislation, relying on the ISO 26000-2010 "Guidance on social responsibility" and the international standard AA1000 (AccountAbility Principles, Stakeholder Engagement Standard).



¹ The EU AI Act comes into force in mid-2026.

Respect for human rights in the Company's activities

Basic human rights	Documents that govern the Company's behavior	The Company's approach to respecting human rights	Stakeholder groups that the Company may affect in each area of human rights	Results for the reporting period
 Right to life, liberty, privacy, and family life	■ Constitution of the Russian Federation, Articles 20, 22, 23 ■ Applicable laws in the countries where Kaspersky operates, including: – GDPR¹ – ISO/IEC 27001, an international standard for information security – Federal Law No. 152-FZ of July 27, 2006 "On Personal Data" – PIPL² – CCPA³ – LGPD⁴ – PDPD⁵	One of the Company's priorities is to ensure the protection of our clients' data worldwide through internal security systems and procedures. We do not use data for anything other than the purposes for which it was collected.	■ Users ■ Employees ■ Groups vulnerable to information security threats ■ Non-profit organizations	0 serious violations of personal data laws 0 significant data breaches
 Right to work	■ Constitution of the Russian Federation, Article 37 ■ Labor Code of the Russian Federation ■ Internal labor regulations ■ Occupational Safety and Health Policy ■ Guidelines for Charitable Projects ■ Regulations on the Sustainable Development Committee ■ Applicable laws in the countries where Kaspersky operates	For Kaspersky, our employees are our most valuable asset. We are committed to ensuring that people at the Company feel comfortable and engaged, that they can work productively, feel protected, and that they can develop themselves and the Company. Kaspersky supports non-profit organizations that help people with disabilities with employment and social integration, as well as provide them with legal assistance.	■ Employees ■ Groups vulnerable to information security threats ■ Non-profit organizations	5,691 was the total headcount at the end of 2025 (+11.3% compared to the end of 2024). Employee turnover in 2025 was 10% (5 percentage points lower than in 2024). During the reporting period, the Company supported five non-profit organizations that help employ people with disabilities. The Company took part in ten inclusive employment events (business breakfasts, job fairs, and a mentoring program). The Company launched https://kasperskystories.com/, a website that shares the professional and personal journeys of our employees with disabilities and those raising children with disabilities

¹ EU General Data Protection Regulation.
² Personal Information Protection Law of the People's Republic of China.
³ California Consumer Privacy Act.
⁴ Brazilian General Data Protection Law (Lei Geral de Proteção de Dados).
⁵ Law of Vietnam on the Protection of Personal Data (Personal Data Protection Decree).

Basic human rights	Documents that govern the Company's behavior	The Company's approach to respecting human rights	Stakeholder groups that the Company may affect in each area of human rights	Results for the reporting period
 Right to a healthy environment	■ Constitution of the Russian Federation, Article 42 ■ Federal Law No. 7-FZ of January 10, 2002 "On Environmental Protection" ■ Regulations on the Sustainable Development Committee ■ Guidelines for Charitable Projects ■ Applicable laws in the countries where Kaspersky operates	Responsible environmental stewardship is one of Kaspersky's core values. We reduce our environmental impact through efficient use of resources, well-organized business processes, and a responsible approach to energy sources for our data centers and offices.	■ Employees ■ Local communities ■ Users ■ Non-profit organizations	>50% of our counterparties are already connected to our EDMS¹ and work with us digitally. In 2024–2025, Company employees donated or recycled more than 3 tons of items. 420 kg of electrical equipment was recycled. >1.300 books were collected and distributed to libraries in small towns or villages over two years. >\$4.000 was allocated to purchase food for blue Arctic foxes on Medny Island in 2024. \$2.410 was donated to the Przewalski's horse conservation project in 2025. In 2024, the Company supported the implementation of the "Saving Sea Otters" project, initiated by the "Nature and People Foundation".
 Right to education	■ Constitution of the Russian Federation, Article 43 ■ Federal Law No. 273-FZ of December 29, 2012 "On Education in the Russian Federation" (as amended on August 4, 2023) ■ Regulations on the Sustainable Development Committee ■ Guidelines for Charitable Projects ■ Applicable laws in the countries where Kaspersky operates	We encourage our employees to strive for new knowledge, constantly improving our internal educational programs and adding new ones. We implement joint educational projects with non-profit organizations that support people with disabilities, senior citizens, survivors of domestic violence, and others in vulnerable or difficult life situations. Kaspersky creates its own training programs designed to collaborate with educational institutions and audiences seeking additional education. We invest resources in the development of both school and university students, as well as experienced cybersecurity professionals who require further upskilling.	■ Employees ■ Users ■ Groups vulnerable to information security threats ■ Non-profit organizations	Kaspersky.Academy partners with ~200 universities in 45 countries. ~50 universities in various countries have joined the Academy Alliance program in two years. In 2024, together with the Love Syndrome Foundation, the Company unveiled Russia's first digital literacy manual for people with Down syndrome. Over the past 10 years, more than 800 interns have joined Kaspersky through the SafeBoard internship program >350 have become employees and still continue to work in at Kaspersky to this day. Kaspersky's "Digital Lessons" have been completed more than 22 million times since 2018. >3.000 users in over 50 countries use the Kaspersky Expert Training platform.

¹ Electronic document management system.

Basic human rights	Documents that govern the Company's behavior	The Company's approach to respecting human rights	Stakeholder groups that the Company may affect in each area of human rights	Results for the reporting period
 Right to health protection and medical care	■ Constitution of the Russian Federation, Article 41 ■ Regulations on Compensatory and Incentive Payments ■ Applicable laws in the countries where Kaspersky operates	Caring for the health and well-being of employees is an important component of Kaspersky's social policy. The benefits package for Kaspersky's employees varies depending on the region where the Company operates. We also promote an active and healthy lifestyle among our employees.	Employees	0 employee injury cases in 2024–2025. 0 cases of occupational illness were identified among the Company's employees in 2024–2025. Webinars and Q&A sessions with an oncologist were held for Kaspersky HQ employees in 2024 and 2025 to cover common myths and misconceptions about cancer and the need for timely check-ups and testing.
 Right to protection from discrimination	■ Constitution of the Russian Federation, Articles 19, 29 ■ Guiding Principles on Business and Human Rights ■ Kaspersky's internal policies, which reflect the guiding principles for conducting business in the countries where it operates	We do not tolerate discrimination of any kind in the Company's activities.	■ Employees ■ Users ■ Partners	0 cases of discrimination at the Company during the reporting period