

Applications

04

TRADE NAME

TEMPEST, a. s.

COMPANY'S REGISTERED OFFICE

Galvaniho 17/B
821 04 Bratislava 2
Slovak Republic

EQUITY

159 600 EUR

DATE OF ESTABLISHMENT

24. 6. 1992

ORGANISATION IDENTIFICATION NUMBER

31 326 650

TAX IDENTIFICATION NUMBER

2020327716

VAT IDENTIFICATION NUMBER

SK2020327716

TEMPEST

05

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 2010 annual report. The full version is filed in the collection of documents in compliance with relevant laws.

tempest.eu

 **Tempest**

IT makes sense

Business BB

INTRODUCTION

11

GENERAL DIRECTOR'S FOREWORD
IMPORTANT NUMBERS

COMPANY

15

COMPANY'S HISTORY
COMPANY'S PROFILE
COMPANY'S MANAGEMENT

CLIENTS

37

REFERENCE CUSTOMERS
COMMUNICATION
SOCIAL RESPONSIBILITY

FINANCE

51

FINANCIAL MANAGER'S COMMENTARY
TRENDS
PROFIT AND LOSS STATEMENT
CASH FLOW OVERVIEW

PRODUCTS, SERVICES, PARTNERSHIPS, AND AWARDS

23

KEY PROJECTS IN 2010
PARTNESHIPS AND AWARDS
PRODCUTS AND SERVICES

PEOPLE

46

ORGANISATIONAL STRUCTURE IN 2010
EMPLOYEE STRUCTURE

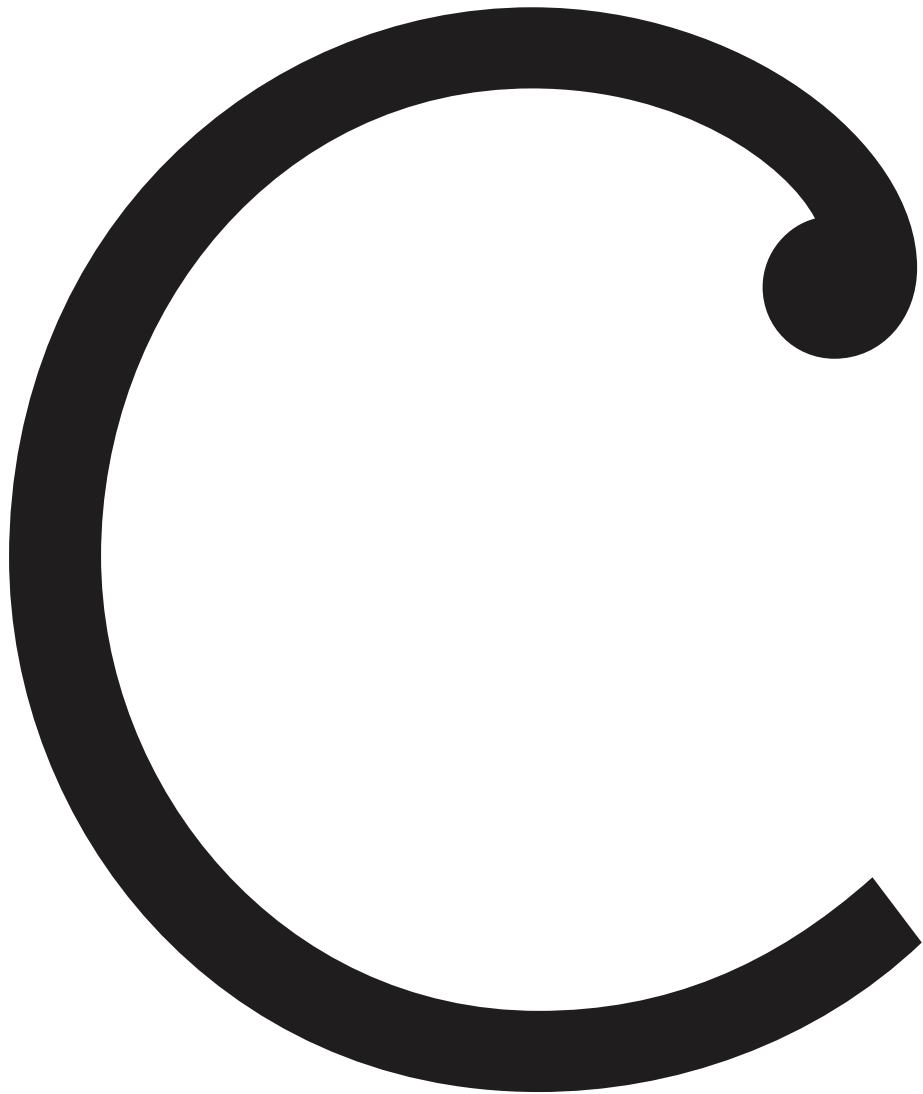
CONCLUSION

67

INDEPENDENT AUDITOR'S REPORT
ACKNOWLEDGEMENTS
CONTACT

TABLE OF CONTENTS

07



Communication

All our employees
work applying their
sense of details.
*Thanks to their
work and clients'
trust* we succeeded
in achieving *excellent
results in 2010.*

09

D

Data

“Trust, consistent work, and good relationships formed the basis of our success in 2010.”

The year 2010 was successful for us. Despite the complicated situation on the information technology market we succeeded in growing and achieving good commercial results. **I attribute it to the lasting trust of our customers,** consistent work in the area of commerce, efforts aimed at maintenance of good relationships at all levels, and **the responsible approach of my colleagues.**

As concerns the achieved results, **our sales exceeded the level of seventy five million euro,** which represents an increase by approximately 55 % when compared to the year 2009. The share of sales resulting from our services and software development amounts to 61% of the total sales. This share is practically unchanged when compared with the preceding year. Last year TEMPEST employed 235 internal employees and another 20 external collaborators. Human resources grew approximately by 5% in the last year.

We are pleased by the company's good results but they also are binding upon us. **We are aware of the responsibility that accompanies success and helping others became a part of our work.** Last year we prepared, together with the civic association Človek v ohrození (Man in danger), the project entitled Pomáhame vysušiť slzy (We help wipe out tears). **Together with other important IT players we contributed to removal of the damage caused by destructive floods.** We helped pupils from the Elementary school for children with hearing handicaps on Hrdličkova street in Bratislava. We participated in the edition of Ján Smrek's poems Proti noci and the Christmas Concert in the Slovak National Theatre.

I perceived the year 2010 as a less complicated year when compared to the year 2009, but I think that the crisis will last a long time. I also assume that the year 2011 will be extremely hard for the Slovak IT sector and this especially due to the slow-down of drawing on funds in connection with information technologies. IT related operational programs have been suspended as well as IT procurement in the public sector. Partially, we may look for a substitute for suspended projects in the private sector that is slowly waking up after the initial turbulences caused by the crisis and has started to produce an increasing number of demands. **We will focus on projects enhancing clients' business, speeding up their processes, and bringing competitive advantages.**

Thank you for your trust and I wish you success.

Peter Krásny
DIRECTOR GENERAL

FOREWORD OF DIRECTOR GENERAL

11

ADDED VALUE

+ 24,6 %

TOTAL SALES

+ 51,2 %

SALES – OWN PRODUCTS

+ 46,2 %

PROFIT AFTER TAX

+ 37,6 %

E

Efficiency

COMPANY'S HISTORY

1992

establishment of the TEMPEST, s. r. o. company

2002

quality Management Certificate under international standards ISO 9001:2000

2003/2004

deloitte European Technology Fast 50 Award

2004

environmental Management Certificate ISO 14001:2004

2004

acquisition of the Protect e-Data, s. r. o. Company

2005

merger of companies TEMPEST, s. r. o., UNIT, spol. s r. o. and Computel, s. r. o.

2006

transformation into a joint-stock company

2006

acquisition of the LOGIN, a. s. company

2007

establishment of the TEMPEST Czech branch

2007

implementation of the Information Safety Management System under ISO/IEC 27001:2005

2009

implementation of the Occupational Safety and Protection of Health management System under STN OHSAS 18001

2010

TEMPEST ranks the fourth company in Deloitte Technology Fast 50 in Central Europe in the category of Central European companies with the turnover exceeding 25 million euro, called "Big 5"

2010

TEMPEST ranks among two hundred biggest non-financial companies in the Slovak Republic (the 18th position among the companies with the most significant increase in sales; the 28th position among the companies with the highest sales profitability)

2011

change of the company's headquarters seat

COMPANY'S HISTORY

15

COMPANY'S VISION

COMPANY'S MISSION

COMPANY'S PROFILE

16

To be a leader on the IT solutions and services market.

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

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

To provide high added value in order to support the growth of our customers' business activities.

To contribute directly, through IT products and services, to improvement of specific commercial results of our clients.

We fulfil the company's mission using the technologies and services that accelerate business activities of organisations or make them more efficient.

QUALITY MANAGEMENT

COMPANY'S STRUCTURE

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), and STN OHSAS 18001 (occupational safety and health protection management system). IMS was certified by TUV NORD CERT GmbH, a renowned company with headquarters in Essen, Germany.

We are one of the first IT companies on the Slovak market who 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 of TEMPEST include: Services, NetSec, INdev a Ambit.

Services Division

The division provides solutions and services in the area of IT structures, 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 Division

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

INdev Division

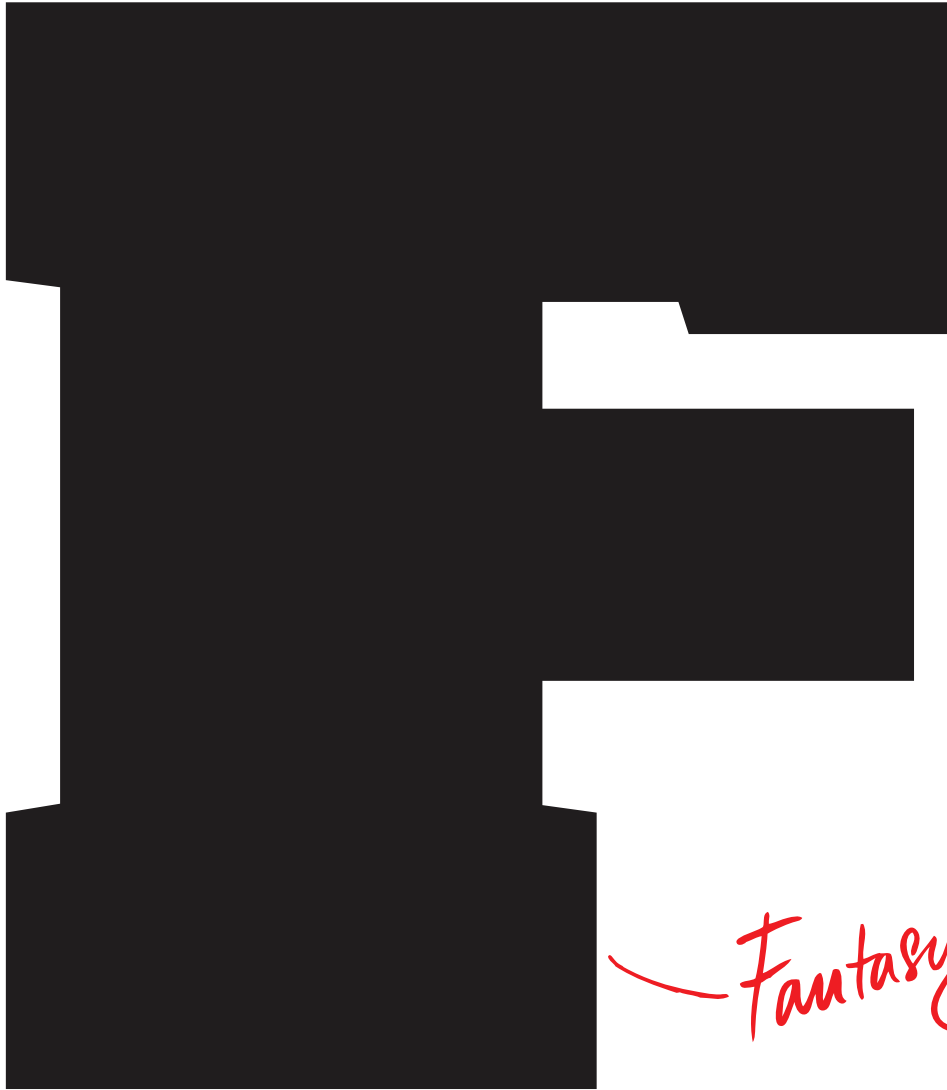
The division focuses on specialized software development. It provides customers with full-scale services in the area of analysis, and designing and implementation of integration and portal solutions.

Ambit 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. The overall aim of these activities is to enable our customers to safeguard the provision of services to their internal and external clients at an agreed level.

COMPANY'S PROFILE

17



***Fantasy in
the area of IT***
has been our
companion for
19 years already.

***We use it to
the full extent***
when working for
our clients.

19

20



ING. MGR. PETER KRÁSNY

DIRECTOR GENERAL
AND MEMBER OF THE BOARD OF DIRECTORS
BORN 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.



ING. ROMAN KRIŠKO

COMMERCIAL DIRECTOR
AND MEMBER OF THE BOARD OF DIRECTORS
BORN 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.



ING. JOZEF ŠIPOŠ

DIRECTOR OF THE SERVICES DIVISION
BORN 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.



ING. ROMAN ROŠTÁR

OPERATIONS DIRECTOR
BORN 1967

He graduated from the Slovak Technical University in Bratislava, Faculty of Electrical Engineering and Informatics, Department of Informatics and Computers. In 1995 he started to work with the UNIT, spol. s r. o. Company. Six years later he became the director general and managing director of the company. He significantly participated in the strategic orientation of the company. After the merger of TEMPEST, s. r. o. and UNIT, spol. s r. o., he became the operations director of the company and also assumed the responsibility for its financial management.

COMPANY'S MANAGEMENT

21

Gecluster



DATACENTRUM – 2010

- *central monitoring of operations - designing and implementation of processes, customization, and integration of tools supporting IT operations*

FLEETPAY, A. S. – 2010

- *preparation of security related documentation, risk analysis, operations continuity plans, and provision of other consultancy services*

OFFICE OF THE PROSECUTOR GENERAL OF THE SLOVAK REPUBLIC – 2010

- *implementation of an IT infrastructure within a distributed environment for the Lotus Domino platform, creation of SAN and a back-up system for more than 2000 users*

MINISTRY OF TRANSPORT OF THE SLOVAK REPUBLIC – 2010

- *implementation of an information security management system*

MINISTRY OF INTERIOR OF THE SLOVAK REPUBLIC – 2010

- *integration of new network elements within a new MPLS network and provision of other related services*

ORANGE SLOVENSKO, A. S. – 2010

- *supply and implementation of devices, support and provision of trainings in the area of F5 load balancers technology*

ORANGE SLOVENSKO, A. S. – 2010

- *integration of a new billing solution within the existing environment - analysis, a solution design complying with SOA principles, modifications of provisioning applications, integration of new applications and support*

SLOVAK TELECOM, A. S. – 2010

- *modernization of the core of the MAGIO digital television*

TRNAVA UNIVERSITY IN TRNAVA – 2010

- *development of an IT infrastructure from data storage facilities, servers, virtual servers and desktops, active and passive network elements and wifi network within all faculties of the university*

VOLKSWAGEN SLOVAKIA, A. S. – 2010

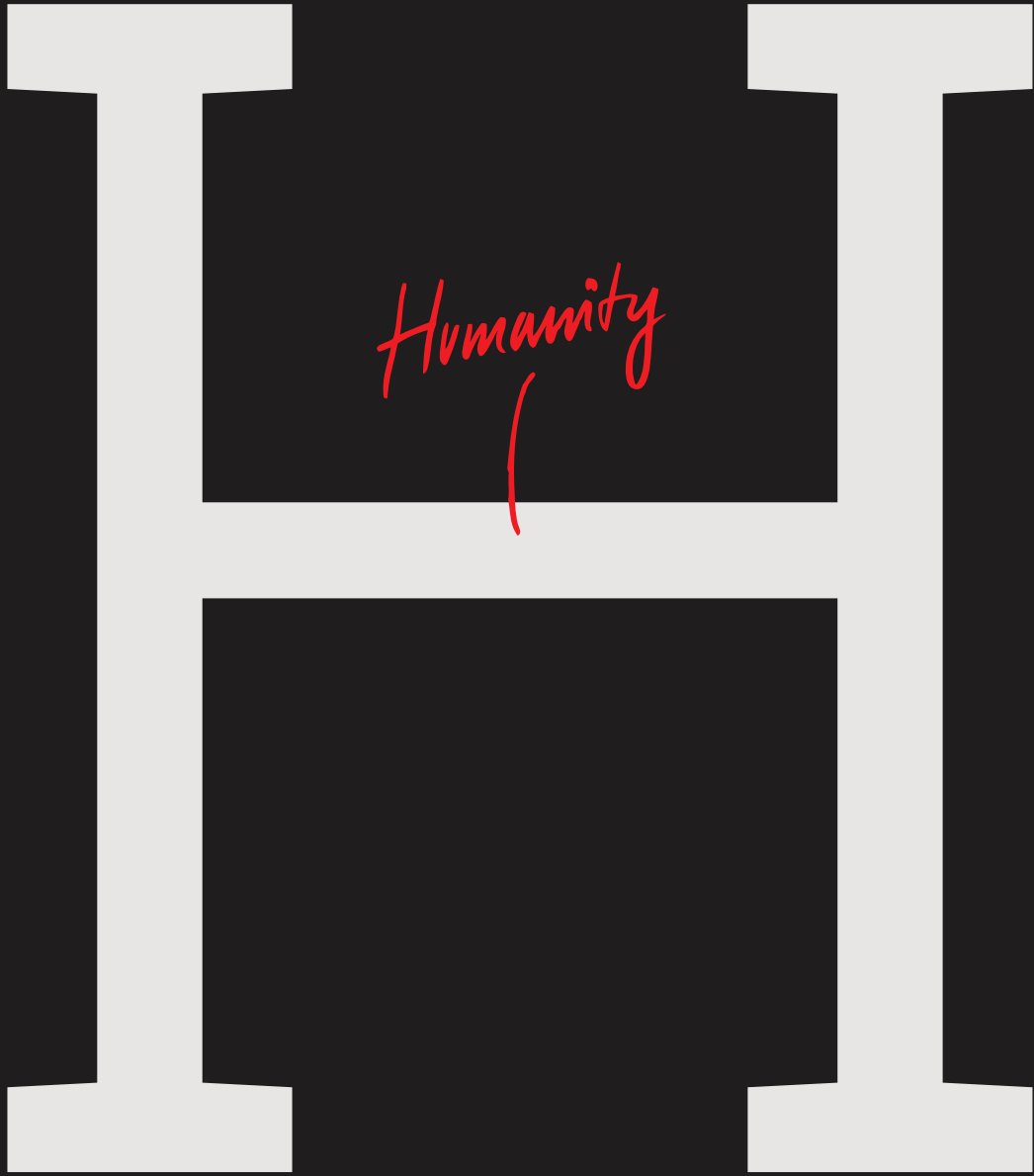
- *IT infrastructure consolidation - consolidation of Unix servers*

ŽELEZNIČNÁ SPOLOČNOSŤ CARGO SLOVAKIA, A. S. – 2010

- *full-scale risk analysis*

KEY PROJECTS IN 2010

23



**“Playfulness, communication,
and experience are a part
of successful partnerships.”**

MICROSOFT

The TEMPEST company is the Microsoft Gold Certified Partner with the competencies for Gold Server Platform and Gold Data Platform and provides the Microsoft Premier Support service.

SYBASE

AWARDS

- *TOP PARTNER 2009 (Best System Integrator)*
- *TOP PROJECT 2009 (Electronic Tolling System)*

SYMANTEC

TEMPEST'S CERTIFICATES AND COMPETENCIES

- *Symantec Platinum Partner*
- *high-end specializations such as high accessibility, data protection, and other features*
- *TEMPEST is the only company in Slovakia certified for enterprise products*

WEBSense

TEMPEST is Websense Silver ChannelConnect Partner.

CROSSBEAM

TEMPEST is Crossbeam Accredited Support Partner.

EMC

TEMPEST is Premier Solution Partner of the EMC company and was awarded the Rookie of the year 2008 award.

MCAfee

THE TEMPEST COMPANY IS MCAfee PREMIER PARTNER

WITH THE FOLLOWING COMPETENCIES

- *Web and Email Security*
- *Network Defense*
- *System Security*
- *Data Protection*

CHECK POINT

TEMPEST is Checkpoint GOLD Partner enjoying the prestigious status of Certified Collaborative Support Provider (CCSP).

F5

TEMPEST is F5 Unity Silver Partner with the competence for BIG-IP Local Traffic Manager (LTM).

FORTINET

TEMPEST je Fortinet Silver Partner.

SAP

TEMPEST is SAP Service Partner.

ENTRASYS

TEMPEST is Enterasys Professional Security Partner.

TEMPEST is a partner of many other IT producers, including ActivIdentity, BMC Software, Clearswift, Entrust, Eset, RSA (EMC), Sophos, Thales, TrendMicro, Tripwire, SafeNet, Sophos and many others.

PARTNERSHIPS AND AWARDS

25

26

IBM

TEMPEST'S CERTIFICATES AND COMPETENCIES

- IBM Business Partner for System x and BladeCenter Products
- IBM Business Partner for System p Products
- IBM Business Partner for Storage Products
- IBM Premier Business Partner for Software
- IBM Premier Business Partner 2008
- IBM Solution Partner

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 the areas of eServer and pSystem
- the expert team with the highest number of certificates for the IBM Tivoli software
- service partner of the year 2008
- STG Partner of the year 2008 – Storage Systems
- STG Partner of the year 2009 – Storage Systems

ORACLE

TEMPEST'S CERTIFICATES AND COMPETENCIES

- TEMPEST is GOLD partner of the Oracle company
- Certificates for the areas of System administration, Networking, Security, Sun Java, Storage and Clustering

AWARDS

- Oracle partner of the year 2006
- Oracle partner of the year 2007
- Oracle partner of the year 2009
- Oracle Hardware Partner of the Fiscal Year 2011

VMWARE

TEMPEST is VMware Enterprise Partner

HEWLETT-PACKARD

TEMPEST'S CERTIFICATES AND COMPETENCIES

- HP GOLD Preferred Partner 2011
- HP Certified Systems Administrator
- HP Software GOLD Partner
- HP Computing Systems Specialist
- HP Certified Systems Engineer
- HP BTO/IM Business Partner
- HP BTO Authorised Service Integrator Business Partner
- HP Professional Service Partner (enterprise storage)
- HP Professional Service Partner
- Authorised Management Solutions Partner
- Authorised Business Solutions Partner (servers and storage)
- Accredited Systems Engineer
- Accredited Integration Specialist
- Accredited Presales Consultant
- Accredited Presales Professional
- Accredited Sales Consultant
- Accredited Sales Professional

AWARDS

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

CISCO

THE TEMPEST COMPANY IS CISCO SILVER PARTNER

WITH THE FOLLOWING TECHNOLOGICAL SPECIALIZATIONS

- Advanced Security
 - Advanced Wireless LAN
 - Advanced Data Center Storage Networking
 - Outdoor Wireless Mesh
-



Infrastructure

J

Judiciousness

PROJECT MANAGEMENT

TEMPEST fully covers the entire solution lifecycle - from creation of strategies, IT planning, and consultations concerning the areas in which the company develops its activities through implementation of technologies and processes, their operation, monitoring and innovations. **TEMPEST provides customers with a wide spectrum of outsourcing services.**

The company has **long experience in the management of extensive IT projects**, within which it applies several standards of the project management and **adjusts it to the needs of customers**. The project management in the Tempest company is carried out by experienced project managers. The internal methodology describing project management procedures and is based on the PMI standard forms a basis of their work. We have adjusted the organisational structure and other processes concerned within TEMPEST accordingly.

The methodology principle includes defining of the project management framework for a project manager, **which provides methods and tools for efficient management of specific projects**. Pre-defined forms of the most frequently used documents contribute to standardization. **The entire methodology is set so that any of its parts**, including pre-defined forms, may be **adjusted according to the needs and priorities of the customer**. TEMPEST'S project managers hold Prince 2 certificates so if necessary the internal methodology may be modified for a specific project so that the tools of the Prince 2 methodology may be used.

PRODUCTS AND SERVICES

29

IT INFRASTRUCTURE AND DATA

OPERATION OF INFORMATION SYSTEMS

PRODUCTS AND SERVICES

30

The key activity of TEMPEST is implementation of infrastructure projects. We provide our customers **especially with installation and configuration 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. **TEMPEST is an independent system integrator as concerns products and supplies technologies from several worldwide manufacturers.**

IN THE AREA OF INFRASTRUCTURES WE FOCUS ON

- solutions for back-ups, archiving, and de-duplication of data on all platforms
- storage solutions (SAN, NAS, DAS)
- high accessibility solutions (Clustering, Disaster Recovery) on all platforms
- thin client solutions
- virtualization of IT infrastructure and desktops, including print service visualization

SERVICES THAT WE PROVIDE IN THE AREA OF IT INFRASTRUCTURES

- consultancy and advisory services
- implementation and integration of heterogeneous enterprise IT infrastructure
- IT infrastructure consolidation on all platforms
- data centre services with parameters guaranteed at several levels

We ensure the operation of information - communication technologies, focusing on the care of IT infrastructures in order to secure **their trouble-free, reliable, secure, and efficient operation.**

WE PROVIDE CUSTOMERS WITH

- preparation of and consultation within the implementation of operating regulations
 - process related services within the operation of IT infrastructures based on 3 levels: L1, L2, L3
 - third party management services
 - support, maintenance and operation of information systems
 - outsourcing of IT infrastructures and roles (body leasing)
-

NETWORKS AND COMMUNICATION

We provide our customers with full-scale solutions in the area of networks and network communication, taking into account security, mobility, and high accessibility. They are based on routing & switching technologies, wireless technologies, and network security.

IN THE AREA OF NETWORK SECURITY WE FOCUS ON

- *firewall systems*
- *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)*

IN THE AREA OF NETWORK COMMUNICATION WE FOCUS ON

- *routing & switching technologies*
- *wireless solutions and outdoor wireless mesh solutions*
- *contact centres (IPCC)*
- *virtual private networks (VPN)*
- *multimedia services (IP telefonía, VoIP and IPTV)*
- *MPLS networks*

THE SERVICES THAT WE PROVIDE IN THE AREA OF NETWORKS AND COMMUNICATION INCLUDE MAINLY

- *designs, consultations, and advisory services in the area of networks and network security*
- *implementation and integration of active and passive network elements and security technologies*
- *outsourcing of network management, communication security, and individual roles*
- *penetration testing and execution of technology security audits*
- *full-scale analyses and audits of network infrastructures*
- *full-scale network and system management also in terms of security and operation*
- *feasibility studies, strategies for development of networks and security systems*

PRODUCTS AND SERVICES

31

SOFTWARE DEVELOPMENT

PRODUCTS AND SERVICES

32

The TEMPEST company has experienced teams focusing on development of specialized software and applications on platforms Java, Oracle, .NET, and many others. Within software development we cover all phases of its lifecycle. Our software analysts are ready to fully map user and business requirements concerning an ordered information system. During the execution phase we select a development methodology that ensures, in the most efficient way, fulfilment of an order and eliminates possible risks to the greatest possible extent. The process comprising commissioning of an information system and support for the information system is an equally important phase for us. We provide our customers with the development and integration of portal solutions intended, for instance, for presentation of organisations, e-shops, booking systems, and intranet 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 delivery of software solutions from the collection and analysis of requirements through a solution design, implementation, testing, and operation of the solution*
- *development of portal, extranet, and intranet solutions*
- *ECM solutions for management and administration of portal contents*
- *solutions for electronic circulation and administration of documents and systems for automated administration of registry (filing room)*

- *development of middleware systems for work with data*
- *SOA solutions, including process automation (BPEL) and integration of IT environment according to SOA principles*
- *development of OSS/BSS (development of support systems for operation and business of telecommunications operators)*
- *DWH and Business Intelligence (BI) solutions, management IS*
- *Integration and automation of business processes*
- *development of applications for mobile devices*
- *implementation of e-Commerce solutions*
- *development of mobile applications*
- *outsourcing in the area of software development*

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 to ensure information flow integration (ESB) and creation of central data warehouses (DWH), including analysis of source systems and import and transformation of data – ETL and preparation of output listings. We provide customers with full-scale services in the area of BI solutions serving to support the management's decision-making and business optimization.

Java, J2EE Applications (EJB), .NET, C/C++, PHP, XML, FatWire, SUN, Oracle, Oracle BPEL, Apache, and Solaris are the most frequently used technological platforms for the software developed by the TEMPEST company.

PROCESS MANAGEMENT

TEMPEST deals with solutions and services in the area of an increase in the efficiency of process management.

THE 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 individual standards, and trainings. The above services are complemented by implementation of tools serving to support individual management systems.

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.

WE ARE READY TO PROVIDE SOLUTIONS AND TOOLS FOR

- *solutions, consultations, and tools related to ITIL and eTOM process frameworks*
- *ICT infrastructure management*
- *service provision securing*
- *IT management processes*
- *HelpDesk solutions*

The key software products within the ICT service management deployed by the TEMPEST company include IBM Tivoli & Netcool, HP BTO Software, and BMC Software & Remedy.

PRODUCTS AND SERVICES

33

SECURITY

PRODUCTS AND SERVICES

34

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 extensive experience as concerns solutions for the guaranteed/authenticated 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 analysis*
- *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.

IK

Key point



FINANCIAL SECTOR

- *Aegon, d. s. s., a. s.*
- *ALD Automotive, s. r. o.*
- *Cetelem Slovensko, a. s.*
- *CSI Leasing Slovakia, s. r. o.*
- *ING Bank N. V., pobočka zahraničnej banky*
- *J&T Finance group, a. s.*
- *KPMG Slovensko, s. r. o.*
- *Penta Investments, a. s.*
- *PENTA INVESTMENTS LIMITED, o. z.*
- *Prvá stavebná sporiteľňa, a. s.*
- *Regional Card Processing Centre, s. r. o.*
- *Slovenská sporiteľňa, a. s.*
- *Tatra banka, a. s.*
- *Union poisťovacia, 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.*

TELECOMMUNICATIONS

- *Orange Slovensko, a. s.*
- *T-Mobile Slovensko, a. s.*
- *Slovak Telekom, a. s.*
- *Telefonica O2 Slovakia, s.r.o.*
- *Telefónica O2 Czech Republic, a. s.*
- *Towercom, a. s.*

SCIENCE AND EDUCATION

- *Trnava University, Trnava*
- *Faculty of Chemical and Food Technology of STU, Bratislava*
- *Faculty of Material Sciences and Technology of STU, Trnava*
- *Slovak University of Agriculture, Nitra*
- *Institute for information and forecasts concerning the area of education*
- *Catholic University, Ružomberok*
- *University Library, Bratislava*
- *Slovak National Library*

REFERENCE CUSTOMERS

37

REFERENCE CUSTOMERS

38

GOVERNMENT INSTITUTIONS

- Debt and Liquidity Management Agency
- 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 Finance of the Slovak Republic
- Ministry of Culture of the Slovak Republic
- Ministry of Defence of the Slovak Republic
- Ministry of Justice of the Slovak Republic
- Ministry of Interior of the Slovak Republic
- Ministry of Foreign Affairs of the Slovak Republic
- National Bank of Slovakia
- Národná diaľničná spoločnosť, a. s.
- Monuments Board of the Slovak Republic
- Office for administration of facilities of the Government of the Slovak Republic
- National Institute for Professional Education
- Telecommunications Office of the Slovak Republic
- Industrial Property Office of the Slovak Republic
- Government Office of the Slovak Republic
- Výskumný ústav papiera a celulózy, a. s.
- Železničná spoločnosť Cargo Slovakia, a. s.

COMMERCE, SERVICES, AND MEDIA

- Markíza – Slovakia, s. r. o.
- Motor-Press Slovakia, s. r. o.
- SkyToll, a. s.
- Unipharma PRIEVIDZA, 1. sl. lek. akc. spol.
- Urbia Hotels, s. r. o.

INDUSTRY

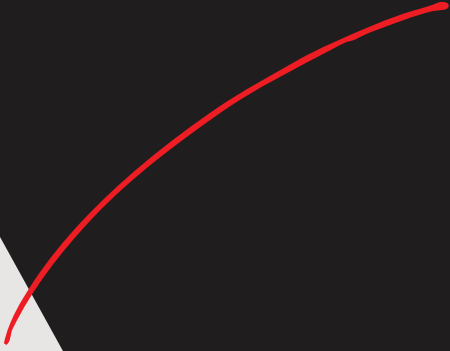
- Bratislavská teplárenská, a. s.
 - E.ON IS Slovakia, spol. s r. o.
 - ESA Logistika, s. r. o.
 - HB REM, spol. s r. o.
 - IDO Hutný projekt, a. s.
 - Jadrová a vyradovacia spoločnosť, a. s.
 - Johnson Controls International, spol. s r. o.
 - Johnson Controls Bratislava, s. r. o.
 - Jurki-Hayton, s. r. o.
 - Mc Syncro Bratislava, s. r. o.
 - Mondí SCP, a. s.
 - Škoda Auto Slovensko, spol. s r. o.
 - Slovalco, a. s.
 - Slovenské elektrárne, a. s.
 - Slovenské energetické strojárne, a. s.
 - Slovenský plynárenský priemysel, a. s.
 - Slovnaft, a. s.
 - Stredoslovenská energetika, a. s.
 - U. S. Steel Košice, s. r. o.
 - Volkswagen Slovakia, a. s.
-

Management

M M

IN

Network



“We improve the position of the brand through ideas and marketing communication.”

Last year the marketing communication priorities included customer relationship management, identification of business opportunities, and improvement of the position of the TEMPEST brand. The company's results and a customer survey have confirmed our position as one of market leaders, which was reflected also in the brand's position. For customers TEMPEST means IT infrastructure, data management, information technology security, and IT services management. To a lesser extent TEMPEST is associated by customers with software development, which represents an area in which we have both know-how and real experience with projects. **We have developed a new platform for Magio television applications of the Slovak Telekom company and with this platform we won the competition of Microsoft Industry Awards in the category of the most innovative solutions on the Microsoft platform.**

We used PR tools to inform the market about the news about the company and interesting solutions.

TEMPEST became one of two hundred largest non-financial companies in the Slovak Republic. According to the TREND weekly magazine, TEMPEST is the 18th company with the most significant sales increase. TEMPEST achieved the 4th position in the Deloitte Technology Fast 50 in Central Europe list in the category of Central European companies with a turnover exceeding 25 million euro, called "Big 5". Last year TEMPEST became Cisco Silver Partner and received awards from IT producers worldwide for the achieved business results and professional competencies. **We received awards from companies IBM, Oracle, Microsoft, HP, and many others.** For instance, TEMPEST became the best partner of the HP company for software.

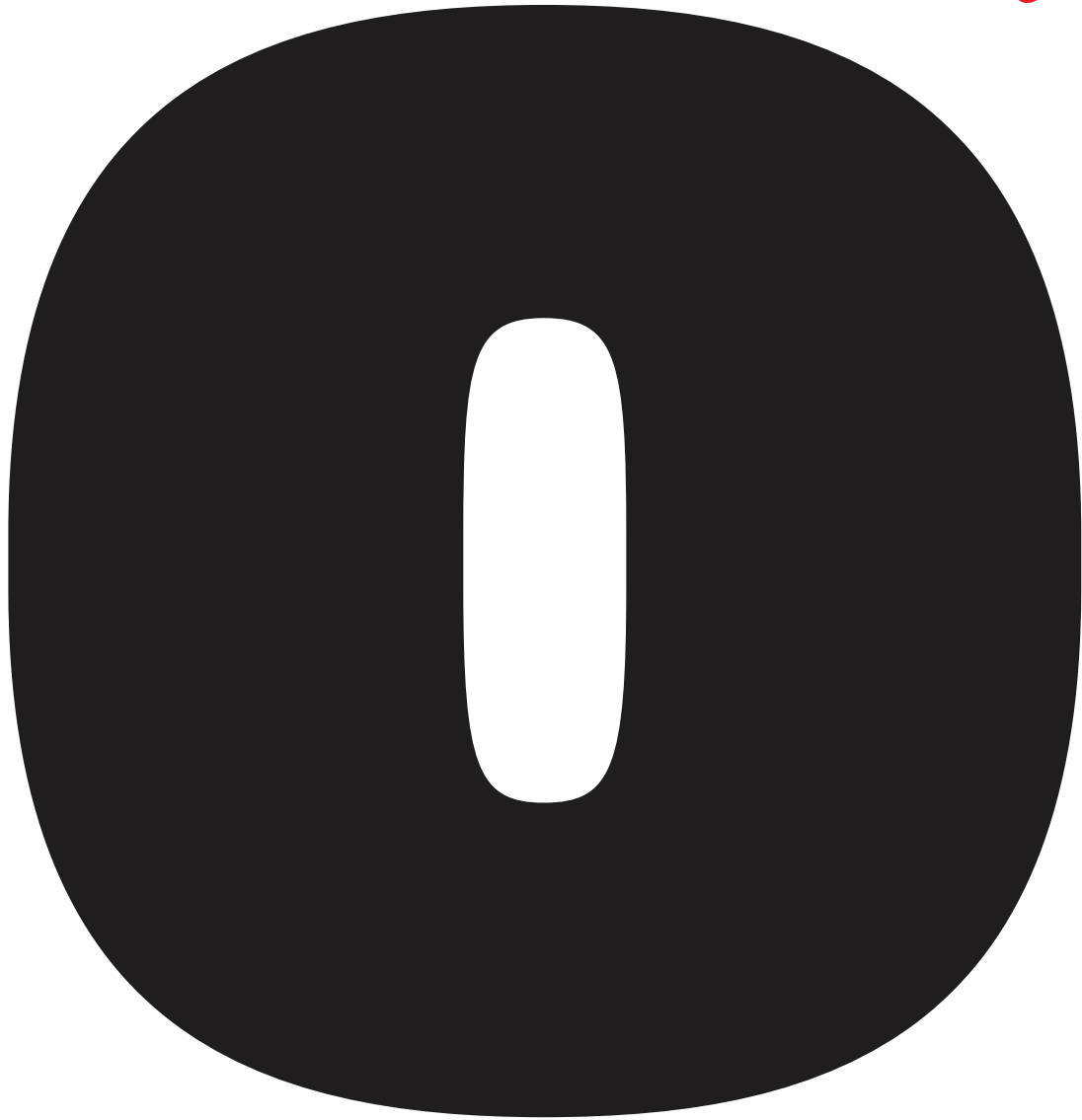
Within event marketing we organized several events aimed at professional awareness increase. **Judgement Day is our traditional event and last year it was already its fifth year.** The event serves for presentations by our experts and world speakers. Judgement Day focuses on trends, visions, the newest security threats, secure behaviour, and cyber crime tactics. **We also participated, as partners, in several expert conferences focusing primarily on cloud computing and information system security. TEMPEST was a partner for the first issue of the eFocus magazine issued in 2010, which dealt with the area of information system security.** In this magazine we published our experience and tools for protection against insider attacks, Data Loss Prevention, and tools for business protection.

Rastislav Chudik
MARKETING DIRECTOR

COMMUNICATION

41

Opportunity



“Willingness and help are a part of our work.”

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 life and working environment.

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:

- Christmas concert in the Opera of the Slovak National Theatre, Bratislava
- Bratislava Fashion Days
- concerts of musicians and bands such as Deep Purple, Elán, and Zucchero
- edition of the book *Maľovaná abeceda* and collection of poems *Proti noci* by Ján Smrek

MARTIN MALACHOVSKÝ, OPERA SINGER

“I strongly believe that the first year of the Christmas concert in Bratislava is an introduction into a nice tradition. Reactions and interest convince us about it. I am very happy that I could be a part of a project full of beautiful music and spiritual legacy. I would like to thank very much the partners who supported an exceptional cultural event in these not easy times. I think that every period has its artists of high quality but without supporters no talent would star. My great thank you for support goes to TEMPEST.”

IVAN ČIETEK, SON OF JÁNA SMREKA

*“Adam v škole nesedel, abecedu nevedel. Prišli k nemu líšky, čítajú mu z knižky.” Many generations of readers know these sweet rhymes by heart. *Maľovaná abeceda* by Ján Smrek with gorgeous illustrations has been the most favourite children book from its very first edition. The collection of poems entitled *Proti noci* is on the opposite pole of Smrek's work – until now it was an unknown chapter of the poet's work. Only upon publication of this collection, which represents a reaction to the period of totalitarian regime, the full work of the important Slovak poet was made available to readers. This all has been achieved thanks to the organisations that feel and think that promotion of art is meaningful. And this is the credo of the TEMPEST company that is not only a successful organisation but also has special people with a wide range of knowledge and excellent orientation as to arts who are, first of all, willing to help. And this is the true social responsibility.”*

SOCIAL RESPONSIBILITY

43

“We have helped wipe out tears. We have come up with a project aimed at mitigation of the damage caused by destructive floods.”

SOCIAL RESPONSIBILITY

44

WE HELP WIPE OUT TEARS

The Project “We help wipe out tears” took place in summer months of 2010. TEMPEST came with the idea to engage employees and combine forces with other IT business leaders. More than 500 IT employees contributed to a voluntary employee fundraising campaign. Both employees and companies could contribute to humanitarian aid and reconstruction of homes of people who lost their peaceful life due to floods. Companies - employers added the same amount as the amount raised by their employees. The total funds, which were added to the funds of the SOS Floods project of the Man in Danger Civic Association, amounted to € 16 455, which represents almost a half of million Slovak crowns. We have been supporting the Faculty of Informatics and Information Technologies of the Slovak Technical University in Bratislava for several years and this through financial prizes and awards granted at student conferences or within competitions.

ANDREJ BÁN, CHAIRMAN OF MAN IN DANGER CIVIC ASSOCIAT. *“I like the idea to engage the Slovak IT community into the removal of consequences of destructive floods very much. Man in Danger has been, together with Man in Danger Slovakia, a partner organisation, engaged into a number of activities in Spiš, Šariš,, and Zemplín from the very beginning. For instance, our volunteers cleaned and repaired the school in Richnava and distributed sanitary and cleaning material, pumps, and dehumidification equipment. We also help coordinate humanitarian organisations and state administration in order to minimize the risk of duplicity. The extent of floods and landslides is unparalleled in the latest history of Slovakia. It required not only six months of intensive fieldwork and logistics support but our activities still continue even at the beginning*

of the year 2011 and we send funds, based on field monitoring of damaged households and public buildings, to beneficiaries and check the use of these funds. Therefore we highly appreciate your help and will use it with responsibility.”

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

INTEGRATED ELEMENTARY SCHOOL ON TOPOĽOVÁ STREET IN NITRA

The school provides education to both healthy and handicapped children who are integrated in the educational process.

TERATMENT AND EDUCATIONAL SANATORIUM ON HRDLIČKOVA STREET IN BRATISLAVA

The treatment and educational sanatorium is a special educational facility providing professional help to clients with behaviour disorders, ADD, ADHD syndrome, learning disorders, and emotional and social development disorders.

ELEMENTARY BOARDING SCHOOL OF G. SLANINKA FOR PUPILS WITH HEARING HANDICAPS IN BRATISLAVA

The school takes care of children with serious hearing handicaps, combined handicaps, and mentally handicapped children from entire Slovakia.

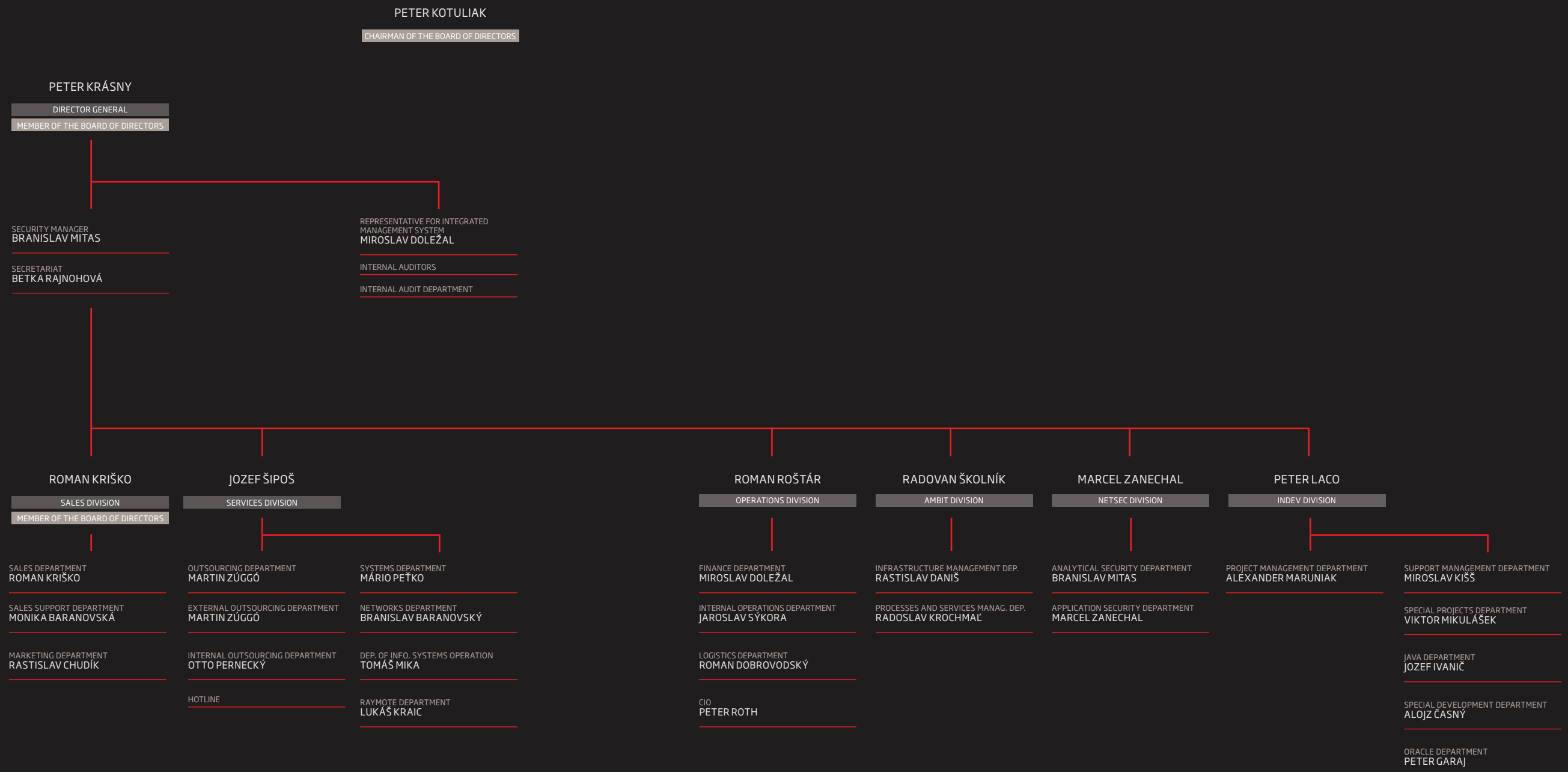
SOCIETY FOR ASSISTENCE TO AUTISTIC PEOPLE, ŽILINA

A civic association of parents which represents the interests of children, young people, and adults with autistic syndrome.

Prevention

P

46



R

Reliability

AVERAGE NUMBER OF PERMANENT EMPLOYEES	237	%
Women	20	8,44
Men	217	91,56

AGE STRUCTURE

21 - 30	88	37,13
31 - 40	119	50,21
41 - 50	25	10,55
above 51	5	2,11

EDUCATION

Secondary	73	30,80
Tertiary	164	69,20

POSITION

Management	25	10,55
Consultant	52	21,94
Technical worker	71	29,96
Programmer	52	21,94
Trader	15	6,33
Administration	22	9,28

EMPLOYEE STRUCTURE

49



“The company's operations were financed using own sources, without making use of bank credits.”

TEMPEST's financial standing was stable throughout the year. The company operations were financed using own sources – without making use of bank credits – and this despite a significant inter-annual increase in several financial indicators and the company's growth.

No especially significant events took place after the end of the accounting period covered by the 2010 annual report. The TEMPEST company did not register any costs associated with research and development during the period concerned.

The company's profit for the year 2010 was duly distributed according to a decision adopted by the general meeting.

The TEMPEST company maintains its subsidiary, TEMPEST Czech, s.r.o., in the Czech Republic, for which the company ensures financial management and controlling.

All financial results indicate that the company will maintain and stabilize its market position in the next period and this despite an assumed sales decrease in 2011.

FINANCIAL DIRECTOR'S COMMENTARY

51

Albert Šmajda

FINANCIAL DIRECTOR

Technologies



Thous EUR	2006	2007	2008	2009	2010	delta '10/'09
<i>Exchange rate</i>	<i>39,484</i>	<i>33,603</i>	<i>30,126</i>			
Sales total	24,574	30,733	36,803	51,157	77,390	51,28 %
Profit after tax	1,379	1,289	2,156	4,508	6,205	37,64 %
Added value	7,377	10,298	13,770	17,553	21,878	24,64 %
Receipts from sale of goods	14,857	14,426	12,965	18,994	28,768	51,46 %
Receipts - sale of own products and services	9,717	16,308	23,838	32,163	47,048	46,28 %

TRENDS

53

assets

BALANCE SHEET

54

Identification	Assets	Number	Current accounting period - gross
	Assets total r. 002 + r. 031 + r. 061	001	36 193 701,11 €
A.	Noncurrent assets r. 003 + r. 012 + r. 022	002	4 739 474,15 €
A.I.	Long-term intangible assets - total (r. 004 - 011)	003	87 560,53 €
3.	Software (013) - /073, 091A/	006	81 861,02 €
5.	Goodwill (015) - /075, 091A/	008	0,00 €
6.	Other long-term intangible assets (019, 01X) - /079, 07X, 091A/	009	5 699,51 €
A.II.	Long-term tangible assets - total (r. 013 - 021)	012	4 601 123,61 €
3.	Separate movable items and sets of movable items (022) - /082, 092A/	015	4 516 267,32 €
6.	Other long-term tangible assets (029, 02X, 032) - /089, 08X, 092A/	018	84 856,29 €
8.	Advance payments provided for long-term tangible assets (052) - 095A	020	0,00 €
A.III.	Long-term liquid assets - total (r. 023 - 030)	022	50 790,01 €
A.III.1.	Securities and shares in a subsidiary accounting entity (061) - 096A	023	50 790,01 €
B.	Current assets r. 032 + r. 040 + r. 047 + r. 055	031	30 982 707,25 €
B.I.	Inventory - total (r. 033 - 039)	032	343 754,38 €
6.	Goods (132, 13X, 139) - /196, 19X/	038	343 754,38 €
B.II.	Long-term receivables - total (r. 041 - 046)	040	25 695,14 €
6.	Deferred tax receivable (481 A)	046	25 695,14 €
B.III.	Short-term receivables - total (r. 048 - 054)	047	19 821 723,68 €
B.III.1.	Accounts receivable - trade (311A, 312A, 313A, 314A, 315A, 31XA) - 391A	048	19 619 502,39 €
2.	Receivables from a subsidiary accounting entity and parent accounting entity (351A) - 391A	049	0,00 €
4.	Receivables from partners, members, and association (354A, 355A, 358A, 35XA, 398A) - 391A	051	0,00 €
6.	Tax receivables and subsidies (341, 342, 343, 345, 346, 347) - 391A	053	146 381,31 €
7.	Other receivables (335A, 33XA, 371A, 373A, 374A, 375A, 376A, 378A) - 391A	054	55 839,98 €
B.IV.	Financial accounts - total (r. 056 - 060)	055	10 791 534,05 €
B.IV.1.	Cash (211, 213, 21X)	056	28 238,04 €
2.	Bank accounts (221A, 22X +/- 261)	057	10 763 296,01 €
C.	Accrual and deferral - total (r. 062 a r. 065)	061	471 519,71 €
2.	Deferred costs short-term (381A, 382A)	063	407 988,69 €
4.	Deferred costs short-term (385A)	065	63 531,02 €
	Controlling number - total (r. 001 - r. 065)	888	144 303 284,73 €

Corrections within the current accounting period	Current accounting period - net	Preceding accounting period - net	Rounded (gross)	Rounded (correction)	Rounded (net)	Rounded (past)
3 697 467,57 €	32 496 233,54 €	25 823 989,05 €	36 193 700	3 697 468	32 496 232	25 823 972
3 430 585,51 €	1 308 888,64 €	1 138 940,36 €	4 739 474	3 430 586	1 308 888	1 138 925
73 550,42 €	14 010,11 €	83 382,38 €	87 561	73 551	14 010	83 382
67 850,91 €	14 010,11 €	15 743,11 €	81 861	67 851	14 010	15 743
0,00 €	0,00 €	67 639,27 €				67 639
5 699,51 €	0,00 €	0,00 €	5 700	5 700		
3 357 035,09 €	1 244 088,52 €	1 013 928,31 €	4 601 123	3 357 035	1 244 088	1 013 913
3 276 969,60 €	1 239 297,72 €	972 239,01 €	4 516 267	3 276 970	1 239 297	972 224
80 065,49 €	4 790,80 €	0,00 €	84 856	80 065	4 791	
0,00 €	0,00 €	41 689,30 €				41 689
0,00 €	50 790,01 €	41 629,67 €	50 790		50 790	41 630
0,00 €	50 790,01 €	41 629,67 €	50 790		50 790	41 630
266 882,06 €	30 715 825,19 €	23 816 174,20 €	30 982 706	266 882	30 715 824	23 816 173
0,00 €	343 754,38 €	791 873,03 €	343 754		343 754	791 873
0,00 €	343 754,38 €	791 873,03 €	343 754		343 754	791 873
0,00 €	25 695,14 €	0,00 €	25 695		25 695	
0,00 €	25 695,14 €	0,00 €	25 695		25 695	
266 882,06 €	19 554 841,62 €	12 083 901,16 €	19 821 723	266 882	19 554 841	12 083 900
266 882,06 €	19 352 620,33 €	10 944 270,40 €	19 619 502	266 882	19 352 620	10 944 270
0,00 €	0,00 €	183 406,27 €				183 406
0,00 €	0,00 €	405 000,00 €				405 000
0,00 €	146 381,31 €	0,00 €	146 381		146 381	
0,00 €	55 839,98 €	551 224,49 €	55 840		55 840	551 224
0,00 €	10 791 534,05 €	10 940 400,01 €	10 791 534		10 791 534	10 940 400
0,00 €	28 238,04 €	118 457,33 €	28 238		28 238	118 457
0,00 €	10 763 296,01 €	10 821 942,68 €	10 763 296		10 763 296	10 821 943
0,00 €	471 519,71 €	868 874,49 €	471 520		471 520	868 874
0,00 €	407 988,69 €	868 874,49 €	407 989		407 989	868 874
0,00 €	63 531,02 €	0,00 €	63 531		63 531	
14 789 870,28 €	129 513 414,45 €	102 427 081,71 €	144 303 280	14 789 872	129 513 408	102 427 014

*the table contains only non-zero values

liabilities

BALANCE SHEET

56

Identification	Liabilities
Equity and liabilities - total r. 067+ r. 088+ r. 119	
A.	Equity r. 068 + r. 073 + r. 080 + r. 084 + r. 087
A.I.	Fixed assets - total (r. 069 - 072)
A.I.1.	Fixed assets (411 alebo +/- 491)
A.II.	Capital funds - total (r. 074 - 079)
3.	Statutory reserve fund (indivisible fund) from capital contributions (417, 418)
4.	Valuation differences from revaluation of assets and liabilities (+/- 414)
A.III.	Funds created from profit - total (r. 081 - 083)
A.III.1.	Statutory reserve fund (421)
A.IV.	Result of economic activities from preceding years r. 085 a r. 086
A.IV.1.	Retained profit from preceding years (428)
A.V.	Result of economic activities for the accounting period and after tax /+-/ r.001- (r. 068 + r. 073 + r. 080 + r. 084 + r. 088 + r. 119)
B.	Liabilities from line no. r. 089 + r. 094 + r. 105 + r. 115 + r. 116
B.I.	Reserves - total (r. 090 - 093)
2.	Statutory reserves short-term (323A, 451A)
B.II.	Long-term liabilities - total (r. 095 - 104)
8.	Liabilities resulting from the social fund (472)
9.	Other long - term liabilities (474A, 479A, 47XA, 372A, 373A, 377A)
B.III.	Short-term liabilities - total (r. 106 - 114)
B.III.1	Accounts payable - trade (321, 322, 324, 325, 32X, 475A, 478A, 479A, 47XA)
2.	Unbilled deliveries (326, 476A)
5.	Liabilities towards partners and association (364, 365, 366, 367, 368, 398A, 478A, 479A)
6.	Liabilities towards employees (331, 333, 33X, 479A)
7.	Liabilities resulting from social insurance (336, 479A)
8.	Tax liabilities and subsidies (341, 342, 343, 345, 346, 347, 34X)
9.	Other liabilities (372A, 373A, 377A, 379A, 474A, 479A, 47X)
B.V.	Bank credits (r. 117 + r. 118)
2.	Current bank credits (221A, 231, 232, 23X, 461A, 46XA)
C.	Accrual and deferral - total (r. 120 - 123)
3.	Deferred income long-term (384A)
4.	Deferred income short-term (384A)

Number	Situation in the current accounting period	Situation in the preceding accounting period	Rounded (current)	Rounded (preceding)
066	32 496 233,54 €	25 823 989,05 €	32 496 232	25 823 972
067	9 002 425,86 €	7 304 176,98 €	9 002 426	7 304 162
068	159 408,00 €	159 330,81 €	159 408	159 331
069	159 408,00 €	159 330,81 €	159 408	159 331
073	-43 807,21 €	-44 430,55 €	-43 807	-44 430
076	995,82 €	995,82 €	996	996
077	-44 803,03 €	-45 426,37 €	-44 803	-45 426
080	30 808,59 €	30 870,34 €	30 809	30 870
081	30 808,59 €	30 870,34 €	30 809	30 870
084	2 650 305,12 €	2 650 777,12 €	2 650 305	2 650 777
085	2 650 305,12 €	2 650 777,12 €	2 650 305	2 650 777
087	6 205 711,36 €	4 507 629,26 €	6 205 711	4 507 614
088	21 290 154,00 €	15 885 915,27 €	21 290 152	15 885 913
089	277 319,34 €	269 137,77 €	277 319	269 138
091	277 319,34 €	269 137,77 €	277 319	269 138
094	283 893,88 €	101 965,09 €	283 893	187 844
102	94 588,41 €	101 965,09 €	94 588	101 965
103	189 305,47 €	0,00 €	189 305	85 879
105	20 727 816,22 €	15 514 585,95 €	20 727 815	15 428 705
106	15 093 869,26 €	10 216 472,63 €	15 093 868	10 216 472
107	1 127 665,09 €	1 348 332,00 €	1 127 665	1 348 332
110	0,00 €	9 958,18 €		9 958
111	2 899 758,19 €	1 967 829,47 €	2 899 758	1 967 829
112	282 010,98 €	239 726,27 €	282 011	239 726
113	1 120 070,15 €	1 415 354,49 €	1 120 070	1 415 354
114	204 442,55 €	316 912,91 €	204 443	231 034
116	1 124,56 €	226,46 €	1 125	226
118	1 124,56 €	226,46 €	1 125	226
119	2 203 653,68 €	2 633 896,80 €	2 203 654	2 633 897
122	28 669,58 €	0,00 €	28 670	58 068
123	2 174 984,10 €	2 633 896,80 €	2 174 984	2 575 829

*the table contains only non-zero values

U

Usability

We have succeeded
in becoming *one of*
two hundred largest
non-financial companies
in the Slovak Republic

59

60

PROFIT AND LOSS STATEMENT

Identification	Text	Number dishes.
I.	Receipts from sale of goods (604)	01
A.	Costs associated with procurement of sold goods (504, 505A)	02
+	Trade margin r. 01 - r. 02	03
II.	Production r. 05 + r. 06 + r. 07	04
II.1.	Receipts from sale of own products and services (601, 602)	05
B.	Production consumption r. 09 + r. 10	08
B.1.	Consumption of material, energy, and other non-storable supplies (501, 502, 503, 505A)	09
Z.	Services (accounts group 51)	10
+	Added value r. 03 + r. 04 - r. 08	11
C.	Staff costs - total (r. 13 - 16)	12
C.1.	Payroll (521, 522)	13
3.	Social insurance related costs (524, 525, 526)	15
4.	Social costs (527, 528)	16
D.	Tax and fees (accounts group 53)	17
E.	Depreciation and rectifying items to long-term intangible and long-term tangible assets (551, 553)	18
III.	Revenues from sale of long-term assets and material (641, 642)	19
F.	Remaining value of sold long-term assets and sold material (541, 542)	20
IV.	Other income from economic activities (644, 645, 646, 648, 655, 657)	22
H.	Other costs associated with economic activities (543, 544, 545, 546, 548, 549, 555, 557)	23
*	Trading income from economic activities r. 11 - r. 12 - r. 17 - r. 18 + r. 19 - r. 20 - r. 21 + r. 22 - r. 23 + (- r. 24) - (- r. 25)	26

61

PROFIT AND LOSS STATEMENT

Situation in the current accounting period	Situation in the preceding accounting period	Rounded (current)	Rounded (preceding)
28 768 832,72 €	18 993 556,67 €	28 768 833	18 993 557
27 688 660,68 €	14 677 284,31 €	27 688 661	14 677 284
1 080 172,04 €	4 316 272,36 €	1 080 172	4 316 273
47 048 429,85 €	32 162 563,50 €	47 048 430	32 162 564
47 048 429,85 €	32 162 563,50 €	47 048 430	32 162 564
26 250 575,51 €	18 926 293,53 €	26 250 575	18 926 295
560 254,17 €	451 351,54 €	560 254	451 352
25 690 321,34 €	18 474 941,99 €	25 690 321	18 474 943
21 878 026,38 €	17 552 542,33 €	21 878 027	17 552 542
14 519 565,69 €	11 644 479,99 €	14 519 566	11 644 480
12 413 406,76 €	9 843 176,12 €	12 413 407	9 843 176
1 926 661,16 €	1 651 487,94 €	1 926 661	1 651 488
179 497,77 €	149 815,93 €	179 498	149 816
23 221,76 €	22 262,27 €	23 222	22 262
751 192,74 €	809 225,37 €	751 193	809 225
65 802,52 €	59 331,81 €	65 803	59 332
31 786,54 €	2 924,31 €	31 787	2 924
100 270,46 €	138 300,07 €	100 270	138 300
299 306,50 €	179 559,48 €	299 307	179 559
6 419 026,13 €	5 091 722,79 €	6 419 025	5 091 724

*the table contains only non-zero values

PROFIT AND LOSS STATEMENT

62

Identification	Text	Number dishes.
VI.	Receipts from sale of securities and shares (661)	27
J.	Sold securities and shares (561)	28
VII.	Revenues from long-term liquid assets r. 30 + r. 31 + r. 32	29
VII.1.	Revenues from securities and shares in a subsidiary accounting entity and a company with substantial influence (665A)	30
X.	Interest on revenues (662)	38
N.	Interest on costs (562)	39
XI.	Exchange profit (663)	40
O.	Exchange loss (563)	41
XII.	Other revenues from financial activities (668)	42
P.	Other costs associated with financial activities (568,569)	43
*	Trading income from financial activities r. 27 - r. 28 + r. 29 + r. 33 - r. 34 + r. 35 - r. 36 + r. 37 + r. 38 - r. 39 + r. 40 - r. 41 + r. 42 - r. 43 + (- r. 44) - (- r. 45)	46
**	Trading income from regular activities before tax r. 26 + r. 46	47
S.	Income tax - regular activities r. 49+ r. 50	48
S.1.	- payable (591, 595)	49
Z.	- deferred (+/-592)	50
**	Trading income from regular activities r. 47- r. 48	51
***	Trading income for the accounting period before tax (+/-) [r. 47 + r. 54]	59
***	Trading income for the accounting period after tax (+/-) [r. 51 + r. 58 - r.60]	61

Situation in the current accounting period	Situation in the preceding accounting period	Rounded (current)	Rounded (preceding)
0,00 €	9 000,00 €		9 000
0,00 €	9 000,00 €		9 000
313 111,79 €	552 571,45 €	313 112	552 571
313 111,79 €	552 571,45 €	313 112	552 571
25 465,68 €	10 582,90 €	25 466	10 583
21 805,45 €	26 919,89 €	21 805	26 920
1 068 302,26 €	77 197,00 €	1 068 302	77 197
42 530,24 €	110 797,38 €	42 530	110 797
14,12 €	22,42 €	14	22
126 103,91 €	88 546,50 €	126 104	88 547
1 216 454,25 €	414 110,00 €	1 216 455	414 109
7 635 480,38 €	5 505 832,79 €	7 635 480	5 505 833
1 429 769,02 €	998 219,06 €	1 429 769	998 219
1 455 464,16 €	998 219,06 €	1 455 464	998 219
-25 695,14 €	0,00 €	-25 695	
6 205 711,36 €	4 507 613,73 €	6 205 711	4 507 614
7 635 480,38 €	5 505 832,79 €	7 635 480	5 505 833
6 205 711,36 €	4 507 613,73 €	6 205 711	4 507 614

PROFIT AND LOSS STATEMENT

63

*the table contains only non-zero values

CASH FLOW OVERVIEW

64

Overview of cash flows with the use of the indirect method of accounting	2010	2009
Trading income from regular activities before income tax - profit	7 635 480	5 505 833
Non-financial transactions influencing trading income from regular activities before income tax	601 740	678 999
Depreciation of long-term intangible and tangible assets	751 193	809 225
Change in rectifying items	242 808	
Change in accrual and deferral items within costs and revenues	-32 888	470 919
Dividends and other shares of profit posted into revenues	-313 126	-552 571
Interest posted into costs	21 805	26 920
Interest posted into revenues	-25 466	-10 583
Exchange profit in cash and cash equivalents as at the financial statement date	-14 675	-18 224
Exchange loss in cash and cash equivalents as at the financial statement date	6 105	9 721
Result of sale of long-term assets except for the assets deemed to be a cash equivalent	-34 016	-56 408
Impact of changes in working capital (difference between current assets and short-term liabilities except for current asset items that are a part of cash and cash equivalents) on the trading income from regular activities	-1 586 849	4 493 576
Change in receivables resulting from operations	-7 663 795	-1 560 652
Change in liabilities resulting from operations	5 628 827	5 927 179
Change in inventory	448 119	127 049
Operations related cash flows except for the income and expenditures showed separately in other parts of the cash flow overview	6 650 371	10 678 408
Received interest except for the interest included in investment activities	25 466	10 583
Expenditures associated with the interest paid except for those that are included in financial activities	-21 805	-26 920
Operations related cash flows	6 654 032	10 662 071

Overview of cash flows with the use of the indirect method of accounting	2010	2009
Expenditures related to income tax paid by the accounting entity except for those that are included into investment activities or financial activities	-1 455 464	-998 219
Operations related net cash flows	5 198 568	9 663 852
Expenditures associated with procurement long-term intangible and tangible assets	-980 683	-819 933
Expenditures associated with procurement of long-term securities and shares in other accounting entities with the exception of securities deemed to be money equivalents and securities intended for sale or trading	-17 500	-21 000
Income from sale of long-term tangible assets	65 803	59 332
Income from dividends and other shares of profit except for those included into operations	313 126	552 571
Investment related net cash flows	-619 254	-229 030
Cash flows within equity	167	-1 245
Expenditures associated with decrease in funds created by the accounting entity	167	-1 245
Cash flows resulting from long-term liabilities and short-term liabilities connected with financial activities	-229 319	-144 386
Expenditures associated with settlement of liabilities resulting from use assets that are subject to leased item purchase contracts	-229 319	-144 386
Expenditures associated with paid dividends and other shares of profit except for those included into operations	-4 507 598	-1 594 206
Net cash flows from financial activities	-4 736 750	-1 739 837
Net cash increase or decrease	-157 436	7 694 985
Cash and cash equivalents at the beginning of the accounting period	10 940 400	3 236 885
Cash and cash equivalents at the end of the accounting period before factoring in exchange differences calculated as at the financial statement date	10 782 964	10 931 870
Exchange differences calculated in respect of cash and cash equivalents as at the financial statement date	8 570	8 503
Cash and cash equivalents at the end of the accounting period adjusted using exchange differences calculated as at the financial statement date	10 791 534	10 940 400

CASH FLOW OVERVIEW

65

*the table contains only non-zero values

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Ing. Martin Denko, Štúrova 13, 811 02 Bratislava

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 2010, 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 2010, and of its financial performance and the cash flows for the year then ended in accordance with the Act on Accounting.

Bratislava, 14 april 2011

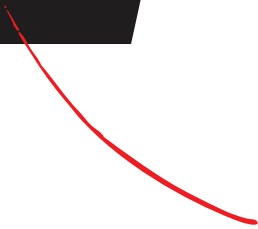


Ing. Martin Denko
License UDVA No.979

INDEPENDENT AUDITOR'S REPORT

67

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We thank all the people who participated in the growth of TEMPEST (not only) in the last year. We thank our customers for their *lasting trust*, feedback, and active cooperation within projects and finding solutions to difficult tasks. We thank our business partners because without them we would not be able to provide *quality products and services*. We thank project teams that often have to find, under time pressure, not only a way to *successful results* but also to *mutual respect*. We thank all employees and all people who transform their abilities, experience and talents into values. We would not be successful without you in 2010.

69

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TRADE NAME

TEMPEST, a. s.

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71
