Pro*fil*ence

Culture
Handbook

Profilence was born in Oulu, Finland, in 2014, from a shared vision: to revolutionize the way engineers and quality managers optimize the stability and performance of their products. Our founders Mika, Mikko and Sami, former experts of Nokia Mobile Phones, knew that quality was more than just a feature—it was the heart of every device. They had witnessed firsthand how intuitive, reliable software became the foundation of Nokia's success, and they set out to create a new standard in quality analytics.

Today, Profilence is a global leader in QA methodologies. Our commitment to innovation, excellence, and customer experience drives everything we do. We continue to push boundaries, and as we grow, we remain true to our core belief: that quality is not an afterthought—it's the foundation of progress.

At Profilence, our culture is the foundation of everything we do. It's what makes working here special and what drives our success as a team. We are a global technology company with a passion for innovation, but equally important is the environment we create for our people. We believe that when employees feel empowered and supported, they can achieve their best—and in turn, deliver incredible results for our clients.

This handbook gives you a glimpse into our world—a place where we push boundaries, take ownership, and work together to solve complex problems. Whether you're a future team member or a current one, we're excited for you to be part of our journey.

Welcome to Profilence. Let's build something great together.

Profilence

OUR VISION

To become the most trusted
partner in ensuring flawless
automotive software, empowering
the next generation of vehicles.

OUR MISSION

We shape the future of driving by
solving automotive software
challenges that ensure seamless
and intelligent driving experiences.

At Profilence, our values aren't just words on a page—they're the principles that guide our actions every day. These values shape how we work together, how we solve problems, and how we build relationships with our clients. They provide a framework for making decisions, driving innovation, and delivering excellence in everything we do.

What makes these values especially powerful is that they weren't created in isolation. They've been **co-created with our team**, developed through open conversations and collaborative efforts to ensure they truly reflect what matters most to us. Every member of our team has had a voice in shaping the culture we're building, and that shared ownership makes our values not only relevant but actionable in our daily work.

Our values reflect who we are, but more importantly, they define who we aspire to be. They remind us to aim high, work smart, and always act with integrity. Whether you're collaborating on a project, tackling a client challenge, or thinking ahead to the next big idea, these values will help steer your course.

In the following sections, you'll discover the core values that make Profilence unique—and how they come to life in our daily work. These aren't just ideals; they are calls to action. They remind us to **Drive Excellence**, **Solve Smart**, **Trust and Own**, and **Keep It Clear**. Together, these values are the driving force behind our culture and our success.

Drive Excellence

Drive Excellence is about doing things right and aiming for the highest quality in everything we take on. It's about focusing on the details, taking responsibility for our work, and making sure that we deliver reliable, well-executed results, project after project.

This value comes through in the way we approach our tasks—with precision and a clear focus on outcomes. Whether we're developing new solutions, troubleshooting issues, or improving existing processes, we push ourselves to find better, smarter ways to get things done. It's not about shortcuts; it's about doing things properly, with a long-term view of quality and sustainability.

Drive Excellence also shines in the way we collaborate. When we share knowledge, give feedback, or support one another, we're raising the bar for everyone. It's this combination of technical skill and teamwork that enables us to consistently exceed expectations—not by chance, but by design.

At the end of the day, **Drive Excellence** is what ensures that our clients can trust us to deliver results that make a difference. It's what fuels our continuous growth and helps us stand out in a competitive market.

Solve Smart

At Profilence, **Solve Smart** is about using creativity and innovation to solve problems in ways that truly make an impact. It's not just about getting the job done—it's about finding the best, most forward-thinking solutions that deliver real value to our clients.

We encourage a culture where new ideas are welcomed, and where thinking outside the box is part of how we operate. **Solve Smart** means approaching challenges with fresh perspectives, questioning old methods, and finding smarter ways to meet both current needs and future demands.

Our strength lies in how we collaborate to create these solutions. By sharing insights and pushing each other to think bigger, we deliver results that move our clients' businesses forward. **Solve Smart** ensures we don't just solve problems, but we do so in a way that helps our clients stay ahead in a constantly evolving market.

Trust and Own

Trust and Own means taking responsibility for our work and building an environment of trust. We empower people to own their tasks and decisions, knowing their unique skills and perspectives are valued. Trust thrives when we embrace diversity and create space for everyone to bring their authentic selves to work.

This value is about more than just getting things done—it's about fostering growth. We support each other, share knowledge, and trust that everyone will deliver their best. By owning our responsibilities and respecting one another's capabilities, we create a strong, inclusive culture where everyone can succeed.
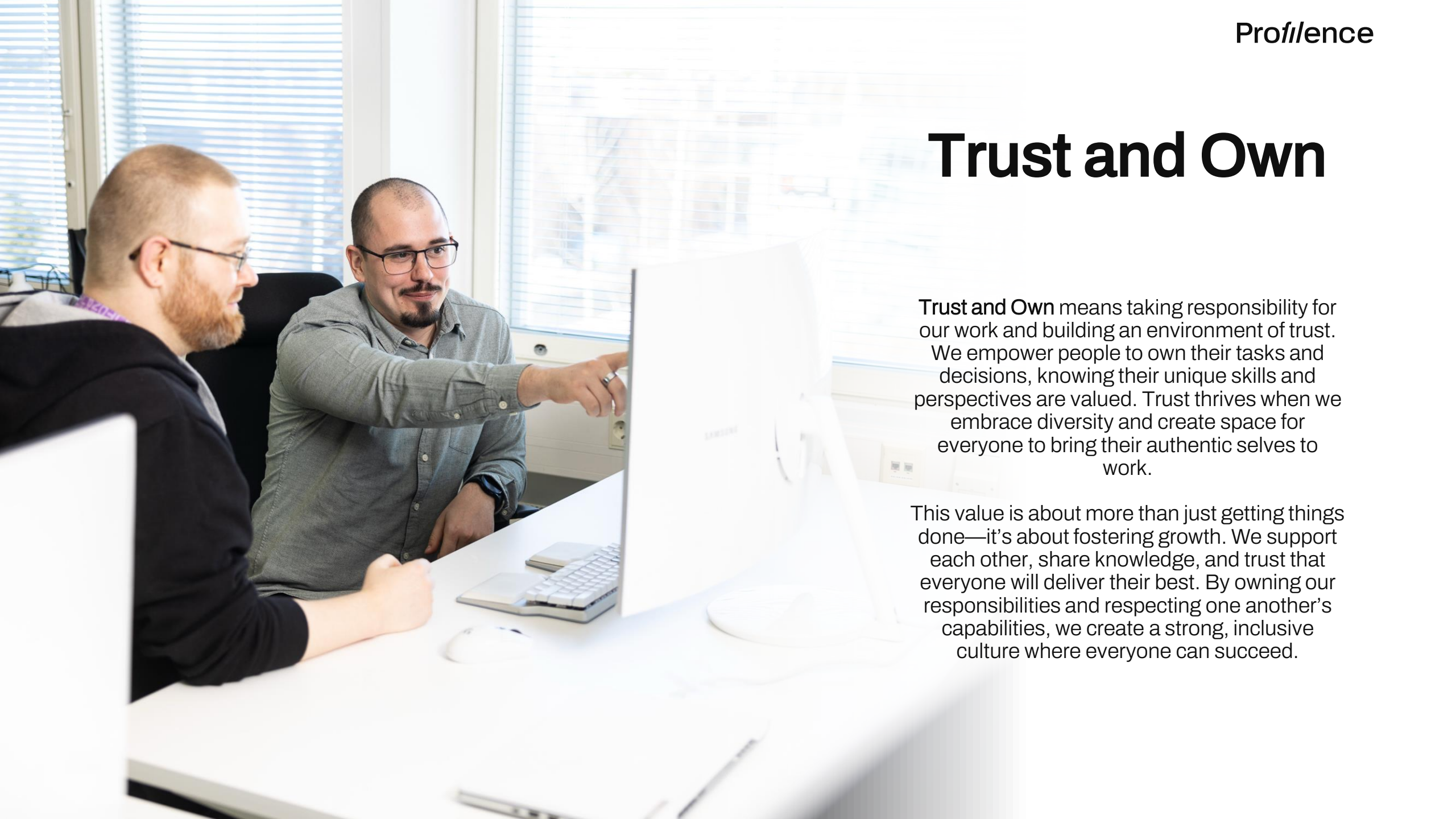
Keep It Clear

Keep it Clear means ensuring transparency and clarity in everything we do, especially as we continue to grow. We know that clear communication—within teams, with clients, and in our processes—helps us stay efficient and avoid misunderstandings.

As we scale, maintaining this openness becomes even more important. Being straightforward and transparent builds trust, not just within our team but with our clients as well. We make it a priority to ensure that information flows freely, goals are well-defined, and feedback is honest and direct. This clarity keeps everyone aligned and moving in the right direction.

Day to day, **Keep it Clear** shows up in how we communicate our expectations, share progress, and give feedback. As we grow, we remain committed to making sure that nothing is left to interpretation—because clear communication is the key to driving success together.

Pro*fi*lence

Profilence Work Culture: Trust, Impact, and Continuous Growth

At Profilence, our culture is built on a foundation of trust, collaboration, and the belief that meaningful work makes a difference—not just for our customers, but for each member of our team. Here, you'll find an environment where expertise is respected, autonomy is valued, and you have the freedom to tackle challenges in your own way.

We're not a big corporation, and that's by design. Our size gives us agility and ensures that everyone has a voice. Employees consistently highlight the independence they have to do their work, the trust placed in them, and the flexibility to manage their responsibilities. While we value flexibility in how work gets done, we also recognize the importance of coming together as a team. With a balance of remote work and office collaboration, we ensure that everyone has the opportunity to connect, share ideas, and support each other. This approach not only fosters teamwork but also ensures that both seasoned experts and those earlier in their careers can learn, and grow in a collaborative environment.

Real challenges, real impact

Our work isn't always easy—and that's what makes it meaningful. We solve complex problems in global markets and take pride in delivering solutions that truly matter. Employees have the chance to see how their work directly impacts our products and contributes to the success of our customers. Whether it's debugging critical issues, ensuring software stability, or collaborating with international teams, the challenges are real—but so are the rewards.

Profilence

Growth Through Expertise and Mentorship

At Profilence, we believe that growth is a continuous journey. Employees describe how mentoring and guidance from peers and leadership have helped them refine their skills and push their boundaries. Whether you're a new graduate writing your thesis while working or a seasoned professional exploring new technologies, there's room to develop, take on responsibility, and contribute to high-level goals. This shared learning environment benefits everyone, as our team grows stronger through the exchange of knowledge and expertise.

Profilence
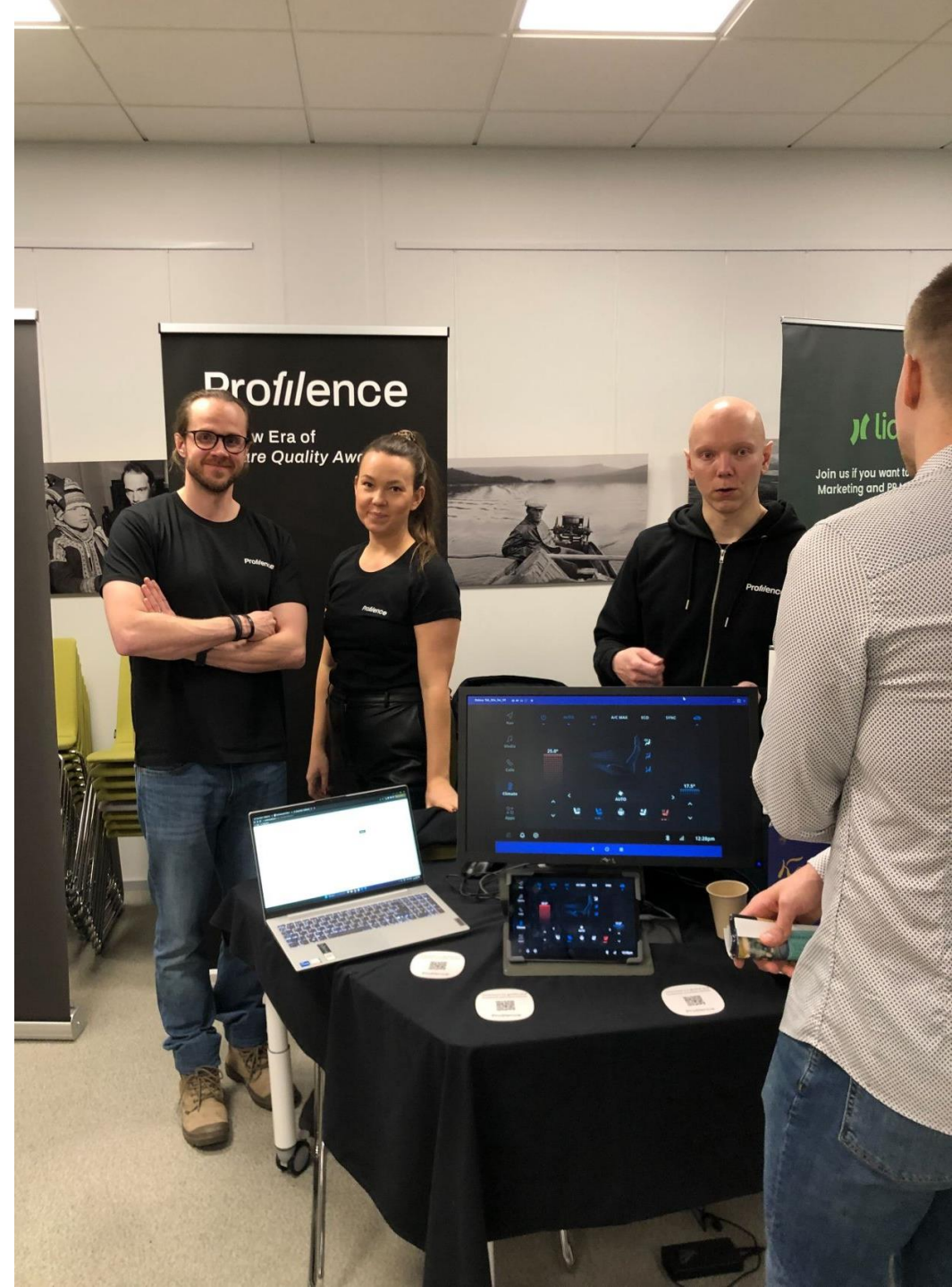
Flexibility and freedom to innovate

We don't micromanage. Instead, we give you the space to think independently, make decisions, and approach problems creatively.

Our leadership culture encourages innovation and supports trying new things—success comes from iteration and learning, not from following rigid processes. This freedom empowers you to make data-driven decisions, advocate for your ideas, and contribute to shaping both our solutions and the company's direction.

Collaborative and Professional Atmosphere

Our diverse team thrives on mutual respect and professionalism. Employees appreciate the open and constructive communication, where everyone's input is valued and the focus remains on achieving the best results together. Whether it's with teammates or customers, we prioritize solutions that address real needs and drive meaningful impact. By taking a customer-first approach, we ensure that our work remains relevant and effective.

A Place to Grow, Contribute, and Be Yourself

We want Profilence to be a space where you can grow as a professional, take ownership of your work, and make a real impact. You're encouraged to bring your expertise to the table, learn continuously, and enjoy the freedom to explore new ideas. And because we focus on outcomes rather than rigid rules, you'll have the flexibility to work in ways that fit your life while also benefiting from the shared experiences of working closely with a talented team.

Conclusion and Looking Forward

This culture handbook reflects our collective values, practices, and expectations at Profilence. Our culture is built on trust, collaboration, and continuous learning, guiding us in our daily work and long-term strategies.

It's important to remember that culture is not static; it evolves with our organization and its people. We encourage everyone to actively participate in its development, bring forward new ideas, and constructively challenge existing practices.

This handbook is intended to be a living document, regularly updated to mirror our growth and changes. Feedback and suggestions are always welcome, as together we can ensure our culture remains strong and purposeful.

Thank you for your commitment and contribution to Profilence's culture. Together, we can achieve great things and create a work environment where everyone can succeed and feel valued.

Let's look to the future with confidence, ready to face new challenges and opportunities together.

Want to join our team?

Every bug we find in the world's leading IT code makes our future better and safer. Interested in joining us? We'd like to hear from you!

Check out our <u>open positions</u> or submit <u>an open application</u>.