



*IT powered by people*



**Annual Report 2005**

IT powered by people	<b>2</b>
Highlights	3
CEO's address	4
Press release on merger of Tempest and Unit 1+1=3	5
	6
<b>General section</b>	<b>7</b>
Vision, mission, and objectives	7
Basic information on the company	8
Organisational structure	9
Company management	10
Human resources	12
Certificates, partnership and awards	14
Quality management system 2005	15
Environmental management system 2005	16
Portfolio of products and services	17
References	18
Informing employees and the public	19
Non-commercial activities	20
<b>Financial section</b>	<b>21</b>
Comments of the CFO on economic results	21
Trends 2001-2005	22
Balance sheet	23
Profit and loss account	25
Cash flows	26
Independent Auditor's Report	27
Our team in 2005	28
<b>Contacts</b>	<b>29</b>

**Basic manual on reading the Annual Report**

There are 2 ways of reading the Annual Report:

A/

If you are keen on figures, go to page 22 and check the Financial section for all the cool figures of successful year 2005

B/

If you want to find out more about the people and the company, just turn the page and enjoy the ride.





## IT powered by people

### Employees

They say that a brand is what remains when entire building of a company burns down. Brands that are respected are not formed by buildings or computers but primarily by people. Employees, who daily come up with ideas, revise them, discuss, modify them and come up with solutions. People are the main assets of our company. Professionals with courage to seek solutions and with energy to implement these solutions for our clients.

### Clients

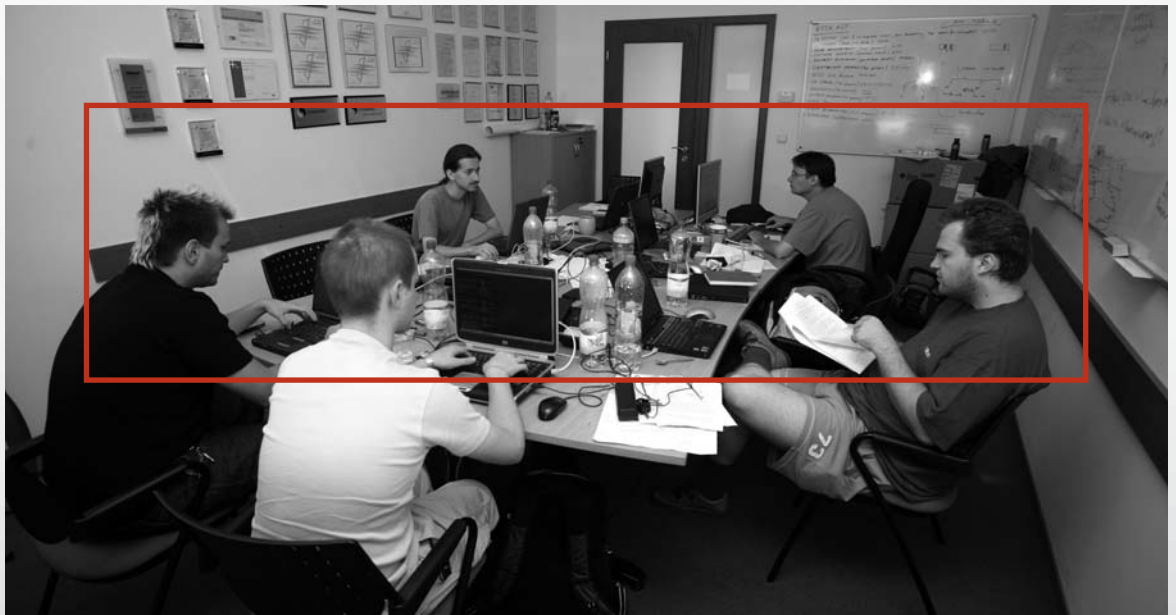
Our clients are an inspiration for us in the search for unique solutions. Ideas and requests of clients move our people forward to come up with joint solutions. Relationships with clients force us to define new objectives and directions that will become, in the future, useful solutions for both parties.

### Partners

Our relationship with partners fully reflects the true essence of the word partner – cooperating, coexisting. Like our partners, we also appreciate high-quality, personal, and professional cooperation, which is best proved by many acknowledgements of partner relationships' quality and level of cooperation. Another, not less important area is the professional certification of our employees and Tempest as a company.

### The public

Only a truly open company can move forward soundly in the environment of global competition. New ideas and innovative solutions are being developed all around us. Tempest is a member of several professional associations and forms an open forum for young people with different view of new solutions. We believe that future market challenges will not be solved only by new technologies but primarily by people who use them.







**TEMPEST**

*IT powered by people*

## Highlights

Revenues (Tempest\*)

**+87,6 %**

Total revenues per 1 employee (Tempest)

**+15,6 %**

Cummulated turnover (Tempest and UNIT)

**+28,6 %**



\*started from the merger of companies Tempest and UNIT, September the 1st, 2005



## CEO's address

Traditionally, I start the address thinking how many years we have been in the market... The answer is – fourteen (14). Measured by Slovak standards and post-revolution history, this is a comparably large figure. One can look back and assess the enormous progress in size, quality, capabilities, and relationships, of the company and, above all, the people who were and still are growing with it. I appreciate that.

Every year I think that it is not possible to run any faster. But it is. We have been proving that every year and I believe that we are going to experience that feeling again. In 2005, we combined two autonomous, functioning companies, Tempest and Unit.

We had offers from renowned consultants who would have been happy to help us with integration, but both managements agreed that we wanted (and maybe had) to perform this work ourselves. After all, what was involved was, above all, a work with our own people. All colleagues were enormously helpful and we jointly managed to implement the merger successfully. And it has two consequences. Today, we are an even more coherent and firmer team than ever before and, secondly, in the acquisitions we want to make we can concentrate on substantial things as the insubstantial and stressing ones we already passed. After the final results I can say that we achieved what the shareholders expected from integration, that is, that eventually  $1+1=3$ .

The year 2005 was also a year of the ever-improving position of Slovakia abroad, which brings new opportunities and resources. These are the challenges that give companies the possibilities of implementing maybe very bold plans that could otherwise be implemented only in many years, once the time is really mature.

Slovakia as a prospective country was discovered several years ago by foreign ITC companies and their various competence centres. The pressure on new sources keeps growing. The happier I am that we are still able to find new, high-quality friends and colleagues and, in particular, that the senior ones stay

with us. That we are progressing – this is primarily the merit of people who keep improving, gaining new certificates, awards, are able to solve the most complicated problems and projects and thus enable younger colleagues to learn from true masters.

Great thanks to all employees, customers, partners and all who believe us.

  
Ing. Mgr. Peter Krásny  
CEO



## Merger of Tempest and UNIT

Mergers of companies in the IT segment are a daily phenomenon. Greater companies integrate smaller players, global companies acquire local IT companies. However, a merger of two Slovak IT companies is a rare occurrence. And considering that the merger proceeded professionally, with active participation of both parties, and the result is a strong and integrated IT company, we can talk about singularity. The press release below is an example of professional communication leading to a successful merger of the companies completed on 1 September 2005.

### Mergers and acquisitions in the Slovak IT market will continue.

Successful Slovak IT companies have ever more chances in the global market.

The announced merger of two Slovak technology integrators, Tempest, spol. s r.o. and UNIT, spol. s r.o., means only another message for the Slovak IT market saying that the continuing globalisation and inclusion of Slovakia into world's institutions and global markets is not avoiding this segment. The merger of two separately successful companies means the formation of a new, almost twice as big, stronger, and more comprehensive company whose ambitions do not necessarily have to be limited to the Slovak market. And such trends will certainly continue in the future. We will witness mergers and acquisitions that will have essentially two decisive trends – concentration and strengthening of Slovak entities or their takeovers by foreign investors.

#### A merger as strengthening:

A merger of two similar, mutually complementary or otherwise cooperating companies mostly brings about benefits for both merging entities. The announced beginning of the merger of Tempest s.r.o. and Unit s.r.o. is such a case, as both companies have a lot in common and they arrived at the decision to merge without external pressure and to the largest extent naturally.

Both companies, which were profiled in the market as technology integrators oriented at high value added service provision, had been successful, profitable and yearly growing in their respective autonomous operations. However, their position and share in the market was not growing at such a pace that they could individually close the gap on their competitors sufficiently quickly and, from the long-term perspective, their separate operation in the market appeared to be less effective. When combined, they will jump to the top ten of system integrators in the Slovak market and thus gain sufficiently greater visibility, strength and penetrability. The merger is thus in this sense a greater and more vigorous step ahead than both separately operating companies could do each on their own and with their own strengths.

The new entity, which will enter the market under the name of TEMPEST a.s., will have almost double technological and capital resources, it will be able to offer a broad portfolio of products, solutions and services,

which largely cover the requirements of today's info-communication market. It will therefore be capable of providing more comprehensive services, more efficiently serving a greater number of corporate customers and state institutions and reliably implementing projects of large scopes for them. To customers, who are presently using the services of Tempest spol. s r.o. and UNIT spol. s r.o., the new company will very probably be able to offer an optimisation of their present costs, better integration of enterprise solutions and more comprehensive coverage of requirements of their business processes. In other words, the company arising from the merger will concentrate services in the annual value

of approximately 700 million Slovak korunas in the technology integrator market with a prospect of growth to 1 billion, which will significantly strengthen its position in the IT market.

An equal connection of two Slovak IT companies with comparable cultures and prospects has not been seen in the local IT market yet. And in this sense indeed, this merger and its consequences may become one of the first messengers of a new trend of strengthening the local IT companies that see their prospects in further development and are resolved to gain their share in global markets as well.



Press conference on the merger, 23 May 2005, Danube Hotel  
Ing. Roman Roštár (UNIT) and Ing. Mgr. Peter Krásny (Tempest)



$$1 + 1 = 3$$

Through integrating Tempest and UNIT, we managed to overcome what recently has been plaguing companies embarking on mergers – the finding that 1 + 1 equals only 1.5. Also on the basis of the bottom line (aggregate sales for 2005 representing SKK 863 million) we can conclude that we have achieved the situation of 1+1=3.

\*Turnovers of companies in year 2004:  
Tempest (390 mil. Sk), UNIT (295 mil. Sk), aggreg. 685 mil. Sk



## Vision, mission, and main objectives

### Vision:

To become an attractive partner and supplier of comprehensive solutions in the field of info-communication technologies (ICT) and to provide such an extensive portfolio of services in this area, which will ensure continuous sales of inter-linked ICT services and solutions to both new and existing customers to their maximum satisfaction.

### Mission:

To provide consulting and platform-independent comprehensive solutions and services with a high added value in the following fields of ICT:

- Information systems security
- Management systems
  
- ICT environment management
- Telecommunication management
- Business process management
  
- System and storage management
- Infrastructure solutions
- ICT outsourcing and contracting
- Technology of thin clients
- Networks and network communication
  
- Internet a Intranet solutions
- Software and application development

Through mutual close cooperation of the company's technological divisions specialised in various areas of professional ICT services, to ensure comprehensiveness of services, uniqueness of solutions and combination of knowledge from a wide area of information technologies.

### Objectives:

- To strengthen the position of the company in the ICT market.
- To satisfy customer requirements and expectations.
- To increase company productivity.
- To develop human potential.
- To improve the quality of purchased goods and services.
- To ensure a high level of information security.
- To improve the system of quality management.
- To protect the environment.





## Basic information on the company

### Business name:

Tempest spol. s r.o.

### Registered office:

Plynárenská 7/B,  
821 09 Bratislava,  
Slovak Republic

### Legal form:

limited liability company

### Registered capital:

SKK 200,000

### Sphere of business:

- automated data processing
- provision of software
- lecturing and advisory/consulting activity in the field of information technologies
- publishing
- purchase of goods with the purpose of resale thereof and sales
- mediation of trade
- manufacture, installation and repairs of electrical machines and instruments
- manufacture, assembly and repair of consumer electronics products and equipment

**Date established:** 24 June 1992

**Registered number:** 31326650

**VAT number:** SK2020327716

The company is registered in the Commercial Register of the District Court of Bratislava I, section Sro, insert No. 2998/B.

### Owners:

Ability Development, a.s.,  
Plynárenská 7/B, 821 09  
Bratislava, Slovak Republic  
Registered number: 35818956

### Brief history of the company:

- 1992 – founding of the company
- 2002 – founding of a subsidiary – Tempest Professional Services s.r.o. in the Czech Republic (since 22 September 2004 – ADT Systems, s.r.o.)
- 2002 – award of a certificate of the Quality Management System according to ISO 9001:2000
- 2003 and 2004 – Deloitte European Technology Fast 50 CE Award winner (50 fastest growing technology companies in Central Europe)
- 2004 – award of a certificate of the Environmental Management System according to ISO 14001
- 2004 – takeover of Protect e-Data s.r.o.
- 2004 – change of company registered address
- 2005 – merger with companies UNITspol. s r.o. and Computel s.r.o.
- 2005 – Deloitte European Technology Fast 50 CE Award winner
- 2005 – award of a certificate of the Quality Management System according to ISO 9001:2000
- 2005 – change to TEMPEST a.s. in preparation (1.1. 2006)

### Capital participation in other companies:

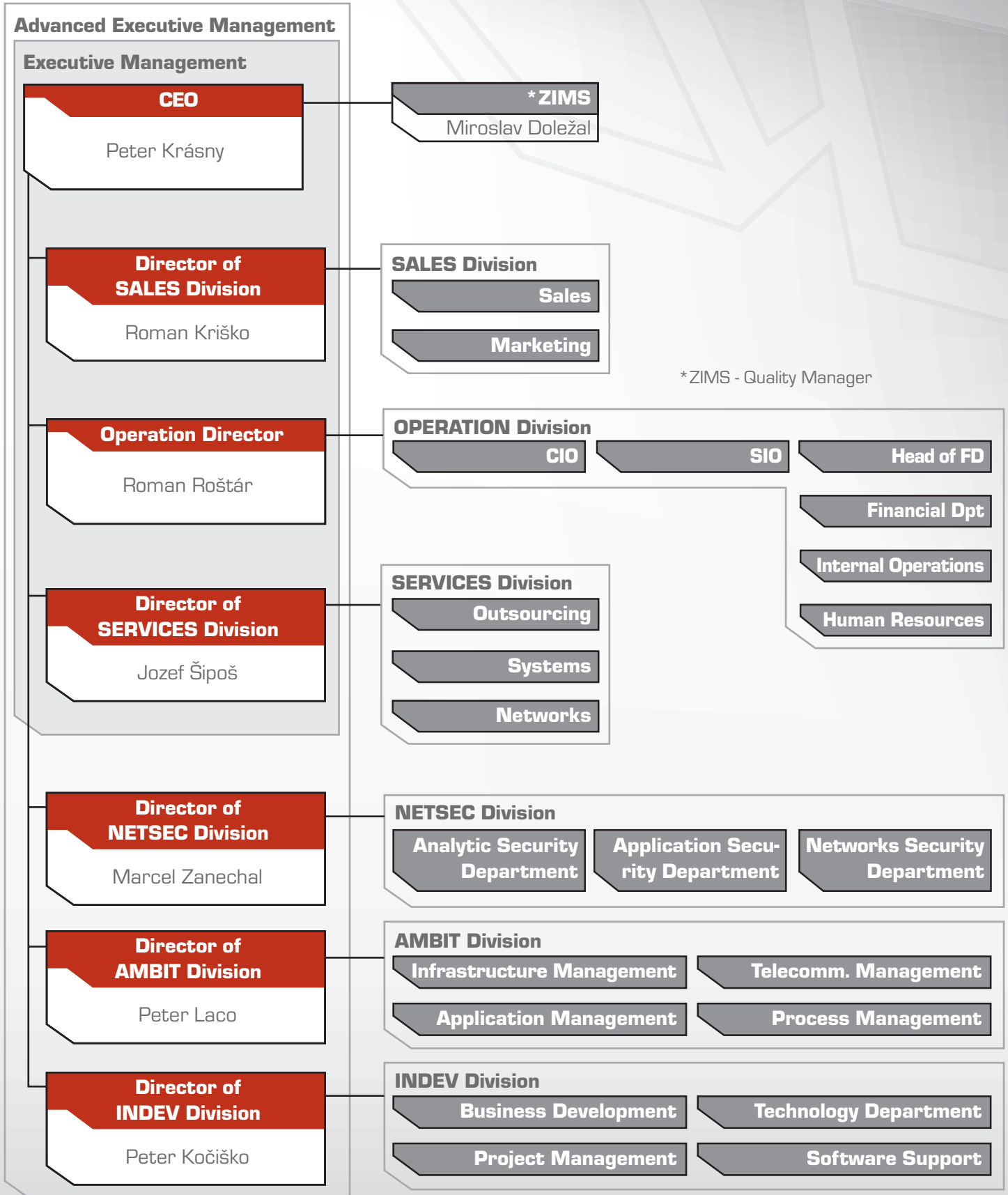
- Ability Development SK, a.s. (Bratislava, Slovak Republic) **40%**

### Proportion of activities in sales (for 2005):

- revenue from sale of merchandise: **55%**
- sales of own products and services: **45%**



## Organisational structure





## Company management

### **Ing. Peter KRÁSNY,**

CEO and Executive of the company  
born 1973

Graduated at the Faculty of Mathematics and Physics, Comenius University, Bratislava, specialisation: theoretic informatics and programming systems, and University of Economy in Bratislava, specialisation: information technologies. Joined Tempest s.r.o. in 1999 and worked in different positions, first as a project manager, sales director and, since 2001, he has worked as a CEO and executive of the company.

*His favorite leisure time activity is hunting. He likes fast cars and good wine.*

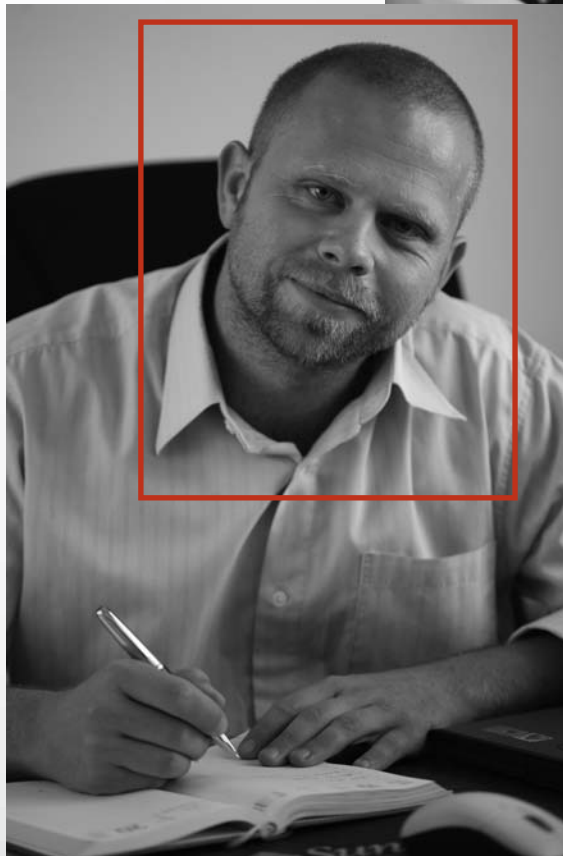


### **Ing. Roman KRIŠKO,**

Division of Sales and Marketing, Director  
born 1971

Graduated at the Faculty of Electrical Engineering of the Military Academy in Brno and from the Faculty of Electrical Engineering of Military Academy in Liptovský Mikuláš. Before joining UNIT, he worked at the General Staff of the Army of the Slovak Republic in Trenčín and at the Ministry of Defence of the Slovak Republic in Bratislava. Since 1997 he had worked with UNIT first as a business manager, later as a Sales Director. After the merger of the companies Tempest and UNIT he became a Sales and Marketing Division Director.

*Playing football or riding the snowboard, Roman always pushes the limits. His favorite relax is jazz music and the bottle of excellent Tokai wine.*



## Company management

### **Ing. Roman ROŠTÁR,**

Operational Director; born 1967

Graduated at the Faculty of Electrical Engineering and Informatics of the Slovak University of Technology in Bratislava, Department of Informatics and Computer Technology. Joined UNIT in 1995. Since 2001, he has been participating in setting the company strategy in the position of General Director and Executive of the company. Following the merger of the companies, he took the position of Operation Director.

*Despite his extreme workload, he always finds some time for biking or floorball.*



### **Ing. JOZEF ŠIPOŠ,**

Division of Services, Director  
born 1967

Graduated at the Faculty of Electrical Engineering and Informatics of the Slovak University of Technology in Bratislava. Joined UNIT in 1997 and worked in different positions, first as a business manager later as an Executive Director of the Company. Recently he acts as a Services Division Director.

*In his free time he likes to listen to music, or playing squash with friends.*



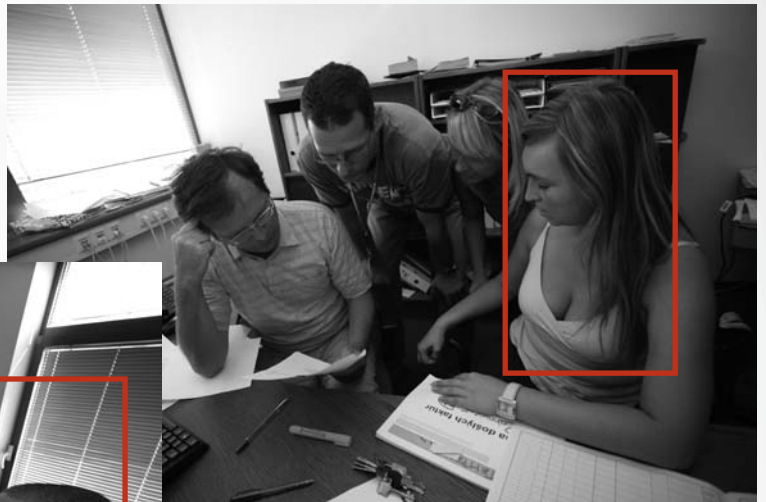


## Human resources

With respect to the orientation of Tempest, human resources are of strategic importance for the company. They constitute the prerequisite of company's existence, further development and are a guarantee of a high level of the services offered. Therefore the company puts a great emphasis on continuous education and certification of both technical and commercial staff. This effort results in the highest levels of certifications and professional specialisations achieved by company's staff. This fact as well as unique practical know-how acquired in project implementation is oftentimes used by Tempest as a competitive advantage.

In the field of human resources management in 2005, Tempest focused on increasing employee qualification potential, team spirit development and building employee loyalty and satisfaction. In 2005, the company invested SKK 1.448 million in employee education, which is an increase by almost 42% compared to the previous year. Tempest offers best-of-class benefits, through which the company is trying to maintain the high level of employee loyalty and satisfaction.

A matter of course was the employee care through teambuilding, relaxation, sports and social events.





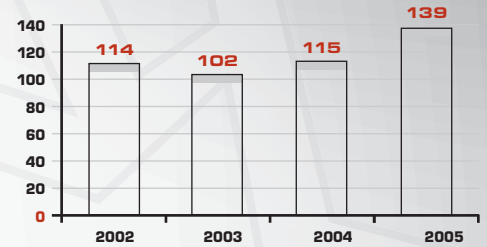
### Human resources

In 2005, Tempest had 139 employees on average, which is an increase by nearly 21% compared to 2004. The increase of the headcount resulted from the merger of Tempest spol. s r.o. and UNIT spol. s r.o. Of the total number of employees, as many as 66% were university educated and 64% of the total number had education of technical orientation. In 2005,

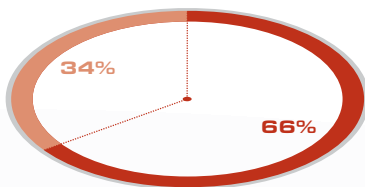
women comprised 13% of the total headcount, which is an increase by 3% compared to 2004.

The average age of company's employees was 31 years. It is a matter of course in the company that equal opportunities for different races and both genders are enforced.

### Development of average headcount

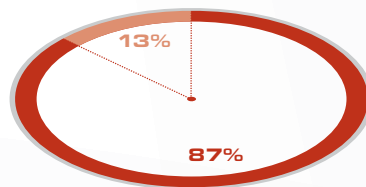


### Education structure of the staff



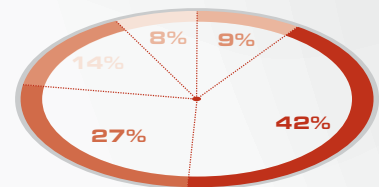
■ University **66%**  
■ Secondary school **34%**

### Gender structure of the staff



■ men **87%**  
■ women **13%**

### Age structure of the staff



■ 18 to 24 years **9%**  
■ 25 to 29 years **42%**  
■ 30 to 34 years **27%**  
■ 35 to 39 years **14%**  
■ over 40 years **8%**



## Certificates, partnerships, and awards

Like our partners, we also appreciate high-quality, personal, and professional cooperation, which is best proved by awards received by Tempest and, of course, the professional certifications acquired by our company.

In many years of its existence, TEMPEST was oriented at building professional and close relationships with its partners and vendors. The company reached significant levels of partnerships and professional certifications with major global companies in the field of information systems. The most important ones include: **IBM, Sun Microsystems, HP, Cisco, Symantec/Veritas**, then ORACLE, CheckPoint, RSA, PointSec, 3COM, BMC, Nortel, Lucent Technologies, VMWare, ISS, and many others.

The company is an **IBM** Business Partner in the category "IBM pSeries Products, XSeries Products, Printing Systems, storage Products" and it is an "IBM Authorized Business and Service Partner for xSeries Products". The year-on-year growth of IBM product and service sales in 2005 ranked Tempest in the position of the fastest growing IBM partner in 2005 and the company obtained the IBM Storage Partner award for 2005 (for a record number of storages).

With 10 years of cooperation and sales, Tempest is, in a long term, the most important partner of **Sun Microsystems**, regularly receiving the Partner of the Year award.

Tempest has the status of a Sun System Provider partner with the specialisation of StorageTek Specialty and Sun Java System Specialty and

has certified specialists for System administration, Networking, Security, Sun Java, Storage, and Clustering.

Tempest has the status of an **HP** Preferred Partner (aspiring to the highest specialisation – Datacenter; within the HP Preferred Partner programme). In 2005, the company received "The Best Partner 2005" award in the software category. It has the broadest know-how and the largest team for HP OpenView. It is an HP Open View Silver Business Partner and, in 2005, it defended the position of an HP Open View Authorized Services Integrator (SVI Partner).

The service level was recognised by HP by making a RAPA (Resource Alliance Partnership Agreement) partnership. In 2005, Tempest became an ASMP (Authorized Service Management Partner) of HP and aspired to the status of an ABSP (Accredited Business Solution

Partner) for HP (the status was obtained by the company in 2006). Tempest has a valid agreement with

**Cisco Systems** Europe of the type of "Cisco System Integrator" and is a partner on the level of "Cisco Premier Certified Partner".

It is also a Cisco Specialized Partner for solutions in the field of VPN Security, Wireless LAN, and Routing and Switching.

In 2004, the company acquired the status of a **VERITAS** Elite Partner and, after the merger of Veritas and **Symantec**, it also maintained the Symantec GOLD Partner partnership and also all high-end specialisations such as high availability, data protection and others, which resulted in a plan for 2006 to reach the level of the PLATINUM partnership.

Tempest was also awarded as "**ORACLE** Best Partner of the Fiscal Year 2005".





## Quality management system

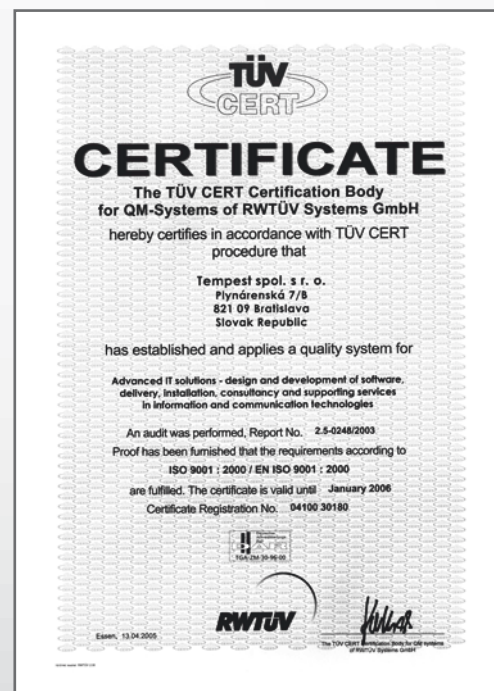
TEMPEST has a **quality management system** in place according to the international standard ISO 9001:2000, which has been certified by a reputed certification company RWTÜV Systems GmbH of Essen, Germany. The certificate (registration number 04100 30180) is valid for the area of comprehensive information and communication solutions – software development, sales, installation, consulting, and servicing of information and communication systems.

### Quality policy

A strategic goal of Tempest, spol. s r.o. is the provision of such breadth and quality of interlinked IT products, which will ensure lasting and recurring business relationships with the customers and their superior satisfaction..

To achieve this goal, we commit ourselves:

- **TO SATISFY CUSTOMER REQUIREMENTS AND EXPECTATIONS** and those of all the involved parties.
- **TO DEVELOP HUMAN POTENTIAL** through systematic employee education, provision of sufficient means to ensure quality of their work and to motivate them.
- **TO INCREASE COMPANY PRODUCTIVITY** through effectiveness of management, communication, and cost optimisation.
- **TO IMPROVE THE QUALITY OF PURCHASED GOODS AND SERVICES** through effective collaboration with the suppliers.
- **TO STRENGTHEN THE POSITION OF THE COMPANY IN THE IT MARKET** employing ethical means and fair competition.
- **TO ENSURE A HIGH LEVEL OF SECURITY** through protection of confidential customer and internal company information, through building a security system and increasing the employee security awareness.
- **TO IMPROVE THE QUALITY MANAGEMENT SYSTEM,** to continuously improve its efficiency and integrity in harmony with ISO standard requirements.
- **TO PROTECT THE ENVIRONMENT,** to build an effective environmental management system and to continuously improve the same.





## Environmental management system

The company also has an **environmental management system** in place in accordance with the international standard ISO 14001, which has been certified by a renowned company Germanischer Lloyd Certification GmbH of Hamburg, Germany. The environmental certificate (registration number QS-3184 HH) is valid for the area of comprehensive information and communication solutions – software development, sales, installation, consulting, and servicing of information and communication systems.

### Environmental policy

Tempest, spol. s r.o., when achieving its strategic goals, takes into consideration the protection of and care for the environment with the intention of preventing or limiting negative action upon the environment.

In accordance with this statement, the company commits itself:

- **TO OPTIMISE WASTE GENERATION AND MANAGEMENT** and, at the same time, to prevent pollution.
- **TO COMPLY WITH THE REQUIREMENTS OF LEGAL REGULATIONS** and environmental protection measures adopted, which relate to environmental aspects of our activities.
- **TO MAINTAIN AND ENSURE THE PROCESS OF CONTINUOUS IMPROVEMENT** of the environmental management system in accordance with the requirements of the ISO 14001 standard, legal regulations and requirements of the involved parties.

- **TO MONITOR ENVIRONMENTAL BEHAVIOUR** with respect to rational management of energy, water and reduction of waste.
- **TO INFORM THE PUBLIC ON THE COMPANY ENVIRONMENTAL POLICY** and to support two-way communication in the field of environmental protection and care.
- **TO DEVELOP ENVIRONMENTAL AWARENESS OF THE STAFF** through education towards responsibility for the environment.





## Portfolio of products and services

Tempest is profiling as a system integrator and provider of consulting and comprehensive services with high added value in the field of info-communication technologies.

### ■ Security of IT environment

Experts in analytical security help clients to design, introduce, and operate information security and information technology security management systems in accordance with the legislation and applicable international standards. Technology specialists will ensure an appropriate design, integration, and implementation of security solutions in the client's information systems. Consulting and advisory activity is a matter of course, providing services tailored to individual clients' needs.

### ■ Management systems

The portfolio of basic services in this area includes management system audits, management system building, management system certification, management system administration (outsourcing, contracting), introduction of ICT solutions to support management systems, and a range of training activities. The main fields of operation in management systems include quality management systems, environmental management systems, safety management systems, integrated management systems, etc.

### ■ Management of the IT environment

Based on years of experience and extensive knowledge resulting from projects implemented, Tempest is capable of providing comprehensive solutions covering all aspects of creation and provision of ICT services (technologies, processes, people). It focuses on design and

implementation of solutions to support and manage the operation of ICT based on ITIL and eTOM recommendations and standards. The solutions designed are based on world's leading technologies in the field of network monitoring and computer system administration.

### ■ Telecommunication management

Growth of competition in telecommunications results in a significant pressure to improve the efficiency of telecommunication operators. A team of experienced specialists offers solutions in the basic areas such as analysis and modification of existing OSS/BSS environment and processes, new process design (TMForum eTOM Business Process Framework), interconnection of telecommunication and IT processes (TMForum eTOM and OGC ITIL), deployment of leading vendors' tools for OSS (Fault, Performance, Inventory, Service Impact, Provisioning), etc.

### ■ System and storage management

Tempest has several years of experience in deliveries of solutions for storage, management and optimisation of enterprise data access. Disk systems, storage virtualisation, data management, system backup, clustering, disaster recovery – these are the areas in which we are able to design and implement solutions fitting the customer needs.

### ■ IT system outsourcing

In this field, the company provides comprehensive operation of parts

of or entire information systems of the customers who do not have or do not want to have their own capacities necessary for securing their IT department activity.

### ■ Thin client technologies

Thin client deployment projects comprise a significant part of the company's portfolio, where TEMPEST offers its own software product with a unique functionality – RayMote W\*Admin, designed for management and integration of extensive infrastructures of thin clients.

### ■ Networks and network communication

The main objective is to provide solutions to issues in network communication, communication solution design, data environment analysis and measurement, deliveries of active communication devices, and solutions of security and secure connection of data environment.

### ■ Software and application development

Tempest operates also in the field of building e-business, e-commerce, Intranet/Internet applications based on state-of-the-art, dynamically developing technologies guaranteeing viable solutions for the future. The projects are based on a two-tier or three-tier model implemented using proven technologies and products, which enable flexible inclusion of other, already existing systems.

More information at [www.tempest.sk](http://www.tempest.sk).

## References

### FINANCIAL SECTOR:

- Aegon Levensverzekering N. V. Mostová 2, Bratislava
- Allianz - Slovenská poisťovňa, a.s., Dostojevského rad 4, Bratislava,
- ČSOB Pojišťovna, a.s., member of the ČSOB holding, Zelené predmestí, Pardubice, Česká republika
- Dexia banka Slovensko a.s., Hodžova 11, Žilina
- ING Bank N.V., Jesenského 4/C, Bratislava
- Ľudová banka, a.s., Vysoká ulica 9, Bratislava
- Penta Investments, a.s.
- Poštová Banka, a.s., Prievozská 2/B, Bratislava
- Slávia Capital, a.s.
- Stavebná sporiteľňa VÚB Wustenrot, a.s [recently Wustenrot stavebná sporiteľňa a.s.], Grösslingova 77, Bratislava
- TATRA BANKA a.s., Hodžovo námestie 3, Bratislava
- Volkswagen Finančné služby Slovensko, s.r.o., Vajnorská 98, Bratislava
- VÚB a.s., Mlynské nivy 1, 829 90 Bratislava

### SECTOR OF INDUSTRY, SERVICES AND MEDIA

- EVPÚ, a.s., Trenčianska 19, 018 51 Nová Dubnica
- HB Reavis Group, a.s., Prievozská 2/A, Bratislava (recently HB - MED, s.r.o.)
- Pressburg Centrum, a.s., Pribinova 25, Bratislava
- Rempo, s.r.o., Stará Vajnorská cesta č.19, Bratislava
- Slovak Parcel Service, s.r.o., Letisko M.R.Štefánika, Bratislava (UPS Slovakia)

### STATE AND PUBLIC SECTOR

- Generálna prokuratúra SR, Župné námestie 13, Bratislava
- Letové prevádzkové služby SR, š.p., Letisko M.R.Štefánika, Bratislava
- Ministerstvo dopravy, pôšt a telekomunikácií SR, Námestie slobody 6, Bratislava
- Ministerstvo financií SR Štefanovičová 5, Bratislava
- Ministerstvo kultúry SR, SNP 33, Bratislava
- Ministerstvo obrany SR, Kutuzovova 8, Bratislava
- Ministerstvo pôdohospodárstva SR, Dobrovičova 12, Bratislava
- Ministerstvo spravodlivosti SR Župné námestie 13, Bratislava
- Ministerstvo zahraničných vecí SR, Hlboká cesta 2, Bratislava
- Ministerstvo zdravotníctva SR Limbová 2, Bratislava
- Slovenský Rozhlas, Mýtna 1, Bratislava
- Sociálna poisťovňa, Ulica 29. augusta, Bratislava
- Telekomunikačný úrad SR, Jarošova 1, Bratislava (recently Telekomunikačný úrad, a.s.)
- Úrad pre štátnu službu, Odbojárov 1, Bratislava
- Úrad priemyselného vlastníctva SR, Švermova 43, Banská Bystrica

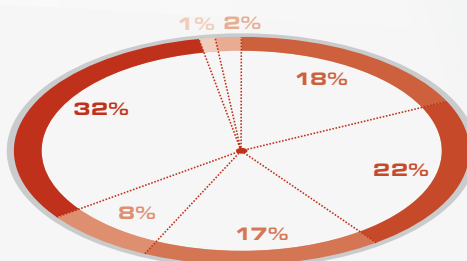
### TELECOMMUNICATION AND ICT SECTOR

- Alcatel Slovakia, a.s.
- NextiraOne Slovakia, s.r.o., Jozefa Hagaru 9, Bratislava
- Orange Slovensko, a.s., Prievozská 6/A, Bratislava
- Siemens Business Services s.r.o., Einsteinova 11
- Slovak Telecom, a.s., Námestie Slobody 7, Bratislava (recently T-Com)
- T-Mobile Slovensko, a.s., Vajnorská 100/A, Bratislava

### INDUSTRIAL SECTOR

- Coca-Cola Beverages Slovakia, s.r.o., Tuhovská 1, Bratislava
- Heineken Slovensko, a.s., Štefánikova 79, Bratislava
- Hella Innenleuchten-Systeme Bratislava, s.r.o., Opletalova 77, Bratislava
- Punch Products Trnava, s.r.o., Vlárská 43, Trnava
- Slovalco, a.s., Priemyselná 14, Žiar nad Hronom
- Slovenské elektrárne, a.s., Hraničná 12, Bratislava
- Slovenský plynárenský priemysel, a.s., Mlynské nivy 44/A, Bratislava
- Slovnaft, a.s., Vlčie hrdlo, Bratislava
- Škoda Auto Slovensko, s.r.o., Sabinovská 6, Bratislava
- Stredoslovenská energetika a.s. Ulica Republiky 5, Žilina
- Volkswagen Slovakia, a.s., J. Jonáša 1, Bratislava

### Revenue structure by sectors in 2005:



■ Telecommunication	<b>18%</b>
■ Financial sector	<b>22%</b>
■ State and public sector	<b>17%</b>
■ Industrial sector	<b>8%</b>
■ ICT sector	<b>32%</b>
■ School and education	<b>1%</b>
■ Other	<b>2%</b>



## Informing employees and the public

In the field of communication, Tempest puts emphasis on a high quality of information provided and balanced contents. Our objective is to provide information for each segment of the market in accordance with its requirements and, by choosing the right communication channels, to achieve synergies in approaching clients, partners, and professionals.

Also in 2005, the most important communication medium of the company in 2005 was the website **www.tempest.sk**. The company website provides visitors with complete information on the company, on products and services offered, on professional events organised and news in the form of press releases while ensuring content updates and availability with a search functionality and an archive of less current information. An obvious advantage was the provision of a feedback, which was a priority in selection of the communication media. For employee information, the most important communication medium was the company intranet and the electronic information bulletin Tempest News.

**Informing public, partners and customers** was provided by following channels:

- web page of the company (updated periodically),
- Press releases (on monthly basis),
- Annual Report of the company (issued annually),
- professional, social and a sport events

**Informing employees** was realized through following channels:

- Intranet (updated periodically),
- electronic internal magazine called „Tempest News“,
- web page of the company (updated periodically),
- professional, social and sport events for employees organized through the year





## Non-commercial activities

In the field of non-commercial activities, the strategy of the company in 2005 was to support particularly the education system, philanthropy projects and projects in the field of culture and sports.

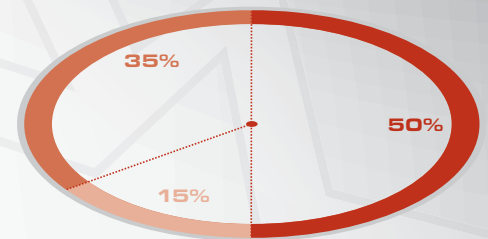
The focus of the support activities particularly on universities with specialisations of informatics constitutes a long-term goal for the company, which stems from historic roots and the company's business. The support for universities with specialisations in informatics is therefore the company's investment in the future in education of next generations of ICT professionals.

In 2005, Tempest supported a student ball of the Faculty of Mathematics and Physics, Comenius University.

The second year of a telecommunication companies' football tournament provided, besides an environment for a fair-play competition, also an opportunity to support Alex, a children's ensemble.

In accordance with orientation at supporting Slovak artists, Tempest, in cooperation with a renowned photographer, Lubomír Špirka, prepared an original photographic calendar for its clients and partners.

### Strategy of the company, in the field of non-commercial activities in 2005:



- Schools and education support **50%**
- Philanthropy **15%**
- Sponsoring **35%**



**LASER SHOW**  
24.november 19:00 pko 220 sk ..

Atasche  
tombola

U.R.N.D.  
ok orchestra  
zbytná  
hubáčka

**BEÁNIA matfyzá**

hustá tombola: zájazd do AMSTERDAMU pre 2 osoby, víkend v luxusnom apartmáne šdJŠ,  
lístky na predstavení NOVEJ scény...  
pasovanie prvákov do stavu študentského, plastického-tanečná show  
predprednej vstupeniek vba 1219, info 090442832, 0907643765

Partners: AIZON, NOVÁ scéna, CCUSA, BKIS, TEMPEST, FMFI UK, ŠOJIS, tyždeň, TREND, vi42



**TELCO CUP 2005**

TERMIN:  
22. 10. 2005  
zahajenie  
o 08.30 h.

MIESTO KONANIA:  
Internát ŠDLS - Veľká Telocvičňa  
Staré Grunty 36, Bratislava

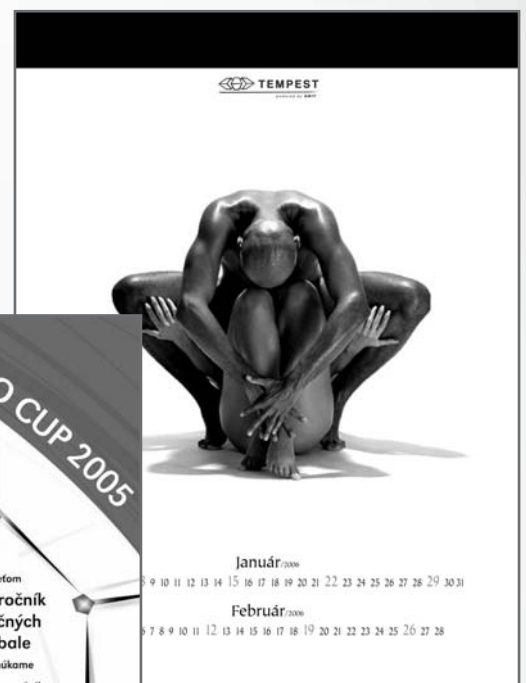
O bohatý  
sprievodný program  
a občerstvenie  
bude postarané.  
Športu zďak!

ALEXU, združenie na pomoc deťom  
a prírode Vás pozýva na **druhý ročník  
turnaja telekomunikačných  
firiem v halovom futbale**  
o putovný pohár TELCO CUP. Ponúkame  
Vám tak jedinečnú príležitosť ako zmerať sily  
Vášho tímu s ostatnými poprednými  
telekomunikačnými spoločnosťami  
v duchu fair play.

Partneri podujatia:  
TEMPEST, SVV, ALEX, RRC, D. KOSMÁK, M. B. S. A.

Mediálni partneri:  
inetyra, inetsk, itel, SPORT

Svoju účasť potvrdte čo najskôr  
e-mailom na nižšie uvedenej adrese:  
Ing. Dušan Hozák  
(+421 910 977325 - dusan.hozak@quadio.sk)  
Ing. Ondrej Gombárík  
(+421 910 977322 - andrej.gombarik@quadio.sk)



TEMPEST

Január<sup>2005</sup>  
9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31


Február<sup>2005</sup>  
7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28

## Comments on economic results

In 2005, Tempest reached a record-breaking bottom line and posted the aggregate sales of SKK 863.4 million, which represents a record growth by as many as 126.9%, revenues from sales of goods reached SKK 478.9 million, and sales of own products and services accounted for SKK 674.3 million. Such a success of the company has been caused not only by the important changes the company went through (merger of Tempest spol. s r.o., UNIT spol. s r.o. and Computel s.r.o. and the subsequent transformation into a joint-stock company), but also the effort of the company in the previous periods to prepare a good basis for such a high growth.

One of the record indicators, added value, represented SKK 217.7 million in 2005. Not less important is the year-on-year growth of aggregate sales by 28.6% and the year-on-year of sales per employee by 15.6%, whereby the company significantly exceeded the objectives for 2005.

The next year thus brings the prospect for Tempest of growing and reaching the sales of up to one billion Sk.

  
 Ing. Miroslav Doležal, CSc.  
 Head of Financial Department

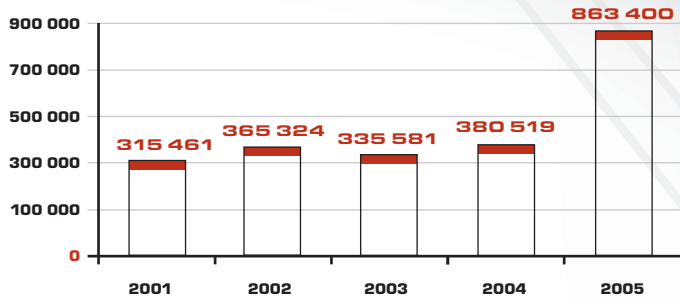

### Summary 2000 - 2004

<b>in thousands SKK</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>change '05/'04</b>
Total revenues (aggregated revenues for Tempest, UNIT and Computel)	315 461	365 324	335 581	380 519	863 400	126,90%
Profit after tax	57 147	26 234	23 968	13 034	41 634	219,43%
Added value	93 728	78 392	73 675	103 615	217 700	110,10%
Revenues from sales of goods	195 441	181 185	152 889	201 322	478 900	137,88%
Revenues from sales of own products and services	118 852	172 190	188 142	179 428	384 500	114,29%
<b>per 1 employee</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>change '05/'04</b>
Total revenues	2 976	3 205	3 290	3 309	6 212	87,72%
Profit after tax	539	230	235	113	300	164,27%
Added value	884	688	722	901	1 566	73,83%
Revenues from sales of goods	1 844	1 589	1 499	1 751	3 445	96,81%
Revenues from sales of own products and services	1 121	1 510	1 845	1 560	2 766	77,29%
<b>No. of employees</b>	<b>106</b>	<b>114</b>	<b>102</b>	<b>115</b>	<b>139</b>	<b>20,87%</b>

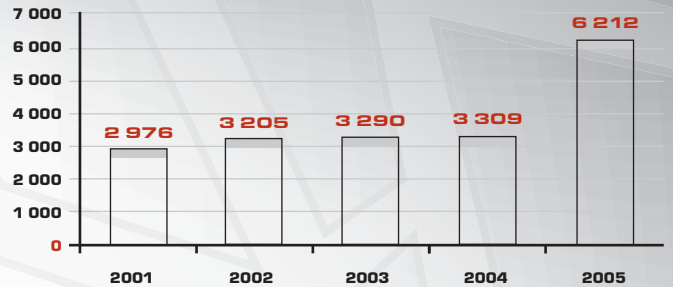


### Trends 2001-2005

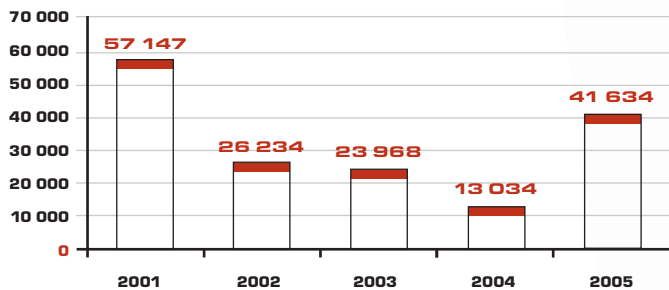
#### Total revenues



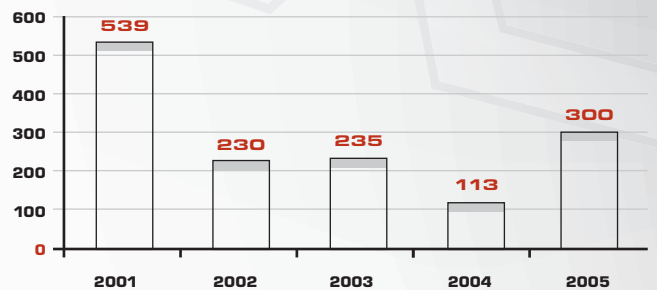
#### per 1 employee



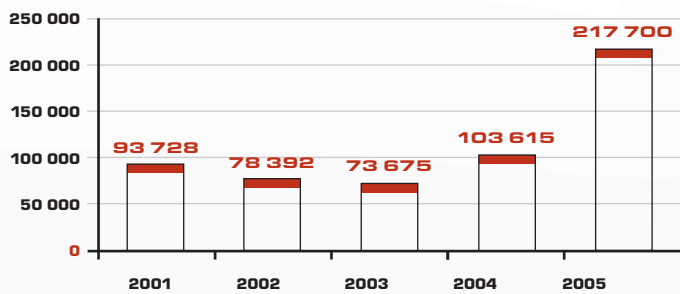
#### Profit after tax



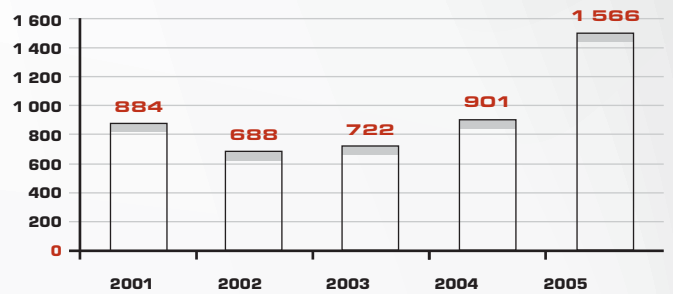
#### per 1 employee



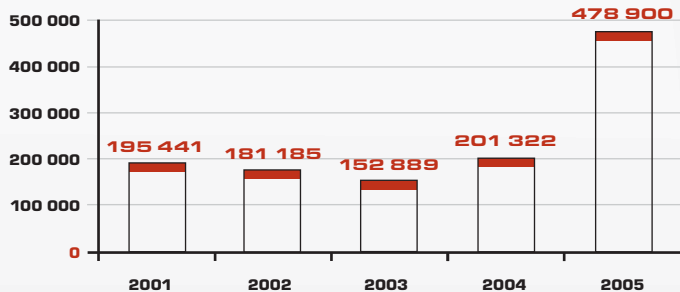
#### Added value



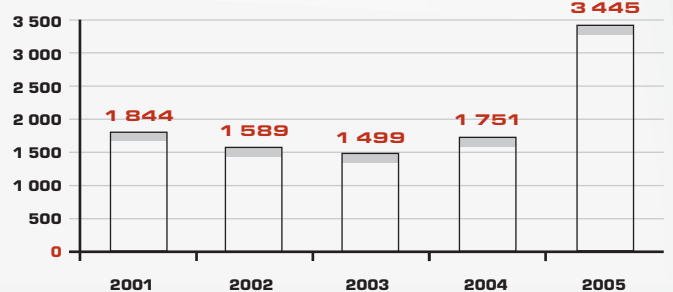
#### per 1 employee



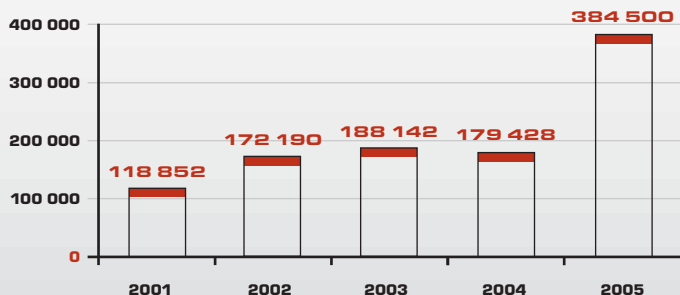
#### Revenue from sale of merchandise



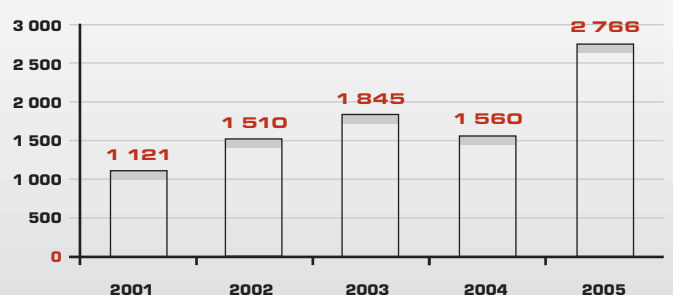
#### per 1 employee



#### Sales revenue from finished goods and services



#### per 1 employee



in thousands SKK



## Balance sheet, statement up to 31. 12. 2005

ASSETS	2005	2004	2003	2002
<b>TOTAL ASSETS</b>	<b>541 704</b>	<b>239 783</b>	<b>185 096</b>	<b>199 693</b>
<b>A. RECEIVABLES FROM SUBSCRIBED OWN ASSETS</b>	-	-	-	-
<b>B. FIXED ASSETS - LONG-TERM ASSETS</b>	<b>15 778</b>	<b>26 911</b>	<b>28 244</b>	<b>8 926</b>
<b>B. I. Long-term intangible assets</b>	<b>-4 963</b>	<b>7</b>	<b>58</b>	<b>128</b>
1. First costs	-	-	-	-
2. Capitalized costs of development	-	-	-	-
3. Software	225	7	58	128
4. Valuable rights	-	-	-	-
5. Goodwill	-5 188	-	-	-
6. Other long-term intangible assets	-	-	-	-
7. Long-term intangible assets purchased	-	-	-	-
8. Advances provided for long-term intangible assets	-	-	-	-
<b>B. II. Long-term tangible assets</b>	<b>20 506</b>	<b>6 439</b>	<b>7 443</b>	<b>8 055</b>
1. Lands	-	-	-	-
2. Constructions	-	-	-	-
3. Individual movables and sets of movable assets	20 499	6 387	7 352	7 955
4. Cultivation sites of permanent vegetation	-	-	-	-
5. Basic livestock and draft animals	-	-	-	-
6. Other long-term tangible assets	7	52	85	65
7. Long-term tangible assets purchased	-	-	6	35
8. Advances provided for long-term tangible assets	-	-	-	-
9. Adjustments to acquisition of assets	-	-	-	-
<b>B. III. Long-term financial assets</b>	<b>235</b>	<b>20 465</b>	<b>20 743</b>	<b>743</b>
1. Allotment securities and shares in a controlled subject	30	20 230	20 508	308
2. Allotment securities and shares in a company with substantial powers	205	205	205	405
3. Other long-term securities and shares	-	30	30	30
4. Loans to accounting entity within consolidated unit	-	-	-	-
5. Other long-term financial assets	-	-	-	-
6. Loans with maximum validity period of 1 year	-	-	-	-
7. Long-term financial assets purchased	-	-	-	-
8. Advances provided for long-term financial assets	-	-	-	-
<b>C. SHORT-TERM ASSETS</b>	<b>520 477</b>	<b>210 744</b>	<b>156 550</b>	<b>180 101</b>
<b>C. I. Inventory</b>	<b>13 191</b>	<b>17 720</b>	<b>20 478</b>	<b>24 818</b>
1. Material	-	-	-	-
2. Unfinished production and semi-products	-	-	6 499	11 949
3. Custom manufacture with an expected completion period of 1 year max.	-	-	-	-
4. Products	-	-	-	-
5. Animals	-	-	-	-
6. Goods	13 191	17 720	13 979	12 869
7. Advances provided for inventory	-	-	-	-
<b>C. II. Long-term receivables</b>	-	-	-	-
1. Receivables from business relations	-	-	-	-
2. Liabilities to controlled or controlling subject	-	-	-	-
3. Other liabilities within consolidated unit	-	-	-	-
4. Liabilities to partners, members and participants in an association	-	-	-	-
5. Other liabilities	-	-	-	-
6. Deferred tax - receivable	-	-	-	-
<b>C. III. Short-term receivables</b>	<b>372 782</b>	<b>174 046</b>	<b>100 704</b>	<b>102 619</b>
1. Receivables from business relations	355 937	171 907	100 114	90 911
2. Liabilities to controlled or controlling subject	16 664	-	-	-
3. Other liabilities within consolidated unit	-	-	-	-
4. Liabilities to partners, members and participants in an association	-	-	-	-
5. Social security	-	-	-	-
6. Tax receivables	-	2 047	439	11 680
9. Other receivables	181	92	151	28
<b>C. IV. Financial accounts</b>	<b>134 504</b>	<b>18 978</b>	<b>35 368</b>	<b>52 664</b>
1. Cash	968	364	407	400
2. Bank accounts	133 536	18 614	34 961	52 264
3. Bank accounts with binding period longer than 1 year	-	-	-	-
4. Short-term financial assets	-	-	-	-
5. Short-term financial assets purchased	-	-	-	-
<b>D. ACCRUALS AND DEFERRALS</b>	<b>5 449</b>	<b>2 128</b>	<b>302</b>	<b>10 666</b>
1. Deferred expenses	3 517	2 111	129	7 685
2. Accrued revenues	1 932	17	173	2 981

thous. SKK





## Balance sheet, statement up to 31. 12. 2005

LIABILITIES	2005	2004	2003	2002
<b>TOTAL LIABILITIES</b>	<b>541 704</b>	<b>239 783</b>	<b>185 096</b>	<b>199 693</b>
<b>A. ACTUAL ASSETS</b>	<b>129 749</b>	<b>97 021</b>	<b>86 686</b>	<b>68 844</b>
<b>A. I. Equity</b>	<b>1 500</b>	<b>200</b>	<b>200</b>	<b>200</b>
1. Equity	1 500	200	200	200
2. Own stocks and business shares	-	-	-	-
3. Changes in equity	-	-	-	-
<b>A. II. Capital funds</b>	<b>30</b>	<b>-</b>	<b>-</b>	<b>-</b>
1. Share premium	-	-	-	-
2. Other capital funds	-	-	-	-
3. Legal reserve fund from capital deposits	30	-	-	-
4. Gains or losses from revaluation of assets and liabilities	-	-	-	-
5. Gains or losses from revaluation of capital shares	-	-	-	-
6. Gains or losses from revaluation at merger or partition	-	-	-	-
<b>A. III. Funds created from net profit</b>	<b>118</b>	<b>20</b>	<b>20</b>	<b>20</b>
1. Legal reserve fund	118	20	20	-
2. Invisible fund	-	-	-	-
3. Statutory and other funds	-	-	-	-
<b>A. IV. Profit (loss) from previous years</b>	<b>86 467</b>	<b>86 466</b>	<b>68 624</b>	<b>49 207</b>
1. Retained earnings from previous years	86 467	86 466	68 624	49 207
2. Accumulated losses from previous years	-	-	-	-
<b>A. V. Profit (loss) of current accounting period</b>	<b>41 634</b>	<b>10 335</b>	<b>17 842</b>	<b>19 417</b>
<b>B. LIABILITIES</b>	<b>407 227</b>	<b>142 762</b>	<b>98 410</b>	<b>123 892</b>
<b>B. I. Reserves</b>	<b>12 238</b>	<b>5 874</b>	<b>3 092</b>	<b>150</b>
1. Legal reserves	-	-	-	-
2. Other long-term reserves	-	-	-	-
3. Short-term reserves	12 238	5 874	3 092	150
<b>B. II. Long-term liabilities</b>	<b>6 528</b>	<b>993</b>	<b>70</b>	<b>6 335</b>
1. Long-term liabilities from business relations	-	-	-	-
2. Unbilled long-term supplies	-	-	-	-
3. Long-term liabilities to controlled or controlling subject	-	-	-	-
4. Other long-term liabilities within consolidated entity	-	-	-	-
5. Long-term advances received	-	-	-	-
6. Long-term bills of exchange to be paid	-	-	-	-
7. Bonds issued	-	-	-	-
8. Social fund liabilities	1 656	584	222	-
9. Other long-term liabilities	4 872	384	-213	6 335
10. Deferred tax	-	61	61	-
<b>B. III. Short-term liabilities</b>	<b>388 426</b>	<b>135 880</b>	<b>95 210</b>	<b>117 407</b>
1. Liabilities from business relations	320 030	113 234	78 193	111 296
2. Unbilled supplies	4 578	-5 892	1 245	-
3. Liabilities to controlled or controlling subject	-	-	-	-
4. Other short-term liabilities within consolidated entity	-	-	-	-
5. Liabilities to partners and participants in an association	2 300	4 000	6 000	-
6. Liabilities to employees	20 056	12 516	4 650	3 856
7. Social security liabilities	3 265	1 714	967	622
8. Tax liabilities and allocations	33 327	10 370	4 133	1 435
9. Other short-term liabilities	4 870	-62	22	198
<b>B. IV. Bank loans and accommodations</b>	<b>35</b>	<b>15</b>	<b>38</b>	<b>-</b>
1. Long-term bank loans	-	-	-	-
2. Current bank loans	35	15	38	-
3. Short-term accommodations	-	-	-	-
<b>C. ACCRUALS AND DEFERRALS</b>	<b>4 728</b>	<b>-</b>	<b>-</b>	<b>6 957</b>
1. Accrued expenses	-	-	-	3 716
2. Deferred revenues	4 728	-	-	3 241

thous. SKK



### Profit and loss account, statement up to 31. 12. 2005

	2005	2004	2003	2002
I. Revenues from sales of goods	379 517	201 322	152 889	181 185
A. Costs for purchase of goods sold	332 630	175 911	116 475	146 970
+ Sales margin	46 887	25 411	36 414	34 215
II. Production	334 951	172 929	182 692	184 139
II.1. Revenues from own products and services	334 951	179 428	188 142	172 190
2. Changes in inventory level	-	-6 499	-11 949	11 949
3. Capitalization	-	-	6 499	-
B. Production consumption	193 984	94 725	145 431	139 962
B.1. Materials, energy and other non-inventory items consumption	13 856	4 067	8 651	4 239
2. Services	180 128	90 658	136 780	135 723
+ Added value	187 854	103 615	73 675	78 392
C. Personal expenses	140 386	80 572	42 277	32 911
C.1. Wages and salaries	120 216	68 404	35 319	27 874
2. Remuneration of board members	-	-	-	-
3. Social security expenses	18 073	10 882	6 024	4 438
4. Social expenses	2 097	1 286	934	599
D. Taxes and fees	218	187	197	191
E. Depreciation of long-term intangible and tangible assets	7 796	5 581	5 537	17 104
III. Revenues from sales of long-term assets and materials	3 200	270	1 351	168
F. Net book value of long-term assets and materials sold	2 051	24	785	97
IV. Clearance of reserves to revenues from business operations and accounting for complex deferred expenses	5 872	3 092	-	-
G. Additions to reserves for business operations and accounting for complex deferred expenses	12 238	5 872	3 092	-
V. Clearance of adjustments to business revenues	-	-	57	172
H. Additions to adjustments to business expense	-	-	-	57
VI. Other business revenues	635	392	369	176
I. Other business expenses	2 285	566	822	526
VII. Transfer of business revenues (-)	-	-	-	-
J. Transfer of business expenses	-	-	-	-
* <b>Economic result from business operations</b>	<b>32 587</b>	<b>14 567</b>	<b>22 742</b>	<b>28 022</b>
VIII. Revenues from sales of securities and shares	-	-	-	-
K. Securities and shares sold	-	-	-	-
IX. Revenues from long-term financial assets	15 901	189	-	-
IX.1. Revenues from securities and shares in a controlled equity and company with substantial powers	-	-	-	-
IX.2. Revenues from other long-term securities and shares	-	-	-	-
IX.3. Revenues from other long-term financial assets	15 901	189	-	-
X. Revenues from short-term financial assets	-	-	-	-
L. Costs of short-term financial assets	-	-	-	-
XI. Revenues from over-priced securities and revenues from derived operations	-	-	-	-
M. Costs of overpricing of securities and costs of derived operations	-	-	-	-
XII. Interest revenue	453	412	900	1 058
N. Interest expense	132	-	7	5
XIII. Exchange rate gains	7 107	2 007	5 277	3 460
O. Exchange rate loss	6 197	2 669	3 838	5 742
XIV. Other revenues from financial operations	-	-	-	-
P. Other costs of financial operations	1 587	1 492	1 260	857
XV. Clearance of reserves to revenues from financial operations	-	-	150	-
Q. Additions to reserves for financial operations	-	-	-	89
XVI. Clearance of adjustments to revenues from financial operations	-	-	-	-
R. Additions to adjustments to costs of financial operations	-	-	-	-
XVII. Transfer of financial revenues (-)	-	-	-	-
S. Transfer of financial expenses (-)	-	-	-	-
* <b>Profit (loss) from financial operations</b>	<b>15 545</b>	<b>-1 553</b>	<b>1 222</b>	<b>-2 175</b>
T. Income taxes on ordinary income	6 498	2 679	6 125	6 715
T.1. - due	6 498	2 679	6 064	6 715
T.2. - deferred	-	-	61	-
** <b>Ordinary income</b>	<b>41 634</b>	<b>10 335</b>	<b>17 839</b>	<b>19 132</b>
XVIII. Extraordinary revenues	-	-	4	409
U. Extraordinary expenses	-	-	-	22
V. Income taxes on extraordinary income	-	-	1	102
V.1. - due	-	-	1	102
V.2. - deferred	-	-	-	-
* <b>Extraordinary income</b>	<b>-</b>	<b>-</b>	<b>3</b>	<b>285</b>
Z. Transfer of profit or loss to partners	-	-	-	-
** <b>Profit (loss) of current accounting period</b>	<b>41 634</b>	<b>10 335</b>	<b>17 842</b>	<b>19 417</b>

thous. SKK



## Cash flows, statement up to 31. 12. 2005

	2005	2004	2003
Z/S. Profit/loss from ordinary income before income tax (+/-)	48 134	13 014	23 968
A.1. Non-cash transactions affecting profit/loss from ordinary income before income tax (+/-)	24 856	13 887	1 558
A.2. Effect of changes of working capital status	66 606	-36 708	-21 980
A* Cash-flows from operating activities excluding income and expenses listed in separate parts of this cash-flow statement (+/-)	139 956	-9 807	3 546
A.3. Interest received excluding interest integrated in investment transactions (+)	453	412	7
A.4. Expenses on interest paid excluding interest integrated in financial activities (-)	-132	-	-900
A.5. Income from dividends and other profit shares excluding revenues integrated in financial activities (+)	-	-	-544
A.6. Expenses on paid dividends and other profit shares, excluding expenses integrated in financial activities (-)	-	-	14 004
A** Cash-flows from operating activities (+/-)	91 782	-22 409	16 113
A.7. Income tax expenses of accounting unit excluding expenses integrated in investment or financial activities (-/+)	-6 474	-2 679	-
A.8. Extraordinary income relating to operating activities (+)	-	-	-
A.9. Extraordinary expenses relating to operating activities (-)	-	-	-
A. Incremental cash-flow from operating activities	133 442	-12 074	16 113
Cash-flows from investment transactions	-	-	-
B.1. Expenses on acquisition of long-term intangible assets (-)	-182	-	-
B.2. Expenses on acquisition of long-term tangible assets (-)	-13 694	-4 563	-31 878
B.3. Expenses on acquisition of long-term securities and shares in other accounting entities excluding securities considered as cash equivalents and excluding securities intended for sale or trading purposes (-)	-	-	-
B.4. Income from sales of long-term intangible assets (+)	3 200	270	1 329
B.5. Income from sales of long-term tangible assets (+)	-	-	-
B.6. Income from sale of long-term securities and shares in other accounting entities excluding securities considered as cash equivalents and securities intended for sale or trading purposes (+)	-	-	-
B.7. Expenses on long-term loans granted by accounting unit to another accounting unit as part of consolidated entity (-)	-	-	-
B.8. Income from paying-off long-term loans granted by accounting unit to another accounting unit as part of consolidated entity (+)	-	-	-
B.9. Expenses on long-term loans granted by an accounting unit to third parties excluding long-term loans granted to accounting unit as part of consolidated entity (-)	-	-	-
B.10. Income from paying-off long-term loans granted to third parties excluding long-term loans granted to accounting unit as part of consolidated entity (-)	-	-	-
B.11. Income from lease of tangible and intangible assets used and depreciated by leaseholder (+)	-	-	-
B.12. Interest received excluding interest integrated in operating activities (+)	-	-	-
B.13. Income from dividends and other profit shares excluding income integrated in operating activities (+)	-	-	-
B.14. Derivation expenses excluding expenses intended for sale or trading purposes or expenses considered as cash-flows from financial activities (-)	-	-	-
B.15. Derivation income excluding income intended for sale or trading purposes or expenses considered as cash-flows from financial activities (+)	-	-	-
B.16. Income tax expenses of accounting unit if this unit is integratable in investment transactions (-)	-	-	-
B.17. Extraordinary income relating to investment transactions (+)	-	-	-
B.18. Extraordinary expenses relating to investment transactions (-)	-	-	-
B.19. Other income relating to investment transactions (+)	-	-	-
B.20. Other expenses relating to investment transactions (-)	-	-	-
B. Incremental cash-flow from investment transactions	-10 676	-4 293	-30 549
C.1. Cash-flows in equity	-	-	-
C.2. Cash-flows accrued from long-term and short-term liabilities from financial activities	21	-23	-3 753
C.3. Expenses on interest paid excluding interest integrated in operating activities (-)	-	-	-
C.4. Expenses on paid dividends and other profit shares, excluding expenses integrated in operating activities (-)	-	-	893
C.5. Derivation expenses excluding expenses intended for sale or trading purposes or expenses considered as cash-flows from investment transactions (-)	-	-	-
C.6. Derivation income excluding income intended for sale or trading purposes or expenses considered as cash-flows from investment transactions (+)	-	-	-
C.7. Income tax expenses of accounting unit excluding expenses integratable in financial activities (-)	-	-	-
C.8. Extraordinary income relating to financial activities (+)	-	-	-
C.9. Extraordinary expenses relating to financial activities (-)	-	-	-
C. Incremental cash-flows from financial activities	21	-23	-2 860
D. Net increase or net decrease of funds (+/-)	122 786	-16 390	-17 296
E. State of cash and cash equivalents at beginning of accounting period (+/-)	18 978	35 368	52 664
F. State of funds and cash equivalents at end of accounting period prior to exchange rate differences allowance calculated on date of financial statement completion (+/-)	134 124	19 588	33 929
G. Exchange rate differences calculated on date of financial statement completion (+/-)	380	-610	1 439
H. Balance of cash and cash equivalents at end of accounting period adjusted of exchange rate differences calculated on date of financial statement completion (+/-)	134 504	18 978	35 368

thous. SKK



## Independent Auditor's Report

**D.M.K. AUDIT s.r.o., Špitálska 53, 81101 Bratislava**IČO: 35 727 080, IČ DPH: SK2020268118 OR Okr. súdu Bratislava I.  
Tel., fax.: 02 529 21319 odd. Sro. Vložka č. 15499/B  
e-mail: dmka@chello.sk

### INDEPENDENT AUDITOR'S REPORT

to the statutory body of the

**TEMPEST spol. s r.o.**

We have audited the accompanying financial statements of TEMPEST spol. s r.o., balance sheet as of December 31, 2005 and the related statement of income for the year ended December 31, 2005 and notes. Management of company is responsible for financial statements and for the accounting according to the valid regulations. Our responsibility is to express a qualified 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 plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, of evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provide a reasonable basis for our opinion.

**In our opinion, the financial statements give a true and fair view of the financial position of TEMPEST spol. s r.o. as of December 31, 2005 and of the results of its operations for the year then ended in accordance with the Slovak Act on Accounting.**

Bratislava, 12<sup>nd</sup> April 2006**D.M.K. AUDIT , Ltd.**  
License no. 176**Ing. Darina Kurotová**  
License SKAU no. 324



**Our team in the Year 2005****Brabcová Karin**

Francisci Erik  
 Franz Robert  
 Hajka Juraj  
 Koreň Ľudovít  
 Kotuliak Martin  
 Pavlovič Branislav  
**Slamková Katarína**  
 Silván Igor  
 Stanys Tomas  
 Zelenka Peter  
 Ikrényi Marek  
 Nečas Martin  
**Murányiová Lucia**  
 Benča Ľubomír  
 Vávra Andrej  
 Tomash Beata  
 Malý Ján  
 Krásny Peter  
**Nagyová Eva**  
 Zanechal Marcel  
 Gembala Marián  
 Lenčucha Ján  
 Daniš Rastislav  
 Laco Peter  
 Školník Radovan  
 Vitko Igor  
 Zatkan Roman  
 Kupča Richard  
 Špes Bohdan  
 Marek Iulius  
 Kollár Jozef  
 Pernecký Otto  
 Rovenský Martin  
 Olexa Tomáš  
 Pavlík Roman  
 Loman Julius  
**Rischerová Monika**  
 Baranovský Branislav  
 Kolembus Marián  
 Urbán Igor  
 Dirigáč Jaroslav  
 Klokner Ľuboš

**Urbanková Martina**

Bartolomej Michal  
 Vnencák Peter  
 Pongráč Peter  
 Benci Peter  
 Pavlovič Jozef  
 Polakovič Peter  
 Krochmal' Radoslav  
 Garaj Peter  
 Kuruc Ľudovít  
 Medo Aurel  
 Hurban Vladimír  
 Šteruský Peter  
 Buchta Daniel  
 Salaj Michal  
 Červeň Jozef  
 Maruniak Alexander  
 Dzurko Marek  
 Šimkovič Peter  
 Lednický Ľubomír  
 Kravčík Vladimír  
 Depta Karol  
 Sidor Pavol  
**Toldyová Andrea**  
 Kočíško Peter  
 Mitas Branislav  
 Mikulášek Viktor  
 Šutka Dušan  
 Mikuláštko Ľuboš  
 Májek Daniel  
**Marková Helena**  
 Kotuliak Robert  
 Kišš Miroslav  
 Jakubík Marek  
 Maluniak Milan  
 Fenik Andrej  
 Fazekáš Ľubomír  
 Poláček Vlastimil  
 Höger Tomáš  
 Knoška Gabriel  
 Marko Martin  
 Ivanič Jozef  
 Štefanka Marian

Rovder Jozef  
**Kotuliaková Gabriela**  
**Tatarová Mária**  
**Stowasserová Vanda**  
 Pšitek Miroslav  
 Pinček Roman  
 Kralovič Martin  
**Porubcová Viera**  
 Ďuriška Radko  
 Kaššák Peter  
**Mikulášiová Jana**  
 Jaroščiak Rastislav  
 Šipoš Jozef  
 Roštár Roman  
 Kriško Roman  
 Vančo Daniel  
**Vranová Martina**  
**Vančová Anna**  
 Voskár Ján  
 Leporis Miloslav  
 Šoltés Boris  
 Škultéty Andrej  
 Raček Jozef  
 Peťko Mário  
 Dobrovodský Roman  
 Szem Radoslav  
 Kalafús Marián  
 Brestovanský Alexander  
 Hudec Radoslav  
 Varga Štefan  
 Kováč Branislav  
 Sýkora Jaroslav  
 Sánta Gergely  
 Lutter Juraj  
 Kabáth Vojtech  
 Mandák Jaroslav  
 Petruš Ladislav  
**Machajová Katúšik**  
**Šilhárová Natália**  
 Hujo Tomáš  
 Šúň Július  
 Sivák Lukáš  
 Sámela Ivan

Kadlečík Marek  
 Krochta Emil  
 Ježek Vladimír  
 Kysela Patrik  
 Griga Juraj  
 Jančovič Maroš  
**Školníková Iveta**  
**Zigová Michaela**  
**Krásna Miriam**  
 Stanislav Martin  
 Vrábel Tomáš  
 Kvasnica Ondrej  
 Chvostík Michal  
 Hrušovský Martin  
 Gergel Anton  
 Vlk Michal  
 Trebatický Peter  
 Hlavinka Miloš  
 Žižlavský Miroslav  
 Zuggo Martin  
 Kolesár Miroslav  
 Zelém Marek  
 Čermák Boris  
 Časny Alojz  
 Murín Marek  
 Stárek Pavol  
 Prítula Roman  
 Uličný Miloš

**Ing. Peter Kotuliak**

Member of Executive Body

**Ing. Peter Krásny**

CEO

**Ing. Roman Kriško**

Division of Sales, Director

**Ing. Roman Roštár**

Operational Director

**Ing. Jozef Šipoš**

Division of Services, Director

**Ing. Miroslav Doležal, CSc.**

Head of Financial Department  
Quality Manager

**Alžbeta Rajnohová**

COA - Chief Office Assistant

up to 31.12.2005



**Tempest spol. s r.o.**

Plynárska 7/B  
821 09 Bratislava  
Slovak Republic

phone: 00421 - 2 - 502 67 111

fax: 00421 - 2 - 502 67 100

[tempest@tempest.sk](mailto:tempest@tempest.sk)

[www.tempest.sk](http://www.tempest.sk)



ISO 9001



ISO 14001



# TEMPEST

*IT powered by **people***

**Issued by:**

**TEMPEST a.s.**, August 2006  
(for Tempest spol. s r.o.)

**Produced by:**

PMP Marketing, s.r.o.  
[www.pmp-marketing.com](http://www.pmp-marketing.com)

**Photography:**

Martin Žilka  
[www.photomartini.com](http://www.photomartini.com)

**Availability of Annual Report:**

The Annual Report is available in the company seat, to be delivered by mail on request, or downloaded in pdf format from **[www.tempest.sk](http://www.tempest.sk)**, in section About the company.

**phone:** +421-2-502 67 111

**fax:** +421-2-502 67 100

**e-mail:** [marketing@tempest.sk](mailto:marketing@tempest.sk)