

No. 1
We are number 1
(says ORACLE)

Business name: TEMPEST, a.s., Registered office: Plynárenská 7/B, 821 09 Bratislava, Slovak Republic
Share capital: 159 330.81 EUR, Date of incorporation: 24. 6. 1992, Company ID no.: 31 326 650, VAT reg. no.: SK2020327716
The company is registered with the Companies Register of the District court of Bratislava 1, section SA, entry ref. no.: 3771/B
This is a shortened version of the annual report for 2009. The full version is stored in the documents library.
www.tempest.eu



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CONCLUSION

Independent Auditor's Report
Thanks

Total sales revenues
+39,0%

+27,5%
Added value

Sales of goods and services
+34,9%

+46,5%
Sales of finished goods

107

“The Internet?

Of course

We are ~~not~~*

interested in it!”

BILL GATES

former CEO and chief software architect of Microsoft

**Text modified by Tempest.*

/ Foreword of the General Director

*"Good results
from last year
are down to
specific people
and good
decisions ..."*

Thanks to the efforts of my colleagues, our business experience and the continued trust of our customers, the year 2009 was a successful one. We grew faster than the market and by putting pressure on to increase the efficiency of all our activities, we managed to attain even better economic results. We achieved a growth in sales revenue of 19%, a growth in added value of 52%, as well as substantial growth in profit. In terms of human resources, by the end of the year we employed 13% more people than the previous year.

A year ago I wrote here about my conviction that TEMPEST was ready to battle with the testing situation on the IT market. I am happy to say I was not wrong. Apart from low employee turnover, another good sign for me is the growth in sales revenue from our services and software, which account for 62% of the income of the company.

Where 2010 is concerned, I expect the situation on the market to continue to be complicated. Effective management and the efficiency of all the company's activities will be even more crucial than ever before. We will have to adapt to the growing competition in the fight for customers, and put ever greater demands on all relations in general. I expect free financial resources for IT projects to be less available this year than they were in recent years. I believe that, together with my colleagues, we will manage to deal with the competition successfully.

I would like to thank our customers for their continued trust, and my colleagues for their efforts.

/ Peter Krásny

General Director



/ 09



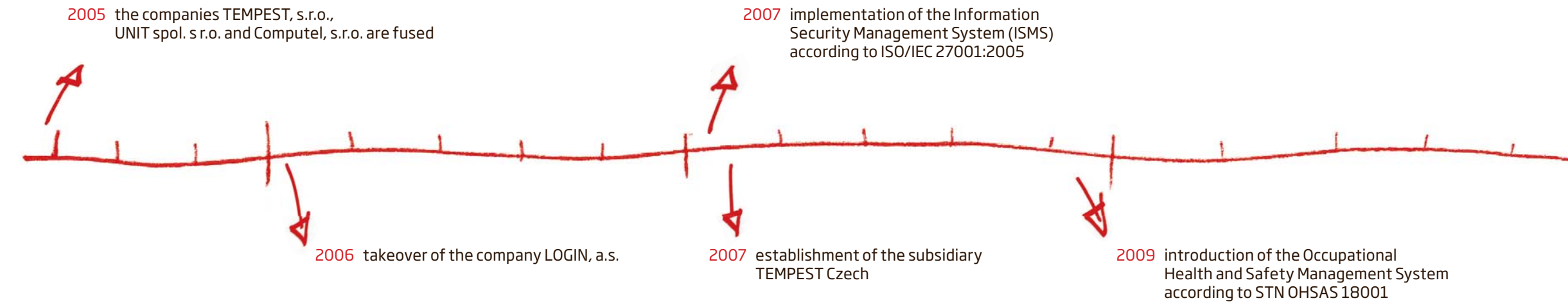
46,5%

39,0%

34,9%

27,5%

/ History



/ Company profile

"We are a company that conducts socially responsible business and respects correct communication."

/ Vision

To be a leader on the market of IT solutions. To be a competent and reliable technological partner. To be a company conducting socially responsible business, with correct communication.

/ Mission

To provide a high level of added value for business customers through IT solutions and services. To contribute directly to improving the specific business results of clients. We achieve our mission with the help of IT solutions that accelerate or make more efficient the sales activities of organisations.

/ Quality management

The company TEMPEST has an established Integrated Management System (IMS) in line with international standards ISO 9001:2000 (Quality management system), ISO 14001:2004 (Environmental Management System) and ISO/IEC 27001:2005 (Information Security Management System). Our IMS was certified by the renowned certification company TUV NORD CERT GmbH based on Essen, Germany. In addition to the aforementioned certifications, in 2009 TEMPEST introduced also the system of Occupational Health and Safety Management System according to STN OHSAS 18001.

The company TEMPEST was one of the first IT companies in Slovakia to implement the Information Security Management System according to ISO 27001:2005. The ISO 27001 standard is confirmation that the company protects and treats information in a controlled manner in line with its business management. The implemented standards of the company have also affirmed the ability of the company to provide its services perpetually even in the event of a catastrophe, and in compliance with relevant legal norms.

/ Company Structure

The company is made up of the Sales Division, the Operations Division and four technology divisions: Services, NetSec, Indev and Ambit.

Services Division

provides solutions and services for IT infrastructures, data management and corporate application integration. The Division provides a full service in the operation and support of IT and in IT outsourcing. The Division also covers the field of network security.

NetSec Division

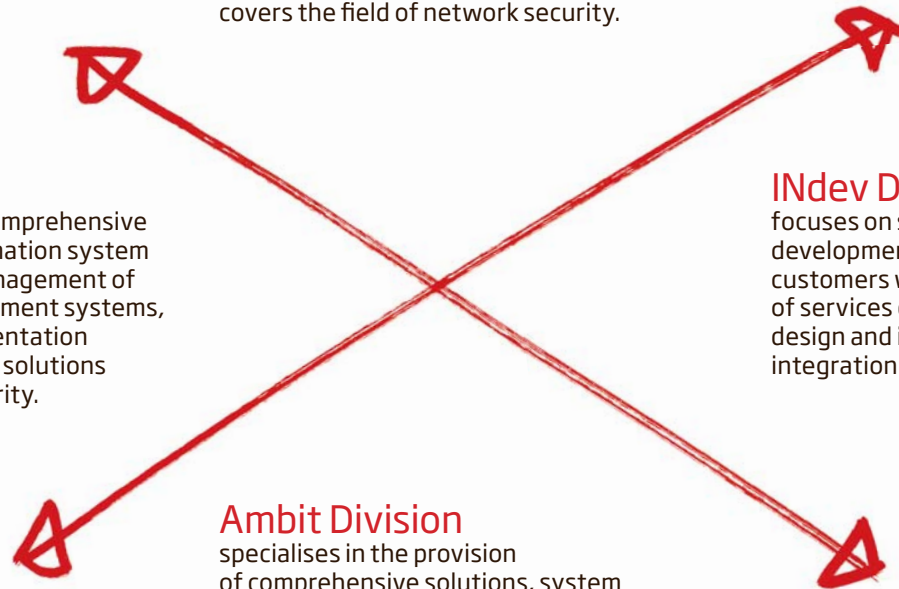
focuses on the provision of comprehensive solutions in the area of information system security, dealing with the management of information security, management systems, as well as the design, implementation and support for technological solutions in respect of application security.

INdev Division

focuses on specialised software development. The division provides customers with a comprehensive range of services concerning the analysis, design and implementation of integration and portal solutions.

Ambit Division

specialises in the provision of comprehensive solutions, system integration and consultations in the fields of process management of IT, central administration and operation of ICT environments. The overall objective of these activities is so that our clients are able to provide services to their internal and external customers at the agreed service level.



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**"Computing^{*} is
no longer about
computers.
It is about ~~life~~."**

*people
knowledge
experience*

NICHOLAS NEGROPONTE

Greek-American architect and computer scientist, founder and honorary chairman of Massachusetts Institute of Technology's Media Lab

**Text modified by Tempest.*

/ Management



/ Ing. Mgr. PETER KRÁSNY

**General Director and member
of the Board of Directors**
born in 1973

Peter Krásny graduated from the Faculty of Mathematics and Physics at Comenius University, Bratislava (specialising in theoretical informatics and programming systems), and from the University of Economics in Bratislava (specialising in information technologies). He joined TEMPEST in 1999. He worked as a Project Manager and Sales Director until 2001 when he was appointed General Director and member of the Board of Directors of the company.



/ Ing. ROMAN ROŠTÁR

Operations Director
born in 1967

Roman Roštár graduated from the Faculty of Electrical Engineering and Information Technology at the Slovak University of Technology in Bratislava, Department of Applied Informatics and Computing Technology. He joined the company UNIT, spol. s r.o. in 1995 and six years later became its General Director and executive, contributing significantly to the strategic orientation of the company. After the merger of TEMPEST, s.r.o. and UNIT, spol. s r.o., he was appointed Operations Director, taking over responsibilities also for financial management.





/Ing. ROMAN KRIŠKO

**Sales Director and member
of the Board of Directors**
born in 1971

Roman Kriško graduated from the Faculty of Electrical Engineering at the Military Academy in Brno and from the Faculty of Electrical Engineering at the Military Academy in Liptovský Mikuláš. Before joining the company UNIT, spol. s r.o. in 1997, he worked at the General Staff of the Army of the Slovak Republic in Trenčín and at the Slovak Ministry of Defense in Bratislava. He worked firstly as a Sales Manager in UNIT, then later as Sales Director. After the merger of the two companies he remained in the post of Sales Director and became a member of the Board of Directors of TEMPEST.



/Ing. JOZEF ŠIPOŠ

Director of Services Division
born in 1967

Jozef Šipoš graduated from the Faculty of Electrical Engineering at the Slovak University of Technology in Bratislava. He joined the company UNIT, spol. s r.o. in 1997, where he worked in the posts of Sales Manager and Executive Director. After the merger in 2005 he became Director of Services Division of TEMPEST.



/ Products and Services

TEMPEST covers the entire life cycle of solutions. This means from strategy, IT planning, consultations in the fields that the company works in, through to implementation of technologies and processes, their operation, monitoring and also their innovation. TEMPEST offers its customers a wide spectrum of outsourcing services as well. The company has long and rich experience in managing extensive IT projects, for which it utilises various project management models - IPMA, PMI, Prince2.

IT Infrastructure and Systems

- × datacentre build-out
- × outsourcing of extensive IT infrastructures
- × data management (data storage, backup and archiving)
- × IT environment consolidation (server and storage consolidation)
- × IT infrastructure and desktop virtualisation
- × thin client technologies
- × high availability (HA) and disaster recovery (DR) solutions

Network Communication and Network Security

- × routing, switching
- × wireless/mesh solutions
- × firewalls
- × anti-X protection (viruses, spam, spyware, content/URL filtering)
- × intrusion detection and prevention systems (IDS/IPS)
- × network Access Control (NAC)
- × network auditing and penetration testing
- × security information and event management (SIEM)
- × managed security services (MSS)

Information Systems Security

- × identity and access management (IdM, AM, SSO)
- × strong authentication
- × PKI, SCVA - Signature Creation & Verification Applications
- × end-user data protection, encryption
- × data leakage and loss prevention (DLP)
- × database security
- × penetration testing of web applications and portals
- × compliance with legislation, standards and norms
- × creation of policies and other security documentation
- × security projects and risk analyses
- × information security audits
- × business Continuity Management (BCM)
- × disaster Recovery Plans (DRP)
- × protection for personal data and confidential information
- × information security management outsourcing

Software and Application Development

- × development of portal, extranet and intranet solutions
- × CMS solutions for portal content management and administration
- × middleware systems development
- × IT environment integration according to SOA principles
- × OSS/BSS development (development of Operations Support Systems and Business Support Systems)
- × business process integration and automation
- × mobile device applications development

Management Systems Implementation

- × quality Management Systems Implementation pursuant to ISO 9001:2000
- × environmental Management Systems Implementation pursuant to ISO 14001:2004
- × Information Security Management System implementation (ISO 27001) pursuant to ISO/IEC 27001:2005

ICT Services Management

- × solutions, consulting and tools related to the ITIL and eTOM process frameworks
- × ICT infrastructure management
- × ensuring provision of IT services
- × IT process management
- × HelpDesk solutions

/ Partnerships and awards

/ Sun Microsystems

Certificates and competences of TEMPEST

- × Sun Executive Partner - TEMPEST is the only partner with the highest level of certification in Slovakia
- × Sun System Provider Partner (StorageTek Specialty and Sun Java System Specialty)
- × certification for the areas of System administration, Networking, Security, Sun Java, Storage and Clustering
- × TEMPEST is authorised to provide "field delivery" for X64, Storage and SPARC from entry level through to high end.

/ IBM

Certificates and competences of TEMPEST

- × IBM Business Partner for System x a BladeCenter Products
- × IBM Business Partner for System Products
- × IBM Business Partner for Storage Products
- × IBM Premier Business Partner for Software
- × IBM Premier Business Partner 2008
- × IBM Solutions 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 eServer and pSystem
- × Most certified team of experts for 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

/ Hewlett-Packard

Certificates and competences of TEMPEST

- × Gold Preferred Partner 2010
- × Authorised Service Partner
- × Professional Service Partner
- × HP BTO/IM Business Partner
- × Authorised Management Solutions Partner
- × HP BTO Authorised Service Integrator Business Partner
- × Authorised Business Solutions Partner (servers and storage)

Awards

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

**"The Earth does not
need new continents,
but new men."**

*

systems

and also

+new solutions

JULES VERNE
French writer
**Text modified by Tempest.*

/ Partnerships and awards

/ Symantec

Certificates and competences of TEMPEST

- × Symantec Platinum Partner
- × High-end specialisation, such as high availability, data protection and other
- × TEMPEST is the only company in Slovakia with certification for enterprise products

/ Cisco

TEMPEST is a Cisco Silver Partner with technological specialisations

- × Express Foundation
- × Advanced Security
- × Advanced Wireless LAN
- × Cisco Storage Specialization
- × Cisco Outdoor Wireless Mesh

/ Sybase

Awards

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

/ Checkpoint

TEMPEST is a Checkpoint GOLD Partner with the prestigious statute of CCSP (Certified Collaborative Support Provider).

/ Oracle

Certificates and competences of TEMPEST

TEMPEST is a Certified Advantage Partner of the company Oracle.

Awards

In 2006, 2007 and 2009 TEMPEST received the award Oracle Partner of the Year.

/ Microsoft

TEMPEST is a Microsoft Gold Certified Partner and provides the service Microsoft Premier Support.

/ Enterasys

TEMPEST is an Enterasys Professional Security Partner.

/ SAP

TEMPEST is a SAP Service Partner.

/ EMC

TEMPEST is a Velocity Affiliate Partner of the company EMC and received the award of Rookie of the Year 2008.

/ Crossbeam

TEMPEST is a Crossbeam Authorised Support Partner.

/ VMware

TEMPEST is a VMware Enterprise Partner.

/24

/ Key projects in 2009

/ Národná diaľničná spoločnosť, a.s.

Complex information system

/ Orange Slovensko, a.s.

Implementation of central tool in support of ITSM processes

/ Pamiatkový úrad SR

Intranet portal - infrastructure, application

/ SkyToll, a.s.

System integration

/ Slovenská sporiteľňa, a.s.

Network security - consolidation

/ Stredoslovenská energetika, a.s.

Implementation and extension of IT infrastructures for SAP ISU

/ Telefónica O2 Czech Republic, a.s.

Database security monitoring

/ T-Mobile Slovensko, a.s.

Complex specialised development of intranet and extranet portal

/ T-Mobile Slovensko, a.s.

Consolidation of server infrastructure



Added value

127
150

Our team

has

~~“Computers have~~

a lot of memory,

and

~~but no~~^{*} imagination.”

a lot of

and vision

Unknown author

**Text modified by Tempest.*

/References

/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.

/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 vyrad'ovacia spoločnosť, a.s.
Johnson Controls, spol. s r.o.
Jurki-Hayton s.r.o.
Mc Syncro Bratislava s.r.o.
Mondi 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.
Unipharma PRIEVIDZA, 1.sl.lek., a.s.
U.S.Steel Košice s.r.o.
Volkswagen Slovakia, a.s.

/Telecommunications and IT

CellQoS, a.s.
DWC Slovakia, a.s.
Orange Slovensko, a.s.
Slovak Telekom, a. s.
SYLEX s.r.o.
T - Mobile Slovensko, a.s.
Telefonica O2 Slovakia s.r.o.
Telefónica O2 Czech Republic, a.s.
Towercom, a.s.
UniNet-Csl, a. s.

/Trade, services and media

Markíza - Slovakia s.r.o.
Motor - Presse Slovakia s.r.o.
SkyToll, a. s.
Urbia Hotels s.r.o.

/State institutions

Agentúra pre riadenie dlhu a likvidity
Generálna prokuratúra SR
Letisko M.R.Štefánika - Airport Bratislava a.s. (BTS)
Letové prevádzkové služby SR š.p.
Ministerstvo dopravy, pôšt a telekomunikácií SR
Ministerstvo financií SR
Ministerstvo kultúry SR
Ministerstvo obrany SR
Ministerstvo spravodlivosti SR
Ministerstvo vnútra SR
Ministerstvo zahraničných vecí SR
Národná banka Slovenska
Národná diaľničná spoločnosť, a.s.
Pamiatkový úrad SR
Slovenská národná knižnica
Správa zariadení Úradu vlády SR
Štátny inštitút odborného vzdelávania
Telekomunikačný úrad SR
Univerzitná knižnica Bratislava
Úrad priemyselného vlastníctva SR
Úrad vlády SR
Výskumný ústav papiera a celulózy, a.s.
Železničná spoločnosť Cargo Slovakia, a.s.

/Science and schooling

Materiálovo-technologická fakulta STU, Trnava
Slovenská poľnohospodárska univerzita v Nitre
Ústav informácií a prognóz školstva

/ Communication

“A customer survey indicated to us a shift of the TEMPEST brand towards market leader ...”

In addition to brand position, priorities in the area of marketing communication in 2009 included also customer relations management and identification of sales opportunities.

A customer survey indicated to us a shift of the TEMPEST brand towards the market leader, but we are not content with our position and continue with improvement. Customers perceive us mostly as a provider of IT products and services in the area of IT infrastructure, data management and information system security. They associate us less with software development and IT environment management, which are also areas in which we provide products and services.

By the use of PR tools, we informed the market about various interesting projects, such as the establishment of the infrastructure and data centre for the Slovak National Library in Martin, or the relocation of the data centre of energy distributor Stredoslovenska energetika. We informed about the professional competences and important awards we had received from world IT producers. TEMPEST has become the top partner of the companies Sun Microsystems and Oracle, and a preferred partner of HP. We became the best partner of IBM for the area of servers and we were awarded by the company SAP for the biggest sales transaction. Via expert media we published various themes concerning our portfolio of solutions and services, especially IT security.

Regarding event marketing, we organised several events aimed at spreading expert awareness. We traditionally organise the event Judgement Day, and last year was the fourth year of the event. The event focuses on trends, visions, the latest security threats, user behaviour and cyber criminality tactics. We were also a partner to various expert conferences focusing primarily on the virtualisation of servers, storage or desktops and on information system security.



/ Communication

/ Social responsibility

In TEMPEST we understand social responsibility as an integral part of doing business. We perceive it as a continual commitment to help those who need it, a commitment to respect ethical standards and contribute to improving the natural environment and the working environment of our colleagues.

Priority areas of social responsibility that we devote attention to include education, culture and sport. Last year we supported the pupils of the combined treatment and education sanatorium Liečebno-výchovné sanatórium in Bratislava by way of a financial donation and by the proceeds from an auction of artwork done by the pupils. We supported the Faculty of Informatics and Information Technology at the Slovak University of Technology in Bratislava by awarding several bonuses and prizes at student conferences or in competitions. In the area of culture we supported several large music events, such as the concert of the band Deep Purple in Bratislava. We also support the Bratislava Fashion Days, and are one of the sponsors of Theatre WEST.

Social responsibility is part of our work and represents a natural part of the values of TEMPEST.

Sales of finished
goods and services



/B4

190

/ Employee Structure

Average number of employees on 31.12.2009		227
women	23	10,1%
men	204	89,9%

Age structure		
21–30	101	44,5%
31–40	101	44,5%
41–50	21	9,3%
over the age of 51	4	1,8%

Education		
Secondary education	83	37%
University education	144	63%

Professional allocation		
management	11	4,8%
consultants	46	20,3%
technical workers	84	37,0%
programmers	48	21,1%
sales agents	16	7,0%
administrative staff	22	9,7%
certified skills	101	44,5%



Total sales

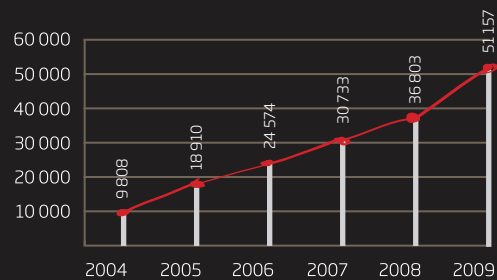
39.0

A handwritten diagram on a black background. The text 'Total sales' is written in red cursive at the top left. Below it, the number '39.0' is written in white. A red diagonal line is drawn to the left of the '3'. Two red arrows point from the text 'Total sales' down to the '3' and the '9' respectively. A red comma and zero are written below the '9'.

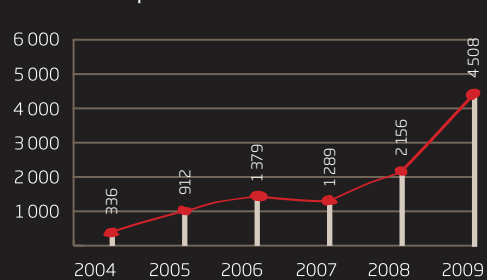
Trends

In thousands EUR	2004	2005	2006	2007	2008	2009	delta '09/'08
Exchange rate	38,796	45,659	39,484	33,603	30,126		
Total sales	9 808	18 910	24 574	30 733	36 803	51 157	39,00%
After-tax profit	336	912	1 379	1 289	2 156	4 508	109,14%
Added value	2 671	4 768	7 377	10 298	13 770	17 553	27,48%
Sales from sale of finished goods	5 189	10 489	14 857	14 426	12 965	18 994	46,50%
Sales from sale of own products and services	4 625	8 421	9 717	16 308	23 838	32 163	34,92%

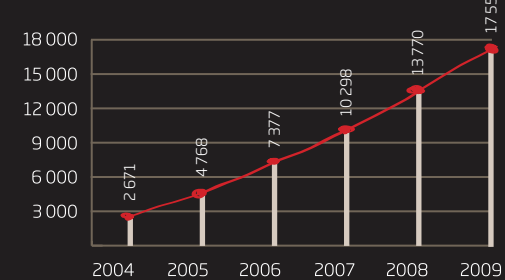
Total sales



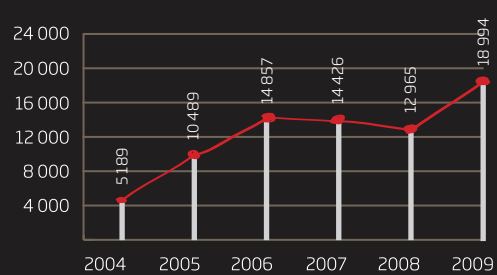
After-tax profit



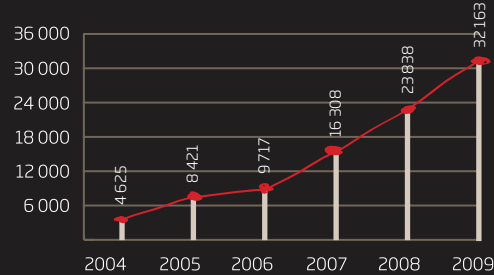
Added value



Sales from sale of finished goods



Sales from sale of own products and services



/ Balance Sheet - total assets

Entry no.	TOTAL ASSETS	Row	Gross in current accounting period	Correction in current accounting period	Net in current accounting period	Net in previous accounting period	Rounded off (gross)	Rounded off (correction)	Rounded off (net)	Rounded off (previous)
	Total assets, rows 002 + 031 + 061	001	29 187 043.09 €	3 363 069.57 €	25 823 973.52 €	16 382 536.89 €	29 187 042	3 363 070	25 823 972	16 382 537
A.	Non-current assets, row 003 + 012 + 022	002	4 477 920.70 €	3 338 995.87 €	1 138 924.83 €	1 090 697.84 €	4 477 921	3 338 996	1 138 925	1 090 698
A.I.	Intangible operational (fixed) assets (rows 004 to 011)	003	485 426.71 €	402 044.33 €	83 382.38 €	163 343.27 €	485 427	402 045	83 382	163 343
3.	Software (013) - (073,091A)	006	77 072.02 €	61 328.91 €	15 743.11 €	8 874.64 €	77 072	61 329	15 743	8 875
5.	Goodwill (015) - /075,091A/	008	402 655.18 €	335 015.91 €	67 639.27 €	154 468.63 €	402 655	335 016	67 639	154 469
6.	Other intangible operational (fixed) assets (019, 01X) - (079, 07X, 091A)	009	5 699.51 €	5 699.51 €	0.00 €	0.00 €	5 700	5 700		
A.II.	Tangible fixed assets (rows 13 to 21)	012	3 950 864.32 €	2 936 951.54 €	1 013 912.78 €	905 479.64 €	3 950 864	2 936 951	1 013 913	905 480
3.	Machinery, equipment, transportation vehicles, inventory (fixtures), (022) - (082, 092 A)	015	3 830 706.53 €	2 858 483.05 €	972 223.48 €	905 479.64 €	3 830 707	2 858 483	972 224	905 480
6.	Other tangible fixed assets (029, 02X, 032) - /089, 08X, 092 A/	018	78 468.49 €	78 468.49 €	0.00 €	0.00 €	78 468	78 468		
8.	Advance payments to suppliers of tangible fixed assets (052) - 095 A	020	41 689.30 €	0.00 €	41 689.30 €	0.00 €	41 689		41 689	
A.III.	Financial investments (rows 23 to 30)	022	41 629.67 €	0.00 €	41 629.67 €	21 874.93 €	41 630		41 630	21 875
A.III.1.	Long-term investments in equity securities of subsidiary companies (controlling influence), (061) - 096 A	023	41 629.67 €	0.00 €	41 629.67 €	21 874.93 €	41 630		41 630	21 875
B.	Current assets and long-term receivables, rows 032 + 040 + 047 + 055	031	23 840 247.90 €	24 073.70 €	23 816 174.20 €	14 679 054.03 €	23 840 247	24 074	23 816 173	14 679 054

Entry no.	TOTAL ASSETS	Row	Gross in current accounting period	Correction in current accounting period	Net in current accounting period	Net in previous accounting period	Rounded off (gross)	Rounded off (correction)	Rounded off (net)	Rounded off (previous)
B.I.	Total inventory (rows 33 to 39)	032	791 873.03 €	0.00 €	791 873.03 €	918 921.60 €	791 873		791 873	918 922
6.	Merchandise inventory (132, 13X, 139) - /19, 19X/	038	791 873.03 €	0.00 €	791 873.03 €	918 921.60 €	791 873		791 873	918 922
B.III.	Total short-term receivables (sum of rows 48 to 54)	047	12 107 974.86 €	24 073.70 €	12 083 901.16 €	10 523 247.99 €	12 107 974	24 074	12 083 900	10 523 248
B.III.1.	Long-term trade accounts receivable (311A, 312A, 313A, 314A, 315A, 31XA) - 391A	048	10 968 344.10 €	24 073.70 €	10 944 270.40 €	9 875 551.80 €	10 968 344	24 074	10 944 270	9 875 552
2.	Long-term receivables toward subsidiary companies and parent, (351 A)-391 A	049	183 406.27 €	0.00 €	183 406.27 €	82 593.11 €	183 406		183 406	82 593
4.	Short-term receivables toward partners (owners, stockholders) and business union 354A, 355A, 358A, 35XA, 398A) - 391A	051	405 000.00 €	0.00 €	405 000.00 €	0.00 €	405 000		405 000	
7.	Other (long-term) receivables (335A, 33XA, 371A, 373A, 374A, 375A, 376A, 378A) - 391A	054	551 224.49 €	0.00 €	551 224.49 €	565 103.09 €	551 224		551 224	565 103
B.IV.	Financial assets (sum of rows 56 to 60)	055	10 940 400.01 €	0.00 €	10 940 400.01 €	3 236 884.44 €	10 940 400		10 940 400	3 236 884
B.IV.1.	Cash on hand (211, 213, 21X)	056	118 457.33 €	0.00 €	118 457.33 €	32 248.82 €	118 457		118 457	32 249
2.	Cash on bank accounts (221 A, 22X +/- 261)	057	10 821 942.68 €	0.00 €	10 821 942.68 €	3 204 635.62 €	10 821 943		10 821 943	3 204 636
C.	Timing differences (sum of rows 62 to 65)	061	868 874.49 €	0.00 €	868 874.49 €	612 785.02 €	868 874		868 874	612 785
2.	Short-term deferred expenses (381A, 382A)	063	868 874.49 €	0.00 €	868 874.49 €	612 785.02 €	868 874		868 874	612 785
	Check figure (sum of rows 01 to 60)	888	115 879 297.87 €	13 452 278.28 €	102 427 019.59 €	64 917 362.53 €	115 879 294	13 452 280	102 427 014	64 917 363

*table contains rows only with non-zero values

/ Balance Sheet - total liabilities

Entry no.	TOTAL LIABILITIES	Row	Balance in current accounting period	Balance in previous accounting period	Rounded off (current)	Rounded off (previous)
	Total liabilities and owners equity, rows 067 + 088 + 119	066	25 823 973.52 €	16 382 536.89 €	25 823 972	16 382 537
A.	Shareholder's equity, rows 068 + 073 + 080 + 084 + 087	067	7 304 161.45 €	4 391 998.63 €	7 304 162	4 391 999
A.I.	Share capital total (sum of rows 069 to 072)	068	159 330.81 €	159 330.81 €	159 331	159 331
A.I.1.	Share capital (411 alebo +/- 491)	069	159 330.81 €	159 330.81 €	159 331	159 331
A.II.	Capital accounts (sum of rows 74 to 79)	073	-44 430.55 €	-43 185.29 €	-44 430	-43 185
3.	Statutory reserves (Retained earnings fund) from capital deposits (417, 418)	076	995.82 €	995.82 €	996	996
4.	Adjusting (corrective) entries - appraisal (revaluation) of assets and liabilities (+/- 414)	077	-45 426.37 €	-44 181.11 €	-45 426	-44 181
A.III.	Retained earnings accounts (sum of rows 81 to 83)	080	30 870.34 €	30 870.34 €	30 870	30 870
A.III.1.	Statutory reserves (421)	081	30 870.34 €	30 870.34 €	30 870	30 870
A.IV.	Retained earnings (losses) from previous years, rows 085 and 086	084	2 650 777.12 €	2 650 777.12 €	2 650 777	2 650 777
A.IV.1.	Retained earnings from previous years (accumulated item), (428)	085	2 650 777.12 €	2 650 777.12 €	2 650 777	2 650 777
A.V.	Income (profit/loss) from current period, after tax, row 001 - (068 + 073 + 080 + 084 + 088 + 119)	087	4 507 613.73 €	1 594 205.64 €	4 507 614	1 594 206
B.	Long-term obligations, rows 089 + 094 + 105 + 115 + 116	088	15 885 915.27 €	9 861 367.10 €	15 885 913	9 861 367

Entry no.	TOTAL LIABILITIES	Row	Balance in current accounting period	Balance in previous accounting period	Rounded off (current)	Rounded off (previous)
B.I.	Reserves and provisions (sum of rows 090 to 093)	089	269 137.77 €	253 422.39 €	269 138	253 422
2.	Short-term reserves prescribed by law (323A, 451A)	091	269 137.77 €	253 422.39 €	269 138	253 422
B.II.	Long-term obligations (sum of rows 095 to 104)	094	187 844.16 €	105 933.91 €	187 844	105 934
8.	Obligations toward (government institutions of) social security (472)	102	101 965.09 €	105 933.91 €	101 965	105 934
9.	Other long-term obligations (payables, debt) (474A, 479A, 47XA, 372A, 373A, 377A)	103	85 879.07 €	0.00 €	85 879	
B.III.	Short-term obligations (sum of rows 106 to 114)	105	15 428 706.88 €	9 499 435.16 €	15 428 705	9 499 435
B.III.1	Trade accounts payable (321, 322, 324, 325, 32X, 475A, 478A, 479A, 47XA)	106	10 216 472.63 €	5 780 595.53 €	10 216 472	5 780 596
2.	Unbilled supplies (326, 476A)	107	1 348 332.00 €	137 139.59 €	1 348 332	137 140
5.	Obligations toward partners (owners, stockholders) and business union (364, 365, 366, 367, 368, 398A, 478A, 479A)	110	9 958.18 €	345 216.76 €	9 958	345 217
6.	Obligations toward employees (331, 333, 33X, 479A)	111	1 967 829.47 €	1 490 223.60 €	1 967 829	1 490 224
7.	Obligations toward (government institutions of) social security (336, 479A)	112	239 726.27 €	200 016.27 €	239 726	200 016
8.	Government - tax obligations and subsidies (341, 342, 343, 345, 346, 347, 34X)	113	1 415 354.49 €	1 130 985.49 €	1 415 354	1 130 985
9.	Other (short-term) obligations (372A, 373A, 377A, 379A, 474A, 479A, 47X)	114	231 033.84 €	415 257.92 €	231 034	415 258

*table contains rows only with non-zero values

/ Balance Sheet - total liabilities

Entry no.	TOTAL LIABILITIES	Row	Balance in current accounting period	Balance in previous accounting period	Rounded off (current)	Rounded off (previous)
B.IV.	Short-term financial transfers (241, 249, 24X, 473A, /-/ 255A)	115	0.00 €	260.00 €		260
B.V.	Long-term bank loans (117 + 118)	116	226.46 €	2 315.64 €	226	2 316
2.	Short-term (current) bank loans (221A, 231, 232, 23X, 461A, 46XA)	118	226.46 €	2 315.64 €	226	2 316
C.	Timing differences (sum of rows 120 to 123)	119	2 633 896.80 €	2 129 171.16 €	2 633 897	2 129 171
2.	Short-term accrued expenses (383A)	121	0.00 €	222 282.36 €		222 282
3.	Long-term deferred revenues (384A)	122	58 068.00 €	0.00 €	58 068	
4.	Short-term deferred revenues (384A)	123	2 575 828.80 €	1 906 888.79 €	2 575 829	1 906 889

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*table contains rows only with non-zero values

**"It is not about bits,
bytes and protocols,
but about ^{your} profits, ~~losses~~
^{enjoyment}
~~and margins.~~"**
and experiences

Louis V. Gerstner, Jr.
former chairman of the Board and CEO of IBM
**Text modified by Tempest.*

/ Profit and Loss Statement

Entry no.		Row	Actual in current accounting period	Actual in previous accounting period	Rounded off (current)	Rounded off (previous)
I.	Sales revenue (from merchandise) (604)	01	18 993 556.67 €	11 590 461.51 €	18 993 557	11 590 462
A.	Cost of goods sold (504, 504a)	02	14 677 284.31 €	10 049 878.04 €	14 677 284	10 049 878
+	Gross margin on sales, rows 01-02	03	4 316 272.36 €	1 540 583.47 €	4 316 273	1 540 583
II.	Gross output, rows 05 + 06 + 07	04	32 162 563.50 €	20 788 929.12 €	32 162 564	20 788 929
II.1.	Sales revenue from finished goods and services (601, 602)	05	32 162 563.50 €	20 788 929.12 €	32 162 564	20 788 929
B.	Manufacturing (operating) expenses, rows 09 + 10	08	18 926 293.53 €	9 569 140.70 €	18 926 295	9 569 141
B.1.	Cost of (raw) materials and energy, other non-storable supplies (501 - 503, 505a)	09	451 351.54 €	453 627.20 €	451 352	453 627
2.	Services (accounting entry 51)	10	18 474 941.99 €	9 115 513.50 €	18 474 943	9 115 513
+	Value added, rows 03+04-08	11	17 552 542.33 €	12 760 371.89 €	17 552 542	12 760 372
C.	Employment compensations (sum of rows 13 to 16)	12	11 644 479.99 €	10 015 072.35 €	11 644 480	10 015 072
C.1.	Wages and salaries (521, 522)	13	9 843 176.12 €	8 425 684.66 €	9 843 176	8 425 685
3.	Social security expenses (524, 525, 526)	15	1 651 487.94 €	1 462 110.47 €	1 651 488	1 462 110
4.	Social expenses (527, 528)	16	149 815.93 €	127 277.23 €	149 816	127 277

Entry no.		Row	Actual in current accounting period	Actual in previous accounting period	Rounded off (current)	Rounded off (previous)
D.	Taxes and fees (accounting entry 53)	17	22 262.27 €	20 442.35 €	22 262	20 442
E.	Amortisation of intangible assets and depreciation of tangible fixed assets (551, 553)	18	809 225.37 €	796 477.65 €	809 225	796 478
III.	Revenues from sale of fixed assets and (raw) materials inventory (641, 642)	19	59 331.81 €	69 549.07 €	59 332	69 549
F.	Residual value of fixed assets sold and cost of (raw) material inventory sold (541, 542)	20	2 924.31 €	53 187.09 €	2 924	53 187
IV.	Other operating revenues (644, 645, 646, 648, 655, 677)	22	138 300.07 €	108 999.41 €	138 300	108 999
H.	Other operating expenses (543 to 546, 548, 549, 555, 557)	23	179 559.48 €	78 667.26 €	179 559	78 667
*	Operating income, rows 11 - 12 - 17 - 18 + 19 - 20 + 21 - 22 + 23 + (-24) - (-25)	26	5 091 722.79 €	1 975 073.67 €	5 091 724	1 975 074
VI.	Revenues from sale of marketable securities and deposits (661)	27	9 000.00 €	0.00 €	9 000	
J.	Cost of securities and deposits sold (561)	28	9 000.00 €	0.00 €	9 000	
VII.	Revenues from financial investments, rows 30 + 31 + 32	29	552 571.45 €	348 497.18 €	552 571	348 497
VII.1.	Revenues from securities and deposits of subsidiary (affiliated) companies (665 A)	30	552 571.45 €	0.00 €	552 571	
3.	Revenues from other financial investments (665 A)	32	0.00 €	348 497.18 €		348 497
X.	Interest revenues (662)	38	10 582.90 €	38 831.12 €	10 583	38 831

*table contains rows only with non-zero values

/ Profit and Loss Statement

Entry no.		Row	Actual in current accounting period	Actual in previous accounting period	Rounded off (current)	Rounded off (previous)
N.	Interest expenses (562)	39	26 919.89 €	34 260.77 €	26 920	34 261
XI.	Foreign exchange gains (663)	40	77 197.00 €	248 414.27 €	77 197	248 414
O.	Foreign exchange losses (563)	41	110 797.38 €	532 526.15 €	110 797	532 526
XII.	Other financial revenues (668)	42	22.42 €	56.77 €	22	57
P.	Other financial expenses (568,569)	43	88 546.50 €	100 962.50 €	88 547	100 962
*	Income from financial operations, rows 27 - 28 + 29 + 33 - 34 + 35 - 36 - 37 + 38 - 39 + 40 - 41 + 42 - 43 + (-44) - (-45)	46	414 110.00 €	- 31 950.08 €	414 109	- 31 950
**	Income from current operations before tax, rows 26 + 46	47	5 505 832.79 €	1 943 123.59 €	5 505 833	1 943 124
S.	Income tax from (current and financial) operations, rows 49 + 50	48	998 219.06 €	348 917.94 €	998 219	348 918
S.1.	- payable (591,595)	49	998 219.06 €	348 917.94 €	998 219	348 918
**	Income from current operations, rows 47 + 48	51	4 507 613.73 €	1 594 205.64 €	4 507 614	1 594 206
***	Income for current period before tax (+/-) [row 47 + 54]	59	5 505 832.79 €	1 943 123.59 €	5 505 833	1 943 124
***	Income for current period after tax (+/-) [51 + 58 - 60]	61	4 507 613.73 €	1 594 205.64 €	4 507 614	1 594 206

*table contains rows only with non-zero values

**"The problem with viruses
is ^{not} temporary and ~~will last~~
* ~~a couple of years.~~"**

*can be resolved
immediately*

JOHN MCAFEE

computer programmer and founder of McAfee, 1988

*Text modified by Tempest.

/ Cash Flow Overview

Overview of Cash flows using indirect method of reporting in EUR	2009
Income from current operations before income tax - profit	5505833
Non-monetary operations affecting income from current operations before income tax (sum of A1.1 to A1.13)	678999
Depreciation/amortisation of long-term intangible and long-term tangible assets	809225
Change in time differences of revenues and expenses	470919
Dividends and other shares in profit charged to revenues	-552571
Interest expenses	26920
Interest revenues	-10583
Foreign exchange gain calculated to cash and cash equivalents to the date when financial statements were compiled	-18224
Foreign exchange loss calculated to cash and cash equivalents to the date when financial statements were compiled	9721
Income from sale of long-term assets, with the exception of assets regarded as cash equivalents	-56408
Effect of changes to the balance of operating capital, which for the purposes of this measure is understood as the difference between current assets and short-term liabilities, with the exception of entries of current assets that are part of cash and cash equivalents, on current income (sum of A 2.1 to A2.4)	4493576
Change in balance of receivables from operations	-1560652

Overview of Cash flows using indirect method of reporting in EUR	2009
Change in balance of operating liabilities	5927179
Change in balance of inventories	127049
Cash flow from operating activities excluding income and expenses stated separately in other parts of cash flow statement, (sum of Z/S + A1+A2)	10678408
Interest received, excepting those allocated to investment activities	10583
Expenses for settled interest, excepting those allocated to financial operations	-26920
Cash flows from operating activities (sum of A.1. to A.6.)	10662071
Income tax expenses of accounting entity, excepting those allocated to investment activities or financial operations	-998219
Net cash flow from operating activities (sum of A.1+ A.8)	9663852
Expenses for procurement of long-term intangible assets	-798933
Income from sale of long-term tangible assets	59332
Income from dividends and other shares in profit, excepting those that are allocated to operating activities (+)	552571
Net cash flows from investing activities	-187030

*table contains rows only with non-zero values

/ Cash Flow Overview

Overview of Cash flows using indirect method of reporting in EUR	2009
Cash flows to equity	-1245
Costs of reducing balance of funds formed by accounting entity	-1245
Cash flows from long-term and short-term liabilities from financing activities	-165386
Costs of settling liabilities from assets comprising the subject of a contract on purchase of leased items	-165386
Expenses for paid out dividends and other shares in profit, excepting those allocated to financial operations	-1594206
Cash flows from financing activities	-1760837
Net increase (decrease) in cash held	7715985
Cash and cash equivalents at beginning of the reporting period	3236885
Cash and cash equivalents at the end of the reporting period, before accounting for exchange rate changes calculated as of the day the financial statements are compiled	10952870
Effect of exchange rate changes on cash and cash equivalents as of day financial statements are compiled	8503
Cash and cash equivalents at end of reporting period, adjusted by effect of exchange rate changes calculated on day financial statements are compiled	10961400

*table contains rows only with non-zero values

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/ Independent Auditor's Report

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Ing. Martin Denko, Štúrova 13, 811 02 Bratislava

INDEPENDENT AUDITOR'S REPORT

to the shareholders of TEMPEST a.s.

We have audited the financial statements of TEMPEST a.s., which comprise the balance sheet as at 31 December 2009, 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.

Management's Responsibility for the Financial Statements

Company's management is responsible for the preparation and fair presentation of these financial statements in accordance with the Act on Accounting no. 431/2002 Coll. as amended. This responsibility includes: designing, implementing and maintaining internal controls relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error, selecting and applying appropriate accounting policies and accounting methods, and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing. Those Standards require that we comply with ethical requirements, and plan and perform the audit to obtain reasonable assurance about 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 and fair presentation of the financial statements 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 management, as well as the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements give a true and fair view of the financial position of TEMPEST a.s. as of 31 December 2009, and of its financial performance and the cash flows for the year then ended in accordance with the Act on Accounting.

Bratislava, 12 april 2010

Ing. Martin Denko
License UDVA no.979

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/ Thanks

Thanks to everyone who contributed to the growth of TEMPEST (not just) last year.

Thanks to all our customers for their trust, feedback, and active co-operation in implementations and in resolving problems.

Thanks to our business partners, whose experience we very much appreciate. Their awards are a motivation for us.

Thanks to the project teams that in a restricted timeframe have to find not just the road to a successful outcome, but also toward mutual respect and co-operation.

Thanks to the employees, all the individuals who transformed their skills, experiences and talent into value.

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