

20
YEARS

TEMPEST A.S.

ANNUAL REPORT
2011

TRADE NAME

TEMPEST a. s.

COMPANY'S REGISTERED OFFICE

Galvaniho 17/B
821 04 Bratislava
Slovak Republic

tempest.sk

EQUITY
159 600 €

ORGANISATION IDENTIFICATION NO.
31 326 650

VAT IDENTIFICATION NO.
SK2020327716

DATE OF ESTABLISHMENT
24. 6. 1992

TAX IDENTIFICATION NO.
2020327716

The company is registered in the Commercial Register kept by the District Court of Bratislava I, section SA, entry no. 3771/B.

This is a reduced version of the 2011 annual report.
The full version is filed in the collection of documents
in compliance with relevant laws.

Tempest
IT makes sense

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IT CREATES BUSINESS.
we know it

20

Years of

TECHNOLOGIES

Tempest.

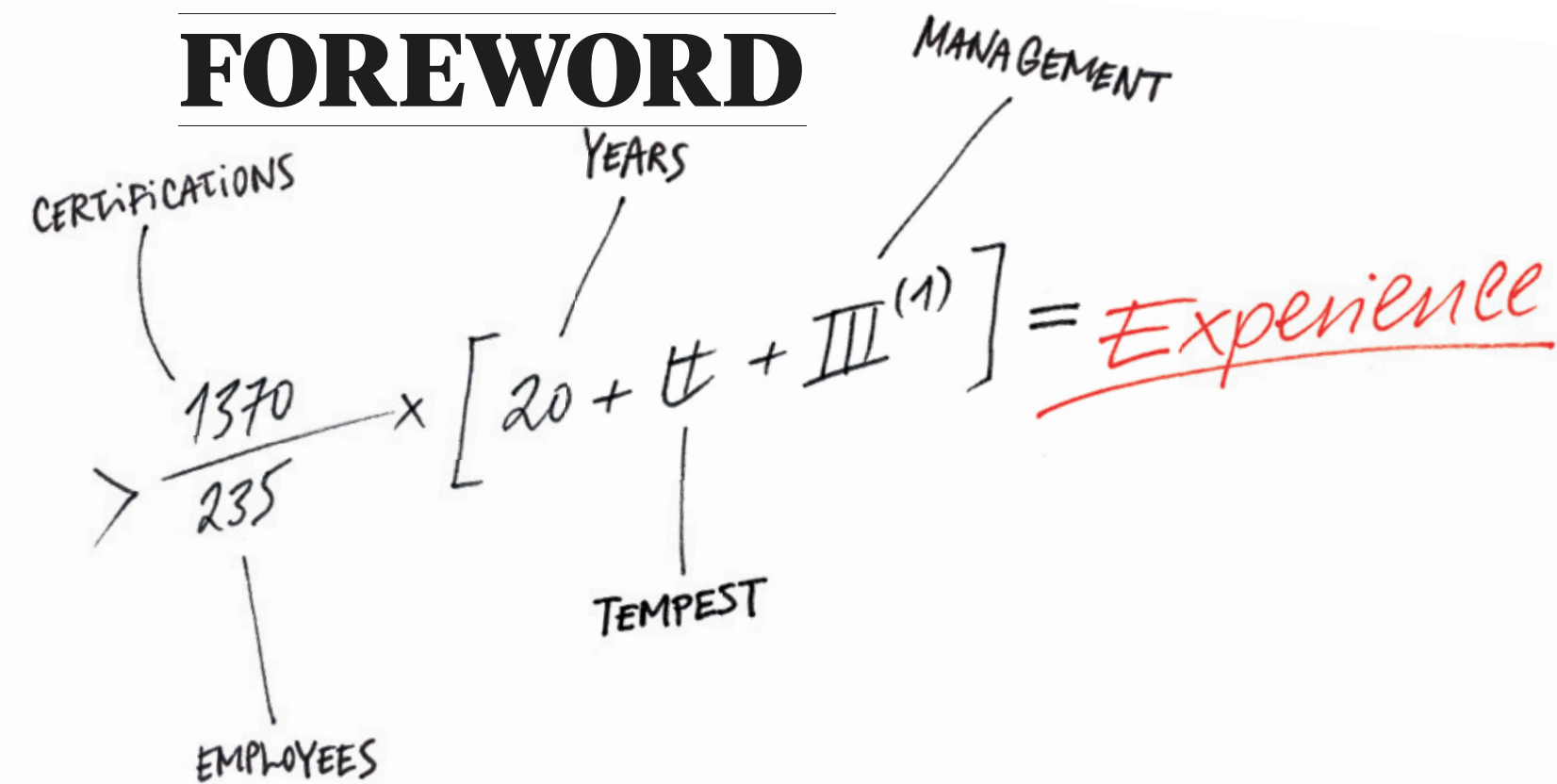
Since 1992 we have been building a team of people who believe that information technologies make sense and can deliver measurable benefit. These people are TEMPEST in whom confide more than 200 firms and organizations from all branches. These people create a company that belongs to the largest IT services providers in Slovakia and has one of the most complex set of professional competences on the market. Strong technolo-

gical background, strong customer orientation, healthy relationships at all levels, and long-term prudent management of the company are the common denominator of the present-day successful TEMPEST. We are glad that for 20 years, thanks to trust, quality work, and responsible business activities we have been providing technologies and services that have helped our customers grow.

During 20 years we have:

- acquired more than 1,370 professional company's and employees' certifications
- cooperated with more than 540 customers from different branches
- organized more than 300 professional, social, and internal events
- exceeded the 1 billion SKK (2008) and 2 billion SKK (2010) limit in old currency
- employ more than 250 professionals

GENERAL DIRECTOR'S FOREWORD



“Trust, consistent work, fair relationships, and responsibility formed the basis of our success.”

Peter Krásny

The estimation of company results in 2011 was obscure to us. Still, the previous accounting period of 2010 showed again a growth of 51% and one year earlier 39% (measured by revenue growth). It was also acknowledged by Deloitte and we ranked among BIG 5 Deloitte Technology Fast 50 in Central Europe. For the second time in a row. This high growth above the market in the period 2009 - 2010 brought the expected correction in 2011.

The situation on the information technology market was complicated for several reasons. Operational programs projects related to informatics have been suspended. In the same way the crisis mood throttled the private sector in procurement and customer were more cautious. Despite that we succeeded in achieving results we are satisfied with. Revenues from services represented 70% of total company sales for 2011. This strong orientation on services along with significant customer added value moved us up on the TREND TOP IT 2011 chart, to the 4th place among the largest IT services providers in Slovakia. Despite overall decline in total revenues did we move one position up in the chart.

I evaluate the year 2011 positively for other reasons, too; low fluctuation in the company, healthy relationships or high efficiency of performed activities. Similarly, we tried to simplify the management of resources in 2011 by unifying all technological divisions under a common direction of the Technical Manager. In the same way we unified the management of all projects in the company into one division that is also in the Technical Manager's competence.

I am pleased that this year TEMPEST reaches 20 years of working in IT sector. Thank you for long-term trust you have been showing us.

Peter Krásny
General Director

INTERVIEW WITH THE FOUNDER



Ing. Peter Kotuliak

Chairman of the Supervisory Board
*1967

He graduated from the Faculty of Informatics and Electrical Engineering of the Slovak Technical University, Bratislava, Department of Informatics and Computers, branch: creation of programme systems. He is a co-founder of TEMPEST. Since its establishment he has taken active part in the determination of company's strategy, its visions, goals, acted in several executive managerial and statutory functions. Currently he occupies the post of Supervisory Board's Chairman and is company's shareholder.

01. Why did you decide to establish TEMPEST back in 1992?

We started in 1990's as sole traders and established the company in 1992, after my return from military service. Our ideas were very simple at the time. We wanted to use our knowledge and experience from the university where we worked. We wanted to make good use of our knowledge in practice so that we could earn our living and bring in something.

02. When you started the business, did you have any idea about the future look of TEMPEST? Were there any ideas about the area of informatics that should be addressed?

In the first half of the 1990's there were already some established companies on the market, such as Corinex, Coopex, HTC and companies like Tronet were developing. We started on a competitive market and majority of companies then earned their living by deliveries of computers. At the time large companies such as Digital Equipment or IBM were already coming into the country. So there was a market already. However, we had the idea of not only making our livelihood by standard deliveries of PCs, we wanted to focus on services. That's one of the reasons why the development of TEMPEST was gradual in the beginning. It wasn't until later that we could see that orientation on service had been a good choice. Today it is no longer possible to only live on hardware deliveries.

03. Which of the first TEMPEST projects does still resonate with you today?

Ergo insurance company and it was about infrastructure. However, we needed 300 thousand SKK for the implementation of this project and had to borrow a substantial part of it. The second contract I remember was completed at the end of 1992 and the beginning of 1993. It was a delivery of network infrastructure for the Ministry of Transport of that time; it has been our customer to this day. I remember it very well mainly because the taxation system was being changed then. The turnover tax that had been used in preceding years was being transformed into value added tax.

04. Looking back, would you do anything differently in the development of TEMPEST?

If we had been able to predict market development back in 1992, we would probably have done many things differently. Anyway, we have always managed to respond to new situations on the market flexibly. The decisions we took then were always made on the basis of available information. And that we are still here is a proof that our decisions haven't been that bad.

05. Why is TEMPEST a successful company?

Effort of leaders has been of great benefit to the company. They have always given their full attention to it. That is e. g. one of the reasons why some companies that used to be successful don't exist any longer. Their leaders have found out that business could be done in other segments and more easily, and laid informatics by. A company you don't dedicate yourself to is a dead duck. It is our advantage that all have always paid full attention to it. Be it owners, management or employees. Secondly, we were never afraid of going for novelties that had never been done by anyone else here earlier. We have always had a healthy self esteem and tried things despite no-existing reference. Our extreme main asset consists in adaptation to new trends, technologies, and business needs. As a result, TEMPEST is at the cutting edge of innovative development today and at the same time able to address new topics much faster.

06. When you look back, which investments of TEMPEST do you evaluate as good ones and which not?

We have also made many bad investments. One that is coming to my mind is PKI (Public Key Infrastructure). Those are technologies we had invested into a lot and with minimum return because they actually never started being fully used. We have developed our own products, but their return is hard to measure. They came into being based on customers' requests and the fact that they never became a mass product is no proof that those were bad products. The best recent investment has been one in competencies related to traffic systems.

07. Where can you see a potentially interesting space for informatics? You mentioned transport, is that an interesting sector for informatics?

Informatics is a sector that goes through all segments. If someone dutifully deals with informatics, in my opinion, they will have enough to do. However, I wouldn't say that transport differs from other areas. Still, different sectors shouldn't be viewed from the viewpoint of informatics only but especially from the viewpoint of the particular sector. I think that informatics will penetrate into areas where we wouldn't expect it so much. E. g. into sport.

08. In your opinion, which were the projects that were pushing TEMPEST ahead during 20 years?

Volkswagen is our customer where we started with a small-sized infrastructure and switched over to a full-scale outsourcing of some parts of informatics at their place. Most of our knowledge comes from projects that we have implemented for this customer. Volkswagen at that time was the top of IT use in Germany and a leader in use of technologies. Similarly, we advanced with transport, telecommunications, banks or large infrastructure enterprises. Lately it has been e.g. the complex information system for the National Motorway Company (NDS) and many other.

09. What was it that has influenced TEMPEST the most in last 20 years?

People. There were people working in the company who left an honest piece of work here. We should also mention people who no longer work for TEMPEST and have had a significant influence on it. Nevertheless, people who work here today are the most precious asset we have.

10. What do you think, where should TEMPEST be heading?

The company should cooperate more with young people or more precisely with a promising potential. It should open up to creative thoughts, ideas, innovations. We need to give more space to ideas coming from people who work for us. We should be trying more and turn the ship in case of failure.

11. Where can you see TEMPEST in 5-10 years?

As TEMPEST is first of all a system integrator and doesn't deal with production of technologies, I can primarily see three directions. Firstly, new relationships with clients. At present we don't adopt the image of a standard supplier but that of a partner. Secondly, complexity of problems we deal with. We do not only handle deliveries of hardware, but also e.g. entire processes in companies. Thirdly, it is interaction with areas where informatics didn't play any essential role in the past. Such as social networks, questions of users' behaviour, electronic democracy etc.. That's where I can see the future and at the same time a question mark where technologies are heading. Of course, we should contribute to greater efficiency or saving of the living environment.

COMPANY PROFILE

TEMPEST HELPS GROW. WE PROVIDE HIGH ADDED VALUE TO OUR CLIENTS' BUSINESS ACTIVITIES AND HELP CREATE BUSINESS. BY MEANS OF INFORMATION TECHNOLOGIES AND SERVICES WE HAVE BEEN PROVIDING SOLUTIONS TO INCREASE THE EFFICIENCY OF CLIENTS' PROCESSES AND IMPROVE THEIR COMMERCIAL RESULTS.

COMPANY VISION

To be a leader on the market and help customers grow.

To be a company with socially responsible business activities and correct communication.

To be a competent, trustworthy, and reliable technology partner.

QUALITY MANAGEMENT

The TEMPEST company has built an integrated management system (IMS) in compliance with international standards ISO 9001 (quality management system), ISO 14001 (environmental management system), ISO/IEC 27001 (information safety management system), ISO 10006 (quality management in projects system), and STN OHSAS 18001 (occupational safety and health protection management system). IMS was certified by TÜV SÜD Slovakia, a renowned certification company.

The TEMPEST company is one of the first IT companies on the Slovak market that has implemented an information security management system under the ISO 27001 standard. ISO 27001 certificate confirms that the company protects and accesses to information in a controlled way and in compliance with its business management. Through the implementation of this standard the company confirmed its ability to provide its service continuously, even in case of a catastrophe, and its compliance with relevant legal regulations.

TECHNOLOGICAL DIVISIONS

Services **1**
Division

The division provides solutions and services in the area of IT infrastructures, data management, and integration of enterprise applications. The division either secures IT operations and support to the full extent or secures outsourcing for extensive IT structures. The division also covers the area of network security.

NetSec **2**
Division

The division focuses on provision of full-scale solutions in the area of information security systems and covers information security management, management systems, and designing, implementation of and support for technological solutions in the area of application security.

Ambit **3**
Division

The division specializes in the provision of full-scale solutions, system integration, and consultations in the area of IT process management, central administration and operation of ICT environment. It is the overall aim of these activities to enable our customers to safeguard the provision of services to their internal and external clients at an agreed level.

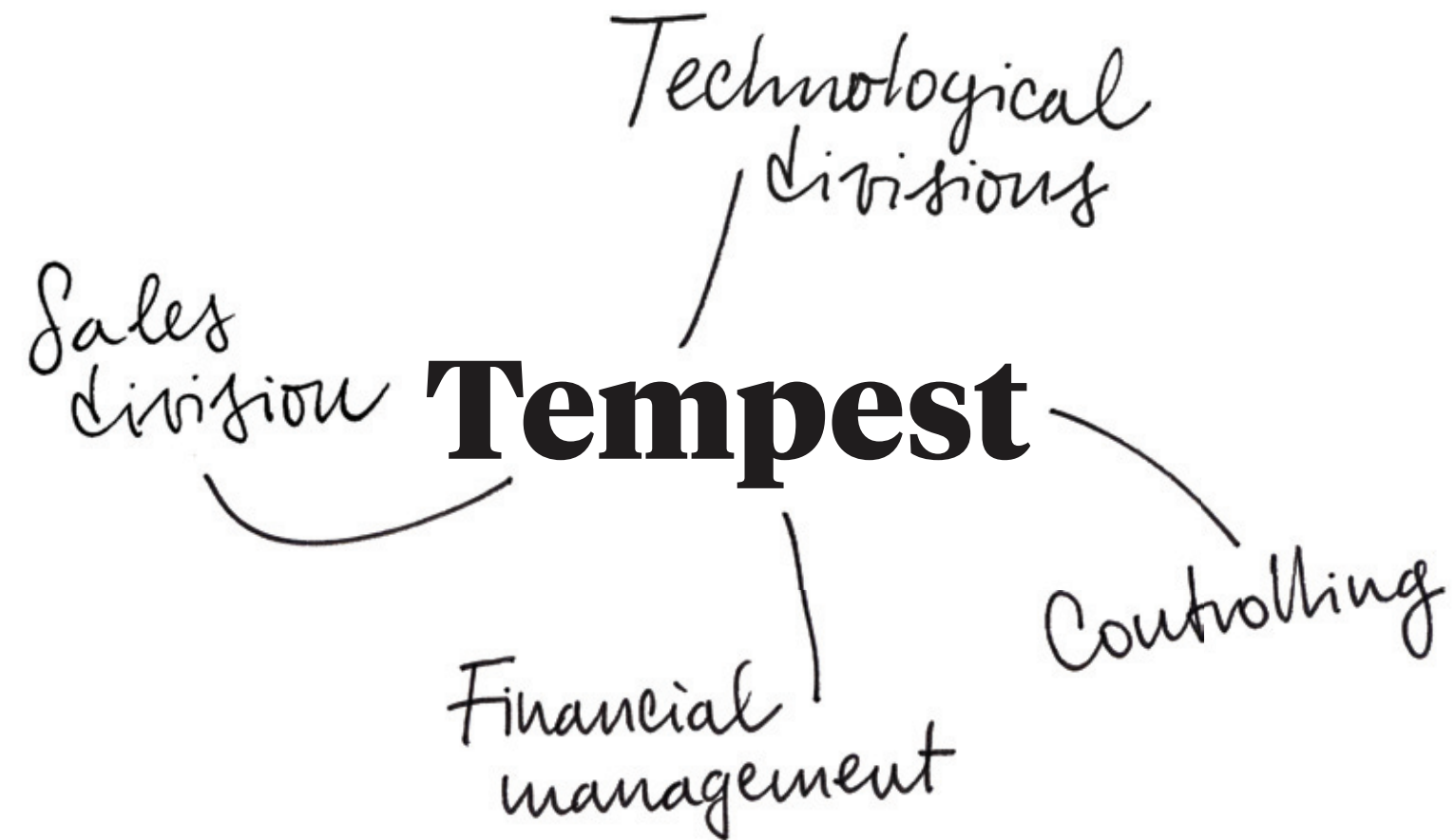
INdev **4**
Division

The division provides software solutions with significant added value for the business of a customer. It focuses on software development using a wide variety of modern platforms and approaches. It emphasizes building of scalable solutions using the cloud and the division also provides solutions for areas such as Big Data, Business Automation and BI / DWH. In the process of developing solutions the division specializes mainly in business contribution and the ultimate experience of a user.

Project Management **5**
Division

The division provides management services for all projects of a company and covers the administration of the entire life cycle of projects across technological divisions. In terms of processes the division covers all areas of management with the possibility to adapt the methodology and outputs to the environment of a customer.

COMPANY STRUCTURE



2002

2003

2004

2005

2006

2002

certificate of Quality Management System according to ISO 9001:2000

the number of employees has exceeded 100

2004

certificate of Environmental Management System according to ISO 14001:2004

takeover of the company Protect e-Data, s. r. o.

2003/2004

award of Deloitte European Technology Fast 50



2006

transformation to close corporation

takeover of the company LOGIN, a.s.



2005

the companies TEMPEST, s.r.o., UNIT spol. s r.o. and Computel, s.r.o. are fused

2008

2009

2010

2011

2012

2007

establishment of the subsidiary TEMPEST Czech

implementation of the Information Security Management System (ISMS) according to ISO/IEC 27001:2005

the number of employees has exceeded 200

2009

introduction of the Occupational Health and Safety Management System according to STN OHSAS 18001

2011

change of registered address

TOP 200

2010

award of "Big 5" Deloitte Technology Fast 50 Central Europe

on the list of 200 largest non-financial companies in Slovakia (18th place in the ranking of companies with the most significant growth in sales, 28th place among firms with the highest return on sales)

the SKK 2 billion revenue threshold is being surpassed for the first time



COMPANY'S HISTORY

1992

incorporation of TEMPEST, s. r. o.

COMPANY'S MANAGING BOARD



Ing. Mgr. Peter Krásny

General Director and Chairman of the Board of Directors
*1973

He graduated from the Faculty of Mathematics and Physics of Comenius University in Bratislava (majoring in theoretical informatics and programming systems) and from the University of Economics in Bratislava (majoring in information technologies). He has been working for the TEMPEST company since 1999. In 2001 he was promoted from the project manager position to the position of director general and member of the Board of Directors of the company. By the end of 2010 he was appointed as the chairman of the Board of Directors of the company.

13 years with company:

“Good decisions have always been important. However, more variables enter decisions today and there are more ambiguous solutions to them. At present, company management is more about risk management and sensitive work with people. In the past, courage was involved more, I think.”



Ing. Roman Kriško

Sales Director and Member of the Board of Directors
*1971

He graduated from the Faculty of Electrical Engineering of the Military Academy in Brno and the Faculty of Electrical Engineering of the Military Academy in Liptovský Mikuláš. Before he started to work for the UNIT, spol. s r.o. company in 1997, he worked for the General Headquarters of the Army of the Slovak Republic in Trenčín and the Ministry of Defence of the Slovak Republic in Bratislava. In the UNIT company he started as a sales manager and later he worked as a commercial director. After the merger of the companies, he remained in the position of the commercial director and became a member of the Board of Directors.

15 years with company:

“Today, IT is probably one of the most competitive branches. It is more demanding to win and keep customers than ten years ago. However, it is still about quality business work and consistent relationship management. Unlike in the past, it is details and efforts being made what matters.”

15 years with company:

“IT product market is substantially broader nowadays, innovations accelerate and there is a big number of producers. It becomes essential in our branch to gain suitable competences, adapt product portfolio, resources, and company organisational structure to market demands.”



Ing. Jozef Šipoš

Technology Director and Member of the Board of Directors
*1967

He graduated from the Faculty of Electrical Engineering of the Slovak Technical University in Bratislava. Since 1997 he worked for the UNIT spol. s r.o. company where he occupied positions of the sales manager and executive director. By the end of 2010 he was appointed as the technical director and a member of the Board of Directors.

PRODUCTS AND SERVICES

TEMPEST FULLY COVERS THE ENTIRE LIFECYCLE OF A SOLUTION – FROM CREATION OF STRATEGIES, PLANNING, CONSULTATIONS, THROUGH IMPLEMENTATION OF TECHNOLOGIES AND PROCESSES, THEIR OPERATION, MONITORING, AND INNOVATIONS. TEMPEST PROVIDES CUSTOMERS WITH A WIDE RANGE OF IT AND OUTSOURCING SERVICES.

PROJECT MANAGEMENT

The principles of project management are applied to all projects implemented by technological divisions of TEMPEST.

Project management has been a significant part of TEMPEST's business deals execution.

The company has long experience in management of small and extensive IT projects for important Slovak and foreign clients. In project management we use a specific approach based on the application of several project management standards and best-practice.

Within this approach we provide project management at a high professional level so that we combine emphasis put on achieving results, efficiency, and quality with meeting customers' requirements and priorities. The basics of this approach consists in internal methodology and procedures that form a solid basis for the management of a full scale of project types that go through the entire portfolio of services and customers of the company. In the framework of procedures we manage the entire lifecycle of external projects and standardize outputs of project management. The procedure covers all essential areas of project management with possible adjustment of the management process and its outputs to customer's needs and environment. The organisational structure and other processes concerned within TEMPEST have been adjusted to this methodology and approach. The project management process includes system and other project management tools that correspond to the latest trends in IT project management.

Project management in the Tempest company is carried out by specialized and experienced project managers who hold valid Prince2 and IPMA certificates. Experienced project managers actively participate in Slovak project organizations SPPR and BPUG.

01

IT Infrastructure

The key activity of TEMPEST is implementation of infrastructure projects. In the process of construction and operation of IT infrastructures we focus on security, flexibility and resistance to outages. We mainly provide installations and configurations of heterogeneous IT infrastructures, along with end-to-end services that include: consultations, designs, integration, support, and operation of solutions so that a secure, trouble-free, and efficient access to data and applications is ensured. From the products and platforms point of view, TEMPEST is an independent system integrator that delivers technologies from several worldwide manufacturers.

In the area of IT infrastructures we focus on solutions to:

- consolidation on UNIX / WIN platforms, incl. hardware delivery, configurations and data migration
- back-ups, archiving and restoration of data
- storage and SAN networks
- high accessibility (Clustering, Disaster Recovery)
- thin clients, including integration and virtualization of print and VoIP services
- virtualizations and consolidations of server and desktop infrastructures
- application services for areas of directory services, application servers, electronic mail systems, client stations and desktops management etc.
- data centres with guaranteed parameters at several levels

Services that we provide in the area of IT infrastructures:

- analyses, consultations, and designs
- IT infrastructure delivery and loans
- IT infrastructure implementation
- service of HW and SW
- IT infrastructure administration and maintenance (L3)
- IT infrastructure prophylactics
- migration and logistics of IT infrastructure

02

Networks and Communication

We provide our customers with full-scale solutions in the area of communication infrastructures, integration of network applications and multimedia communications, taking into account security, mobility, and high accessibility. We secure a trouble-free communication in organisations as well as connection of internal users, remote branches, business partners, and subcontractors.

In the area of network security we focus on:

- security of computer networks by firewall systems
- full-scale administration of server systems in terms of security and network services
- intrusion detection and prevention systems (IDS / IPS)
- anti-virus, anti-spam, or AntiX protection at the internet gate level
- protection of web sites and portals
- Vulnerability Assessment systems
- security monitoring solutions (SIEM)
- routing & switching technologies
- wireless (2.4 GHz, 5 GHz)
- virtual private networks (VPN)
- multimedia services (IP telefonia, VoIP, and IPTV)
- full-scale analyses and audits of network infrastructures

The services that we provide in the area of networks and network security:

- analyses, consultations, and designs
- delivery and loan of network infrastructure
- implementation of networks and network security
- service of HW and SW
- administration, prophylactics, and maintenance of networks and network security (L2 / L3)
- penetration testing
- migration and logistics of network infrastructure

03

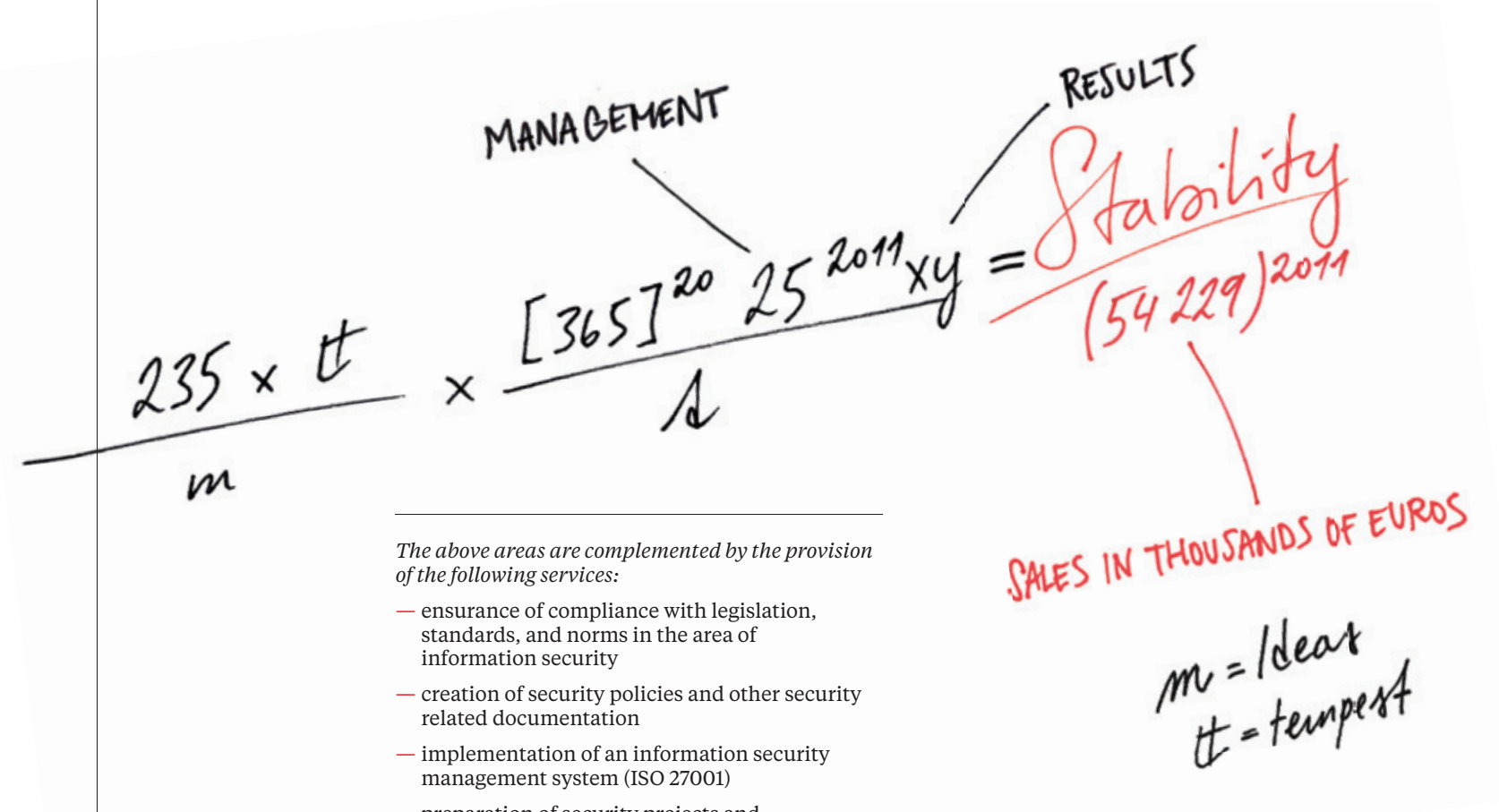
Security

We are aware of the importance of information security and the value of information assets.

We provide full-scale solutions for the area of application and analytical security, which cover:

- Identity Management and Access Management, Single Sign On
- strong authentication
- PKI, electronic signature (ES), guaranteed electronic signature (GES)
- end station protection, encryption
- relation database protection
- penetration testing of web applications and portals
- prevention of data leak and loss (DLP)
- preparation and analysis of logs in terms of security (SIEM) and integrity checking
- management of security policies, procedures, configurations, and risk management (GRCM)

We have long-term experience as concerns solutions for the guaranteed electronic signature. We have developed and certified our own applications covering its creation and authentication.



The above areas are complemented by the provision of the following services:

- ensurance of compliance with legislation, standards, and norms in the area of information security
- creation of security policies and other security related documentation
- implementation of an information security management system (ISO 27001)
- preparation of security projects and risk analyses
- audits in the area of information security
- business continuity management (BCM), preparation of recovery and continuity plans (DRP/BCP)
- personal data protection
- ensurance of compliance with the standards applicable to public administration information systems
- outsourcing in the area of information security management

Other areas include the support ensuring compliance with the act on confidential information protection and related decrees. It mainly includes preparation of an organisation for an audit by the National Security Bureau in the area of industrial security, creation of security projects and other documentation, and support within development of a workplace subject to a special regime.

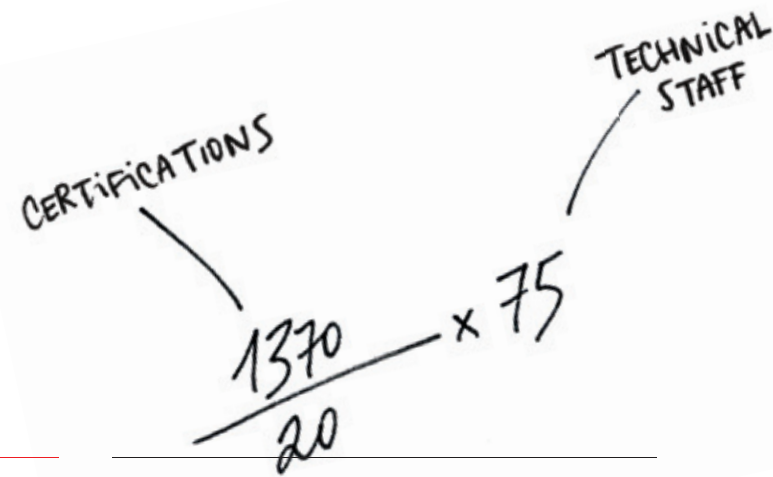
04

Software Development

The TEMPEST company has experienced teams for focusing on development of software and applications. We provide our customer with analysis, development, and integration, ranging from small dedicated systems to large company solutions. TEMPEST has developed its own ECM system entitled Romboid and its own system for automation of basic internal processes - eOffice.

In this area the TEMPEST company focuses on:

- full-scale company tools (collaboration, workflows, work check, DMS, and other)
- development of portal, extranet, and intranet solutions
- ECM solutions for contents management and administration, solutions to electronic circulation and administration of documents, and systems for automated administration of registry (filing room)
- development of middleware systems for work with data
- integration of IT environment according to SOA and EDA principles
- integration and automation of in-house and business processes
- development of components and integration of OSS/BSS in telecommunication environment
- applications for DWH area
- business intelligence solutions
- development of software for mobile devices



We cover:

- all phases of lifecycle in the process of software development
- consultation and analytical activities in the area of information system development
- creation of architecture of complex information systems
- audits and consolidations of existing systems
- post-implementation support and software maintenance

In the area of solutions aimed at business optimization TEMPEST is ready to provide full-scale services in order to automate the main and supporting business processes in organisations (SOA and EDA), integration of information flows using ESB, and creation of central data warehouses and creation of DWH, including an analysis of source systems and data import and transformation and preparation of output listings.

The most frequently used platforms for software development used by the TEMPEST company are Java, .Net, PHP, Delphi, PL/SQL, BPEL, C#.

In the area of development of applications for mobile devices TEMPEST provides solutions based on verified technologies, depending on the primary target group, separately for the corporate segment (internal company environments) and separately for publicly accessible mobile services. As needed in a specific project, we make use of the following technologies: Afaria, SUP, PhoneGAP, Sencha, and HTML5 along with native programming means of particular operation systems iOS, Android, Windows Phone, BlackBerry OS, Bada, and Symbian.

06

Service Management (IT)

We specialize in provision of full-scale solutions and consultations in the area of IT process management, central administration, and operation of ICT environment. The overall aim of these activities is to enable our customers to secure provision of services to their internal and external clients at an agreed level.

For the area of procedural management of IT and Telco organizations we provide:

- consultations, solutions and instruments related to procedural frameworks ITIL v2 and v3, COBIT, eTOM and their assistance
- integration of instruments with the ambient environment (HR, Asset Management, ERP, AD/LDAP, IDM, etc.)
- consultations and preparation for ISO 20000 certification
- helpdesk solutions
- asset Management solutions
- analysis, proposal, and creation of CMDB
- implementation of discovery tools for loading CMDB

- helpdesk solutions
- asset Management solutions
- analysis, proposal, and creation of CMDB
- implementation of discovery tools for loading CMDB

In the area of management of ICT infrastructure, we are prepared to deliver:

- assurance of the provision of business services at the agreed level
- monitoring of accessibility (fault), efficiency (performance) and capacity of ICT infrastructure
- creation of models of services and business processes
- solutions for the root-cause analysis and cross-domain correlations
- monitoring of accessibility, performance and capacity of business services and processes
- monitoring of the network, telecommunication infrastructure, operation systems, databases, application servers, middleware and applications
- agent-based and agent-less monitoring, end-user perspective monitoring

The key software products within the ICT service management deployed by the TEMPEST company include IBM Tivoli & Netcool, HP BTO Software, and BMC Software. We also have experience with full-scale solutions based on open source products (Zabbix, Nagios, etc.).

05

Process Management

TEMPEST deals with solutions and services in the area of an increase in the efficiency of process management on a long-term basis.

Main areas include:

- implementation of quality management system (ISO 9001)
- implementation of environmental management system (ISO 14001)
- implementation of information security management system (ISO/IEC 27001)
- implementation of service management system (ISO/IEC 20000-1)

We offer our clients the integration of already implemented management systems within one whole. In addition to the implementation of systems and preparation of organisations for certification, we also provide our clients with services in the area of optimization of already implemented systems and support within their maintenance, execution of independent audits, ensurance of compliance with requirements of standards, and trainings. The above services are complemented by implementation of tools serving to support individual management systems.

“At present, company management is more about risk management and sensitive work with people. I think, in the past it was more about courage.”

Peter Krásny

07

IT Outsourcing

We secure operation of information-communication technologies and business processes and we focus on care of IT infrastructure so that they work safely, in compliance with the requirements of the company and with agreed parameters. We provide operation and takeover of specific parts of IT or commercial process of the customer so that key activities of the customer are made more efficient or optimized.

Service Desk solutions where we provide:

- a single place for reporting and keeping records of incidents
- communication with customers and solvers of assigned incidents
- basic support of IT infrastructure (troubleshooting)
- remote administration and support of user's workplace
- administration and control of passwords, user's accounts, accesses, and authorizations

Solutions to managed services where we provide:

- full-scale care of IT-infrastructure or a part of it
- solution to any incident or request related to a device, regardless if it an HW or a SW problem
- regular management, maintenance and support of IT infrastructure at L2 and L3 support levels
- IT infrastructure monitoring
- operation of the card management systems

Services we provide in the area of IT outsourcing:

- consultations
- IT infrastructure migration
- administration of WIN, UNIX, and DB environments
- IT infrastructure tuning and troubleshooting
- body leasing
- service of HW and SW
- Service Desk (L1)
- IT infrastructure administration and maintenance (L2 / L3)
- IT infrastructure monitoring
- IT infrastructure prophylactics
- release and deployment management
- third party management

WOMEN
 $(21 + 214) \times d = 1(365 \times 20) + \left[\frac{24}{7}\right]$

MEN OFFICES MEETING ROOMS
 $2990m^2 \left[\frac{48 + 8}{xy} + \frac{1000\ 000}{xy\ (HW)} \right] \times$

MEETINGS IDEAS
 $100\% \left[235^{2012} + 120\%^{(47)} \times 200^{2010} \right] = 1000\ 000$

100% Reliability

INTERESTING PROJECTS IN 2011

Cetelem Slovensko a.s.

PROJECT
Delivery of a web portal security system and load balancing web communication for individual backend systems.

Energotel, a.s.

PROJECT
Operation of call centre technologies.

General Prosecution of the SR

PROJECT
Full-scale administration of document circulation. Scanning, receipt, and publication, including digitalization, using dynamic algorithms for text recognition.

Energotel, a.s.

PROJECT
HP Service Desk implementation in conditions of high accessibility, using virtual technologies.

Ministry of Transport, Construction and Regional Development of the SR

PROJECT
National traffic information centre. A full-scale collection, processing, and distribution of traffic information using integration platform and workflow management.

Slovenská Sporiteľňa Foundation

PROJECT
e-Learning. Interactive education platform based on the latest technologies.

Prvá stavebná sporiteľňa, a.s.

PROJECT
Development of a telephonic and address manager.

Slovak Telekom, a.s.

PROJECT
Implementation of parent control. Filtering internet contents for domestic and company customers by means of predefined profiles.

Slovak Telekom, a.s.

PROJECT
Consolidation and virtualization of Oracle Sun servers (SPARC/x86 platform).

Slovenský plynárenský priemysel, a.s.

PROJECT
An Intranet web application for creation and calculation of price models or terms individually, for individual clients of SPP. Interconnection with existing internal and external systems.

Stredoslovenská energetika, a.s.

PROJECT
Implementation and full-scale development of security systems in the organization.

Stredoslovenská energetika, a.s.

PROJECT
Consolidation and expansion of existing infrastructure on the IBM pSeries platform.

Trnava University in Trnava

PROJECT
Upgrade and adding of a network infrastructure and a data backup system.

Volksbank Slovensko, a.s.

PROJECT
Readdressing branch networks and migration of their connection to the MPLS technology.

Železničná spoločnosť Cargo Slovakia, a.s.

PROJECT
Delivery and implementation of hardware for a new data centre. Migration of key systems.

PARTNERSHIPS AND AWARDS



LONG-TERM STRATEGY OF THE TEMPEST COMPANY INCLUDED HIGH COMPETENCY OF TECHNOLOGY WORKERS. TECHNOLOGISTS ARE HOLDERS OF HIGHEST LEVEL CERTIFICATIONS OF WORLDWIDE IT PRODUCERS. TEMPEST HAS BEEN AWARDED MANY PRIZES AND GRANTED PARTNERSHIP LEVELS FROM COMPANIES ON THE GLOBAL INFORMATION TECHNOLOGIES MARKET.

EMC

EMC Premier Solution Partner

specializations:

- Consolidate Specialty

ENTRASYS

Enterasys Professional Security Partner

F5

F5 UNITY Silver Partner

competences:

- BIG IP Local Traffic Manager
- BIG IP Global Traffic Manager
- BIG IP Application Security Manager

HEWLETT-PACKARD

HP Gold Specialist 2012

specializations:

- Computing system Specialist
- Professional Networking Specialist
- HP ServiceONE Specialist

awards:

- Software Business Partner 2007
- HP OpenView partner of the year 2006
- The Best Partner 2005, 2006, 2008, 2009, 2010, 2011 for Software
- The Best Partner 2011 for Technology Services

CISCO

Cisco Silver Partner

specializations:

- Advanced Unified Computing Technology Specialization
- Advanced Security
- Advanced Wireless LAN
- Advanced Data Center Storage Networking
- Outdoor Wireless Mesh

CHCEK POINT

Checkpoint Gold Partner

status:

- CCSP (Certified Collaborative Support Provider)

CROSSBEAM

Crossbeam Authorized Support Partner

IBM

- IBM Business Partner for System x a BladeCenter Products
- IBM Business Partner for System p Products
- IBM Business Partner for Storage Products
- IBM Solution Partner

IBM Premier Business Partner for software:

- Lotus Portal
- Tivoli Automation
- Tivoli Security
- Tivoli Enterprise Asset Management
- Tivoli Storage
- Websphere BPM
- Websphere Core
- Heritage Content Manager

awards:

- IBM Authorized Business and Service Partner of the year 2005 for xSeries Products
- IBM Storage Partner of the year 2005
- IBM Partner of the year 2006 for eServer and pSystem
- The highest certified team of professionals for software IBM Tivoli
- Service Partner 2008
- STG Partner of the year 2008, 2009 – Storage Systems
- 3rd place in the category Software Partner of 2010
- 2nd place in the category STG Partner of 2010 – Power Systems

MICROSOFT**Microsoft Gold Certified Partner***competences:*

- Gold Server Platform
- Gold Data Platform
- Microsoft Premier Support

awards:

- Microsoft Industry Awards 2011, 2012: The most innovative solution using Microsoft technologies
- Microsoft Industry Awards 2012: The best solution for the state administration, self-administration and academia
- 1st place - Your Business Your Fame 2012, Slovakia
- Partner of the Year 2012, Slovakia

MCAFFEE**McAfee Premier Partner***specializations:*

- Web and Email Security
- Network Defense
- System Security
- Data Protection
- Risk and Compliance

ORACLE**Oracle Gold Partner***specializations:*

- Oracle Solaris
- Sun SPARC Enterprise T-Series Servers

Sun certifications Sun for:

- System administration
- Networking
- Security
- Sun Java
- Storage a Clustering

awards:

- TEMPEST is „Sun partner of the year “, this certificate being awarded to us each year from 1996.
- Oracle partner of the year 2006, 2007, 2009
- Oracle Hardware Partner of the Fiscal Year 2011

SAP**SAP Service Partner****SYMANTEC****Symantec Platinum Partner**

TEMPEST is the only one company on Slovakia certified for enterprise products

specializations:

- Data Loss Prevention Solutions
- Encryption Solutions
- Data Protection Solutions Master
- High Availability Solutions Master
- Storage Management Solutions

SYBASE*awards:*

- Top Partner 2009 (Best System Integrator)
- Top Project 2009 (Electronic Tolling System)

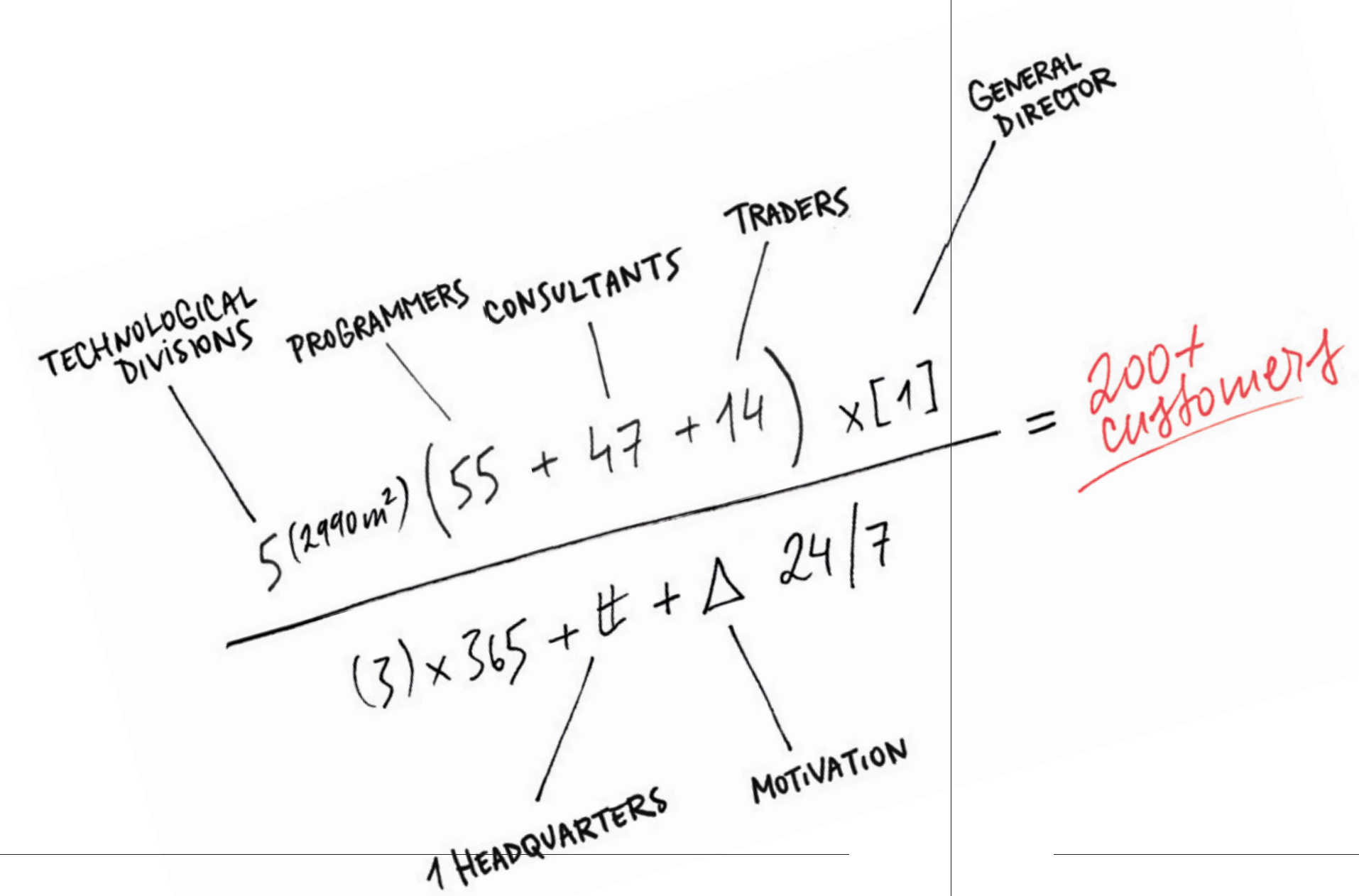
VMWARE**VMware Enterprise Partner***specializations:*

- Desktop Virtualization
- Infrastructure Virtualization
- Academic specialization

WEBSense**Websense Silver Channel Connect Partner**

TEMPEST is partner of many other IT producers, such as AcitveIdentity, BMC Software, Clearswift, Entrust, Eset, RSA (EMC), Sophos, Thales, Trend Micro, Tripwire, SafeNet etc.

REFERENCE CUSTOMERS



FINANCIAL SECTOR

- Cetelem Slovensko a.s.
- Consumer Finance Holding, a.s.
- J&T Finance group a.s.
- Prvá stavebná sporiteľňa a.s.
- Slovenská sporiteľňa a.s.
- Tatra banka a.s.
- UNION poisťovňa, a.s.
- Union zdravotná poisťovňa a.s.
- VB Leasing SK, spol. s r.o.
- VOLKSBANK Slovensko, a.s.
- Volkswagen finančné služby Slovensko s.r.o.
- Všeobecná úverová banka, a.s.
- Všeobecná zdravotná poisťovňa

TELECOMMUNICATIONS

- Alcatel-Lucent Slovakia, a. s.
- BONET Systems, s.r.o.
- CellQoS, a.s.
- Energotel, a.s.
- Orange Slovensko, a.s.
- Slovak Telekom, a.s.
- Towercom, a.s.

COMMERCE, SERVICES, AND MEDIA

Cromwell a.s.
 ESA LOGISTIKA, s.r.o.
 HB REM, spol. s. r. o.
 IQnet s.r.o.
 J & T REAL ESTATE, a.s.
 KPMG Slovensko s.r.o.
 Legia a.s.
 NAY a.s.
 NAY, s.r.o.
 SEKRETÁRKA s.r.o.
 SkyToll, a. s.
 SYLEX s.r.o.
 UniNet-CsI, a. s.
 UNIPHARMA
 1. slovenská lekárnická akciová spoločnosť
 Urbia Hotels, s.r.o.

INDUSTRY

Bratislavská teplárenská, a.s.
 elfa s.r.o.
 eustream, a.s.
 FOXCONN SLOVAKIA, spol. s r. o.
 HANIL E-HWA AUTOMOTIVE SLOVAKIA s.r.o.
 Johnson Controls spol. s r.o.
 MicroStep - MIS
 Mondi SCP, a. s.
 SEWS Slovakia, s.r.o.
 Slovalco a.s.
 Slovenské elektrárne, a.s.
 SLOVENSKÉ ENERGETICKÉ STROJÁRNE a.s.
 Slovenský plynárenský priemysel, a.s.
 SLOVNAFT, a.s.
 SLOVNAFT MONTÁŽE A OPRAVY a.s.
 Stredoslovenská energetika, a.s.
 U.S.Steel Košice, s.r.o.
 Volkswagen Slovakia, a.s.

SCIENCE AND EDUCATION

Faculty of Material Sciences and Technology
 of STU, Trnava
 Catholic University, Ružomberok
 Slovak National Library
 University Library, Bratislava
 University of Prešov
 University of Žilina

GOVERNMENT INSTITUTIONS

DataCentrum
 Office of the Prosecutor General
 of the Slovak Republic
 M. R. Štefánik Airport — Airport Bratislava, a. s. (BTS)
 Letové prevádzkové služby SR, š. p.
 Ministry of Transport, Post, and
 Telecommunications of the Slovak Republic
 Ministry of Culture of the Slovak Republic
 Ministry of Education, Science, Research
 and Sport of the Slovak Republic
 Ministry of Justice of the Slovak Republic
 Ministry of Interior of the Slovak Republic
 National Bank of Slovakia
 Národná diaľničná spoločnosť, a. s.
 Monuments Board of the Slovak Republic
 Slovak Information Service
 Slovenská pošta a.s.
 Telecommunications Office of the Slovak Republic
 Industrial Property Office of the Slovak Republic
 Železničná spoločnosť Cargo Slovakia, a.s.

“TEMPEST are people. Excellent, well coordinated technologists, businessmen, and managers but also friends. These people have created one of the largest IT services providers in Slovakia.”

Peter Kotuliak

365 x 20 x  = 100% 

COMMUNICATION: IT CREATES BUSINESS

The expectations from informatics have changed. Complexity of information technologies is growing and it becomes complicated to bring them into accord with business. Research shows that it is no longer quite accurate to view IT as a cost item with the task to optimize, innovate or make more efficient. Apart from these tasks, IT products and services are to help business, protect investments and business activities of the customer. Information technologies may be a significant competitive

advantage and can create new trade opportunities. Communication strategy of TEMPEST has been adapted accordingly; one of strategy elements in 2011 was a TV campaign. The promotion, untypical of IT branch, was entitled "IT creates business". Its message was provocative, "It's of no use if it doesn't make you money." Our spot ranked among the best TV spots of the Strategy monthly and almost one million of TV viewers have seen it.

Position and Market

We have measured the perception of TEMPEST in 2011 by means of an on-line survey. 130 IT managers and specialists from the most significant organizations on the Slovak market have participated in it. Survey respondents view TEMPEST as a strong brand and leader in several technology areas. Primarily in the area of IT security, IT infrastructures, software development, and IT services management. In the survey, TEMPEST also appeared among the very well perceived players in the areas of business intelligence and data warehousing. IT managers and specialists at the same time marked the level of expert knowledge of employees of the TEMPEST company as very good and its business support along with the project management level is also viewed by them positively. Communication of the company toward all target groups is perceived as positive, too.

According to the updated chart of the TREND weekly, TEMPEST took a place among elite companies on the Slovak market in 2011. According to TREND, TEMPEST is the fourth largest IT services provider in Slovakia and so improved its position by one place as compared to previous year. In the "Company of the year 2011" category where companies are appraised for their extraordinary business results, TEMPEST took the 24th place. Among suppliers of IT products and services in the SR with reference to added value TEMPEST took the 7th place. In the category based on the amount of revenues it took the 10th place. As concerns IT deliveries, TEMPEST was the 5th largest supplier for the service sector and became the 7th largest supplier for the area of trade. In the business sector TEMPEST has moved up by one place compared to 2010. In terms of deliveries for infrastructural enterprises TEMPEST has maintained the 7th place. TEMPEST has traditionally ranked among billion IT firms, it was the 12th place last year.

The TEMPEST company has succeeded in the prestige Deloitte Technology Fast 50 chart in Central Europe when it maintained the 4th place in the "Big 5" category in 2011, too. The chart is made by Deloitte on an annual basis according to the economic results of the companies from 17 countries of Central Europe, it points out the companies in the field of technologies that achieve extraordinary growth. The "Big 5" category is the elite part of the chart in which the biggest companies whose turnover exceeds EUR 25 million are being evaluated. Out of the most significant IT companies from the whole region of Central Europe, TEMPEST managed to achieve the fourth biggest percentage turnover growth.

New Professional Competences

TEMPEST acquired several new professional competences in 2011. The most interesting ones are by Cisco, Symantec, and Microsoft.

TEMPEST has got a CISCO Advanced Unified Computing Technology Specialization as the first company in Slovakia. Apart from a sales licence and ability to provide full-scale technological support for Cisco Unified Computing System servers, this specialization is a proof of high expertise of TEMPEST in the area of network and data centre servers optimization. At the same time, Advanced Unified Computing Technology Specialization allows for further development of commercial, technical, and service competences for server solutions of integrated data centres on the CISCO platform.

TEMPEST has also obtained five unique technological specializations by Symantec as the first company in Slovakia and so confirmed its highest level Platinum Partner certification. New specializations are focused on data leak prevention (DLP), encryption, data protection, high accessibility, and data warehousing management. In order for a company to obtain a specialization, it has to have the required number of certified professionals for each area, at the same time it has to meet defined business indicators. Owing to specializations customers may rest assured that solutions delivered by TEMPEST are at a high technological level required by Symantec, and confirm that the company has both sufficient knowledge and capacities for implementation of the most demanding projects in the areas of data administration, security, and storage. In the framework of Microsoft Gold Certified partnership, the TEMPEST company obtained two new highest level competences in 2011, namely Gold Server Platform and Gold Data Platform. Server Platform competence helps customers with end-to-end solution types on the Windows Server platform. Data Platform competence makes use of solutions to analysis, reporting, and management of end-to-end data in order to enhance and provide corporate flexibility to customers by enabling them to make commercial decisions. The TEMPEST company is the Microsoft Gold Certified Partner with various technological specifications.

Social Responsibility

We understand the social responsibility as an integral part of our activities. We perceive it as a commitment to help those in need, commitment to comply with ethical standards and contribute to improvements of both living and working environments. Culture, education, and sports rank among the priorities within social responsibility areas that we pay attention to. Recently the TEMPEST company has promoted several interesting projects.

- Bratislava Fashion Days
- Christmas concert in the Opera of the Slovak National Theatre, Bratislava
- concerts of bands and musicians such as Deep Purple, Elán, or Zucchero
- publication of the book Maľovaná abeceda and Proti noci by Ján Smrek
- many projects at the Faculty of Informatics and IT at the Slovak Technical University

Through financial contribution and the yield obtained from the auction of pupils' held during our annual event we have supported several schools and institutions that include:

- Children's Home Nezábudka in Dunajská Streda
- Society for Assistance to Autistic People, Žilina
- Elementary Boarding School of G. Slaninka for pupils with hearing handicaps in Bratislava
- Treatment and Educational Sanatorium on Hrdličkova Street in Bratislava
- Integrated Elementary School on Topolová Street in Nitra

Events

Year after year the TEMPEST company organises many events for different target groups. They are aimed at promotion of good relations with customer, increasing professional awareness and co-identification of trade opportunities. In 2011 professional events of TEMPEST focused on up-to-date topics in the area of IT – increasing of IT security in organisations, improving service management provided by IT departments, adapting to IT requirements of the commerce, improving the use of data for promotion of business activities of our clients. Through professional events customers are not only made familiar with products, services, and solutions offered by us, but their needs and requirements are identified, too. Social events we sponsor serve for promotion of relations with customers, foster mutual confidence and creation of positive image of the company. Annually we organize a Jan Kraus talk show with interesting guests. More than 350 clients watched it last year. Jan Kraus had Lukáš Latinák, Silvia Šarköziová, Emanuel Ridi, and Petr Janda as guests.

Internal events are an integral part of event marketing. The most popular ones include year-end events for employees for whom we prepared a concert of Polemic band at the end of the last year and an amusing party with Partička the year before. By means of these events we want to express gratitude for work commitment to all employees and promote their loyalty to company. We also like to support professional events of our partner companies – IT producers and IT distributors. We use event marketing to communicate with individual target groups and try to adapt to the needs of customers, market, and our IT products and services portfolio.

$$\begin{aligned}
 H_{\Delta^{\infty}} &= \left(\frac{7300}{365} + \frac{1}{\text{SUPPORT}} + \frac{100\%}{47 \cdot (K+1)} \right) + \left(\frac{24/7}{(\Delta+1) \cdot (\Delta+2)} \right) = \text{Added Value} \\
 &= \frac{9001 + 14\,001 + 10\,006 + 18\,001 + 27\,001}{[24+60]}
 \end{aligned}$$

CONSULTANTS

20 YEARS 5 LEVELS OF MANAGEMENT



Martin Chodúr



David Koller



Marián Čekovský



Petr Janda, Olympic



Adela Banášová



Lucia Siposová



Jan Kraus



Braňo Bajza, Polémic

EVENTS

In the past TEMPEST prepared many successful professional and social events. During 20 years of our business activities we have organized more than 300 events and welcomed more than a thousand guests. Annual Jan Kraus Talk Show with many guests has become a part of TEMPEST. Lukáš Latinák, Silvia Šarközióvá, Marián Čekovský, the famous "Italian from the kitchen" by Emanuel Ridi, Jiří Korn, Petr Janda, David Koller, Miroslav Žbirka, Adela Banášová, and many others have already been seated in the Jan Kraus' armchair.



Gustav Brom Big Band



Martin Valihora



Miroslav Žbirka

ORGANIZATIONAL STRUCTURE



Peter Krásny
Chairman of the Executive Board
General Director

Miroslav Doležal
Controlling Director

Albert Šmajda
Financial Director

Jozef Šipoš
Member of the Executive Board
Technical Director

Roman Kriško
Member of the Executive Board
Sales Director

Maroš Jančovič
Services

Branislav Mitas
NetSec

Radovan Školník
Ambit

Peter Laco
INdev

Viktor Mikulášek
Project Management

Roman Kriško
Sales

Martin Zuggó
Maintenance Manager

Branislav Baranovský
Department of Systems

Matej Leško
Operation of Information Systems

Branislav Mitas
Department of Analytical Security

Radoslav Krochmal
Dep. of Management of Processes and Services

Jozef Ivanič
Java Department

Rastislav Chudík
Marketing Department

Luboš Klokner
Network Security

Martin Peller
L1 Support

Atila Fintor
Department of Application Security

Rastislav Daniš
Department of Infrastructural Management

Alojz Časný
Department of Special Development

Roman Roštár
Department of Business Development and Strategy

Lubomír Benča
Networks

Milan Remenár
L2 Support

Peter Garaj
Oracle Department

Patrik Žember
Pre-Sales Department

Róbert Franz
Physical Cabling

Jozef Ivančík
L3 Support

Miroslav Kišš
Support Management

Peter Škreňo
WIN

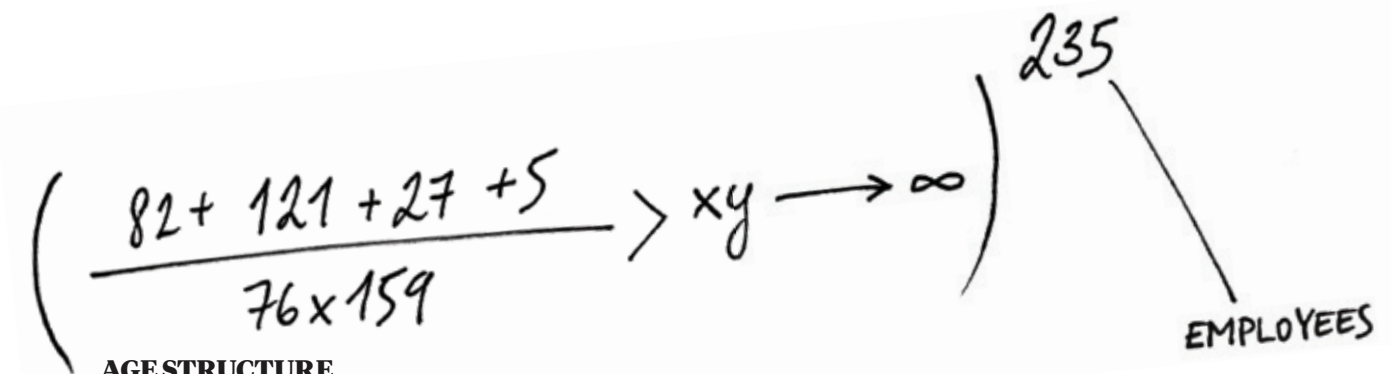
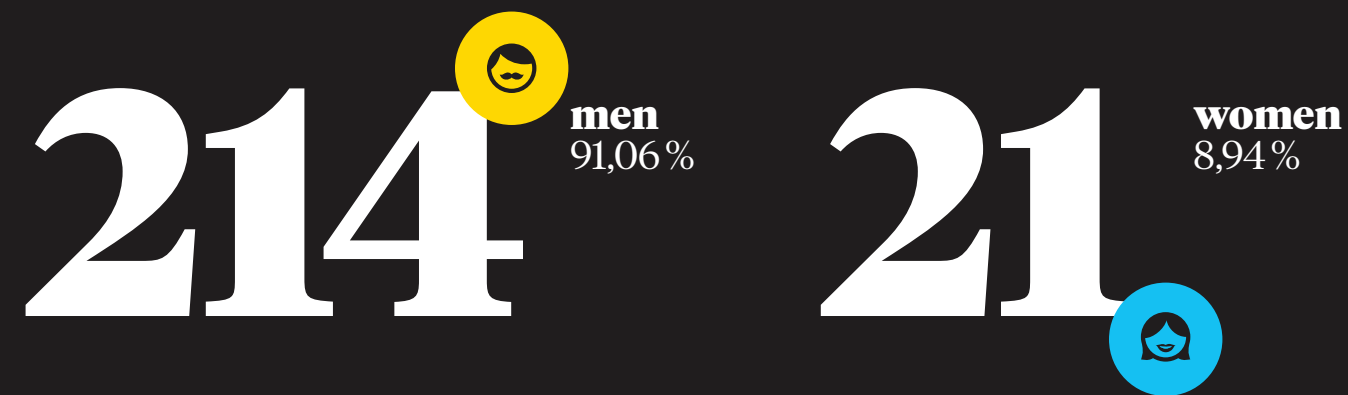
Otto Pernecký
Support for the Internal Infrastructure

Pavol Stárek
Department of Special Projects

Lukáš Kraic
UNIX

EMPLOYEE STRUCTURE

A STRONG TEAM IS THE MOST PRECIOUS ASSET OF THE COMPANY. MOTIVATED AND CERTIFIED SPECIALISTS WHO HAVE EXPERIENCE FROM THE MOST DEMANDING PROJECTS. IN THE COMPANY'S RANKS THERE ARE TOP-CLASS TECHNOLOGISTS, BUSINESSMEN, AND MANAGERS WHO ARE ABLE TO TAKE CARE OF NOT ONLY TECHNICAL ASPECTS OF SOLUTIONS BUT ALSO PROJECT MANAGEMENT, COMMUNICATION, AND SUPPORTING ACTIVITIES.



AGE STRUCTURE

21 - 30	82	34,89%
31 - 40	121	51,49%
41 - 50	27	11,49%
above 51	5	2,13%

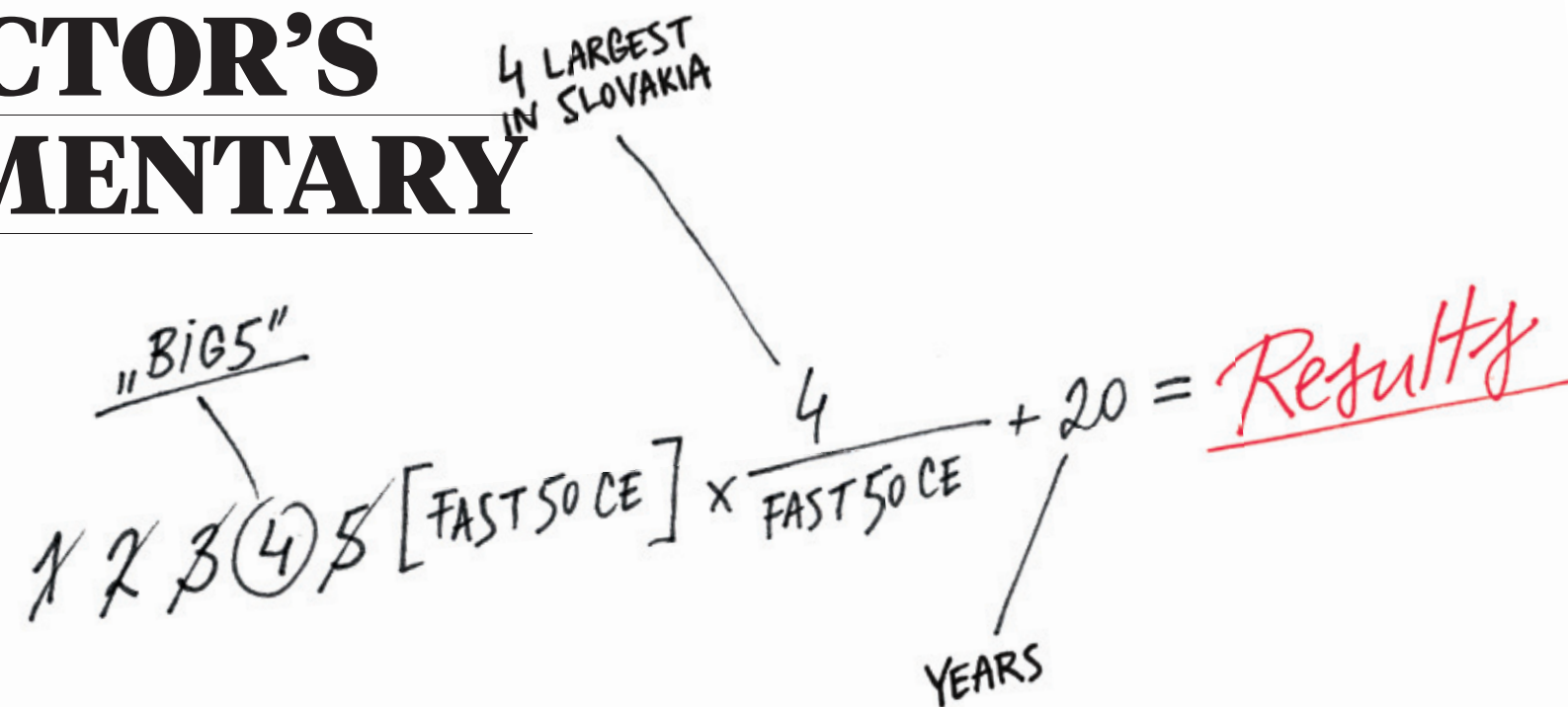
EDUCATION

Secondary	76	32,34%
Tertiary	159	67,66%

POSITION

Management	25	10,64%
Consultant	47	20,00%
Technical worker	77	32,77%
Programmer	55	23,40%
Trader	14	5,96%
Administration	17	7,23%

FINANCIAL DIRECTOR'S COMMENTARY



The TEMPEST company has had a very successful financial year. All the year round it was again financed using own sources only - without making use of bank credits.


No especially significant events took place after the end of the accounting period covered by the 2011 annual report. The TEMPEST company did not register any costs associated with research and development during the period concerned.

There were no changes in the company's shareholders' structure in 2011. The company's profit for 2011 was duly distributed according to a decision adopted by the general meeting.

The TEMPEST a.s. company is still the owner of its subsidiary, TEMPEST Czech s.r.o., in the Czech Republic, for which the company ensures financial management and controlling.

Despite negative macroeconomic forecast it can be presumed, based on achieved financial results in 2011, that the company will maintain and stabilize its market position in 2012, too.

Albert Šmajda
Financial Director



TRENDS

in thousands EUR	2007	2008	2009	2010	2011
Exchange rate	33,603	30,126	-	-	-
Sales total	30,733	36,803	51,157	77,390	54,229
Profit after tax	1,289	2,156	4,508	6,205	2,498
Added value	10,298	13,770	17,553	21,878	16,788
Receipts from sale of goods	14,426	12,965	18,994	28,768	16,487
Receipts – sale of own products and services	16,308	23,838	32,163	47,048	37,405

“TEMPEST is at the cutting edge of innovative development today and at the same time able to address new topics much faster.”

Peter Kotuliak

BALANCE SHEET

ASSETS



Assets	Number	Gross in the current accounting period	Correction in the current accounting period
Total assets r. 002+ r. 030+ r. 061	001	39433 231.05 €	4009 948.74 €
A. Long-term assets r. 003+ r. 011+ r. 021	002	4863 347.59 €	3818 048.11 €
A.I. Long-term intangible fixed assets, sum (r. 004 up to 010)	003	87 560.53 €	79 616.36 €
2. Software (013) - /073,091A/	005	81 861.02 €	73 916.85 €
5. Other long-term intangible fixed assets (019,01X) - /079,07X,091A/	008	5 699.51 €	5 699.51 €
A.II. Long-term tangible fixed assets, sum (r. 012 up to 020)	011	4721 493.06 €	3738 431.75 €
3. Individual chattels and groups of chattels (022) - /082,092A/	014	4629 961.56 €	3649 295.05 €
6. Other long-term tangible fixed assets (029,02X,032) - /089,08X,092A/	017	91 531.50 €	89 136.70 €
A.III. Long-term cash and investments, sum (r. 022 up to 029)	021	54 294.00 €	0.00 €
A.III.1. Equity securities and shares in a subsidiary accounting entity (061) - 096A	022	54 294.00 €	0.00 €
B. Short-term assets r. 031+ r. 038+ r. 046+ r. 055	030	33989 993.09 €	191 900.63 €
B.I. Reserves, sum (r. 032 up to 037)	031	1670 091.13 €	0.00 €
5. Goods (132,13X,139) - /196,19X/	036	1670 091.13 €	0.00 €
B.II. Long-term receivables, sum (r. 039 up to 045)	038	10 190.76 €	0.00 €
7. Deferred tax asset (481 A)	045	10 190.76 €	0.00 €
B.III. Short-term receivables, sum (r. 047 up to 054)	046	21525 583.12 €	191 900.63 €
B.III.1. Trade receivables (311 A,312A,313A,314A,315A,31XA) - 391A	047	21261 294.70 €	191 900.63 €
7. Tax receivables and subsidies (341,342,343,345,346,347) - 391A	053	173 044.40 €	0.00 €
8. Other receivables (335A,33X A,371 A,373A,374A,375A,376A,378A) - 391A	054	91 244.02 €	0.00 €
B.IV. Financial accounts, sum (r. 056 up to 060)	055	10784 128.08 €	0.00 €
B.IV.1. Cash (211,213,21X)	056	78 874.81 €	0.00 €
2. Bank accounts (221A,22X +/-261)	057	10705 253.27 €	0.00 €
C. Accruals, sum (r. 062 a r. 065)	061	579 890.37 €	0.00 €
2. Short-term deferred expenses (381A,382A)	063	535 794.06 €	0.00 €
4. Short-term accrued revenues (385A)	065	44 096.31 €	0.00 €
Check number, sum (r. 001 up to r. 065)	888	157153 033.83 €	16039 794.96 €

Net in the current accounting period	Net in the previous accounting period	Round figure gross	Round figure correction	Round figure net	Round figure previous
35423 282.31 €	32496 233.54 €	39,433,232	4,009,950	35,423,282	32,496,232
1045 299.48 €	1308 888.64 €	4,863,349	3,818,049	1,045,300	1,308,888
7 944.17 €	14 010.11 €	87,561	79,617	7,944	14,010
7 944.17 €	14 010.11 €	81,861	73,917	7,944	14,010
0.00 €	0.00 €	5,700	5,700		
983 061.31 €	1244 088.52 €	4,721,494	3,738,432	983,062	1,244,088
980 666.51 €	1239 297.72 €	4,629,962	3,649,295	980,667	1,239,297
2 394.80 €	4 790.80 €	91,532	89,137	2,395	4,791
54 294.00 €	50 790.01 €	54,294		54,294	50,790
54 294.00 €	50 790.01 €	54,294		54,294	50,790
33798 092.46 €	30715 825.19 €	33,989,993	191,901	33,798,092	30,715,824
1670 091.13 €	343 754.38 €	1,670,091		1,670,091	343,754
1670 091.13 €	343 754.38 €	1,670,091		1,670,091	343,754
10 190.76 €	25 695.14 €	10,191		10,191	25,695
10 190.76 €	25 695.14 €	10,191		10,191	25,695
21333 682.49 €	19554 841.62 €	21,525,583	191,901	21,333,682	19,554,841
21069 394.07 €	19352 620.33 €	21,261,295	191,901	21,069,394	19,352,620
173 044.40 €	146 381.31 €	173,044		173,044	146,381
91 244.02 €	55 839.98 €	91,244		91,244	55,840
10784 128.08 €	10791 534.05 €	10,784,128		10,784,128	10,791,534
78 874.81 €	28 238.04 €	78,875		78,875	28,238
10705 253.27 €	10763 296.01 €	10,705,253		10,705,253	10,763,296
579 890.37 €	471 519.71 €	579,890		579,890	471,520
535 794.06 €	407 988.69 €	535,794		535,794	407,989
44 096.31 €	63 531.02 €	44,096		44,096	63,531
141113 238.87 €	129513 414.45 €	157,153,038	16,039,800	141,113,238	129,513,408

BALANCE SHEET LIABILITIES



Liabilities	Number
Total stockholders' equity and liabilities r. 067+ r. 088+ r. 121	066
A. Stockholders' equity r. 068+ r. 073+ r. 080+ r. 084+ r. 087	067
A.I. Capital stock, sum (r. 069 up to 072)	068
A.I.I. Capital stock (411 or +/-491)	069
A.I.I.I. Capital funds, sum (r. 074 up to 079)	073
3. Legal reserve fund (Indivisible fund) from capital contributions (417,418)	076
4. Gains or losses from revaluation of assets and liabilities (+/-414)	077
A.III. Profit funds, sum (r. 081 up to 083)	080
A.III.I. Legal reserve fund (421)	081
A.IV. Business result from previous years r. 085 and r. 086	084
A.IV.I. Retained earnings from previous years (428)	085
A.V. Business result for the accounting period after taxation +/- r.001- (r. 068+ r. 073+ r. 080+ r. 084+ r. 088+ r. 121)	087
B. Liabilities from r. 089+ r. 094+ r. 106+ r. 117 + r. 118	088
B.I. Reserves, sum (r. 090 up to 093)	089
2. Short-term legal reserves (323A, 451A)	091
B.II. Long-term liabilities, sum (r. 095 up to 105)	094
9. Liabilities from the Social Fund (472)	103
10. Other long-term liabilities (474A,479A,47XA,372A,373A,377A)	104
B.III. Short-term liabilities, sum (r. 107 up to 116)	106
B.III.I. Trade liabilities (321,322,324,325,32X,475A,478A,479A,47XA)	107
3. Noninvoiced deliveries (326,476A)	109
6. Liabilities towards partners and association (364,365,366,367,368,398A,478A,479A)	112
7. Liabilities towards employees (331,333,33X,479A)	113
8. Liabilities from social insurance (336,479A)	114
9. Tax liabilities and subsidies (341,342,343,345,346,347,34X)	115
10. Other liabilities (372A,373A,377A,379A,474A,479A,47X)	116
B.V. Bank loans (r. 119 + r. 120)	118
2. Standard bank loans (221A,231,232,23X,461A,46XA)	120
C. Accruals, sum (r. 122 up to 125)	121
3. Long-term deferred revenues (384A)	124
4. Short-term deferred revenues (384A)	125

Value in the current accounting period	Value in the previous accounting period	Round figure under review	Round figure previous
35423 282.31 €	32496 233.54 €	35,423,282	32,496,232
5294 696.76 €	9002 425.86 €	5,294,697	9,002,426
159 600.00 €	159 408.00 €	159,600	159,408
159 600.00 €	159 408.00 €	159,600	159,408
-44 153.22 €	-43 807.21 €	-44,153	-43,807
995.82 €	995.82 €	996	996
-45 149.04 €	-44 803.03 €	-45,149	-44,803
30 924.18 €	30 808.59 €	30,924	30,809
30 924.18 €	30 808.59 €	30,924	30,809
2650 305.12 €	2650 305.12 €	2,650,305	2,650,305
2650 305.12 €	2650 305.12 €	2,650,305	2,650,305
2498 020.68 €	6205 711.36 €	2,498,021	6,205,711
28112 624.39 €	21290 154.00 €	28,112,624	21,290,152
279 842.87 €	277 319.34 €	279,843	277,319
279 842.87 €	277 319.34 €	279,843	277,319
206 568.90 €	283 893.43 €	206,568	283,893
78 855.46 €	94 588.41 €	78,855	94,588
127 713.44 €	189 305.02 €	127,713	189,305
27625 157.85 €	20727 816.67 €	27,625,158	20,727,815
20975 595.21 €	15093 869.26 €	20,975,594	15,093,868
847 447.00 €	1127 665.09 €	847,447	1,127,665
1500 000.00 €	0.00 €	1,500,000	
2341 965.64 €	2899 758.19 €	2,341,966	2,899,758
279 561.51 €	282 010.98 €	279,562	282,011
1471 837.77 €	1120 070.15 €	1,471,838	1,120,070
208 750.72 €	204 443.00 €	208,751	204,443
1 054.77 €	1 124.56 €	1,055	1,125
1 054.77 €	1 124.56 €	1,055	1,125
2015 961.16 €	2203 653.68 €	2,015,961	2,203,654
170 024.44 €	28 670.00 €	170,024	28,670
1845 936.72 €	2174 983.68 €	1,845,937	2,174,984

PROFIT AND LOSS STATEMENT



	Number	Real value in the accounting period under review
I. Revenues from sales of merchandise (604)	01	16486 574.83 €
A. Costs related to the acquisition of sold goods (504,505A)	02	14372 064.26 €
+ Margin r. 01 - r. 02	03	2114 510.57 €
II. Manufacturing r. 05+r. 06+ r. 07	04	37404 934.85 €
LL.1. Revenues from sales of own products and services (601,602)	05	37404 934.85 €
B. Production expenditures r. 09+ r. 10	08	22731 578.03 €
B.1. Consumption of material, energy and other non-stockable deliveries (501,502,503,505A)	09	602 935.47 €
2. Services (account group 51)	10	22128 642.56 €
+ Added value r. 03+ r. 04- r. 08	11	16787 867.39 €
C. Personal costs, sum (r. 13 up to 16)	12	13139 879.57 €
C.1. Labour costs (521,522)	13	10980 763.84 €
3. Costs related to social insurance (524,525,526)	15	1986 801.51 €
4. Social costs (527,528)	16	172 314.22 €
D. Taxes and fees (account group 53)	17	29 664.34 €
E. Depreciation charges and adjustments to long-term intangible fixed assets and long-term tangible fixed assets (551,553)	18	671 690.81 €
III. Revenues from sales of long-term assets and material (641,642)	19	58 463.17 €
F. Residual value of sold long-term assets and material (541,542)	20	19 741.80 €

Value in the previous accounting period	Round figure under review	Round figure previous
28768 832.72 €	16,486,575	28,768,833
27688 660.68 €	14,372,064	27,688,661
1080 172.04 €	2,114,511	1,080,172
47048 429.85 €	37,404,935	47,048,430
47048 429.85 €	37,404,935	47,048,430
26250 575.51 €	22,731,579	26,250,576
560 254.17 €	602,935	560,254
25690 321.34 €	22,128,644	25,690,322
21878 026.38 €	16,787,867	21,878,026
14519 565.69 €	13,139,880	14,519,566
12413 406.76 €	10,980,764	12,413,407
1926 661.16 €	1,986,802	1,926,661
179 497.77 €	172,314	179,498
23 221.76 €	29,664	23,222
751 192.74 €	671,691	751,193
65 802.52 €	58,463	65,803
31 786.54 €	19,742	31,787

	Number	Real value in the accounting period under review
G.	21	-74 981.43 €
IV.	22	90 797.66 €
H.	23	126 885.18 €
*	26	3024 24795 €
VII.	29	87 024.05 €
VII.1.	30	87 024.05 €
X.	38	26 859.77 €
N.	39	24 521.61 €
XI.	40	73 867.59 €
O.	41	58 220.40 €
XII.	42	26.96 €
P.	43	20 656.95 €
*	46	84 379.41 €
**	47	3108 627.36 €
S.	48	610 606.74 €
S.1.	49	595 102.30 €
2.	50	15 504.44 €
**	51	2498 020.62 €
***	59	3108 627.36 €
***	61	2498 020.62 €

Value in the previous accounting period	Round figure under review	Round figure previous
266 882.06 €	-74,981	266,882
100 270.46 €	90,798	100,270
32 424.44 €	126,885	32,424
6419 026.13 €	3,024,247	6,419,025
313 111.79 €	87,024	313,112
313 111.79 €	87,024	313,112
25 465.68 €	26,860	25,466
21 805.45 €	24,522	21,805
1068 302.26 €	73,868	1,068,302
42 530.24 €	58,220	42,530
14.12 €	27	14
126 103.91 €	20,657	126,104
1216 454.25 €	84,380	1,216,455
7635 480.38 €	3,108,627	7,635,480
1429 769.02 €	610,606	1,429,769
1455 464.16 €	595,102	1,455,464
-25 695.14 €	15,504	-25,695
6205 711.36 €	2,498,021	6,205,711
7635 480.38 €	3,108,627	7,635,480
6205 711.36 €	2,498,021	6,205,711

54,229 000

SALES 2011



OVERVIEW OF CASH FLOWS

Item identification	Item description	Current accounting period	Previous accounting period
	Cash flows from operating activities		
Z/S	Business result from operating activities before taxation by the income tax (+/-)	3108627	7635480
A.1.	Non-cash transfers affecting the business result from operating activities before taxation by the income tax (+/-) (sum A.1.1: up to A.1.13.)	247653	601740
A.1.1.	Depreciation charges of long-term intangible fixed assets and long-term tangible fixed assets (+)	671691	751193
A.1.5.	Change in adjustments	-74981	242008
A.1.6.	Change in individual parts of accruals of costs and revenues (+/-)	-296063	-32888
A.1.7.	Dividends and other shares in profit charged to revenues (-)	-87024	-313126
A.1.8.	Interests charged to costs (+)	24522	21805
A.1.9.	Interests charged to revenues (-)	-26860	-25466
A.1.10.	Exchange rate profit evaluated to cash and cash equivalents to the date for which the statement of finances is prepared (+)	-11028	-14675
A.1.11.	Exchange rate loss evaluated to cash and cash equivalents to the date for which the statement of finances is prepared (+)	8675	6105
A.1.12.	Business result from sales of long-term property except the property being considered the cash equivalent (+/-)	38721	-34016
A.2.	Expenditures related to the acquisition of long-term securities and shares in other accounting entities except the securities being considered cash equivalents and securities dedicated to sales or trading	4411399	-1586849
A.2.1.	Change in receivables from operating activities (+/-)	-1778841	-7663795
A.2.3.	Change in liabilities from operating activities (+/-)	7516577	5628827
A.2.4.	Change in reserve balance	-1326337	448119
	Cash flows from operating activities except income and expenditures separately declared in other parts of the overview of cash flows (+/-) (sum Z/S + A.1. + A.2.)	7767679	6650371
A.3.	Expenditures related to income tax of the accounting entity except the expenditures included in investment activities or financial activities (+/-)	26860	25466
A.4.	Net cash flows from operating activities (+/-) (sum Z/S + A.1. up to A.9.)	-24522	-21805
	Cash flows from operating activities except income and expenditures separately declared in other parts of the overview of cash flows (+/-) (sum Z/S + A.1. + A.2.)	7770017	6654032
A.7.	Expenditures related to the income tax of the accounting entity except the expenditures being included in investment or financial activities (+/-)	-595102	-1455464
A.	Net cash flows from operating activities (+/-) (sum Z/S + A.1. up to A.9.)	7174915	51985668

Item identification	Item description	Current accounting period	Previous accounting period
	Cash flows from operating activities		
B.2.	Expenditures related to the acquisition of long-term tangible fixed assets (-)	-424339	-980683
B.3.	Impact of the change in labour capital (diff. between the short-term property and short-term liabilities except the short-term prop. being a part of cash and cash equivalents) on the business result from operating activities	-3850	-17500
B.5.	Revenues from sales of long-term tangible fixed assets	58463	65803
B.12.	Revenues from dividends and other shares in profit except the revenues being included in operating activities	87024	313126
B.	Net cash flows from investment activities (sum B.1. up to B.19.)	-282702	-619254
C.1.	Cash flows in the stockholders' equity (sum C.1.1: up to C.1.8.)	192	167
C.1.6.	Expenditures related to decrease of funds created by the accounting entity (-)	192	167
C.2.	Cash flows arising from long-term liabilities and short-term liabilities from financial activities (sum C.2.1. up to C.2.9.)	-696568	-229319
C.2.7.	Expenditures related to fulfilment of liabilities arising from the use of property that represents a subject of the Contract of purchase of the leased object (-)	-696568	-229319
C.4.	Výdavky na vyplatené dividendy a iné podiely na zisku, s výnimkou tých, ktoré sa začleňujú do prevádzkových činností (-)	-6205596	-4507598
C.	Net cash flows from financial activities (sum C.1. up to C.9.)	-6901972	-4736750
D.	Net increase or net decrease of cash (+/-). sum A + B + C)	-9759	-157436
E.	Cash balance and cash equivalent balance at the beginning of the accounting period (+/-)	10791534	10940400
F.	Cash balance and cash equivalent balance at the end of the accounting period before taking into account exchange rate differences evaluated to the date for which the statement of finances is prepared (+/-)	10781775	10782964
G.	Exchange rate differences evaluated to cash and cash equivalents to the date for which the statement of finances is prepared (+/-)	2353	8570
H.	Balance of cash and cash equivalents at the end of the accounting period adjusted by exchange rate differences evaluated to the date for which the statement of finances is prepared (+/-)	10784128	10791534

INDEPENDENT AUDITOR'S REPORT



INDEPENDENT AUDITOR'S REPORT

to the Shareholders and Board of Directors of TEMPEST a.s.

I have audited the financial statements of TEMPEST a.s., which comprise the balance sheet as at 31 December 2011, the income statement and the notes for the year then ended, and also a summary of significant accounting policies and accounting methods and other explanatory notes.

The Board of Directors Responsibility for the Financial Statements

The Board of Directors is responsible for the preparation and presentation of these financial statements that give a true and fair view in accordance with the Act on Accounting no. 431/2002 Coll. as amended, and for such internal control as Board of Directors determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with International Standards on Auditing. Those Standards require that I comply with ethical requirements, and plan and perform the audit to obtain reasonable assurance whether the financial statements are free of material misstatement.

An audit includes performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of the financial statements that give a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of the accounting policies and accounting methods used, and the reasonableness of accounting estimates made by the Board of Directors, as well as evaluating the overall presentation of the financial statements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Opinion

In my opinion, the financial statements give a true and fair view of the financial position of TEMPEST a.s. as of 31 December 2011, and of its financial performance and the cash flows for the year then ended in accordance with the Act on Accounting.

Bratislava, 12 april 2012

Audit MD s.r.o.
Štúrova 13, Bratislava
Licence UDVA No.369

Ing. Martin Denko
Responsible Auditor
Licence UDVA No.979

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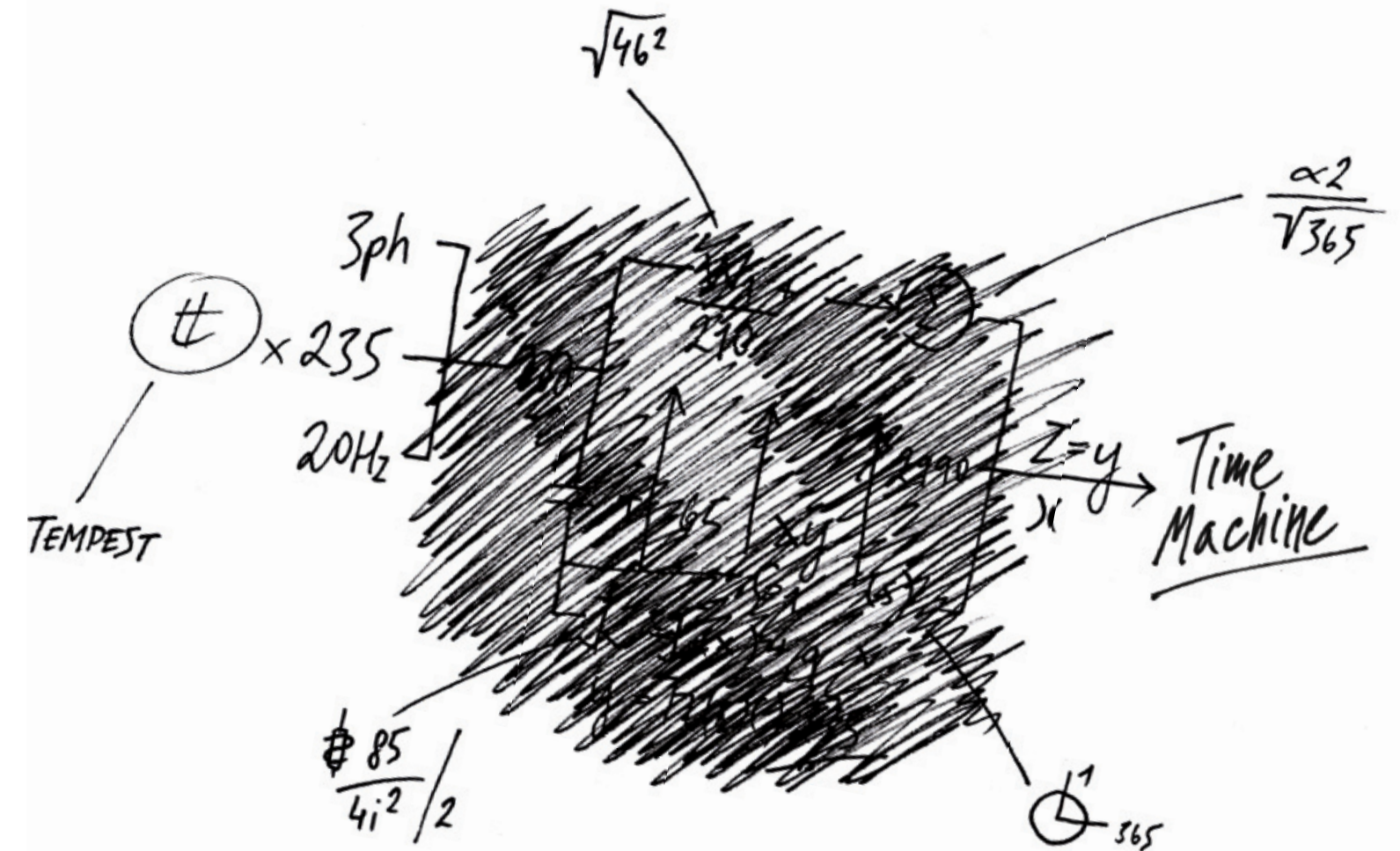
YEARS

TEMPEST A.S.

ANNUAL REPORT
2011

ACKNOWLEDGEMENTS

We thank all the people who participated in the growth of TEMPEST in the last year and also during last twenty years of our activities. We appreciate not only customers' trust and their feedback, but also active cooperation and support when looking for solutions to common tasks. We thank all business partners because it is also thanks to them that we can provide quality products, services, and solutions. We thank project teams that can respect each other in difficult conditions and at the same time achieve positive results. We thank employees who trust the company and create its biggest value. We would not be successful without you for 20 years now.



TRADE NAME

TEMPEST a. s.

COMPANY'S REGISTERED OFFICE

Galvaniho 17/B
821 04 Bratislava
Slovak Republic

PHONE

00421 2 502 67 111

FAX

00421 2 502 67 100

INFORMATION

info@tempest.eu

BUSINESS

sales@tempest.eu

tempest.eu

