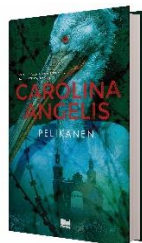


# Cybersecurity & the Human Factor



# Carolina Angelis

- Swedish military intelligence service
- Saab Group Security
- Truesec Human Threat Intelligence
- Author of three spy novels



# Why recruit someone on the inside?

- Secure location
- Limited access
- Offline network
- Encryption



# Human Intelligence – Preconceptions



Cold War...

Someone else, somewhere else...

I would definitely see it coming...

# The tip of the iceberg

- 62 individuals suspected of Espionage in Europe (2010 – 2021)
- 42 convicted, 13 awaiting trial + 7 (illegals or not prosecuted)
- The main instigator in Europe is Russia (37 out of 42 convicted spies)
- The remaining 5 were spying for China, Iran and Belarus
- The number of espionage convictions has increased during the 2010's

## Espionage against the R&D sector



“Espionage against companies and research institutions may impair our competitiveness and lead to a loss of revenues, jobs and prestige in the long term.”

PET

# How to recruit an agent

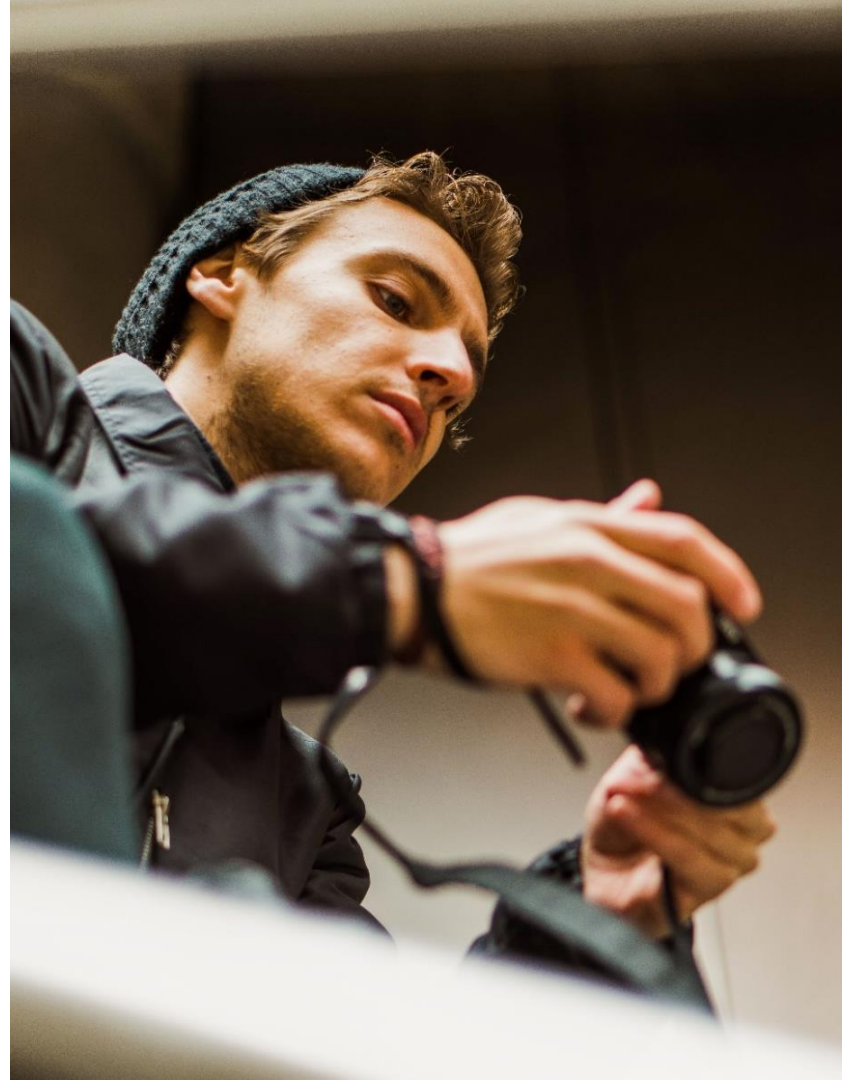
- Analysis – where to find the info
- Targeting – identify people with access
- Mapping – of finances, family, interests etc.
- Approach – anywhere, “by coincidence”
- Cultivation – to develop a relationship
- Recruitment – when the target delivers





# Who becomes a spy and why?

- Personal problem or a crisis
- Lack of inner control
- Motive / vulnerability:
  - Money
  - Ego
  - Ideology
  - Disgruntlement
- Personality:
  - Grandiose, narcissistic, manipulative
  - Impulsive, thrill-seeking, easily led
  - Extreme, but misdirected, loyalty
  - Strong need to feel valuable
- Threats, Extortion & Compromise







# Warning signs

- disgruntled employee behavior
- frequently working late or in the office during off-hours
- trying to circumvent access controls
- dismantling, turning off or neglecting security controls
- violation of other corporate policies
- accessing or downloading large amounts of data
- accessing data not associated with an individual's role
- connecting outside technology or personal devices
- attempting to transmit data outside the organization
- searching and scanning for security vulnerabilities

*Search security*



# Insider prevention

- Who we hire matters
- Follow up
- Security awareness





# Thank you!

Carolina Angelis

[carolina.angelis@truesec.se](mailto:carolina.angelis@truesec.se)



[www.truesec.com](http://www.truesec.com)