

Sustainable Development Management System

GRI 2-9, GRI 2-12

Kaspersky addresses sustainable development and its impacts comprehensively and at multiple levels of management.

The Board of Directors is involved at the highest level in approving overall strategic directions and goals for sustainable development. The Sustainability Department works together with project team leaders across the company to implement initiatives and monitor results. These teams provide methodological support, analyze results, and regularly update data for internal reporting.

Sustainable and responsible business practices

- Developing business ethics and enhancing business sustainability;
- Protecting data and respecting privacy rights;
- Ensuring transparency and reliability of our products and business processes.

Reducing impact on the environment

- Reducing carbon footprint and improving energy efficiency of our infrastructure;
- Optimizing resource consumption;
- Developing environmental awareness and supporting environmental initiatives.

Advancing global cyber resilience and a secure digital future:

- Protecting users, businesses and critical infrastructure from cyberthreats;
- Developing cyber immunity for new technologies;
- Strengthening international cooperation against cybercrime;
- Creating a secure digital environment.
- Implementing innovations, including artificial intelligence.

Strategic priorities in sustainable development

Kaspersky pursues five key strategic directions related to sustainable development. They are determined based on the specifics of the Company's activities and the nature of its positive and negative impacts, and shape how key ESG initiatives are developed and implemented.

Contributing to social development

- Social and charitable projects;
- Developing talent for the IT industry;
- Promoting inclusivity in the cyberspace;
- Improving general digital literacy.

A human-centered approach to HR management

- Creating a supportive, inclusive and safe work environment for our employees;
- Supporting talent development;
- Promoting women in IT.

GRI 2-23, GRI 2-24

1. [Anti-Corruption Policy](#)
2. Procurement Policy
3. Contract Policy
4. Occupational Safety and Health Policy

Key internal documents are posted in internal information systems and are accessible to all Kaspersky employees. The obligations set out in these documents are communicated to employees during the hiring process and through regular training within the Company.

The Company's impacts related to sustainable development

Kaspersky's activities have a multifaceted impact on the economy, the environment, and society. The Company aims to enhance positive impacts and reduce potential negative effects related to its operations and the development of digital technologies.

GRI 203-1, GRI 203-2

Economy

+ Positive impacts

- Improved digital security for businesses and organizations: protection from cyberattacks and reduced financial losses.
- Creating solutions for industrial security and critical infrastructure to support a more stable economy

– Negative impacts

- The Company's significant market share and high level of technological expertise may create barriers to entry for new or niche players, potentially limiting competition in certain segments of the cybersecurity market
- Improved digital security may require organizations to invest more in software infrastructure and staff training, which can increase operating costs
- The deployment of complex cybersecurity solutions can widen the gap between organizations with a high level of digital maturity and those with limited financial and technological resources

Environment

+ Positive impacts

- Fewer physically packaged products and more digital licenses: less resource consumption
- Blocking illegal mining, which reduces energy consumption and, according to the Company's estimates, reduces CO₂-eq emissions by up to 3,000 tons annually.
- Optimized resource consumption in offices and data centers

– Negative impacts

- High carbon footprint from employee air travel related to international projects, partnership meetings, and events
 - High energy consumption of data centers and servers
- For more information on reducing negative impacts, see the ["We reduce our carbon footprint"](#) and ["We improve energy efficiency"](#) section on page 90 and 92

People

+ Positive impacts

- New job creation
- Employee benefits package
- Support for parents
- Programs on digital literacy and inclusion, support for employees with disabilities, participation in educational projects

– Negative impacts

- Digital divide: Part of the population is lagging behind technological developments, which makes people without digital skills more vulnerable
 - Increasing complexity of digital life: Cybersecurity requirements make everyday activities more difficult, which is especially challenging for older adults and people with cognitive disabilities
- For more information on reducing negative impacts, see the ["Inclusivity in cyberspace"](#) and ["Digital awareness"](#) sections on page 79 and 86