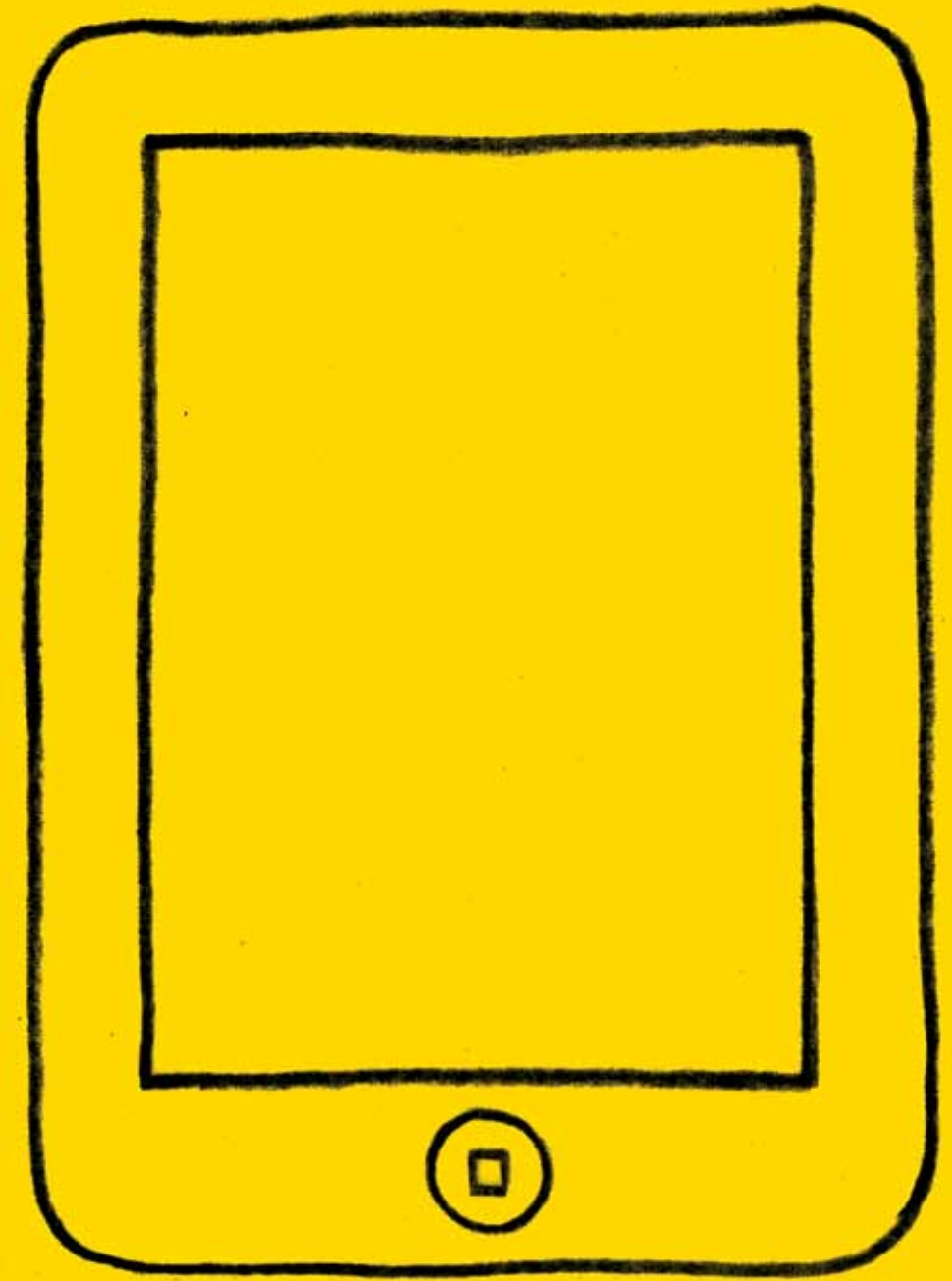


TEMPEST a.s.
ANNUAL REPORT
2012



You see a tablet. We see a service.

Broader user base, increased user comfort, greater flexibility, and better business results. This is mobility as well.

TEMPEST a. s.
Galvaniho 17/B
821 04 Bratislava 2
Slovak Republic

Basic capital
€ 159,600

Date of founding
24 June 1992

Organisation ID 31 326 650
TAX ID 2020327716
VAT ID SK2020327716

The company is incorporated
in the Commercial Register of
the Bratislava I District Court,
section SA, file no. 3771/B.


I T m a k e s s e n s e

This is an abridged version
of the 2012 Annual Report.
The full version is stored
in the Collection of Documents,
according to the law.

design+print © with love by milk

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total revenues

+39%

€ 75,630,459



added value

+33%

€ 22,260,339



revenue from selling IT services

+12%

€ 41,725,368



revenue from product sales

+101%

€ 33,109,710



CEO'S SPEECH



Ing. Mgr. Peter Krásny *1973

CEO and Chairman of the Board

Krásny graduated from the Comenius University in Bratislava, Department of Mathematics and Physics (specialization in Theoretical Computer Science and Programming Systems), and the University of Economics in Bratislava (Department of Information Technology). He's been working in TEMPEST since 1999. From project manager and sales director, he worked his way to become the CEO in 2011, and currently also Chairman of the Board.

2012 was a successful year for TEMPEST, and not just in terms of results. We achieved improvement in all commonly monitored indicators; revenues have increased by 39%, similarly to the increase in added value. However, the number of children born to our colleagues has also increased. Currently, our 240 employees have nearly 200 children.

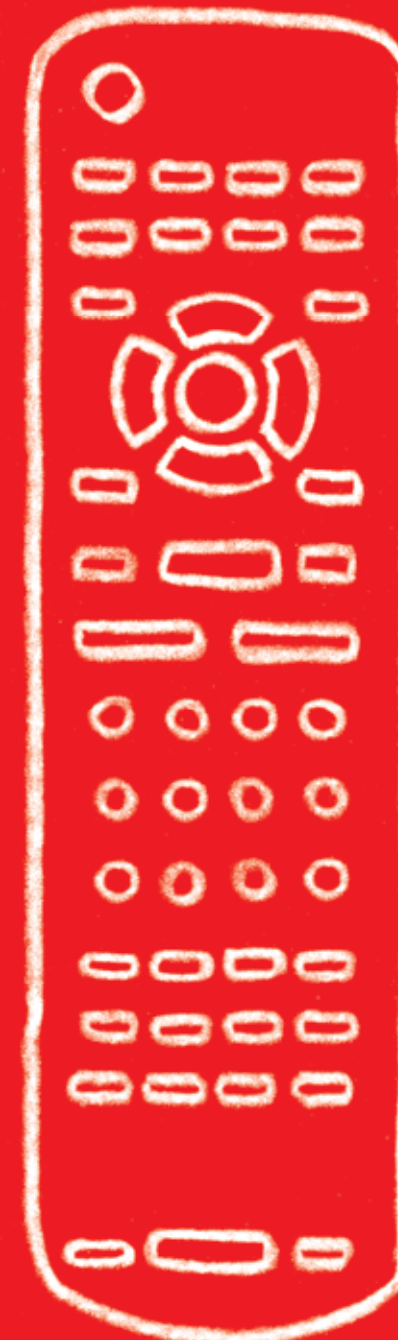
The state of human resources hasn't changed fundamentally. The number of permanent employees was 240 at the end of the year. The average age is 34. Women represent 10% of employees at TEMPEST and their number is increasing. We've gained several new professional competencies in technological divisions. We also acquired a certificate of quality management in projects. In addition to certified project managers for the Prince 2 methodology, the company confirmed project quality management by implementing the ISO 10006 Standard.

Last year we celebrated twenty years of TEMPEST's performance on the market. A strong technological background, customer orientation, healthy relationships at all levels, and long-term responsible company management are the common denominators of today's successful TEMPEST. We're happy that through trust, quality work, and responsible business practices, we've been providing technology and services that have helped our customers grow for twenty years.

Behind the good results stand real people determined to carry out the best work; people who perceive IT as an integral part of customer business and the means to make it more effective.

Thank you.

Peter Krásny, CEO



You see a remote control. We see management.

Management is our key aspect. Without information technologies, it's impossible to manage relationships, goals, or processes effectively. Management is our key aspect. Without information technologies, it's impossible to manage relationships, goals, or processes effectively.

COMPANY PROFILE

Company's Vision

- To be the market leader and help customers grow.
- To be a competent, credible, and reliable technological partner.
- To be a company with socially responsible business practices and correct communication.

Company's Mission

- To provide high-added value for our customers' business growth.
- To directly contribute to the improvement of our clients' specific business results through IT products and services.
- Our mission is fulfilled through technology and services that accelerate and make the business operations of organizations more effective.

Quality Management

TEMPEST has established an Integrated Management System (IMS) in accordance with the international Standards ISO 9001 (Quality Management System), ISO 10006 (Quality Management System in Projects), ISO 14001 (Environmental Management System), ISO/IEC 27001 (Information Security Management Systems) a STN OHSAS 18001 (Occupational Health and Safety Management System). IMS was certified by the reputable certification company TUV SUD Slovakia.

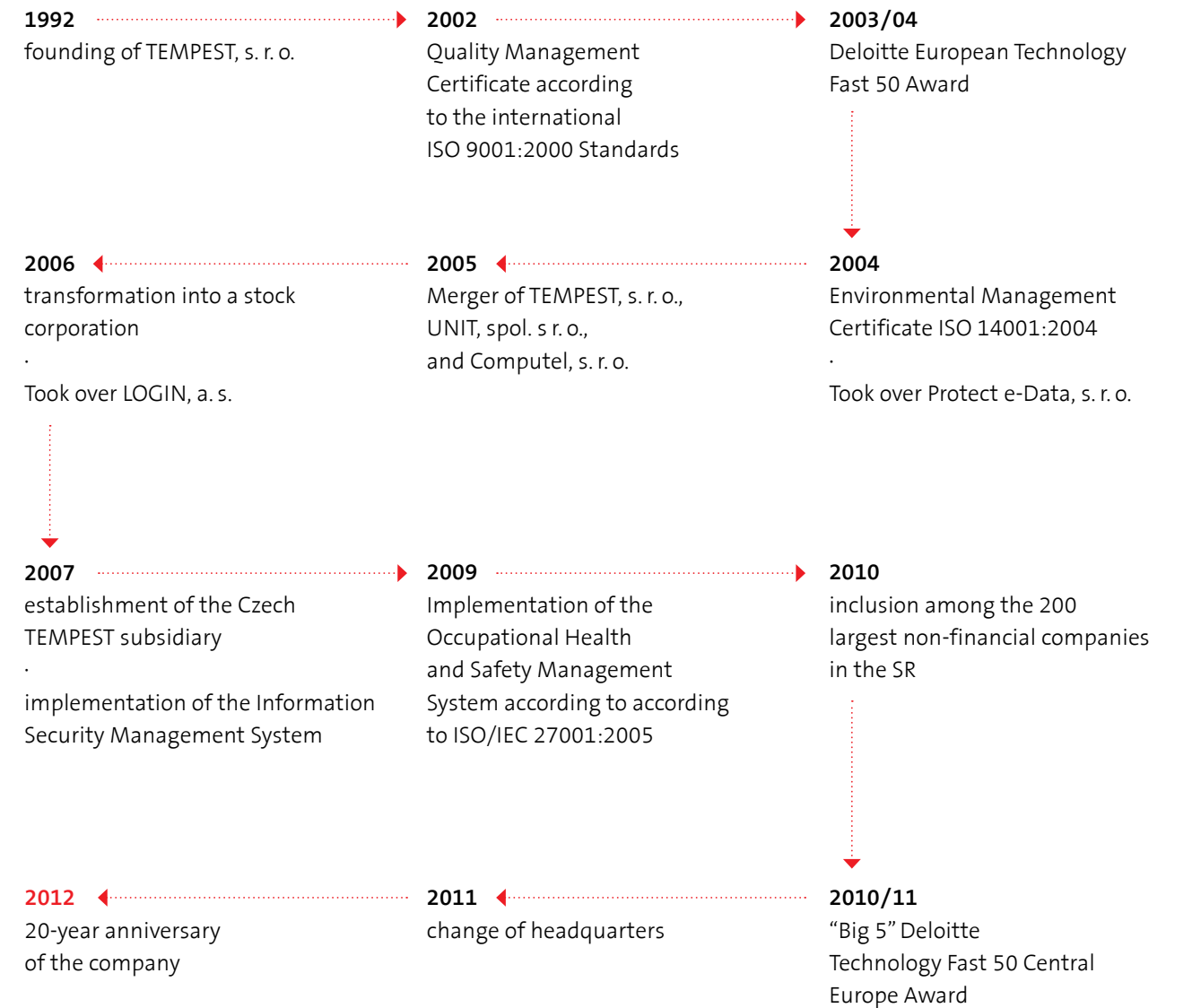
TEMPEST is one of the first IT companies in the Slovak market to implement the Information Security Management Systems according to ISO 27001. ISO 27001 is the proof that the company protects and deals with information in accordance with supervised business management. By implementing this standard, the company confirmed its ability to continuously provide services even in case of emergencies, and the compliance with relevant legal standards.



You see a ball. We see a team.

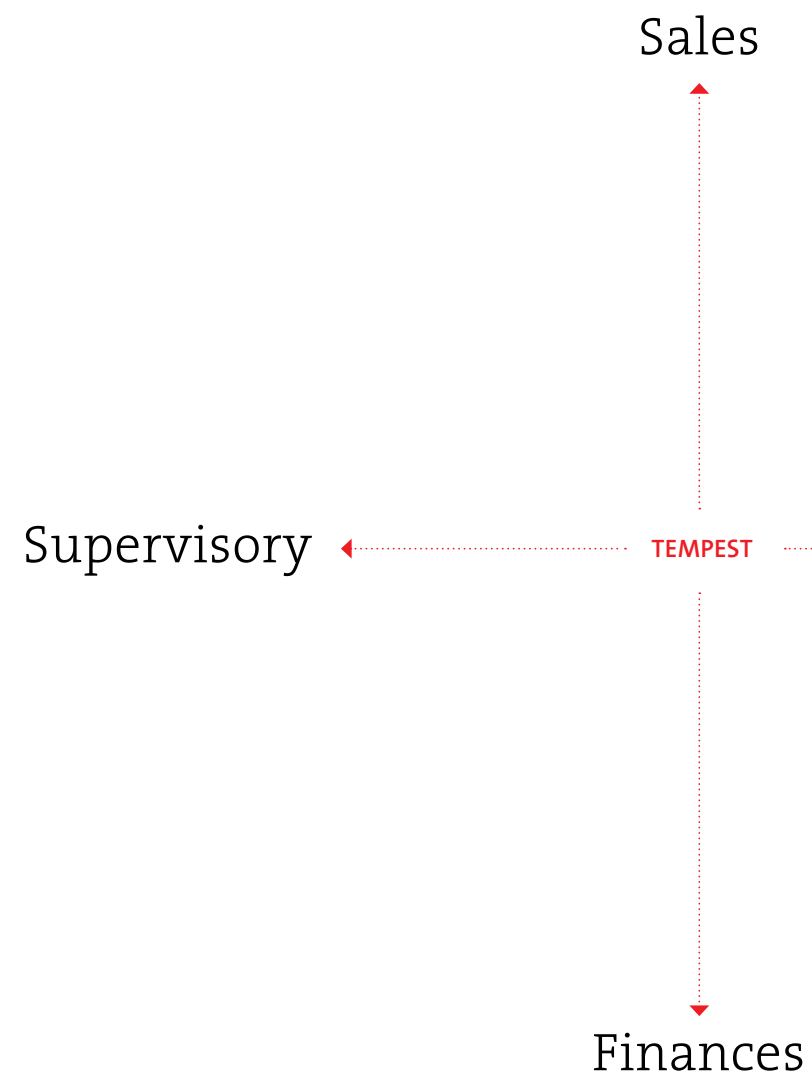
The team is the company's most valuable asset. Proficiency, communication, good relationships, and effectivity are the foundation of a successful project. That's why for over twenty years we've been forming a strong team belonging among the five largest IT service providers on the market.

COMPANY HISTORY



Don't see anything? We see Wi-Fi.

Because the technology working for you doesn't always have to be visible.



COMPANY STRUCTURE

Technological Divisions

INDEV DIVISION

Provides software solutions with a significant added value for customer business. It focuses on software development using a wide range of modern platforms and approaches. The emphasis is on the creation of scalable solutions using cloud, and a number of other solutions such as Big Data, Business Automation, and BI/DWH. When creating solutions, it focuses in particular on business benefits and the ultimate user experience.

SERVICES DIVISION

Provides products and services in IT infrastructures, data management, and the integration of corporate applications. The division ensures the operation and support of IT infrastructures and provides a Service Desk as the central place from which to report requirements and incidents from our customers' side.

PROJECT MANAGEMENT DIVISION

Provides operation services for all company projects and covers the operation of the entire life cycle of projects across technology divisions. It covers all operational fields with the option of adjusting the methodology and outputs to the client's environment.

AMBIT DIVISION

Specializes in providing complex solutions, system integration, and consulting IT process management, central administration, and an ICT environment operation. The entire purpose of these activities is that our customers are able to ensure service provision for their internal and external clients on the agreed level.

NETSEC DIVISION

Focuses on the provision of solutions in secure information systems, covering up the operation of information security, management systems, as well as on the support of technological solutions in application security.

BOARD OF DIRECTORS



Ing. Mgr. Peter Krásny *1973
CEO and Chairman of the Board

He graduated from Comenius University in Bratislava, Department of Mathematics and Physics (specialization in Theoretical Computer Science and Programming Systems), and the University of Economics in Bratislava (Department of Information Technology). He's been working in TEMPEST since 1999. From a project manager and sales director, he worked his way to become CEO in 2011, and is currently also the Chairman of the Board.



Ing. Roman Kriško *1971
Sales Director and Member of the Board

Graduated from the Faculty of Electrical Engineering at the Military Academy in Brno, and the Faculty of Electrical Engineering at the Military Academy in Liptovský Mikuláš. Before joining UNIT, spol. s r. o. in 1997, he worked on the ASR General Staff in Trenčín, and at the Ministry of Defence of the SR in Bratislava. In UNIT, he first worked as the sales manager, later as a sales director. After the company merger, he remained in the position of sales.



Ing. Jozef Šipoš *1967
Technical Director and Member of the Board

director and became a member of the TEMPEST's Board of Directors. Graduated from the Faculty of Electrical Engineering at the Slovak University of Technology in Bratislava. From 1997, he worked in UNIT, spol. s r. o., going through the positions of sales manager and executive director. After the merger in 2005, he became director of the Service Division. Since 2010, he's been Technical Director and a Member of the Board.



You see a lamp. We see an idea.

The best ideas arise among inspiring people in an inspiring environment. This motivates permanent improvement and critical thinking.

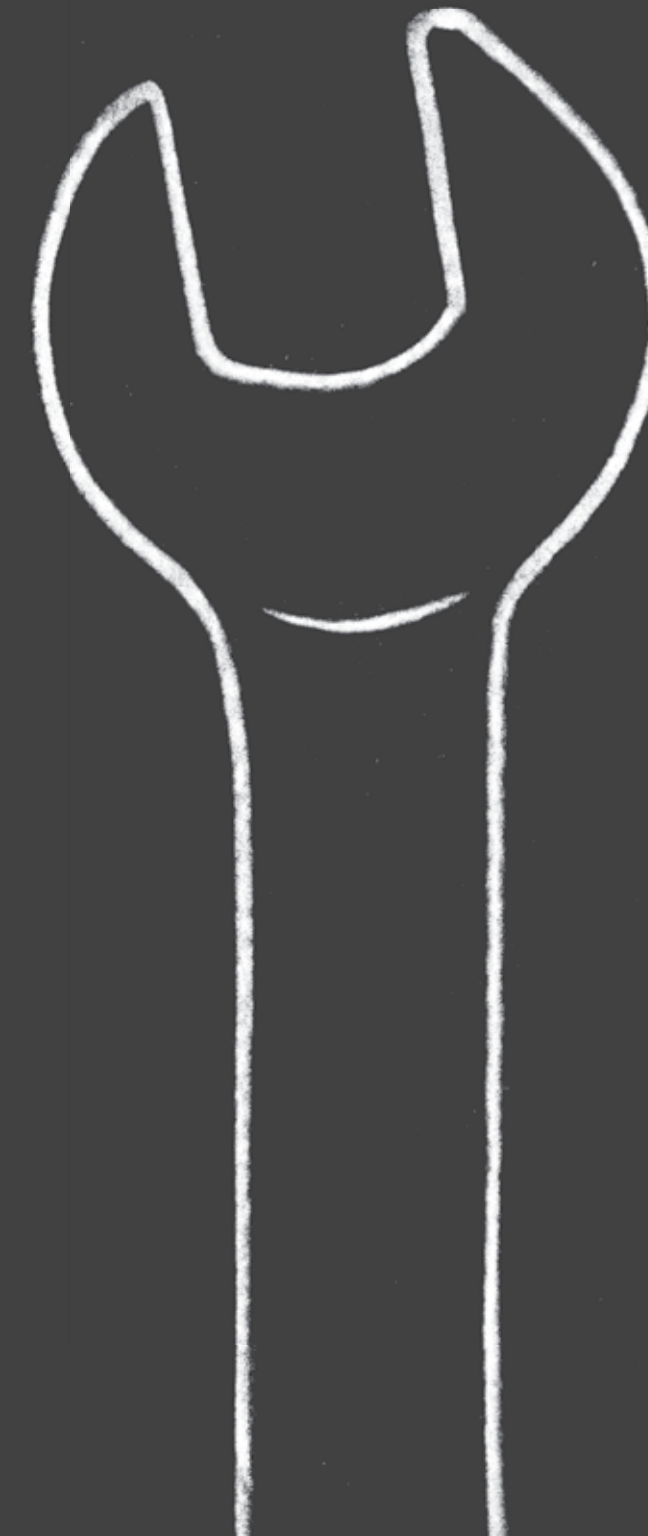
PRODUCTS AND SERVICES

We provide products with respect to the customer's business. TEMPEST's solutions contribute to the improvement of our clients' business results and help them grow. We know their business methods and how to look at things not just from a technological point of view.

TEMPEST covers the entire life cycle of the solution. From the creation of strategies, IT planning, consulting in the areas of operation, through product and service implementation, operation, IT management, to innovations. We provide a broad portfolio of outsourcing services to help our customers grow.

You see a problem. We see a solution.

In case of a problem, it's essential to remove it effectively. We're one of the largest IT service providers in Slovakia and have dozens of consultants and technicians for various business and IT areas.



IT Infrastructure

When constructing and operating IT infrastructures, we put an emphasis on safety, high access, and flexibility. In particular we provide installations and configurations of heterogeneous IT infrastructures, along with end-to-end services, including consultations, analyses, designs, integration, support, and the operation of solutions. We also provide complex solutions in communication infrastructures, integration of network applications, and multimedia communication. We ensure communication in organizations, as well as the connection of internal users, distant branches, and third parties.

TEMPEST is a product- and platform-independent system integrator, supplying technologies from several global manufacturers.

We focus on the following solutions in IT infrastructures

- consolidations on the UNIX / WIN platforms, including hardware supply, and data configuration and transfer
- backup, archiving, and data recovery
- storage and SAN network solutions
- high access (clustering, disaster recovery)
- thin clients, including the integration and visualization of print services and VoIP services
- visualization and consolidation of server and desktop infrastructures
- data centers with guaranteed parameters at multiple levels
- wireless (2.4 GHz, 5 GHz)
- virtual private networks (VPN)
- multimedia services (IP telephony, VoIP and IPTV)
- complex analysis and audits of network infrastructures

IT infrastructure and network services that we provide

- analyses, consultations, and designs
- delivery and rental of IT infrastructure/network infrastructure
- IT infrastructure/network implementation
- HW and SW service
- administration and maintenance of IT infrastructure (L3)/networks and network security (L2 - L3)
- IT infrastructure/network and network security protection
- IT infrastructure/network infrastructure movement and logistics

IT Operation and Outsourcing

Outsourcing is the key part of TEMPEST's services. We ensure the outsourcing of technologies, IT roles, and business processes. We provide IT customer care in accordance with their business needs and agreed parameters. We also provide the operation and transposition of concrete IT components and processes.

Outsourcing services

- consultation
- WIN, UNIX and DB environment administration
- incident management and solutions
- debugging and troubleshooting of IT infrastructure
- body leasing
- HW and SW service
- administration, maintenance, support of IT infrastructure components, and complete care of IT infrastructure at the agreed level
- IT infrastructure monitoring
- IT infrastructure protection
- release of deployment management
- third party management
- system operation

Help Desk Service

- single point for reporting and registration of customer incidents
- communication with the customer and solutionists for assigned incidents
- basic IT infrastructure support (troubleshooting)
- remote administration and support of user workstation
- administration and management of passwords, user accounts, entries, and authorizations

Security

We realize that the protection of business practices, investments, and information belongs among the key priorities of organizations. TEMPEST therefore provides complex solutions for network, applications, and analytical security, including:

- securing computer networks using firewall systems
- systems to detect and prevent intrusions (IDS/IPS)
- antivirus, antispam or AntiX protection at the internet gateway level
- protection of websites and portals
- vulnerability assessment systems
- penetrative testing

Data Protection Security

- WEB/Data security
- Data Loss Prevention (DLP)
- EndPoint Security
- Mobile Device Management

User Administration and Access Rights Management

- Identity Management (IDM), Privileged Identity Management (PIM)
- tools supporting IDM
- Access Management (AM)
- single sign on

Safety Monitoring

- processing and analysis of logs in terms of security (SIEM)

Strong Authentication

- authentication servers
- authentication devices and their management (smartcards, USB tokens, Soft tokens, OTP)

Security Infrastructure

- PKI, Electronic Signature (ES), Guaranteed Electronic Signature (GES)
- Hardware Security Modules (HSM)

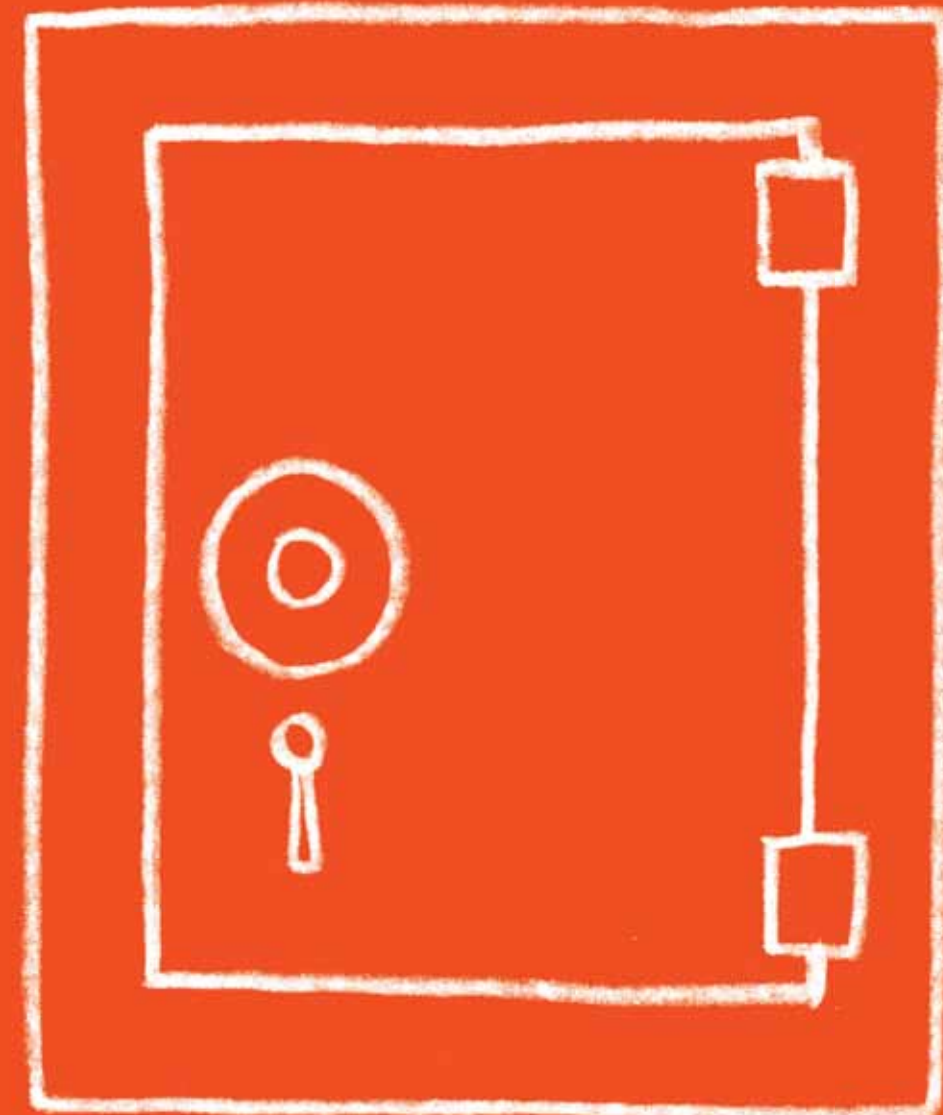
Security assessment

- web application security assessment
- management of security policies, procedures, configurations, and risk management (GRCM)
- integrity check security
- auditing the security properties of applications

We have long-term experience with solving the guaranteed electronic signature. We developed and certified our own applications for its creation and verification.

The mentioned fields are complemented by the provision of the following services

- ensuring the compliance with IT security legislation and standards
- creating security policies and other documents
- creation of security projects and risk analyses
- information security audits
- Business Continuity Management (BCM), elaboration of Disaster Recovery Planning and Business Continuity Planning (DRP/BCP)
- personal data protection
- ensuring the compliance with the requirements on standards of public administration information systems



You see a safe deposit box. We see safety.

Safe information, safe processes, safe company. We've long had the highest level of professional certifications in IT security, a certified system for information security management, and we've also implemented significant projects in all IT sectors.

Software Development

TEMPEST has experience with creating software solutions and providing consultation, architecture, development, and integration services. Our expert teams are capable of covering the problems of small systems to large enterprise solutions. TEMPEST has been developing its own software solutions and applications as well, such as the management system Romboid, and the eOffice system for the automation of basic inter-corporate processes.

Concerning the creation of software, TEMPEST focuses on

- complex corporate tools (collaboration, work flows, work monitoring, DMS)
- development of web, extranet, and intranet solutions
- ECM solutions to administer and manage content, solutions for electronic circuits, document administration, and systems for automated Registry management
- middleware system development for data work
- IT environment integration according to SOA and EDA principles
- integration and automation of inter-corporate and business processes
- component development and integration of OSS/BSS in telecommunication environments
- applications for DWH
- business intelligence
- mobile device software development

We implement

- all stages in the software development life-cycle
- consulting and analytical activities in information system development
- creation of complex information system architecture
- audits and consolidations of existing systems
- information system development and integration
- post-implementing support and software maintenance

Concerning the solutions to business optimization, TEMPEST is ready to provide complex services to automate the main and supporting business processes in organizations based on SOA and EDA, information flow integration using ESB, the construction of central data storages and the creation of DWH, including source system analysis, data import and transformation, and the generation of output compilations.

In the field of application development for mobile devices, TEMPEST provides solutions based on proven technologies, depending on the primary target group, specifically for the corporate sector (internal corporate environments), and publicly available mobile services. According to a specific project's needs, we use the Afaria, SUP, PhoneGAP, Sencha, and HTML5 technologies, as well as the native programming means of the individual operation systems iOS, Android, Windows Phone, BlackBerry OS, Bada, and Symbian.

The most widely used platforms for software development used by TEMPEST are Java, .Net, PHP, PL/SQL, and BPEL.

IT Service Management

We specialize in providing complex solutions and consultations in the process management of ICT organizations, central administration, and supervision of the ICT environment and services. The entire purpose of these activities is that our customers are able to ensure service provision for their internal and external customers on the agreed level.

For IT process management and Telco organizations, we provide

- consultations, solutions, and tools related to the ITIL v2 and v3, COBIT, and eTOM frameworks and their support
- integration of tools with the surrounding environment (HR, Asset Management, ERP, AD/LDAP, IDM, etc.)
- consultations and preparation for the ISO 20000 certification
- Service Desk solutions
- Asset Management solutions
- CMDP analysis, design, and construction
- application of discovery tools to fulfil CMDB

Regarding ICT infrastructure management, we're ready to provide

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

Among the key software product of the ICT management services applied by TEMPEST, are IBM Tivoli & Netcool, HP BTO Software, and BMC Software. We also have experience with comprehensive solutions on the open source products basis (Zabbix, Nagios, and others).

Implementation of Management Systems

TEMPEST has long been dealing with the solutions and services to increase the effectivity and operation of processes.

Among the main areas are

- the implementation of the Quality Management System (ISO 9001)
- the implementation of the Environmental Management System (ISO 14001)
- the implementation of the Information Security Management System (ISO/IEC 27001)
- the implementation of Occupational Health and Safety Management (OHSAS 18001)

Our clients are offered the option of integrating the applied management systems into a single unit. Besides system implementation and the preparation of organizations for certification, we provide services to optimize the already implemented systems and maintenance support, realization of independent audits, the compliance with standards, and realization of trainings. The above-mentioned services are complemented by the implementation of tools to support individual management systems.

PROJECT MANAGEMENT

The principles of project management are applied to all projects realized by TEMPEST's technological divisions.

Project management is an important part of TEMPEST's business case realizations. The company has long-term experience with the management of small and large IT projects for significant Slovak and international customers. Within project management we apply a specific approach based on multiple international standards. Under this approach, we ensure project management at a high professional level by combining the emphasis on achieving results, effectivity, and quality, while fulfilling our customers' requirements and priorities. The basis of this approach is internal methodology and procedures, creating a solid foundation for the management of a wide range of projects in the entire service portfolio and customers. Concerning the procedures, we operate during the entire life-cycle of external projects and standardize the project management's outputs. This procedure covers all significant areas of project management with the option to flexibly adjust the process and its outputs to the customer's requirements and environment.

The company adapted its organizational structure and other relevant processes to this methodology. A part of the project management process are systems and other tools corresponding with the modern trend in IT project management.

The company's project management is personally performed by specialized and experienced project managers with the recognized Prince2 and IPMA certificates. Our project managers actively participate in the Slovak SPPR and BPUG project organizations.

INTERESTING PROJECTS OF 2012

LPS SR, š.p.

PROJECT

Supply and implementation of a firewall system, backbone and access active network components, and the supply and implementation of passive structured cabling systems within the construction of the new administrative and operational building..

Ministry of Education, Science, Research and Sport of the SR

PROJECT

Project to increase safety and standardization of IS through risk analysis, safety incident management, continuity of activities and safety documentation, and ensuring compliance with legislation.

NAY a.s.

PROJECT

TEMPEST implemented a Management Information System (MIS) in NAY a.s. The key components of the solution are the central data storage and Business Intelligent Environment. MIS processes data from multiple heterogeneous systems in real time and provides analyses for NAY's operative and strategic decisions. The solution's case study can be found on www.tempest.sk/nay.

SHP Harmanec, a.s.

PROJECT

Comprehensive IT operation outsourcing, provision of central HelpDesk, ensuring the operation of server infrastructure, application services, LAN/WAN, desktops, and telephony. Outsourcing of complete printing environment.

Slovak Telekom, a.s.

PROJECT

TEMPEST created a centralized and open solution for the surveillance of customer-operated technologies. Besides the infrastructure, the solution comprehensively covers the supervision of provided services and business processes. infrastructure, the solution comprehensively covers the supervision of provided services and business processes. TEMPEST combined the existing environment for the support of ITSM processes with new monitoring, creating a technological and procedural framework for further expansion in the future. The solution's case study can be found on www.tempest.sk/itnems.

Slovak Telekom, a.s.

PROJECT

Analysis of sales processes, their subsequent automation and optimization using BPM tools in order to save human and financial resources, provide better monitoring of customer requests, making the interaction with the operator more effective in the cases of errors and obtaining more accurate statistical data, and use these processes on multiple sales channels.

Slovak Football Association

PROJECT

Slovak Football Information System (SFIS). Centralized solution for all operational levels including the complete database of SFA members and all registers. Electronic Registry and a comprehensive results service at all competition levels, economic module with a centralized payment system, and automation of the organization's processes.

University Library in Bratislava

PROJECT

Construction of a highly-available perpetual solution of tape library storages based on LTO and Jaguar, server and virtualization technologies, and network components.

VOLKSWAGEN SLOVAKIA, a.s.

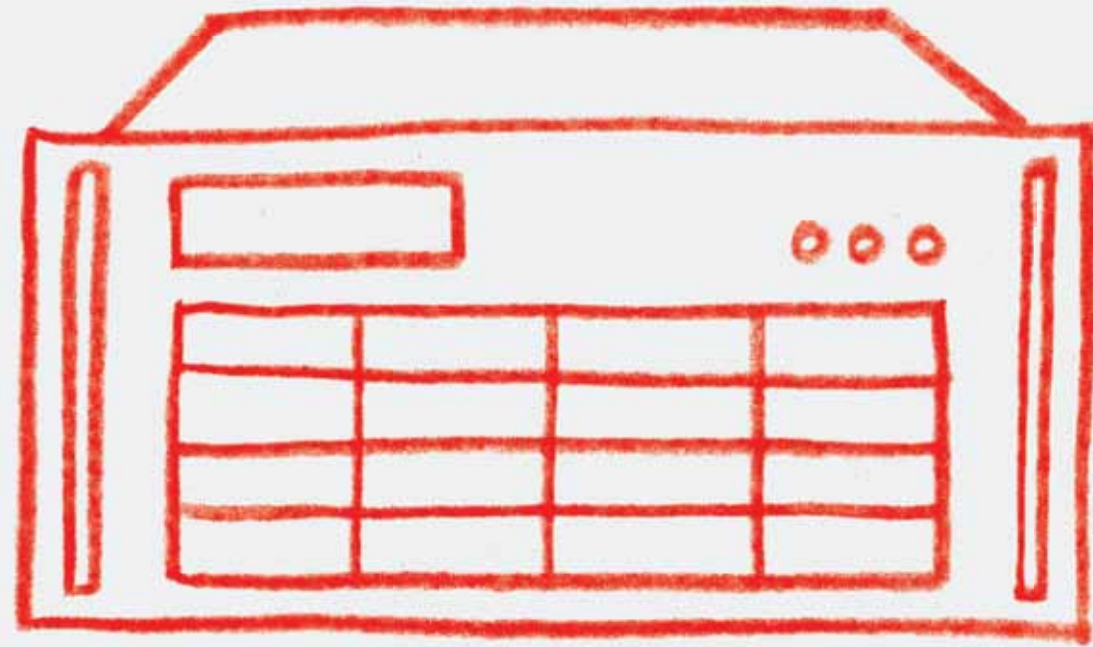
PROJECT

Implementation of virtualization storage using EMC VPLEX and VNX technologies. Implementation of a deduplication solution based on EMC DataDomain.

VÚB, a.s.

PROJECT

Implementation of an adaptive system for risks evaluation to increase the safety of internet banking and VÚB Bank's end users.



You see technology. We see efficiency.

We're able to see technology as a part of your business to help it grow. We don't only mean TCO and ROI; we come up with ideas on how to improve your business using technology.

PARTNERSHIPS AND AWARDS

Cisco

Cisco Silver Certified Partner

COMPETENCIES

- Advanced Data Center Storage Networking
- Advanced Security
- Advanced Wireless LAN
- Advanced Unified Computing Technology Specialization
- TEMPEST has the CISCO UCS competence center

AUTHORIZATIONS

- Customer Satisfaction Excellence
- ATP - Outdoor Wireless Mesh

AWARDS

- 2012 Technological Excellence Award

Check Point

Check Point Gold Partner

STATUTE

- CCSP (Certified Collaborative Support Provider)
- ACE (Appliance Collaborative Enhanced Support)

Crossbeam

Crossbeam Authorized Support Partner

EMC**EMC Premier Solution Partner**

SPECIALIZATIONS

- Consolidate Specialty

AWARDS

- Best Partner of EMC 2012
- Rookie of the year 2008

Enterasys**Enterasys Professional Security Partner****F5****F5 UNITY Silver Partner**

COMPETENCIES

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

Hewlett-Packard**2013 HP Gold Specialist**

SPECIALIZATIONS

- Professional Computing Gold Specialist
- Professional Networking Gold Specialist
- Professional Storage Gold Specialist
- ServiceOne Gold Specialist
- Unified Networking

AWARDS

- 2007 Software Business Partner
- HP OpenView Partner of 2006
- Best Software Partner of 2005, 2006, 2008, 2009, 2010, 2011, and 2012
- Best Partner of 2011 and 2012 for Technology Services

IBM

SPECIALIZATIONS

- IBM System x Products
- IBM System z Products
- IBM System Storage Products
- IBM Power Systems
- IBM Solution Partner

IBM PREMIERE BUSINESS PARTNER IN SOFTWARE

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

AWARDS

- IBM Innovative Partner of 2012
- IBM Authorized Business and Service Partner of 2005 for xSeries Products
- IBM System Storage Partner of 2005, 2012
- IBM eServer and pSystem Partner of 2006
- The most-certified team of experts on the IBM Tivoli Software
- Service Partner of 2008
- STG Partner of 2008, 2009 - Storage Systems
- 3rd place in the Software Partner of 2010 category
- 2nd place in the STG Partner of 2010 - Power systems category
- 2nd place in the IBM System Power Partner of 2012 category

McAfee**McAfee Premium Partner**

SPECIALIZATIONS

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

Microsoft**Microsoft Gold Certified Partner**

COMPETENCIES

- Gold Server Platform
- Gold Data Platform

AWARDS

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

Oracle**Oracle Gold Partner**

SPECIALIZATIONS

- Oracle Solaris
- Sun SPARC Enterprise T-Series Servers

AWARDS

- Sun Partner of the Year; we've been receiving this award regularly since 1996
- Oracle Partner of the Year 2006, 2007, 2009
- Oracle Hardware Partner of Fiscal Year 2011, 2012

SAP**SAP Gold VAR PartnerEdge****Symantec****Symantec Platinum Partner**

TEMPEST is the only company in Slovakia with the certification for enterprise products.

SPECIALIZATIONS

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

VMware**VMware Enterprise Partner**

SPECIALIZATIONS

- Desktop Virtualization
- Infrastructure Virtualization
- Academic specialization

AWARDS

- Partner of the Year 2012: The highest annual turnover in Slovakia

Websense**Websense Silver ChannelConnect Partner**

TEMPEST is the partner of many other IT producers, among which are AcitveIdentity, BMC Software, Clearswift, Dell Wyse, Entrust, Eset, RSA (EMC), Sophos, Thales, Trend Micro, Tripwire, SafeNet and others.

REFERENCES

Financial Sector

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

Business, Services, and Media

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

Industry

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

State Institutions

Datacenter
 General Prosecutor's Office of the SR
 M. R. Štefánik Airport – Airport Bratislava a.s. (BTS)
 Letové prevádzkové služby SR š.p.
 Ministry of Transport, Construction, and Regional Development of the SR
 Ministry of Culture of the SR
 Ministry of Justice of the SR
 Ministry of Education, Science, Research, and Sport of the SR
 Ministry of Interior of the SR
 The National Bank of Slovakia
 Národná diaľničná spoločnosť, a.s.
 The Monuments Board of Slovakia
 Slovak Information Service
 Slovenská pošta a.s.
 Telecommunication Office of the SR
 Industrial Property Office of Slovakia
 Železničná spoločnosť Cargo Slovakia, a.s.

IT and Telecommunications

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

Science and Education

Catholic University in Ružomberok,
 Prešov University in Prešov
 the Slovak National Library
 the Slovak University of Technology
 Faculty of Material Science and Technology
 University Library of Bratislava,
 Žilina University
 Slovak University of Technology

COMMUNICATION

Position and Market

Measuring the brand's perception was one of our priorities for 2012. We investigated in the form of several online and phone surveys. The aim was to acquire information, based on which we could improve the provided services, identify new IT fields, and adjust the communication content in order to deliver useful information to our clients in a suitable way.

The survey respondents perceive TEMPEST as a strong brand, comparable with multinational producers and providers of IT products and services. We're the leader in several technological fields. Our priority is IT security, IT infrastructures, software development, and management of IT services. TEMPEST is a well-perceived provider of IT products and services in business mobility, Big Data or the analysis of a large amount of data, and business intelligence or data warehouse. At the same time, IT managers and specialists from corporations with significant market power in the industry affirmed the level of our employees' expert knowledge to be very good. They also perceive the business support along with the level of project management in a positive manner.

According to the TREND weekly, TEMPEST ranked fifth among the largest Slovak IT service providers in 2012. Among the Slovak IT product and service suppliers according to the added value, TEMPEST remained seventh. Concerning the amount of revenues, it ranked eighth, improving by two rankings compared to 2011. Regarding IT supply, TEMPEST ranked as the fourth largest supplier in services, and defended the same position in industrial production this year. Last year, TEMPEST became the third largest IT supplier for infrastructural enterprises. TEMPEST also improved its position in the category of billion-euro IT companies by three rankings, reaching the ninth.

New Professional Competences and Awards

For achieved business results, TEMPEST was awarded the best Hewlett-Packard partner in software sales, and the best partner in sales of technological services. TEMPEST was given the Oracle Hardware Partner Award the second time in a row. The award is given to partners with exceptional results in hardware product sales, active collaboration on projects, and the best-utilized advantages provided by Oracle. TEMPEST also won the 2012 Technological Excellence Award, given to partners for exceptional contribution to the development of specific Cisco technology, and the consequent impact of the related activities in common business results. We were also given the prize for building the Slovak Cisco UCS competence center.

TEMPEST became the IBM Innovative Partner and was nominated the best IBM System Storage Partner of 2012. IBM annually gives prizes to partners who demonstrate exceptional results, technological knowledge, and an innovative approach. At the Microsoft Worldwide Partner Conference in Toronto we received the 2012 Microsoft Country Partner of the Year Award for the Slovak Republic. TEMPEST also won the local contest called Your Business Your Fame 2012. TEMPEST won in the Microsoft Industry Awards competition in Slovakia for the second time in a row, and received awards in the categories The Most Innovative Solution Using Microsoft technologies, and The Best Solution for State Administration, Self-Administration, and the Academic Sphere.

TEMPEST became the Affiliate Partner of Dell WYSE, supplementing its services with a partner focused on cloud computing, thin clients, software and associated services.

Social Responsibility

We consider social responsibility to be an integral part of our operations. We perceive it as an obligation to help those who need it, a commitment to respect social standards and contribute to the improvement of the living and working environment. Among the priority areas of social responsibility we focus on culture, environment, and sports. TEMPEST has supported several interesting projects recently.

- The main advertising partnership with L+S Studio
- "Aj Ty v IT" Project at the Faculty of Informatics and Information Technologies at the Slovak University of Technology, focused on supporting women's studies of technical sciences
- publication of Anna Varadinová's book Rozprávočky Kvapky Danky
- Bratislava Fashion Days
- Christmas concert in Bratislava's Slovak National Theatre Opera
- concerts of bands and solo performers, such as Deep Purple, Elán, and Zucchero
- publication of Ján Smrek's books Malovaná Abeceda and Proti Noci

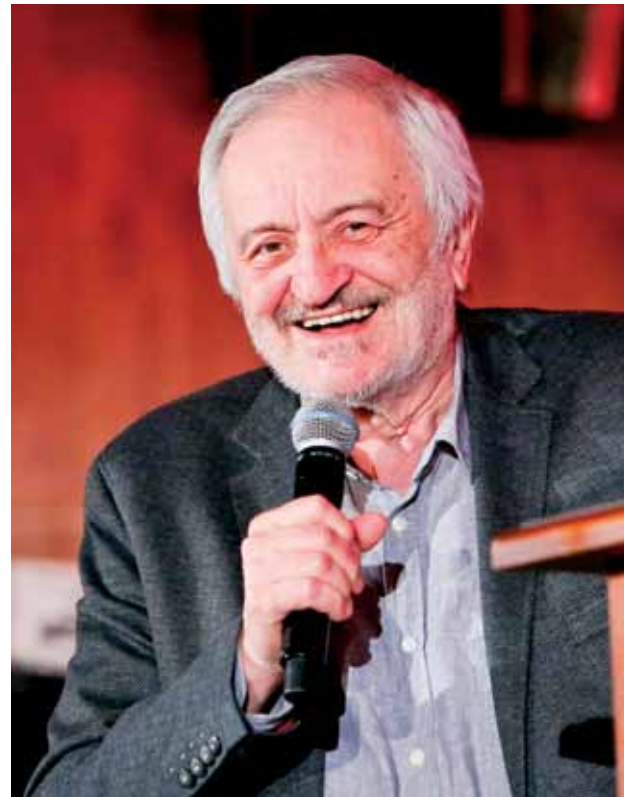
Through financial contributions and earnings from auctions of student artwork, we supported several schools and institutions at our annual event, including:

- The Harmony Children's Home in Modra
- DIS+ Civil Association
- Children's Home Nezábudka in Dunajská Streda
- Association for Assistance to Autistic People in Žilina
- G. Slaninka's Boarding Elementary School for Pupils With Hearing Impairment in Bratislava
- Therapeutic and Educational Sanatorium in Bratislava on Hrdličková Street
- Integrated Elementary School on Topoľová Street in Nitra

EVENTS

Events are one of the key tools in our sector to present good ideas and improve relationships. Through professional events last year, we presented the implemented projects and trends, particularly in the Big Data, Mobility, and IT safety and operation areas. Within the events, we introduced topics, such as the combination of the traditional and open source tools when operating services, and the contribution of mobile solutions for companies, along with operating the mobile users' access to the corporate information resources. At the Judgment Day Event focused on IT security trends and visions, we welcomed more than 150 specialists and demonstrated several scenarios of the cyber world threats along with our business partners.

Every year we organize an event for our customers to thank them for trust and collaboration. Talk show with Jan Kraus was a pleasant ending of the year already for the fifth time, this time with Milan Lasica, Jiřina Bohdalová, Miro Šatan, and Jana Kirschner. Our employees concluded the year with Janko Kuric and the band Vidiek. Throughout the year we prepared several other events for them, whether for the families, or the team support.



Milan Lasica – TEMPEST, Jan Kraus and Guests



Martin Smith – Judgment Day 7

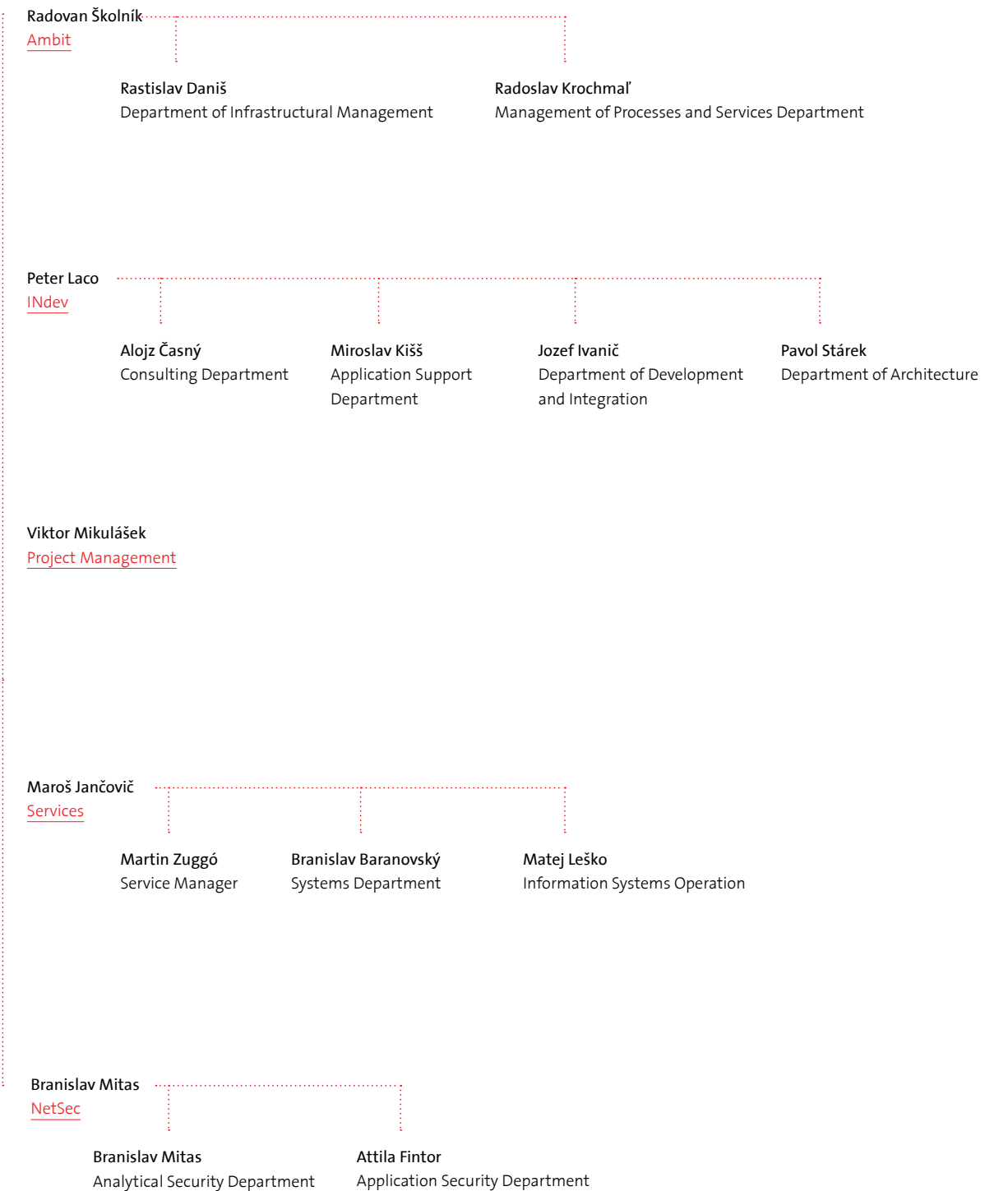
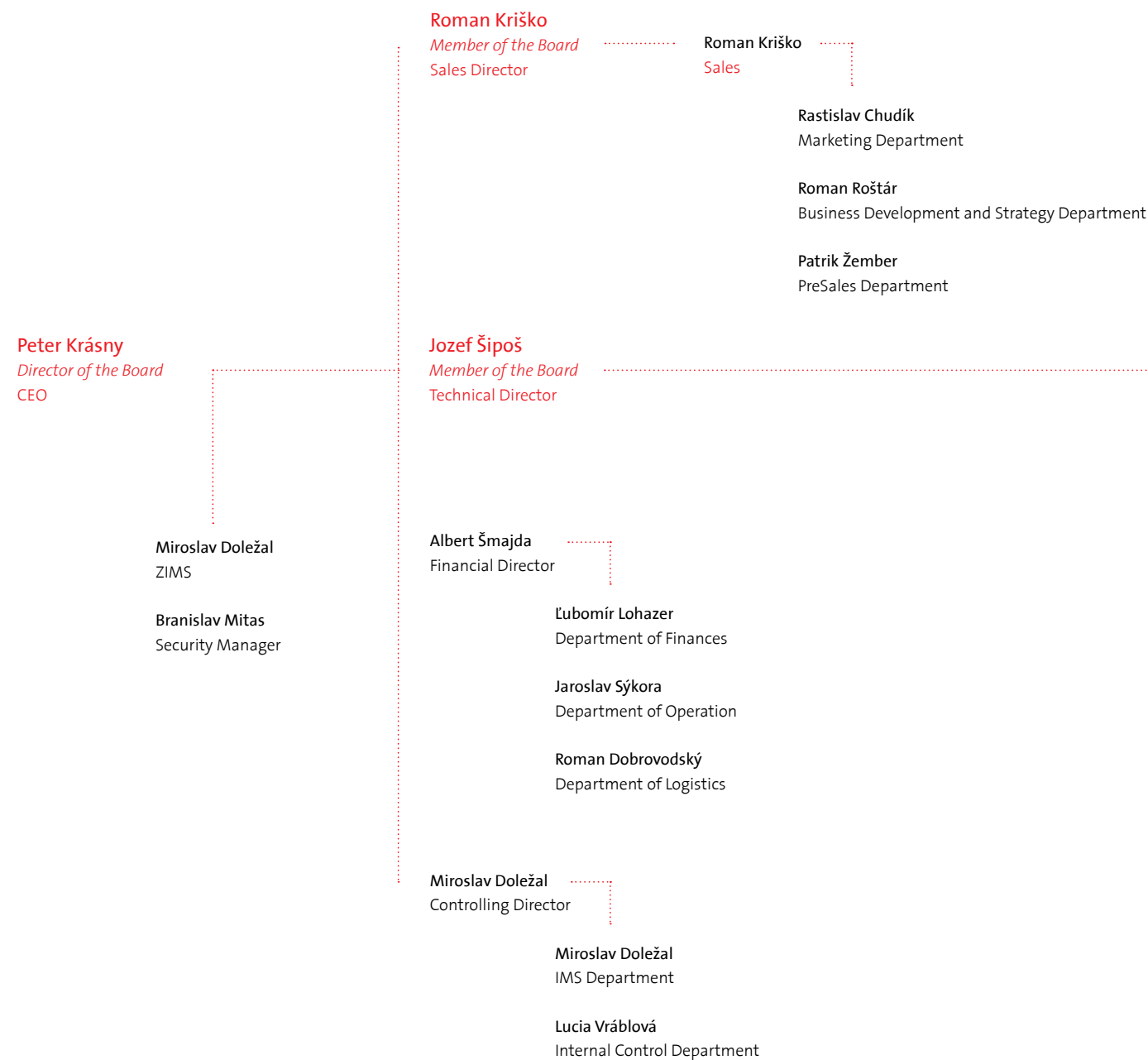


Ján Kuric, Vidiek – Christmas Party



Miroslav Šatan, Jiřina Bohdalová, Jana Kirschner – TEMPEST, Jan Kraus and Guests

ORGANIZATIONAL STRUCTURE



EMPLOYEE STRUCTURE

The composition and quality of human resources belongs among the company's priorities. Employee selection takes place based on eligibility and requirements in qualification, professional experience, language skills, and personal abilities.

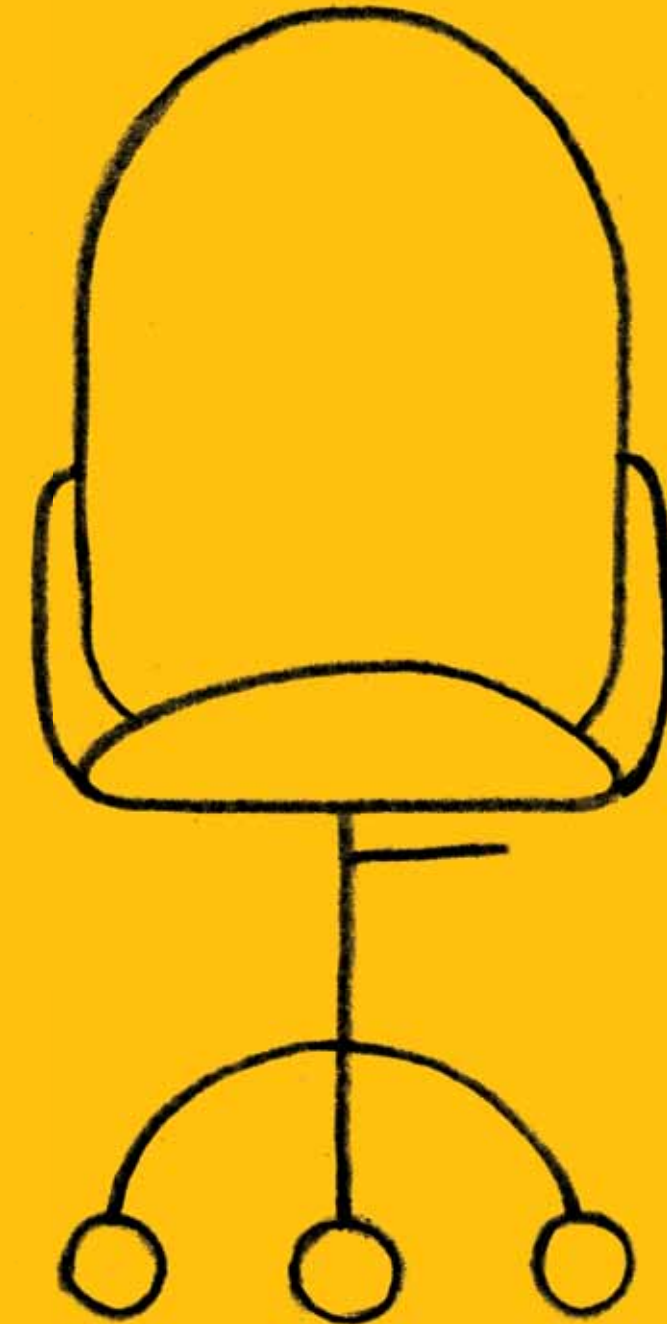
average number of permanent employees	240	
women	23	9.58%
men	217	90.42%

age structure		
18 – 20	1	0.42%
21 – 30	70	29.17%
31 – 40	131	54.58%
41 – 50	31	12.92%
over 51	7	2.92%

Education		
High school	59	24.58%
University	181	75.42%

vocational classification		
management	28	11.67%
consultant	45	18.75%
technical worker	65	27.08%
programmer	67	27.92%
business person	17	7.08%
administration	18	7.50%

The average age in the company is **34 years**.



You see a chair. We see productivity.

With technology, it's possible to automate, operate, and have things under control, giving people more freedom and the ability to come up with new ideas. Because even if people aren't visible, they're behind everything.

TRENDS

	2009	2010	2011	2012	delta '12/'11
Total revenues	€ 52,003,126	€ 77,390,229	€ 54,228,549	€ 75,630,459	39%
Profits after taxes	€ 4,507,614	€ 6,205,711	€ 2,498,021	€ 5,061,661	103%
Added value	€ 17,552,542	€ 21,878,026	€ 16,787,867	€ 22,260,339	33%
Revenues from selling IT services	€ 32,162,564	€ 47,048,430	€ 37,404,935	€ 41,725,368	12%
Revenues from selling products	€ 18,993,557	€ 28,768,833	€ 16,486,575	€ 33,109,710	101%

You see a ladder. We see growth.

Information technologies don't only improve your business results; they also help you to enter a higher league. Your growth won't only reflect in your company's success but also in the customers' perception.



BALANCE SHEET – ASSETS

ASSETS	No. line	Brutto in current period 2012	Corrections in current period 2012
TOTAL ASSETS I. 002+031+061	001	43,941,903.71 €	3,809,676.84 €
A. Fixed assets I. 003+012+022	002	5,031,992.64 €	3,648,330.77 €
A.I. Intangible assets (I. 004 až 011)	003	87,560.53 €	84,030.13 €
2. Software (013) - (073, 091A)	005	81,861.02 €	78,330.62 €
5. Other intangibles (019, 01X) - (079, 07X, 091A)	008	5,699.51 €	5,699.51 €
A.II. Tangible assets sum (I. 013 to 021)	011	4,817,336.08 €	3,564,300.64 €
3. Mchnry,... (022) -(082, 092A)	014	4,729,712.17 €	3,477,474.53 €
4. Other tngbl asset (029, 02X, 032) - (089, 08X, 092A)	017	87,623.91 €	86,826.11 €
5. Financial investments sum (I. 023 to 030)	021	127,096.03 €	0.00 €
6. Maj. s/hldg and part. interests (061) - 096A	022	124,596.03 €	0.00 €
A.III. Subs. s/hldg and part. interests (062) - 096A	023	2,500.00 €	0.00 €
A.III.1. Current assets I. 032+040+047+055	030	37,921,894.03 €	161,346.07 €
2. Inventory (I. 033 to 039)	031	804,511.49 €	0.00 €
B. WIP and semi-fin. prod. (121, 122, 12X) - (192, 193, 19X)	033	372,000.00 €	0.00 €
B.I. Goods (132, 13X, 139) - /196, 19X/	036	432,511.49 €	0.00 €
2. Long-term receivables sum (I. 041 to 046)	038	0.00 €	0.00 €
5. Deferred taxes claim (481A)	045	0.00 €	0.00 €
B.II. Short-term receivables sum (I. 048 to 054)	046	22,626,602.32 €	161,346.07 €
7. Rcbls... (311A, 312A, 313A, 314A, 315A, 31XA) - 391A	047	22,559,137.06 €	161,346.07 €
B.III. Tax/Subs receivables (341, 342, 343, 345, 346, 347) - 391A	053	0.00 €	0.00 €
B.III.1. Other receivables	054	67,465.26 €	0.00 €
7. Financial accounts sum (I. 056 to 060)	055	14,490,780.22 €	0.00 €
8. Cash (211, 213, 21X)	056	5,271.72 €	0.00 €
B.IV. Bank accounts (221A, 22X +/-261)	057	14,485,508.50 €	0.00 €
B.IV.1. Accruals and deferrals (I. 062 to 065)	061	988,017.04 €	0.00 €
2.	063	975,668.59 €	0.00 €
C.	065	12,348.45 €	0.00 €
2. Check number sum (I. 001 to 065)	888	174,779,597.80 €	15,238,707.36 €

Netto in current period 2012	Netto in prior period 2011	Rounded Brutto in current period 2012	Rounded Corrections current period 2012	Rounded Netto in current period 2012	Rounded Netto in prior period 2011
40,132,226.87 €	35,423,282.31 €	43,941,904	3,809,678	40,132,226	35,423,282
1,383,661.87 €	1,045,299.48 €	5,031,993	3,648,332	1,383,661	1,045,300
3,530.40 €	7,944.17 €	87,561	84,031	3,530	7,944
3,530.40 €	7,944.17 €	81,861	78,331	3,530	7,944
0.00 €	0.00 €	5,700	5,700	-	-
1,253,035.44 €	983,061.31 €	4,817,336	3,564,301	1,253,035	983,062
1,252,237.64 €	980,666.51 €	4,729,712	3,477,475	1,252,237	980,667
797.80 €	2,394.80 €	87,624	86,826	798	2,395
127,096.03 €	54,294.00 €	127,096	-	127,096	54,294
124,596.03 €	54,294.00 €	124,596	-	124,596	54,294
2,500.00 €	0.00 €	2,500	-	2,500	-
37,760,547.96 €	33,798,092.46 €	37,921,894	161,346	37,760,548	33,798,092
804,511.49 €	1,670,091.13 €	804,511	-	804,511	1,670,091
372,000.00 €	0.00 €	372,000	-	372,000	-
432,511.49 €	1,670,091.13 €	432,511	-	432,511	1,670,091
0.00 €	10,190.76 €	-	-	-	10,191
0.00 €	10,190.76 €	-	-	-	10,191
22,465,256.25 €	21,333,682.49 €	22,626,602	161,346	22,465,256	21,333,682
22,397,790.99 €	21,069,394.07 €	22,559,137	161,346	22,397,791	21,069,394
0.00 €	173,044.40 €	-	-	-	173,044
67,465.26 €	91,244.02 €	67,465	-	67,465	91,244
14,490,780.22 €	10,784,128.08 €	14,490,781	-	14,490,781	10,784,128
5,271.72 €	78,874.81 €	5,272	-	5,272	78,875
14,485,508.50 €	10,705,253.27 €	14,485,509	-	14,485,509	10,705,253
988,017.04 €	579,890.37 €	988,017	-	988,017	579,890
975,668.59 €	535,794.06 €	975,669	-	975,669	535,794
12,348.45 €	44,096.31 €	12,348	-	12,348	44,096
159,540,890.44 €	141,113,238.87 €	174,779,599	15,238,712	159,540,887	141,113,238

BALANCE SHEET – LIABILITIES

LIABILITIES	No. line
TOTAL LIABILITIES I. 067+088+119	066
A. Capital I. 068+073+080+084+087	067
A.I. Basic capital (I. 069 to 072)	068
A.I.1. Basic capital (411 or +/- 491)	069
A.II. Capital funds sum (I. 074 to 079)	073
3. Legal true reserve from capital deposits (417, 418)	076
4. Revaluation of assets (+/-414)	077
A.III. Funds created from profit (I. 081 to 083)	080
A.III.1. Legal reserve fund (421)	081
A.IV. Trading income of previous years I. 085 + 086	084
A.IV.1. Retained earning of previous years (428)	085
A.V. Trading income for current period (+)	087
B. Liabilities I. 089+094+105+115 + r. 116	088
B.I. Reserves (I. 090 to 093)	089
2.	091
B.II. Long - term liabilities sum (I. 095 to 104)	094
9. Liabilities from social found (472)	103
10. Other long - term payables (474A, 479A, 47XA, 372A, 373A, 377A)	104
11. Deferred tax liability (481A)	105
B.III. Short-term liabilities sum (I. 106 to 114)	106
B.III.1 Trade pybls (321, 322, 324, 325, 32X, 475A, 478A, 479A)	107
3. Not uninvoiced supplies (326, 476A)	109
6. Pybls... (364 to 368, 398A, 478A, 479A)	112
7. Payables to employees (331, 333, 33X, 479A)	113
8. Payables to social security (336, 479A)	114
9. Taxes payable (341, 342, 343, 345, 346, 347, 34X)	115
10. Other payables (372A, 373A, 377A, 379A, 474A, 479A, 47X)	116
B.IV. Short - term notes (241, 249, 24X, -/-255A, 473A)	117
B.V. Bank loans / short - term notes (I. 117 to 118)	118
2. Short - term bank loans (221A, 231, 232, 23X, 461A, 46XA)	120
C. Accruals sum (I. 120 to 123)	121
3. Deferred revenue (384)	124
4.	125

Results of period current	Results of period prior	Rounded (current)	Rounded (prior)
40,132,226.87 €	35,423,282.31 €	40,132,226	35,423,282
7,853,966.78 €	5,294,696.76 €	7,853,966	5,294,697
159,600.00 €	159,600.00 €	159,600	159,600
159,600.00 €	159,600.00 €	159,600	159,600
-43,851.19 €	-44,153.22 €	-43,851	-44,153
995.82 €	995.82 €	996	996
-44,847.01 €	-45,149.04 €	-44,847	-45,149
30,924.18 €	30,924.18 €	30,924	30,924
30,924.18 €	30,924.18 €	30,924	30,924
2,645,632.36 €	2,650,305.12 €	2,645,632	2,650,305
2,645,632.36 €	2,650,305.12 €	2,645,632	2,650,305
5,061,661.43 €	2,498,020.68 €	5,061,661	2,498,021
31,405,291.41 €	28,112,624.39 €	31,405,291	28,112,624
287,713.00 €	279,842.87 €	287,713	279,843
287,713.00 €	279,842.87 €	287,713	279,843
168,818.17 €	206,568.90 €	168,818	206,568
66,465.07 €	78,855.46 €	66,465	78,855
102,346.93 €	127,713.44 €	102,347	127,713
6.17 €	0.00 €	6	-
30,937,499.30 €	27,625,157.85 €	30,937,499	27,625,158
25,762,457.25 €	20,975,595.21 €	25,762,457	20,975,594
446,391.91 €	847,447.00 €	446,392	847,447
0.00 €	1,500,000.00 €	-	1,500,000
1,899,843.85 €	2,341,965.64 €	1,899,844	2,341,966
293,044.01 €	279,561.51 €	293,044	279,562
2,279,176.28 €	1,471,837.77 €	2,279,176	1,471,838
256,586.00 €	208,750.72 €	256,586	208,751
10,000.00 €	0.00 €	10,000	-
1,260.94 €	1,054.77 €	1,261	1,055
1,260.94 €	1,054.77 €	1,261	1,055
872,968.68 €	2,015,961.16 €	872,969	2,015,961
56,890.00 €	170,024.44 €	56,890	170,024
816,078.68 €	1,845,936.72 €	816,079	1,845,937

PROFIT AND LOSS STATEMENT

	No. line
I. Revenues from goods sold (604)	01
A. Cost of goods sold (504, 505A)	02
+ Gross margin I. 01-02	03
II. Production I. 05+06+07	04
II.1. Revenues fm fin prod / srvcs (601, 602)	05
2. Changes in inventory (+/- acct. grp 61)	06
B. Production consumption I. 09+10	08
B.1. Consumption of mat. and ener. (501 to 503, 505A)	09
2. Services (acct. grp 51)	10
+ Value added I. 03+04-08	11
C. Personnel expenses (sum I. 13 to 16)	12
C.1. Wages and salaries (521, 522)	13
3. Social insurance (524, 525, 526)	15
4. Statutory social expenses (527, 528)	16
D. Taxes and fees (acct. grp 53)	17
E. Amortization and depreciation (551, 553)	18
III. Rev. fm assets / mat. sold (641, 642)	19
F. NBV of assets / mat. sold (541, 542)	20
G. Making adjusting entry to assets (+/-547)	21
IV. Other oper. revenues (644, 645, 646, 648, 655, 657)	22
H. Other oper. expenses (543, 544, 545, 546, 548, 549, 555, 557)	23

Skutočnosť v účtovnom období sledovanom	Skutočnosť v účtovnom období minulom	Zaokrúhlené (sledované)	Zaokrúhlené (minulé)
33,109,709.76 €	16,486,574.83 €	33,109,710	16,486,575
25,498,828.39 €	14,372,064.26 €	25,498,828	14,372,064
7,610,881.37 €	2,114,510.57 €	7,610,882	2,114,511
42,097,368.05 €	37,404,934.85 €	42,097,368	37,404,935
41,725,368.05 €	37,404,934.85 €	41,725,368	37,404,935
372,000.00 €	0.00 €	372,000	
27,447,910.52 €	22,731,578.03 €	27,447,914	22,731,579
659,287.83 €	602,935.47 €	659,288	602,935
26,788,622.69 €	22,128,642.56 €	26,788,626	22,128,644
22,260,338.90 €	16,787,867.39 €	22,260,336	16,787,867
15,296,585.27 €	13,139,879.57 €	15,296,585	13,139,880
13,039,321.49 €	10,980,763.84 €	13,039,321	10,980,764
2,065,785.96 €	1,986,801.51 €	2,065,786	1,986,802
191,477.82 €	172,314.22 €	191,478	172,314
35,576.81 €	29,664.34 €	35,577	29,664
553,119.33 €	671,690.81 €	553,119	671,691
46,687.51 €	58,463.17 €	46,688	58,463
2,029.00 €	19,741.80 €	2,029	19,742
-30,554.56 €	-74,981.43 €	-30,555	-74,981
149,609.89 €	90,797.66 €	149,610	90,798
420,348.53 €	126,885.18 €	420,349	126,885

	No. line
* Net operating results I. 11-12-17-18+19-20-21+22-23+(-24)-(-25)	26
VII. Revs fm fin. investments I. 30+31+32	29
VII.1. Revs fm... group companies (665A)	30
X. Interest revenues (662)	38
N. Interest expenses (562)	39
XI. Exchange profit (663)	40
O. Loss on exchange (563)	41
XII. Other financial revenues (668)	42
P. Other financial expenses (568, 569)	43
* Net results - fin. activ. 27-28+29+33-34+35-36-37+38-39+40-41+42-43+(-44)-(-45)	46
** Net results fm norm. act. bef. tax. 26+46	47
S. CIT on normal activity I. 49+50	48
S.1. - due (591, 595)	49
2. - deferred (+/-592)	50
** Net result fm norm. activ. I. 47-48	51
*** Net results - acctg. period bef. tax. (+/-) I. 47+54	59
*** Net result - acctg. period (+/-) I. 51+58-60	61

Real value in the accounting period under review	Value in the previous accounting period	Round figure (uncer review)	Round figure (previous)
6,179,531.92 €	3,024,247.95 €	6,179,530	3,024,247
172,198.01 €	87,024.05 €	172,198	87,024
172,198.01 €	87,024.05 €	172,198	87,024
19,060.80 €	26,859.77 €	19,061	26,860
31,868.40 €	24,521.61 €	31,868	24,522
35,782.64 €	73,867.59 €	35,783	73,868
24,860.83 €	58,220.40 €	24,861	58,220
42.01 €	26.96 €	42	27
23,400.46 €	20,656.95 €	23,400	20,657
146,953.77 €	84,379.41 €	146,955	84,380
6,326,485.69 €	3,108,627.36 €	6,326,485	3,108,627
1,264,824.26 €	610,606.74 €	1,264,824	610,606
1,254,627.33 €	595,102.30 €	1,254,627	595,102
10,196.93 €	15,504.44 €	10,197	15,504
5,061,661.43 €	2,498,020.62 €	5,061,661	2,498,021
6,326,485.69 €	3,108,627.36 €	6,326,485	3,108,627
5,061,661.43 €	2,498,020.62 €	5,061,661	2,498,021

CASH FLOW OVERVIEW

Cash flow from operational activities	2012	2011
Cash flow from the operation	8,523,423	7,519,687
Paid interest	-31,868	-24,522
Received interest	19,061	26,860
Paid income tax	-1,254,627	-595,102
Paid dividends	-2,498,021	-6,205,596
Cash flow before special items	4,757,968	721,327
Income from special items	0	0
Net cash flow from operational activities	4,757,968	721,327

Cash flow from investment activities	2012	2011
Purchase of long-term assets	-828,395	-424,339
Income from selling long-term assets	46,688	58,463
Investment acquisition	-72,802	-3,850
Received dividends	172,198	87,024
Net cash flow from investment activities	-682,311	-282,702

Cash flow from financial activities	2012	2011
Income from basic capital increase	0	192
Income from loans	0	0
Repayment of long-term liabilities	-369,004	-446,223
Repayment of received loans	0	0
Net cash flow from financial activities	-369,004	-446,031

	2012	2011
(Decrease) Increase in financial resources and cash equivalents	3,706,653	-7,406
Financial resources and cash equivalents at the beginning of the year	10,784,128	10,791,534
Financial resources and cash equivalents at the end of the year	14,490,781	10,784,128

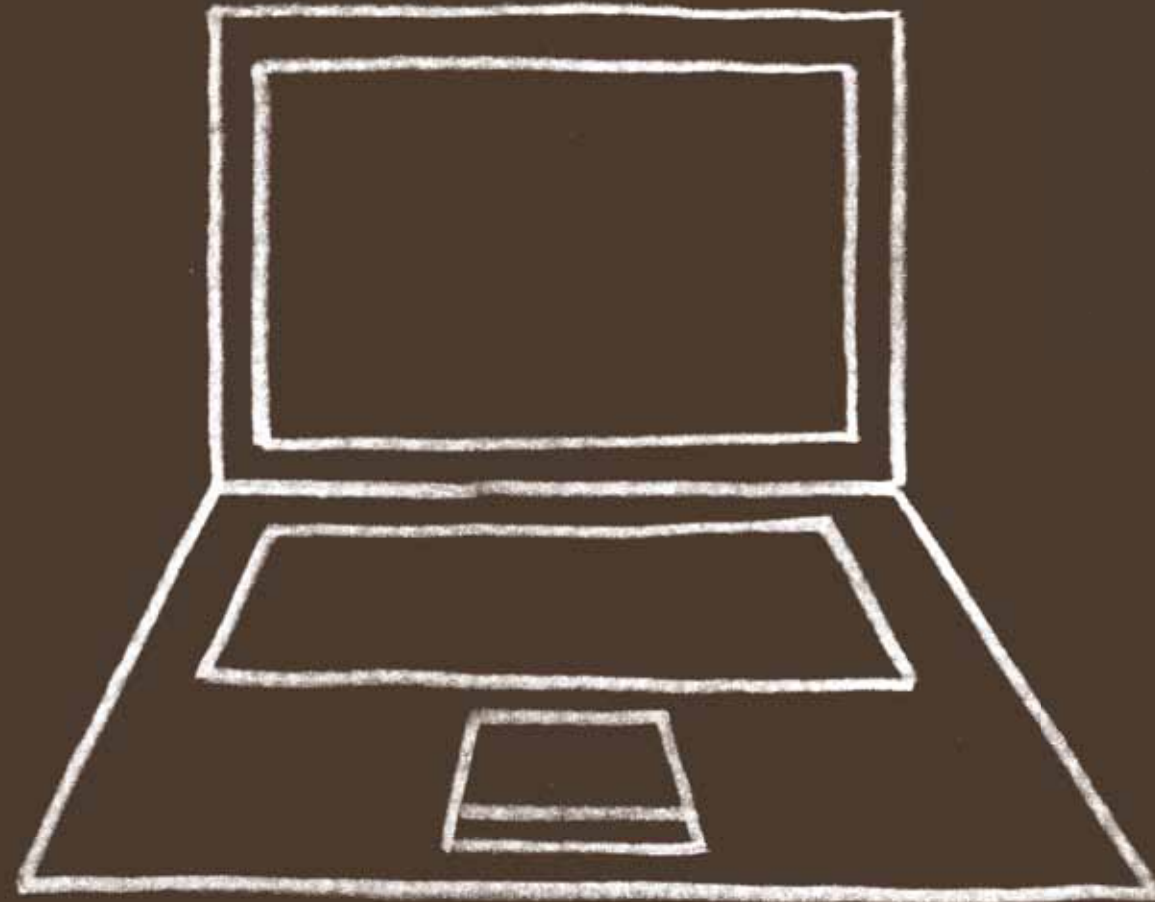
Cash flow from the operation	2012	2011
Net profit (before the deduction of interest, tax, and special items)	6,326,485	3,108,627

Adjustments for non-cash items

Depreciation of tangible and intangible assets	553,119	671,691
Corrective item for claims	-30,555	-74,981
Corrective item for inventory	0	0
Corrective item for long-term tangible assets	0	0
Corrective item for long-term financial assets	0	0
Unrealized exchange rate loss	0	0
Unrealized exchange rate profit	0	0
Reserves	7,870	2,524
Loss (profit) from selling long-term assets	44,659	38,721
Income from long-term financial assets	-172,198	-87,024
Difference between recognized investments and accounting value of assets	0	0
Other non-cash transactions	12,807	-2,338
Profit from the operation before changes in working capital	6,742,187	3,657,220

Change of working capital

Decrease (increase) in debts from business relations and other debts (including accrued assets)	-1,539,701	-1,887,211
Decrease (increase) in inventory	865,588	-1,326,337
Decrease (increase) in liabilities (including accrued liabilities)	2,455,349	7,076,015
Cash flow from the operation	8,523,423	7,519,687



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Audit MD s.r.o.

INDEPENDENT AUDITOR'S REPORT

to the shareholders and representatives of

TEMPEST a.s.

I carried out the audit for TEMPEST's submitted statement of finances (hereinafter referred to as "the company"), containing the balance sheet for December 31, 2012, the profit and loss account for the year ending on the stated date, notes containing the overview of important accounting principles and methods, and other explanatory information.

Statutory body's responsibility for the financial statements

The statutory body is responsible for the creation of this financial statement, providing a true and actual depiction in accordance with Act No. 431/2002 on Accounting as amended (hereinafter referred to as "the act on accounting"), and for internal inspections that the statutory body considers necessary for the creation of a financial statement without significant inaccuracies, whether as a result of deception or error.

Auditor's Responsibility

My responsibility is to express an opinion regarding this financial statement, based on my audit. I carried out the audit in accordance with the international auditor standards. According to these standards, I must comply with ethical requirements, and plan and perform the audit in such a way to achieve adequate assurance that the financial statement does not contain any significant inaccuracies.

A part of the audit is the completion of procedures to attain audited proof of sums and data shown in the financial statement. Selected procedures depend on the auditor's judgment, including the estimation of significant inaccuracy risks in the financial statement, whether as a result of deception or error. When estimating this risk, the auditor takes into account internal inspections relevant for the creation of a financial statement of an accounting entity, providing a true and actual depiction in order to propose audatory procedures suitable under the given circumstances, although not for the purpose of expressing an attitude regarding the effectivity of the accounting entity's internal inspections. Furthermore, the audit includes the evaluation of suitabilities of the used accounting principles and methods, as well as the statutory organ's estimations, and the evaluation of the overall presentation of the financial statement.

I am convinced that the audited proof I collected provides a sufficient and adequate basis for my conclusions.

Opinion

According to my opinion, the financial statement provides a true and actual depiction of the financial situation of TEMPEST, a.s. for December 31, 2012 and the result of its business for the year ending on the stated date in all significant connections and in accordance with the Act on Accounting.

Bratislava, 11 april 2013

Audit MD s.r.o.
Devínska cesta 22
841 10 Bratislava
License UDVA No. 369

Ing. Martin Denko
Responsible Auditor
License UDVA No. 369

Thanks to everyone who stood by TEMPEST not only last year, but also the previous twenty years. The trust of customers, feedback, active collaboration, and support when solving common tasks are extremely valuable to us and we're thankful for them. At the same time, we thank all our business partners for the collaboration and support.

Thanks to our project teams who are able to respect each other even in tough situations and achieve successful results. And thanks to our employees, who are the most valuable assets of the company, who trust it, and form it.

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