

One Nixu Playbook

Complete guide to Nixu way of life



Welcome aboard, fellow Nixuan!

Congrats! You made it through the wilderness... I mean, the recruiting process. How was it? If there's anything you'd like to comment, pros or cons, please send a message at pops@nixu.com. Our POPS* team is dying to get feedback to improve the ways new people get hired.

Now you're starting a new cybersecurity journey with one of the finest expert teams in the industry. So touching... Everything still ahead...

In this handbook you'll find information about Nixu and NixuCode to get yourself familiar with the company and its culture before starting your life as a Nixuan. Once you are able to log into Nixu's internal services (*Pro tip: hackers, please don't try it before authorisation!*), you'll find the same information in our beloved digital toolkit, One Nixu Platform (ONP).

* We say "POPS" as People OPERATIONs, not "HR" as Human Resources. We see Nixuans as people, not resources.

Every quarter, we conduct an employee survey to measure Nixuans' thoughts and feelings. Here's what we've said about Nixu.



“I love the fact that even little things matter, like kind of coffee brand is best, that we get the kind of tea we want, that we have events and after work gatherings. We matter. And as we matter, it is more motivating to work even when times are hectic.”

**[NIXUANS
ABOUT NIXU]**

To get you started...

Nixu has official enrolment days every two weeks, so we can align the inductions and enrolments. Usually there are several new Nixuans onboarding with you globally – all the newcomers will accompany you during your first inductions. You'll begin with a welcome breakfast with one of your team members and other newbies.

You'll get the chance to meet your peers – your onboard buddies – in person in the ThisIsNixuDays. ThisIsNixuDays is an internal event held three times during fiscal year (or if you're a trainee, you'll attend in our Trainee Day held once a year).

Ready to get to know your new workplace a bit further? Off we go to the next page!

A teeny-tiny history lesson

THE NAME

In the 1980's, a tech student Pekka Nikander worked at a computer lab in the Helsinki University of Technology. Apparently, he spent so much time there, that one day, somebody had attached a note on the lab door saying "Niksula". At that time, there was a local toy store by that name, and television run the kids' series *Lelumaan Niksu, Noddy in Toyland*. In this tech playroom, Pekka founded a new internet specialist company called "Nixu" in 1988, which was the year Finland was connected to the Internet.

Besides the origins in Niksula, Nixuans have one specific reason to love our company name. "It's the perfect name, because it's an anagram of UNIX," a Nixuan states. End of discussion.



EARLY ADVENTURES

Nixu started off as an internet expert company, run by the pioneers in TCP/IP technology. Our first projects were about helping customers with their Internet based e-mail systems. At one stage Nixu was running the whole DNS-service of national operator Telecom Finland.

Booming telecom sector provided Nixu its first large clients like Ericsson and Nokia. We dug into different projects in networking and telecommunications – we’ve built a micro payment solution and even brought the internet to Saudi Arabia!

Relationship with Nokia took us around the world and we gained expertise securing enterprise grade services and building secure mobile operating systems. But when Nokia chose Windows Phones and lost the race, it affected the whole IT industry in Finland. At that point, we needed to decide what to do next.

“Culture of open and honest communication between everybody. Anybody can challenge the CEO, that is not something every company has.”

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FINDING OUR FOCUS

We had dug deep and wide into the world of internet, and looking back, we noticed one thing. Despite the opportunities we saw in tech, we witnessed numerous cyber threats evolve: malware, scams, espionage, black markets... We loved the internet too much to let hooligans ruin it. As an unconscious prelude, we had organized the first internet virus seminar already back in 1989.

The future of the company seemed obvious: we needed to narrow our focus to purely cybersecurity.

GOING INTERNATIONAL

Finland is known for technical innovation, but in the world of cyber threats, it was not about national borders anymore. Nixu had already become Finland's largest and most holistic cybersecurity company by 2014. By the following year we established ourselves in the Northern Europe (which we define being the North of Alps).

WE LOVED THE INTERNET TOO MUCH TO LET HOOLIGANS RUIN IT.

First operation abroad was founded in Amsterdam, starting from scratch with a couple of talented people joining Nixu team. Simultaneously we were looking for existing companies that would like to join Nixu and become something bigger together.

Since that time already seven teams (Panorama Partners – FI, Europol Networking – SE, Safeside Solutions – SE, Expert Solution Support Services – NL, Bitsec – SE, Vesper CTI – SE and Ezenta – DK) have already joined Nixu crew. As all of these teams bring in their own history and accomplishments it is fair to say that Nixu and Nixuans have a vivid history and many interesting tales to be told.

FULL 360° CYBER SEC

TO INFINITE SECURITY... AND BEYOND!

Today, with diverse roots, we want to a truly international cybersecurity company, proud of our Nordic and European heritage. We speak about One Nixu, which means that we act as one. We find the best know-how from different market areas so that our clients can find the top-notch expertise. As a plus, we Nixuans can get to know awesome people who share the same passion in cybersecurity.

With over 30 years' experience, Nixu has grown to become a stock-listed, international company focusing not only 100 % but full 360 degrees in cybersecurity. And this is the point where you enter – so exciting!

Why we exist – Our mission

Who am I? Why should I get up every morning?
Sometimes you get stuck in existentialism. Don't worry, it's human. What to do when you're lost? You grab your phone.

The digital society is dependent on functioning and secure systems. We Nixuans don't produce that much critical infrastructure, revolutionary apps, cool gadgets or world-class games. We work in the background to ensure that they are resilient and don't get compromised. That's why we come to work every day (or work anywhere the job is done in the best way).

"I think, therefore I am", said René Descartes back in the days. We Nixuans think about cybersecurity, because companies and organizations don't always remember to do so. That's why we exist: to keep the digital society running.



OUR UNIQUE CYBERSECURITY COMMUNITY

Technology and the threat landscape evolve all the time. Black hat hackers and state actors learn new tricks and carry out more and more advanced attacks. They keep us busy, but they keep us motivated too.

At Nixu, we need to constantly develop ourselves to stay sharp. So, if you have something you'd like to learn or to teach others, you can for instance ask your tutor, attend a conference as a listener or a speaker or ask Nixuans from our specific email address or internal chat channels.

We encourage for personal skill development also in the form of off-time Bug Bounties and Capture the Flag contests. When a Nixuan is rewarded in a Bug Bounty competition, they get an extra reward from Nixu as well. Ka-ching!

A 3D graphic of the text "JOIN THE HUB" in a bold, sans-serif font. The letters are dark blue with white outlines and are arranged in three rows: "JOIN" on top, "THE" in the middle, and "HUB" on the bottom. The text is set against a light teal background.

Another key place to learn whatever is new is our very own NixuCon, an internal cybersecurity conference from Nixuans to Nixuans. There we get to share our knowledge and change thoughts with the top notch cybersecurity community we have as Nixuans. And in between, we party. Welcome along and join the hub!

The future – Our vision

Nixu's strategic vision (you'll probably hear this a lot) is to be the:

Trusted, go-to partner, for cyber-security services, for digitalization, in Northern Europe, and the best place to work for professionals.

Trusted

Nixu is built around great people who can be trusted for giving the best advice to our clients. This is why we are also “technology agnostic” – as we need to recommend the best solutions to our clients, instead of flying only one vendor's flag.

go-to partner

We aren't attention seekers, but shouldn't be too humble, either. For clients and partners to know our skills better, we need to speak louder. This means that we support you to go out and present our insights in different events, conferences and in the media.

for cybersecurity services

We offer much more than nitty-gritty infosecurity advice. We can give wide-ranging and continuous services and be there when the customer needs us. We believe in healing instead of judging.

for digitalization

We try to focus our service offering to suit the needs of digital transformation, for instance in securing IoT environments, business applications and altogether working with the newest cutting-edge technologies.

in Northern Europe

we can't be the best partner for every company in the world – at least not yet. Therefore, we have

limited our strategic scope to clients being headquartered in the North of Alps. This enables us to work closely with our clients.

and the best place to work for professionals

the latter part of our vision statement is maybe even the most important. When the best people want to join Nixu, we get the best clients. And as the best clients bring us the most interesting work, it will draw the best people to us. Simple, isn't it? So, feel free to let us know what makes the best workplace for you. We can always improve!



The NixuCode

Many Nixuans know how to code, but all Nixuans know The NixuCode. That has nothing to do with python, java or C++. NixuCode is the name (winner of the election) of our cultural foundation. We believe in empowerment and autonomy of Nixuans. When we hire smart people, we shouldn't need to be controlling every aspect of what they do, but instead trust them to do the right things. NixuCode is giving you a framework within which we trust YOU to make the right decisions.

You can think of NixuCode through a metaphor of a tree. This is spiritual map of Nixu.



THE ROOTS – ETHICAL CODE OF CONDUCT

Below the surface, the solid grounding and roots that hold us steady is our ethical code of conduct. This is the basic, and mandatory, code of conduct that describes, how Nixuans behave towards ourselves and our partners. This includes loyalty towards the company and partners, fair competition, ethical hacking, moral purchasing and treating each other nicely.

You've received a separate document on the ethical code during enrollment, and we hope you've had time to read it through. It's nothing special or difficult, but it's oh so important. It's our foundation for our efforts to do the right things right.

If you face an ethically uncertain situation or detect a possible violation of our Ethical Code of Conduct, you can follow our whistleblowing mechanisms. Instructions can be found in One Nixu Platform and the separate document handed to you during enrolment.

THE STRONG TRUNK – OUR VALUES

Since we are growing heavily, many things are shaping along the way. That's why at Nixu offices it's sometimes difficult to find a free meeting room, locker, parking space or even a toilet. Yet, there are a few things that stick – our values.

Structured as a tree trunk are values that apply to every Nixuan. You're, like us, **professional, collaborative, humane and passionate about cybersecurity**, that's why we hired you.





PROFESSIONAL

When acting **professionally**, we are performance oriented, aim for high quality and always work to improve.



COLLABORATIVE

Being **collaborative** means that we are happy to work with Nixuans, clients' other vendors and the community around us. This is a team game, you don't win alone! Oh, and by the way, we don't tolerate any politics or backstabbing.



HUMANE

Humane is one of the values that rose most prominently when Nixuans were asked. We want to show compassion, appreciate diversity and changing situations in people's lives. Generally: let's not be assholes!



PASSIONATE ABOUT CYBERSECURITY

Being **passionate about cybersecurity** means that you have your own interest in our field and are eager to learn more. Be inspired, curious and also: inspire others!

THE BRANCHES AND THE FOLIAGE – OPERATING PRINCIPLES

How do we operate with our clients? First of all, you make many decisions yourself. To help you out in the process, we have five plus one basic rules of thumb, the Nixu 101 operating principles (Pro tip: 101 is binary for 5):

1. Don't wait, communicate. If at any stage of your work you are uncertain about something, or you see your schedule slipping, don't hesitate to inform your stakeholders. Also, if you have an idea, even an unfinished one, on how to improve things, speak up.

2. Use the Force – and take personal responsibility. You've been hired because of your talent and potential. Don't forget to use it! In Nixu, you can have the power to make decisions, because we trust you. Make use of it, but also

take responsibility over your actions. And don't be afraid of failure, it is better to act than wait.

3. If goals conflict, seek agreement. Working in client environments and even within Nixu, you many times encounter a situation where different stakeholders have different, and maybe not even aligned, goals. If you encounter this situation, a good way is to bring these stakeholders together and present the issue and let them work it out, maybe you can suggest a good compromise or even a novel new way to solve both their goals?

4. No money, no honey. Even if we all are passionate about cybersecurity, we still expect to be paid monthly. Of course, the money comes from our clients from the services we do for them. This means that we need to have a stable load of paying work in our plates constantly. There are so many fun and cool things that can be done in cybersecurity, and we often even encourage to do them. But finally, if there is no money, there is no honey. Balance is the key.



5. Learning happens every day. Training and courses are great but remember also that we get to work with interesting stuff every day. Take time to give feedback, ask for feedback and then think on how to develop yourself. That makes us cybersecurity gurus, nothing less.

+1 Dream big, aim high, deliver incrementally – and have fun doing it. Already feeling like you're in a hippie musical? Good! Here's a playlist to conquer your dreams (feel free to fill in your own power songs):

Eurythmics: Sweet Dreams (Are Made of This)

Ozzy Osbourne: Dreamer

Mamas & the Papas: California Dreamin'

...and remember to play them one by one, just in case you don't finish the whole list!

**“Use the force’,
the ability to do
what is needed
without having to ask
permission every time
you need something,
is great.”**

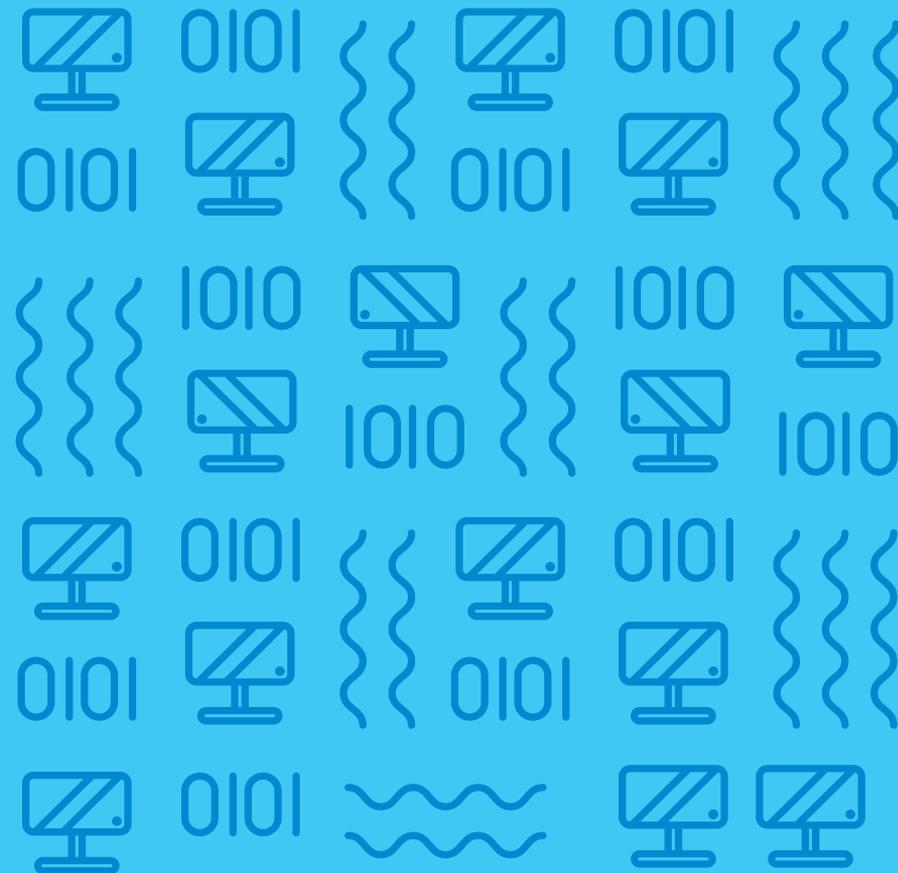
**[NIXUANS
ABOUT NIXU]**



One Nixu Organization <3

You know all organization charts? Those huge detailed figures where you try to find out the structure of the company? We're not going lie, we have it too. But let's not go into that here. At this point, you should know this: There is One Nixu Corporation in the world. The The One Nixu organization tries to be as flat and non-hierarchical as possible. Most importantly it consists of people. Typically, these cybersecurity professionals fall under three main categories:

- **DELIVERY** (most of us) – specialists who work on projects or run services that pay all of our salaries
- **SALES AND MARKETING** (plenty) – people who focus in our growth and bring in new work from clients
- **BUSINESS SUPPORT** (also a plenty) – people who care and help other Nixuans to do their work better.



All these roles are important and needed in order for Nixu to function as an organization. All of us are also in a client service function: we all have clients we need to serve. Those may be external (for consultants for example) or internal (for People Operations), but we all strive to have a service orientation in our work. Where do you find yourself in this picture?

If you're interested in our company structure at a more deeper level, you can read all about it in – guess where? yes! – our dear One Nixu Platform, ONP.

**“It is a place
for people that
love cyber sec.
This is the future.”**

**[NIXUANS]
[ABOUT NIXU]**

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