

How information
technologies
help companies
grow and improve
their business
results



**BEST IT
PRACTICE
INSIDE**

4 interviews

2 case study

Trends 2015

TEMPEST OFFERS PRODUCTS AND SERVICES WITH THE AMBITION TO POSITIVELY INFLUENCE THE BUSINESS OF OUR CLIENTS. BESIDES SUPPORTING THE PROCESSES OR EFFECTIVENESS, THE TECHNOLOGIES SHOULD WORK MAINLY TO INCREASE USER EXPERIENCE, SATISFACTION AND COMFORT. WE SEE INFORMATION TECHNOLOGIES ALSO AS A TOOL FOR INCREASE IN REVENUE, PROFIT, OR THE NUMBER OF OUR CLIENT'S CONSUMERS. WE KNOW THE BUSINESS OF OUR CLIENTS AND WE ARE READY TO HELP.

TEMPEST a. s.

Business name

**Galvaniho 17/B
821 04 Bratislava 2
Slovak Republic**

Company headquarters

159 600 EUR

Registered capital

24. 6. 1992

Establishment date

31 326 650

Organization ID

2020327716

TAX ID

SK2020327716

VAT ID

This is only a shortened version of the annual report for 2014. The full version in the meaning of Paragraph 23 of Act No. 431/2002 Coll., on accounting, saved and published in the Register.

The company is registered in the Commercial Register of the Bratislava 1 District Court in Bratislava, Section A, File no. 3771/B.

Editorial

Year 2014 was successful for us. We grew in all the common monitored economic parameters. In comparison with the market, which developed in one-digit numbers, our revenues grew in two-digit numbers (23 %). If I should choose three interesting facts related to our work, it would be the market development, types of executed projects and change of the view on IT.

The market grew

The growth of the IT market is influenced by several factors. One of them is represented by the projects of electronisation in the state administration. To the others belong the stress on results and efficiency in commercial sphere and penetration of technologies into such areas, where they have not been widely used before in Slovakia, e.g. sport. Technologies can be used in all sports.

The biggest interest is in consolidation, electronisation and integration

In last year, we recorded three relatively frequent types of projects – consolidation projects, projects of services electronisation and integration projects. Recently, the majority of commercial companies has consolidated their IT infrastructures. This consolidation wave has nearly reached its end, and its result is minimisation of the area necessary for the server infrastructure and decreasing of total costs for technology ownership. The electronisation is visible mainly in the state administration and in retail. The state administration has started with the electronic communication and

electronic control of services with the aim to make the cooperation with citizens, businesspeople or institutions more efficient. We have also recorded projects aimed at the electronisation of work procedures (work flow) on the market, e.g. processing of applications, contracts and register systems. Integration was one of the top priority for the customers with robust information technologies. In these companies, there has emerged number of new, heterogeneous systems, and their complexity has increased costs for their ownership in an inappropriate way, and has complicated their utilisation. Here, the customers inclined to integration platforms, which enabled to simplify the work with systems and adapted them to rapidly changing requirements on information.

According to my opinion, in such fields as finance, telecommunication or network industries there start another consolidation wave, however, this time it is on the data level. The customers from mentioned fields make the data structure more simple and transparent, improve the integrity, control, saving and up-dating of the data with the aim to prepare them for processing by analytic tools and use them for the yield in form of commercial information.

Change of the view on IT

In close future, we can expect possibly the change in viewing of the information technologies. IT solutions and their suppliers will become partners of business, marketing or financial company divisions more than usually. Providers of IT services

will have to takeco-responsibility for the company results and guarantee e.g. the growth of revenues to certain extent. However it seems, that the possibilities for significant costs reduction are on the edge. Nowadays it can be seen on the market, that preferred are projects increasing the number of customers, their satisfaction and experience. In close future, the rate of revenues growth, profit or number of customers will probably be the standard part of technology projects. I believe, that we will be a quality partner to our customers also in this trend.

I would like to thank to all our customers and business partners for their trust, and my colleagues for their enthusiasm at work.

Thank you for your cooperation.



PETER KRÁSNY
General Director and Chairman
of The Board of Directors
TEMPEST a. s.

TEMPEST is the partner for business development and fulfilment of strategic goals.

**IT has entered
into such
areas where
formerly it
did not play
a role.**

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Company profile.

TEMPEST provides a high added value for its customer's businesses and helps create business. Through information technologies and services, it provides solutions that make the customer's processes more effective and improve the customer's business results.

Vision

To be the market leader in IT solutions and services.

To be competent, trustworthy and a reliable technology partner.

Be the company with socially responsible business and fair communication.

History

- 1992 incorporation of TEMPEST, s. r. o.
- 2002 certificate of Quality Management System according to ISO 9001:2000
- 2003 award of Deloitte European Technology Fast 50
- 2004 award of Deloitte European Technology Fast 50
- 2004 certificate of Environmental Management System according to ISO 14001:2004
- 2004 takeover of the company Protect e-Data, s. r. o.
- 2005 the companies TEMPEST, s.r.o., UNIT spol. s r.o. and Computel, s.r.o. are fused
- 2006 transformation to close corporation
- 2006 takeover of the company LOGIN, a.s.
- 2007 establishment of the subsidiary TEMPEST Czech
- 2007 implementation of the Information Security Management System (ISMS) according to ISO/IEC 27001:2005
- 2009 introduction of the Occupational Health and Safety Management System according to STN OHSAS 18001
- 2010 on the list of 200 largest non-financial companies in Slovakia
- 2010 award of "Big 5" Deloitte Technology Fast 50 Central Europe
- 2011 award of "Big 5" Deloitte Technology Fast 50 Central Europe
- 2011 change of registered address
- 2012 company has been operating for 20 years
- 2014 implementation of quality management in projects according to ISO 10006
- 2015 implementation of quality management in services according to ISO 20000

Board of Directors

Ing. Mgr. Peter Krásny

***1973 General Director, Chairman of the Board of Directors**

Graduated from the Faculty of Mathematics and Physics of the Comenius University in Bratislava (field of study: theoretical informatics and programming systems), and University of Economics in Bratislava (field of study: information technologies). He has been working for TEMPEST since 1999. He has worked as a Project Manager and Business Director, since 2001 he has been working at the position of the General Director. Currently, he is active also as a Chairman of the Board of Directors.

Ing. Roman Kriško

***1971 Sales Director, Member of the Board of Directors**

Graduated from the Faculty of Electrical Engineering of the Military Academy in Brno and Faculty of Electrical Engineering of the Military Academy in Liptovský Mikuláš. Before he entered the company UNIT, spol. s r.o. in 1997, he used to work in the General Staff of the SR Army in Trenčín and at the Ministry of Defence of SR in Bratislava. Firstly, in the company UNIT he has worked as a Sales Manager, later a Business Director. After the company merge, he stayed in the Business Director position and has become a member of the Board of Directors of the company TEMPEST.

Ing. Jozef Šipoš

***1967 Technical Director, Member of the Board of Directors**

Graduated from the Faculty of Electrical Engineering of the Slovak Technical University in Bratislava. He used to work in the company UNIT, spol. s r.o. as a Sales Manager and Executive Director since 1997. After the company merge in 2005, he became the Director of Services Division in the company TEMPEST. Currently, he is at the Technical Director position and a member of the Board of Directors of the company TEMPEST.



**Data has
became
crucial for
the business
control.**

Interviews

We made interviews with some inspirational people and they shared their last year experience.



Roman Kriško **page 12**



Vladimír Petřvalský **page 13**



Roman Kocourek **page 14**



Ivan Makatúra **page 15**

“Relationship with the customer means becoming his/her business partner.”

What was your most significant work challenge last year?

Last year was for us in TEMPEST one of the most commercially successful ones, which brought alongside many time demanding work activities. On the other hand, I have relatively big family with small children, therefore it was difficult for me to harmonise the requirements at work and those of my family.

What professional lesson would you learn from the last year?

There emerged various different projects related to information technologies on the market last year. Projects, which we felt competent for, and we had also necessary experience for them. However, the capacity of human resources is limited and in the same time it is needed to use it effectively. We have come to a stage, when we have to decide sensitively, which project we will be devoted to or not. Today we need tenths of new people, that are simply missing on the market. My lesson learned is, that also a big system integrator must know to say “NO” to a project.

If you had the power to change something on your colleagues, what would it be?

If we are talking about my colleagues in the division, I am responsible for, then all the changes are in my hands. All the team looks like I have set it; respectively, we have set the rules to each other. Practically, I would not change anything. However, some new clever people would be needed.

What criteria shall the relationship supplier/customer fulfil to be beneficial for both of them?

This relationship must be based on mutual trust and long term advantageousness. To create a relationship with a customer requires providing really reliable services during the cooperation period, correct communication and to become a customer’s business partner. You must constantly work on the relationship and innovate it.

What has changed at your home in the last year?

I have four children at the age between 2 to 8 years. They have grown up, and they are not children any more, but partners for real communication, too.

If you had more time, what would you like to do?

I would love to travel. For me, travelling means inspiration and relax in the same time. I like visiting interesting places in south-east Asia.

Could you recommend us some good vine?

According to my opinion, there are many good white vine brands in Slovakia. Nowadays, I am drinking the Red Traminer by Juraj Zápražný.



Roman Kriško

**Sales Director
and Member of the Board
of Directors
TEMPEST a.s**

“Managed can be any seemingly unbeatable obstacle.”

What was the IT biggest challenge for your company in the last year?

One of the most significant challenges was the change of the fiscal year and reconstruction of the processes in the ERP system. We have implemented SAP and the rearrangement of accounting periods touched many processes and transactions.

What professional lesson would you learn from the last year?

Managed can be any seemingly unbeatable obstacle. Even the biggest challenge can be overcome by precise preparation, knowledge and a good team.

If you should choose from your projects the one of the year 2014, which would it be?

The implementation of solution for the documentation administration related to quality and operation in line with the standards of correct operation practice. Production of sterile pharmaceuticals is governed by special requirements for the contamination risk minimisation. It depends mainly on the training and responsible approach of respective employees. Quality assurance by means of information technologies plays an important role, too.

What are three “must have” features of the IT services providers?

Quality, flexibility and experience from real projects. The fourth, very important thing, is adequate price.

Did anything change at your home in the last year?

Not much, only my children grew up and that reminds me I am a bit older again.

If you had more time, what would you like to do?

I am a fan of road cycling. I would definitely like to do this kind of sport.

Could you recommend us some good vine?

Currently, my favourite vine comes from a small French village close to Montpellier, Chateauneuf-du-Pape Blanc.

Which holiday destination would you recommend?

I am a good vine lover, therefore I would recommend France, the already mentioned village Chateauneuf-du-Pape, specifically wine regions Saint-Emilion or Bordeaux.



Vladimír Petřvalský

**IT manager,
Saneca Pharmaceuticals**

“The quality of master data is never sufficient.”

What was the biggest challenge for your company in the last year?

Last year, we launched SAP WMS (SAP Warehouse Management System) in the middle of our main business season. It is a robust system for administration of the warehouse stocks and logistics operations. It includes relatively strong best practice, and we have even adapted part of our processes to it. We had to manage different types of complications, but finally we have succeeded.

What professional lesson would you learn from the last year?

As nearly in the whole retail sector, data and their administration are becoming of key importance for the business control. In relation to the SAP WMS Implementation, we took our lesson: the quality of master data is never sufficient. It is always necessary to check them once again.

If you should choose from your projects the one of the year 2014, which would it be?

One of our biggest and most challenging projects ever was the acquisition of twenty-six ElektroWord stores in the Czech Republic and Slovakia. By this acquisition, we have become the biggest brick-and-mortar store with electronics and related services in the Central Europe. The merge contributed to the acceleration of new technologies we want to offer to our customers.

If you had the power to change something on your colleagues, what would it be?

The answer to this question is not easy. Each of us is unique in a certain way. If I had the chance to change something, it would be sometimes excessive optimism, sometimes inconsistent approach or too big ego.

What are three “must have” features of the IT services providers?

In our business, the most important features are the quality of services, their availability or the availability of supplier’s sources, and the time for problem elimination. When speaking about the service quality, I mean mainly smooth operation and guarantee of the delivery. By the supplier’s sources we need the guarantee of the service and consultants availability. By incidents, reaction time is of key importance, respectively the time necessary for the incident elimination.

If you had more time, what would you like to do?

Taking into consideration all the projects, I spent at home relatively short time. I would like to spend more time with my son. And also some time could be devoted to my hobbies, e.g. skiing.

Could you recommend us some good vine?

Actually, I would like to highlight Marces de Caceres from the region of Rioja in Spain.

Which holiday destination would you recommend?

In the Czech Republic, resp. In Moravia I like the Jeseníky Mountains. From exotic destinations, I would choose Patagonia, does not matter if in Chile or Argentina.



Roman Kocourek

Chief Financial Officer, NAY a.s.,

“Businessmen selling a pig in a poke lose the battle before its start.”

What was the biggest IT challenge for your company in the last year?

For banks perhaps the same: program SEPA (Single Euro Payments Area). This multiproject is a result of the European legislation, which means also significant infrastructure changes of the information safety.

What professional lesson would you learn from the last year?

Last year resembles me Winston Churchill’s sentence: “You have enemies? Good. That means you’ve stood up for something, sometime in your life.” Useful lesson.

If you should choose from your projects the one of the year 2014, which would it be?

Definitely, I would choose the implementation of the provisions of the new Act on Personal Data Protection. It is not a trivial thing at all if you consider the bank environment, especially if the act did not take into consideration complex IT architectures.

If you had the power to change something on your colleagues, what would it be?

I am lucky in my life that my subordinates and my colleagues are also my friends in the same time. Therefore, I do not wish to change a thing on them. Let them stay as they are – with their errors, because to err is human.

What are three “must have” features of the IT services providers?

Today, the customer is in the majority of cases as technically skilled as his supplier. Businessmen selling “a pig in a poke” at all costs, using flowery language with the only aim to sell you a miracle box, that will solve all the company safety problems, lose the battle before its start. Therefore, the three features are as follows: 1. proficiency, 2. correct and transparent communication, 3. fulfilment of ommitments and agreements, even the oral ones or those exceeding the contract framework.

Did anything change at your home in the last year?

Companies and their Boards of Directors minimise costs and foreign owners try to centralise what possible, up to the group level (i.e. somewhere else, not in Slovakia). Did I say anything new?

If you had more time, what would you like to do?

Reading... of any other than technical literature. The column from books on my bedside table is growing faster than. I manage to process all the information. Big data...

Could you recommend us some good vine?

I have once used the word “cabernetic” instead of the “cyber safety” in my presentation... :) Therefore, I would like to

recommend creation of the Cabernetic space – Cabernet Savignon Krajčovič 2009. Safety, security... And also Petilia Fiano di Avellino 2011. Beautiful and noble vine, probably the only one from Italian vines that have charmed me.

Which holiday destination would you recommend?

People close to me know, that I love Malaysia. There live truly smiling and hospitable people, there can be seen beautiful nature, modern and clean cities and they offer top services. However, there is also another geographically more accessible possibility: to experience not only one, but more destinations in a short time interval – from this reason I could recommend a cruise ship. Your luxury floating hotel will travel together with you from one destination to another, whereas you can enjoy your life, the view and great cuisine.






Ivan Makatúra

Chief Financial Officer, VÚB, a.s. (2014)

IT makes business.

Business

With TEMPEST products and services we address business areas which help our customers grow and improve their business results. In addition to effectiveness and optimisation, we aim at IT impact on business in various fields and scopes of enterprise. We know our customers' methods of enterprise and are able to view things from various perspectives, not just technology.

-  Business Automation **page 18**
-  Mobile Computing **page 19**
-  Data Management **page 22**

Business Automation

- Content & Workflow Management
- website solutions, B2B applications, online shops
- CRM

Business automation is based on analyzing, processing, recording, and optimizing specific (but not only) business tasks and activities. A well-designed and effective business process forms a bond, from the client, through inputs to connected subjects, to the final service or product. The automation of business processes improves the accuracy of information needed to process partial tasks, speeds the processes up and assures the client on the reliability of all actions.

From a structural point, these are technologies covering the digitalization and processing of inputs, infrastructure for applications, data and document storage, applying tools, content management, and workflow. Similarly, it may result in the implementation of a website to support sales or customer relationships. The solutions can also be managed in a cloud environment and extended for mobile access.

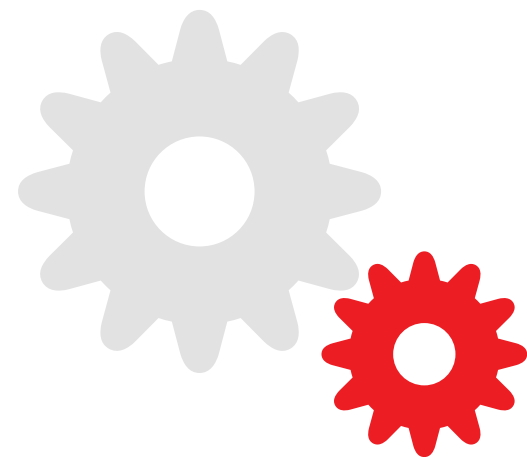


Service Management

- the ITIL v 2 and v3 processing frameworks, COBIT, eTOM
- monitoring and management
- HelpDesk solutions
- CMDB

Service management lies in comprehensive solutions for the processing of IT management and central administration of an ICT environment. The ICT infrastructure management ensures the provision of business services at the agreed level, monitoring the availability, efficiency, and capacity of ICT infrastructure and business services. It also covers the modeling of services and business processes, solutions for root-cause analyses, cross-domain correlation, network monitoring, solutions for telecommunications infrastructure, operating systems, databases, application servers, middleware, and applications.

From a structural point, it is an environment consisting of an optimal infrastructure, and interfaces for concerned systems and applications – the tools for service management. The development that adjusts tools to special requirements is also important here, as well as the development of interfaces for third party systems when necessary. The openSource tools and their adjustment in combination with traditional and commercial tools are relevant.



Mobile Computing

- BYOD / BYOA
- Enterprise Mobility (mobile office, mobile BI, mobile CRM)

Mobility seems to be one of the key technological priorities for business growth. Similarly to efficiency, work productivity and motivation compels IT departments to connect private laptops, smart phones, tablets, and other devices to company applications. Mobile access to company information sources allows a fast and customized access to customers. Mobile solutions show information adjusted to specific user roles, allowing the display of information adjusted to the point of view of a manager, trader, financier, or IT specialist.

From a structural point, mobility is influenced by the infrastructure, applications, and implemented procedures. The solutions usually utilize existing backend infrastructure and sources. They generally consist of middleware that integrates several heterogeneous customer systems. Tools for managing access and identities, tools for obtaining security for specific types of mobile devices or from their owners, and applications interpreting the required information to various target groups in various ways, are a part of this as well.



Business Analytics

- Business Intelligence
- manager information systems / reporting
- BigData

Business analytics includes consultations, technologies, applications, and processes related to a business efficiency overview. The analysis of business information helps create new views, connections, and understand changes in your business' trends in real time. To support decisions, business analytics utilizes a large amount of data, statistical and quantitative analysis, as well as prediction modeling. The correlation of data from several structured and non-structured data or sources will bring you answers concerning what's happening and why.

From a structural point, the business analytics covers the IT infrastructure adjusted to the requirements on processing speed and data interpretation. A middleware ensuring the integration of all concerned systems and the preparation for data processing and data flow management is a part of this too. On the application level, the users work with tools that we adjust to a specific business and client's technological preferences. The solution can also be extended for mobile access to the service.

Application Integration

- integration platforms
- SOA / EDA
- WEB services
- databases, DWH

Enterprise application integration (EAI) is a framework consisting of technologies and services that integrate systems and organization applications using middleware. EAI is considered to be the unlimited sharing of data and business processes across the applications and data sources of organizations. By creating a uniform integration platform (a central information storage), we make the provision of complex information more effective and faster. This information can then be published easily for users, for example, through WEB services.

Service-oriented Architecture (SoA) is an architectural approach to the design, implementation, and processing management of information within a company. It's based on the principle of loosely bound and repeatedly usable standard services accessible to the independent tools that utilize them. SoA components mainly utilize the existing infrastructure, interconnecting it through universal or customized interfaces.



Asset Management

- management of fixed property, company assets, and materials
- management of IT assets
- management of digital assets and software licenses

Enterprise Asset Management (EAM) is a system for managing the life cycle of all assets owned by a company – from planning, purchasing, subsequent operation, to decommissioning. Above all, EAM is a process system related to ERP systems. Planning assets is closely related to the monitoring of IT infrastructure and capacity management. Analytical tools are often a part of the monitoring solution, providing key data for their renewal and expansion. With the consistent management of the life cycle of assets we reduce TCO and speed up investment recovery. The solutions cover stock inventorying, the timing of repairs and maintenance, assets accessibility and utilization, incident monitoring and recording, efficiency management, and support when planning capital expenses.

From a structural point, it's a setup very similar to the one used when managing services. The solutions consist of an optimal infrastructure, interface for concerned applications, especially ERP; and tools for accounting asset management. The development in order to adjust the selected tool to special requirements is important in this area as well.



Business Protection

- Fraud Detection
- prevention against data leakage and loss – DLP
- complex identity and access management
- monitoring security
- network and communication security
- security infrastructure
- Security Assessment

Business security and investment protection have become a priority in organizations. Protection against electronic crime from outside and inside the organization prevents unauthorized access to information and their abuse. It also helps to save up or set investments into subsidiary systems, i.e. for authentication or to demand protection. The portfolio of products and services is supplemented by ensuring compliance with legislation, regulations, and standards in information security, creating safety policies, processing security projects and risk analyses, audits, business continuity management (BCM), designing recovery plans and continuity plans (DRP/BCP), and through the outsourcing in information security management.

From a structural point, these are specialized solutions and customized systems respecting a set level of protection, existing topology, and the security priorities of clients.



In the future the growth rate of revenues or number of customers may be included in KPI of technology projects.

It typically takes an average of 229 days for an organisation to detect an intrusion into its system.



Data Management

- storage, back-up, archiving
- deduplication and data integration
- data security
- data renewal

Data management ensures a systematic approach to attain effective, safe, and quick data utilization in a company. It's directly related with the data's life cycle from its creation to the final stage, when it arrives to its deletion or archiving, depending on the type. Organizations manage an extreme amount of data. On average, one piece of data exists in an organization in a quadrupled form. This leads to increased demands on sources related to data management and the complexity of processing. Through deduplication and methods of data integration we help to make the space for data storage more efficient, unify and organize data structure, and increase the effectiveness of the data flow into the report tools or ERP systems.

From a structural point, we implement several types of access to the storage – blocks (SAN) and files (NAS). The structure is formed by data storage devices (discs, fields, tapes, libraries), switches from worldwide producers, applications designed for data storage and archiving, and the technologies for the deduplication, monitoring, and management of concerned systems.

IT Performance

- consolidation and virtualization of servers, storage, and desktops
- high accessibility, disaster recovery
- data centers
- comprehensive outsourcing services
- cloud services

IT infrastructures are an integral part of a complex IT environment. They're able to support business organizations, i.e. through flexibility when a company suddenly needs to change sources and capacity. The optimum accessibility of IT sources is as important for your business as their efficiency and energy demand. The outsourcing or transfer of some IT areas into cloud also contributes to business promotion and efficiency. Through cloud services we provide applications, email services, storage, and other specialized IT services customized for a specific business type. Within outsourcing we take over the operation of your IT or its parts, and entire business processes. We also provide IT specialists and services, such as project management and the management of third parties.

From a structural point, we provide customized solutions and IT infrastructure components from worldwide producers on several platforms (WIN/UNIX). We comprehensively cover server design, distribution, integration, and the operation of servers, storage, networks, security and communications infrastructure, desktops, and peripheries.



Products and Services

In designing and delivering our products and services we think comprehensively. At the same time we are able to view projects from the perspective of those responsible for business results in your company. We have long-term experience creating strategy, planning, consulting, integration of technologies and processes, their operation, monitoring and innovation.



Software Development **page 26**



ICT Services Management **page 30**

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.

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

5.

TEMPEST is the 5th largest provider of IT services in Slovakia with more than 20 years of presence in the IT business.

IT Operations and Outsourcing

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

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

Software Development

We have 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 developed also its own software solutions, e.g. an editorial system Romboid, system eOffice for the automation of company internal processes, including a registry administration (RMS), electronic mail room and system of central digitalization and archiving CAP.

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 for management and administration of content, solutions for electronic document circulation and 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 and BigData
- applications for central digital archiving
- 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 PhoneGAP, Sencha, and HTML5 technologies, as well as the native programming means of the individual operation systems iOS, Android and Windows Phone.

For the central digital archiving area TEMPEST provides a complex portfolio of services, including special consultations, design and creating of complex integrated systems of long-time holding, processing, protection and utilisation of any digital content. The TEMPEST company has created its own solution for this area – a Central Archiving Platform (CAP) for the long-time data holding and institutionalization of digital archives that meet international standards (AOIS). A complex know-how as a definition of legislative, processing and methodical frame for the long-time holding of the content, its accessing and processing, which TEMPEST and its team of the field of the development of software solutions possesses, is a part of the creation of digitizing and archiving solutions.

The most widely used platforms for software development used by TEMPEST are:

- **Java**
- **.Net**
- **PHP**
- **PL/SQL**
- **BPEL**

Security

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

Services

- 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

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

Implementation of Management Systems

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

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.

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)

Project Management

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

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 certifi-

cates. Our project managers actively participate in the Slovak SPPR and BPUG project organizations.



Our company is certified for the project quality management system according to the international standard ISO 10006.

IT Service Management

We specialize on complex solutions and consultations in the process management of ICT organizations, central administration, supervision of the ICT environment and services. The entire purpose of our activities is that our customers are able to ensure service provision for their internal and external customers on the agreed level. The key software products for management of ICT services includes IBM Tivoli & Netcool and HP Software. We also have experience with comprehensive solutions based on open source products such as Zabbix, OTRS, Nagios and others.

For IT process management and Telco organizations, we provide:

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

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

Interesting Projects

Slovenská sporiteľňa, a. s.

E-mail boxes – Analysis, design and implementation of an optimal solution for receiving, processing, sending and archiving e-mail, including compliance with legislative requirements and provision of a central register for SLSP and subsidiaries.

Národná diaľničná spoločnosť, a.s.

Streamlining and optimisation of internal procedures, implementation of IFRS methodology, electronisation of tax returns, implementation of barcodes, introduction of new business processes, aggregated data processing and presentation for management decision making.

Saneca Pharmaceuticals a. s.

Financial reporting, production reporting for the SAP Business Objects platform.

Železnice Slovenskej republiky

Delivery, implementation and development of internal infrastructure based on Cisco technology.

Slovenské elektrárne, a.s.

Energoland – An information and training centre for professionals and the general public. Implementation of the contact facility and auditorium. Design, delivery and implementation of HW, SW, application development, design and production of a 3D film, suggested design, production and delivery of facilities.

Mondi SCP, a.s.

Consolidation and streamlining of IT infrastructure in order to support business requirements at least until 2018; reduction of TCO.

REMPO, s.r.o.

Reconstruction of IT infrastructure for the new ERP system. Servers, network components, integration, alternative financing.

Prvá stavebná sporiteľňa, a. s.

System for monitoring of business case/request process states – software based on customer's requirements.

SHP Harmanec, a.s.

Complete IT infrastructure outsourcing.

Stredoslovenská energetika, a.s.

Security incident and event management (SIEM) solution based on an open source platform, adjustment and integration of the system.

Adela.com

E-business platform, a robust system for trading and distributing goods and services.

University Library in Bratislava

Central data archive – a robust solution and archive operation for long-term storage of cultural heritage.

General Prosecutor's Office of the SR

Design, delivery and building of infrastructure, including data centres, storage facilities, backup, and networking equipment for the project of electronic services.

ING Bank

Dodávka a implementácia efektívneho replikovaného dátového úložiska pre geograficky oddelené dátové centrá.

Renewing the Central IT Infrastructure

TEMPEST has consolidated and modernized the central IT infrastructure of Mondi SCP. The result is a solution that supports the customer's business requirements until at least 2018, removes performance problems, and reduces the TCO (Total Cost of Ownership). The supply included central data storages, SAN infrastructure, physical and virtual servers, a database, ERP system and warehouse management system archive migration, central backup and all related integration and migration services.

BEST IT PRACTICE



Increased storage capacities by 60 %

Reducing electrical input by 50 %

Improving server performance by 50 %

About

Mondi SCP, one of the key members of the international Mondi Group, is a leader in the paper and packaging industry. With more than 130 years of tradition and production exceeding 510,000 tons of pulp and 620,000 tons of paper, Mondi SCP is the largest integrated factory for the production of pulp and paper in the Slovak Republic. More than 77% of production is defined as "green manufacturing". Mondi SCP is also the largest employer in the region.

Original condition

Several customer critical servers and storages were at the end of life and producer support. The central infrastructure provided an environment for the running of five robust systems – the Oracle database, EFACEC system for a fully automated warehouse management, the VMware ESX system – virtualization platform, the SQL and SAP environment archive. In terms of the infrastructure's location, the systems were allocated in two primary data centers (DC1, DC2) interconnected through optical fibers to ensure high service availability. Data centers are part of the two SAN (Storage Area Networks) serial networks. In the third backup data center (DC3), connected to the two main DC1 and DC2 data centers, the original solution included the infrastructure backup and monitoring systems, primarily focused on the "root cause" analysis.

Benefits

- agreed availability and service level
- storage infrastructure with optimum capacity and operating efficiency prepared for future planned business requirements
- flexible infrastructure with minimal future investments in the event of further expansion
- lower operating and administration costs, smaller footprint
- elimination of infrastructure failure, solution without a "single point of failure"

Assignment

The original project assignment included the requirement for the replacement or reconstruction of key infrastructure components and the requirement for services related to integration and migration so that all the project objectives are met. Within the project we restored the central data storage, the Oracle database cluster, the VMware virtual server infrastructure and a central backup system. We provided the appropriate installation and migration services, upgrade, application consolidation, archive SAP and SQL databases virtualization. The assignment did not concern the LAN components and end points.

Results and Implemented Changes:

- higher performance of servers (CPU, RAM, SAN connectivity)
- faster disk array with greater capacity and functionalities
- SAN network with higher operating efficiency
- backup server with internal disk storage (instead of a disk array)
- deduplication (in backup) on the internal disk storage – saving disk capacity, faster recovery tape library, which allowed reducing the time required for system backups and recovery SAP archive virtualization from IBM Power architecture to VMware
- change of clusterware for the Oracle DB cluster from HP Serviceguard to Symantec/Veritas HA implemented Symantec Ghost for the imaging of critical PCs

Project Objectives

- infrastructure and systems that would meet business requirements until 2018
- fully supported infrastructure and deployed software versions with an agreed level of availability implementation at the agreed time and budget
- no production and critical application failures increasing infrastructure performance by 30–50% virtualization of suitable environments
- full migration of the original solution's relevant components

„The project met all the defined objectives. I positively rate the overall project management organization, specifically the risk management in all project stages. I would particularly highlight the level of collaboration and communication between the specialists from both teams, which greatly helped to replace the infrastructure without an impact on our business processes. We applied a sufficiently powerful and stable technology, which creates the space for us to focus on other development projects.”

Jaroslav Jaroš,
IT Manager, Mondi SCP

„We are thankful for the confidence we've received from the customer. Also, thanks for the great cooperation of all project team members on both sides. I believe that we have met all expectations and brought about a technological solution that is flexible, prepared for effective expansion and supporting the long-term entrepreneurship of Mondi SCP.“

Luboš Ondrůš,
Key Account Manager
TEMPEST a. s.

Creation of a central data archive for the University Library

University Library in Bratislava and TEMPEST have built a nationwide digital archive. It is used for preservation and storage of the cultural heritage. The archive will store digitised historical papers and documents, digital copies of collections of art and artworks, as well as historical audiovisual recordings.

BEST IT PRACTICE



Total usable archive capacity 25 PB.

Expected number of stored objects 381 mil.

Processing, checking and storing of a document takes 1 sec.

About the institution

University Library in Bratislava (ULB) is the oldest and largest research library in Slovakia. It was established in 1919 as a library of Comenius University. Until 1954, in addition to its academic mission, it served as a national library. Since 1954 it has been an independent scientific library serving the general public. At the end of 2013, ULB archive contained a total of 2,650,000 library units.

Status

Until 2012, there was no reliable, adequate and sustainable infrastructure for long-term archiving. The Operational Programme Information Society (OPIS) and its main priority axis 2 cover approximately 3.5 mil. cultural heritage objects, for which the previous solution was not ready. The Ministry of Culture of the SR considered the existing conditions as unsatisfactory and insufficient – in terms of both technical facility parameters and low level of interoperability and standardisation, security and integrated methodical management of relevant work procedures.

Project

Current users of the service are important institutions in the field of digitisation of cultural heritage:

- The Monuments Board of the Slovak Republic
- Museum of the Slovak National Uprising
- Slovak National Gallery
- Slovak National Library
- State Scientific Library in Prešov
- Slovak Film Institute

Results and implemented changes:

- 25 PB is the total available capacity of the archive
- 75 PB is the total gross storage capacity (about 75,000 computers with disk capacity of 1,000 GB)
- 381 million is the expected number of stored objects
- 3x data redundancy in order to preserve the data in the event of a disaster or outage
- 150 TB is the total weekly gross data throughput
- It takes 1 second to process, check and store a standard document
- The system will check quality of data and metadata, possible presence of viruses or malicious code in real time

Project goals

- Building of data storage centres at fixed locations
- Recording, collecting, long-term archiving, and protection of digital content
- Creating structured information from various data sources and its archiving
- Compliance with defined parameters, indicators, criteria, and standards

National Cultural Register

Slovak Film Institute

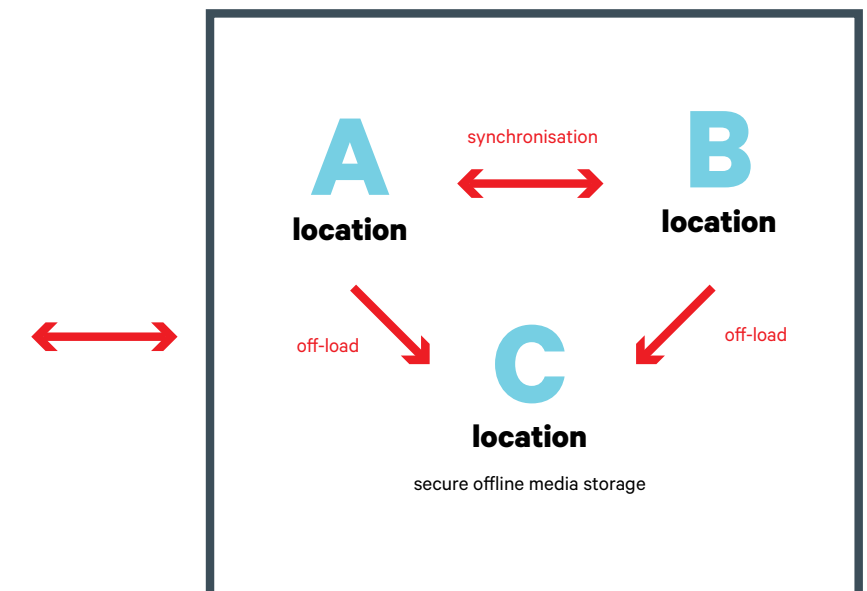
Slovak National Gallery

Slovak National Library

State Scientific Library in Prešov

The Monuments Board of the Slovak Republic

Museum of the Slovak National Uprising



Two cooperating OAIS archives provide archival services as part of a single compact and compliant OAIS archive.

CDA

Customers and Partners

Our customers include major organisations in the telecommunications sector, finance, industry, network industries and public administration. We cooperate with more than 200 companies with a significant position in their respective sector.



Customer References **page 40**

Partnerships and Awards

1.

TEMPEST is HP's largest business partner in Slovakia.

Check Point

VAR Stars Partner ***

CISCO

Gold Partner

EMC

Silver Partner

Awards:

- Best EMC Partner 2012, 2013, 2014
- Best Innovative Solution 2013, 2014

FORTINET

Silver Partner

F5 Networks

Gold UNITY Partner

Hewlett-Packard

Gold Partner

Awards:

- The Best Partner 2014 for All Products & Services
- The Best Partner 2014 for Printing & Personal Systems

IBM

Premier Business Partner

Awards:

- The most certified team of professionals for the IBM Tivoli software

Intel Security/McAfee

Reseller Premier

Microsoft

Gold Partner

RSA (The Security Division of EMC)

Affiliate partner/reseller

SAP

Gold VAR PartnerEdge

Awards:

- The most successful SAP VAR PartnerEdge partner 2013, 2014

Symantec

Gold Partner

Awards:

- The highest achieved turnover for products in the category Information Management in the SR

Vmware

Enterprise Partner

Websense

Silver International Partner

In addition to the above partners, TEMPEST collaborates with many other IT manufacturers, such as Acitveldentity, Clearswift, Dell Wyse, Entrust, Eset, Hitachi, Sophos, Thales, Trend Micro, Tripwire, SafeNet, etc.

Customer References



Finance

Všeobecná úverova banka, a. s.
Sberbank Slovensko, a. s.
Slovenská sporiteľňa, a. s.
Prvá stavebná sporiteľňa, a. s.
Tatra banka, a. s.
Union zdravotná poisťovňa, a. s.
Consumer Finance Holding, a. s.
UNION poisťovňa, a. s.
ING Bank N.V., pobočka zahraničnej banky
AEGON Životná poisťovňa, a. s.
Cetelem Slovensko, a. s.
Volkswagen finančné služby Slovensko, s. r. o.
AEGON DSS, a. s.
Československá obchodná banka, a. s.

Commerce, services and media

ADELA GROUP, s. r. o.
J & T REAL ESTATE, a. s.
Slovenská pošta, a. s.
Rempo, s. r. o.
Rozhlas a televízia Slovenska
NAY, a. s.
Cromwell, a. s.
Urbia Hotels, s. r. o.
Tauris, a. s.
Motor-Press Slovakia, s. r. o.
SkyToll, a. s.

Industry, manufacturing and energy

VUJE, a. s.
STRABAG Property and Facility Services, s. r. o.
Slovalco, a. s.
Rona, a. s.
Mondi SCP, a. s.
MATADOR HOLDING, a. s.
Johnson Controls International, s. r. o.
Jadrová a vyraďovacia spoločnosť, a. s.
U.S.Steel Košice, s. r. o.
SHP Harmanec, a. s.
SLOVNAFT, a. s.
Volkswagen Slovakia, a. s.

Telecommunications and IT

Erste Group IT International, spol. s r. o.
Slovak Telekom, a. s.
Orange Slovensko, a. s.
O2 Slovakia, s. r. o.
EFKON AG
ALES, a. s.
Energotel, a. s.
First Data Slovakia, s. r. o.
Towercom, a. s.

Industry and energy

Slovenské elektrárne, a. s.
Slovenský plynárenský priemysel, a. s.
TRANSPETROL, a. s.
Stredoslovenská energetika, a. s.
Bratislavská teplárenská, a. s.
eustream, a.s.

Public administration

DataCenter
Debt and Liquidity Management Agency
General Prosecutor's Office of the SR
Industrial Property Office of Slovakia
Letové prevádzkové služby SR, š. p.
M.R.Štefánik Airport - Airport Bratislava a.s. (BTS)
Ministry of Defence of the SR
Ministry of Environment of the SR
Ministry of Finance of the SR
Ministry of Health of the SR
Ministry of Interior of the SR
Ministry of Justice of the SR
Ministry of Transport, Construction, and Regional Development of the SR
Narodná diaľničná spoločnosť, a. s.
National Property Fund of the SR
Slovak Railways
Slovenský vodohospodársky podnik, š. p.
The Monuments Board of Slovakia
The National Bank of Slovakia
Vodohospodárska výstavba, š. p.
Železničná spoločnosť Cargo Slovakia, a. s.

Science, education and sport

Slovak National Library
Catholic University in Ružomberok
Slovak University of Technology, Faculty of Materials Science and Technology
Slovak Football Association
University of Žilina
University Library in Bratislava
Slovak Hydrometeorological Institute
University of Trnava
University of Economics in Bratislava

Healthcare and pharmaceuticals

Saneca Pharmaceuticals, a. s.
UNIPHARMA – 1. slovenská lekárnická akciová spoločnosť
Slovenské liečebné kúpele Piešťany, a. s.
Novartis Slovakia, s. r. o.



Marketing

Methods, efficiency and directness of communication have become a priority not only in our industry. We need to make a difference and we need our customers to associate our company with the right areas of IT. Through marketing, we create demand for our IT products and services and participate in the creation of business opportunities.

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→ Market **page 45**

Communication

Knowledge about the company

Our annual survey shows that our customers obtain most information about the company on events, followed by employees and electronic channels. In the past, employees were the most relevant source of information about the company.

On the market, TEMPEST is perceived mainly as a provider of products and services in the field of IT infrastructure, IT service management, security and software development, which more or less corresponds to the structure of revenues. Perception of quality of commerce, project management and technology knowledge is still between good and very good.

New professional competences and awards

As part of our strategy, we strive to achieve the highest levels of partnership with IT manufacturers. At the same time, we have the ambition to belong to their largest partners, which means to achieve the highest sales, meet the strictest criteria for specialist certifications, laboratories, and numbers of trained employees. Thanks to 2014 results, we became HP's best partner for sales of products and services for all HP's product divisions. As a result, TEMPEST achieved the HP GOLD Partner position. We are the largest partner of EMC in Slovakia, the largest partner of SAP

Slovakia, and belong to the best resellers of VMware's and Symantec's products and services. Just a couple of days ago, we passed a demanding audit to become one of five Cisco Gold Certified Partners in Slovakia.

Social networks and online presence

TEMPEST is active on Facebook and LinkedIn. We work with an agreed strategy and content plan. We have more than 300 followers on Facebook and almost one thousand on LinkedIn. The popularity of communication using social networks is growing, which is evidenced by our annual surveys of Slovak IT managers and specialists. Almost half of the respondents have a Facebook account, and one third have a LinkedIn account. Social network users use them most frequently to get info about friends and acquaintances, followed by current topics, news and interesting facts from the market, and to get information about products and manufacturers. TEMPEST issues a regular newsletter whose popularity is growing. Besides the survey, this has been confirmed by a 23.8% conversion rate, so nearly a quarter of the respondents open the newsletter.

Social responsibility

Responsibility and help to those in need is part of our day-to-day work. Last year we donated to organisations in Slovakia, as well as to the Slovak charity in Africa "Viac než šperk"

(www.viacnezperk.sk), which effectively helps children in need and single mothers in the poorest parts of Kenya.

TEMPEST supported a series of three prestigious ice-hockey charity matches for the late Pavol Demitra. The matches involved the teams Slovak Stars and St. Louis Blues Alumni, for which Pavol Demitra once played. Proceeds were donated to support young ice-hockey talents in Slovakia.

As part of our social responsibility, we supported numerous other talents, institutions, and projects. TEMPEST is the main sponsor of Filip Praj, junior Double Trap world champion. We supported the "Ruky spoja ruky" event, which is aimed at people with physical disabilities from the National Rehabilitation Centre and Specialised Medical Institution for Children in Kováčová. We also supported the Nitra Chess Club, various projects at the Faculty of Informatics and Information Technology of STU, the Digital Library conference, Archival Days, and many others.



Rastislav Chudík
Marketing Director,
TEMPEST a.s.

TEMPEST's Position

With total revenue of €73.403 mil. for 2014, according to the TREND weekly ranking, TEMPEST was among the top IT companies on the Slovak market. Also according to the TREND TOP infotechnology ranking, it was the 5th largest IT services provider in Slovakia. It has held this position for the third straight year. It placed 5th in IT deliveries for industrial production, rising one place compared to the previous year.

9. largest IT products and services provider in the SR in terms of added value

4. largest IT provider for three sectors: services, infrastructure businesses, and public sector

5. largest IT services provider on the Slovak market

Market

IT division plans

Almost nothing has changed in priorities and plans compared to the previous year. The most important is the streamlining of the use of own server resources and strengthening of the infrastructure (1), followed by improvement of IT availability (2), acceleration of restoration in case of IT outage and improvement of IT services (3). Compared to the previous year, the company's goal to improve the use of data for strategic, operational decision-making and business grew by almost 10%.

Cloud

Almost half of the respondents are reluctant to use the cloud; however, 20% of Slovak IT managers admit migration to cloud within two years. The number of respondents planning migration to cloud within two years rose by 7% compared to the previous year. One third of those planning to use the cloud would place applications there, one quarter storage, and one fifth email services. The most frequent reasons to refuse the cloud include security issues, the feeling that data are not "home", and unsuitability of applications for cloud operation.

Challenges and business relations with IT

Ownership of budgets for IT products and services is still firmly in the hands of IT departments, which was confirmed by 70% respondents of the survey. 8% of IT budgets are managed by operation departments, and only 7% by business or marketing managers.

The biggest challenges for IT managers related to corporate business (in all areas) include consolidation of IT, or adjustment of IT to new and one-off business requirements. This is followed by integration of applications or data (integration platforms, data warehouses). However, the industry sector is dominated by the requirement to automate production and related processes. In the public administration, science and sport sectors, the most current challenge is mobile access to information sources. According to survey respondents, departments of commerce, marketing and finance in all sectors see commercial information protection as almost the least important. However, IT managers perceive the issue of commercial information security as one of their priorities.

Biggest challenges for IT managers

- IT consolidation or adapting IT to new and one-off business requirements
- Integration of applications or data
- Business requirement for production automation and related processes
- Mobile access to information sources
- The issue of commercial information security

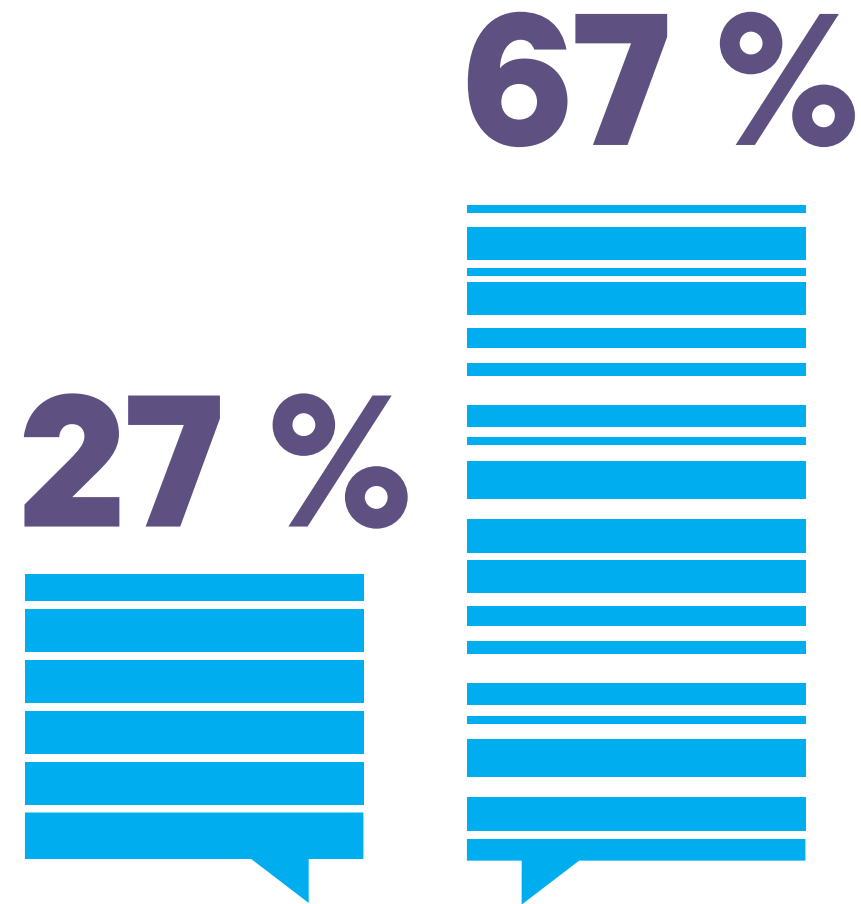
What is the focus of the market?

Survey respondents state that the most important is IT security, followed by virtualisation and cloud services. These three topics were the most frequent answers to the question: "Which IT topics are you interested in at the moment?" They were followed by responses, such as mobility, BigData, BI, DWH. These, however, were not as frequent as the first three responses.

Which IT topics are you interested in at the moment?



Regular vs. irregular communication with managers



67% IT managers communicate with the commerce, marketing and finance departments on an irregular basis. Close and regular cooperation with the commerce was confirmed by 27% respondents, mainly from telecommunications, banking and retail.

Social networks

Almost half of the respondents have a Facebook account, and one third have a LinkedIn account. 28% have a Google+ account. Social network users use them most frequently to get info about friends and acquaintances (46%), followed by current topics, news and interesting facts from the market (44%), and to get information about products and manufacturers (41%).



27% IT managers communicate with the commerce on a regular basis.

*The survey took place in April involving 194 respondents. It is a 10% growth in the number of respondents compared to 2014. The survey included respondents from telecommunications (35%), public administration (19%), industry and manufacturing (16%), banking and retail (14%), energy sector (9%), science, education and sport (6%), and health sector (1%). The survey was primarily aimed at respondents who are in daily contact with IT.

Events

Recently we presented the implemented projects, new trends and the company itself using specialist as well as public events.

Judgment Day

More than 140 IT security managers and specialists attended the 9th annual Judgment Day Bratislava, one of the largest IT security conferences in Slovakia. A key person of the conference was Prof. Dr. Marco Gercke, an expert on electronic crime, consultant to the Council of Europe, EU, NATO, and UN for the fight against terrorism on the Internet. "Attackers realise that key persons' devices contain more and more valuable data. Data owned by politicians, managers and company owners have always had a big value; however, the possibility to attack them has risen. Such important data simply was not stored in phones ten years ago," said Gercke. "Companies slowly learn that it is better to invest in security beforehand, because it costs less than paying for damages caused by attacks. The cheapest method of defence is raising awareness of security. Other key steps include purposeful search for vulnerabilities, quantification of risks, and their effective elimination," he added.



Video from the event

Jan Kraus and Guests 2015

More than 400 customers and business partners attended our 7th annual talkshow "TEMPEST, Jan Kraus and Guests 2015". This time around, Jan Kraus invited Richard Müller, Daniel Dangl, Braňo Kostka and, unusually, Jan Kraus' life partner, Ivana Chýlková. The event also included a fantastic performance by Richard Müller and Fragile, which was awarded by a standing ovation. During the event, guests had the opportunity to purchase works of art created by children from the Children's Home Nádej in Bernolákovo. The raised amount was doubled by TEMPEST, and the final amount of €2,310 was donated to the children from the Children's Home.



Video from the event

Events for employees

Employees are our most significant asset. The average age at TEMPEST exceeded 35 years, and our employees together have more than 200 kids. Time spent with the family is never enough, so family-type events are very popular. We also regularly organise other types of events for our customers. These include, for example, team building activities or annual Christmas parties. This time around, the employees enjoyed a private performance of Tublatanka, great food and fun at the River's Club.



- Braňo Kostka ↑
- Dano Dangl ↗
- Ivana Chýlková ↑
- Tublatanka ↗
- Richard Müller →
- Fragile →

“I still work hard to keep with the top.”

TEMPEST
is a proud sponsor
of Filip

How did you get to shotgun shooting sports and shooting in general? Do you have any idols in this sport?

Since I was a child, I did many sports, such as swimming, tennis, horse-riding or taekwondo. However, I always felt that these are not the real thing. I got my first air gun for my fifth birthday. Later I discovered my mum's shooting awards and found out she used to do shotgun shooting. So I knew what my way would be. And idols? I don't think I have any specific. I prefer to focus on motivation. My main "motor" in this sport is to be the best, and that is what drives me most.

Where do you usually practice and what does your training look like? Does shooting require special physical training? If yes, what specifically?

Vast majority of my training takes place at the National Shooting Centre in Trnava, but I also try to practice in Hungary, Austria, Slovenia, and Germany. My practice session starts with a warm-up followed by live training – shooting clay pigeons in individual disciplines, which are trap and double trap. As with other sports, shooting requires demanding physical exercise. Therefore, I try to use such activities as fitness, MMA, tennis, swimming, and last but not least, cardio exercise using bike and running.

What does a shooter think about when aiming at the target in a competition?

I personally try not to think about anything, to have a clear mind and be totally focussed on the shooting. It helps me to achieve quicker reaction times and concentrate absolutely.

What is your preparation on the day of competition? Do you have any pre-start rituals or customs?

I don't do any special preparation, nor do I have any rituals. I'm not very superstitious, and shooter's performance is mainly the result of pre-competition training and concentration during shooting.

Where is your favourite place for shooting and why?

The best thing about this sport is that competitions take place almost all around the world, so you can travel and see a lot. My personal favourite places so far are Suhl, Germany, and Al Ain, UAE. It was mainly due to the environment, people and technical level of organisation. I just liked it there, and things are well-organised in those places.

What are your next goals and plans? You are already a multiple Slovak Champion, you belong to top European shooters in your category, and you can shoot 149 out of 150 flying targets.

I still work hard to keep with the top. My next goal is to finish on a good position at the European Championship in Slovenia and the World Championship in Italy. Both competitions will take place this year. And

of course, I will do my best to qualify for the Rio Olympics.

Do you use technology in shooting? If yes, which?

Various technologies are used in the entire training procedure. I use apps for practice schedules and apps aimed at summarising and evaluating practice sessions. In training, for instance, I use a GoPro camera which allows me to record, analyse and evaluate every single shot, or the entire shooting training.

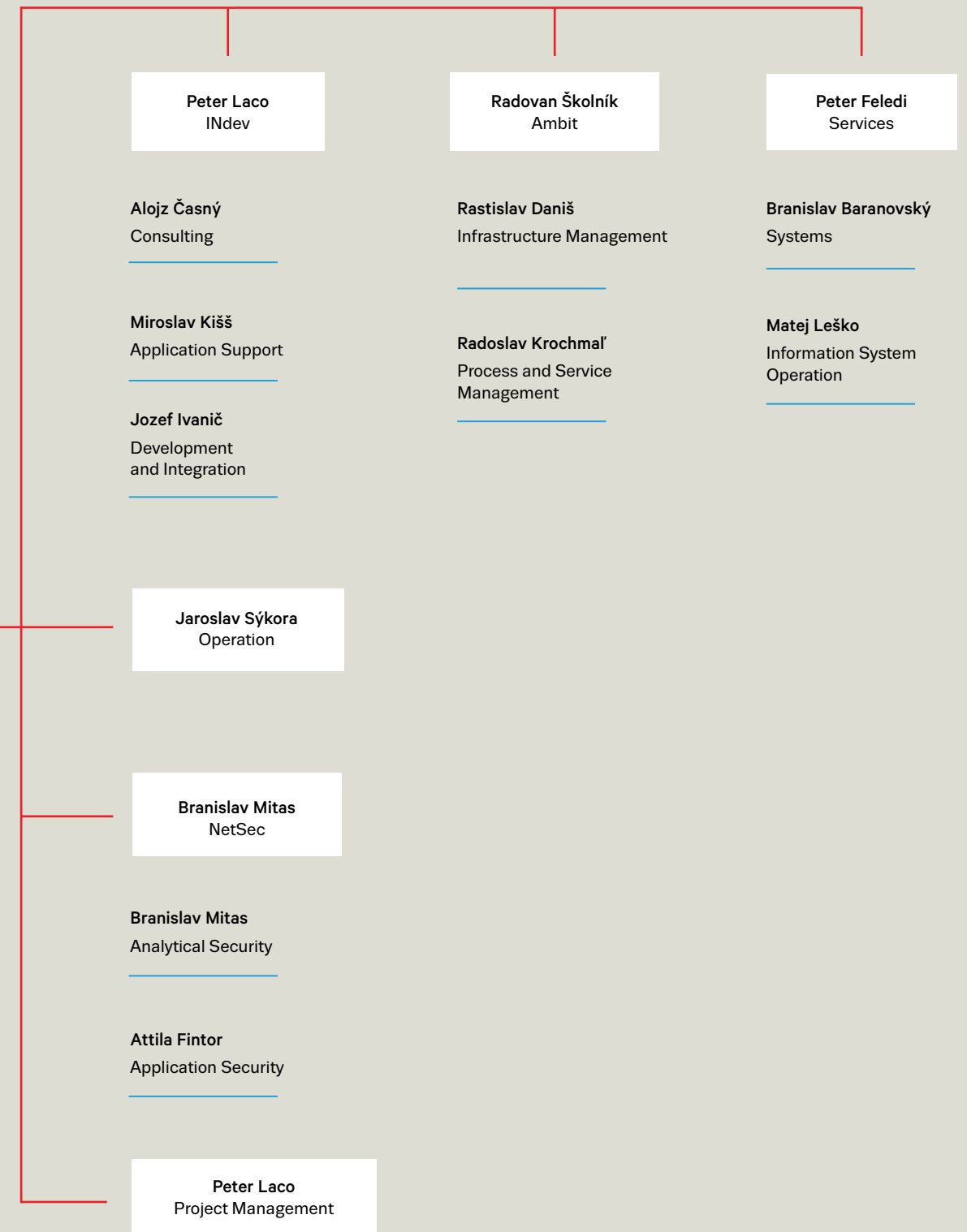
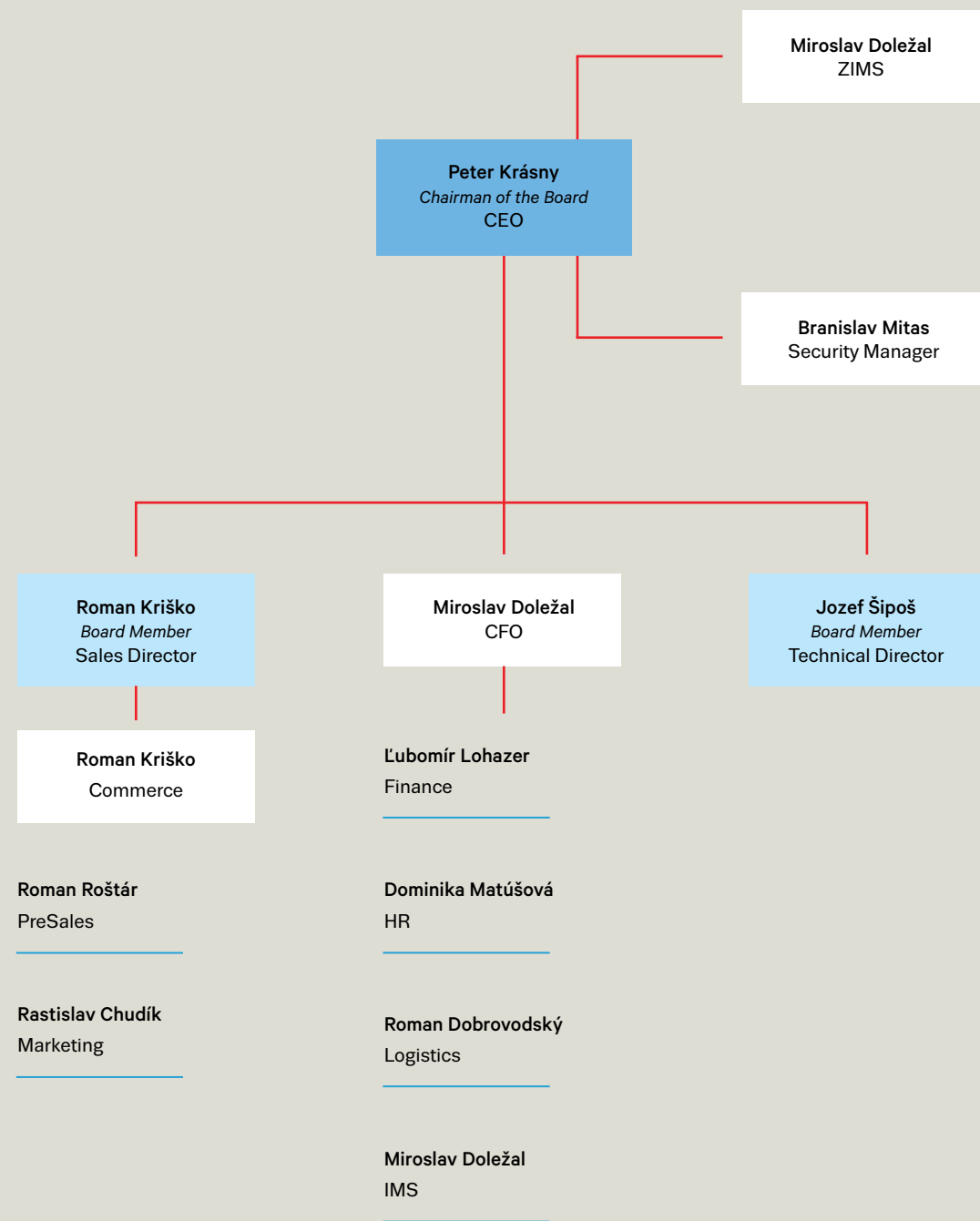
What tech gadgets do you use in personal life?

I'm a young guy, and IT is a part of my daily life. Whether it is a notebook or smartphone with lots of apps ranging from educational to fun, or other technology gadgets that I use for fun, study or sport. I use, for example, Fitness Tracker to measure my pulse during running.

Filip Praj is a 19-year old Slovak sport shooter hailing from Trnava. He competes in trap and double trap, and is the holder of 24 Slovak and one European record in sport shooting. He is a European Vice-Champion in trap and double European Champion in double trap. He finished third in the World Championship in double trap. Filip is also the holder of several records in the Slovak Shooting Association charts. For more info on Filip see www.filippraj.sk.



Organisational Structure



Divisions

1. Ambit

This division specializes in providing comprehensive solutions, systems integration and consulting in the areas of IT process management, central administration and operation of the ICT environment. The overall aim of these activities is that our customers can ensure the provision of services to their internal and external customers at an agreed level.

2. INdev

This division provides software solutions with a significant added value for our customers' business. It focuses on software development using a wide range of modern platforms and approaches. It emphasizes building scalable solutions using the cloud and also provides solutions for areas such as Big Data, Business Automation, BI / DWH and digitization and long-term data archiving. It focuses mainly on business contribution and the user's final experience when creating solutions.

3. Netsec

This division focuses on providing comprehensive solutions and consulting services in the area of information security and information systems. The provided services cover the implementation and operation of management systems, security risk management, the business continuity planning of the organization and security assessment, as well as the design, implementation and support of technology solutions designed to protect information and the administration of users and their access rights.

4. Services

The Services division specializes in providing comprehensive solutions, systems integration and consulting in the areas of IT process management, central administration and operation of the ICT environment. It provides products and services in the area of IT infrastructure, data management and enterprise application integration. The division also provides the operation and support of IT infrastructure and provides the aid of the Service Desk, as a central point for reporting incidents and dealing with the requirements of our customers. The Services Division also covers network security.

5. Project Management

This division provides management services for all the projects of companies and covers the management over the whole life cycle of the projects across technological divisions. It procedurally covers all management areas with the ability to adapt the methodology and outputs to the customer's environment.

Employee Structure

The average number of full-time employees TPP 249

Women	25	10,04 %
Men	224	89,96 %

Education

High School	64	25,70 %
University, College	185	74,30 %

Age Structure

21–30	64	25,70 %
31–40	135	54,22 %
41–50	40	16,06 %
Over 51	10	4,02 %

Average age in the company is 35 years.

Quality Management

TEMPEST has implemented an Integrated Management System (IMS) according to international standards ISO 9001 (Quality Management System), ISO 10006 (Project Quality Management System), ISO 14001 (Environmental Management System), ISO 27001 (Information Security Management System), STN OHSAS 18001 (Occupational Health & Safety Management System), and ISO 20000 (Service Management System). IMS was certified by the renowned certification company TÜV SÜD Slovakia.

We are one of the first IT companies in the Slovak market to implement the Information Security Management System according to ISO 27001. ISO 27001 is proof that the company protects and accesses information in accordance with the management of its business. By implementing the standard, the company also confirmed the ability to continuously provide its services in the event of a disaster, and compliance with relevant legal standards.

TEMPEST also has a system of management of services (SMS), which is implemented according to the international standard ISO 20000. SMS and implementing of ISO 20000 are a confirmation that the company is able to provide its customers with the agreed functionality, reliability and high quality of services provided.



We manage IT services in accordance with ISO 20000.

Finance

TEMPEST a. s. has had a successful financial year. There was a year on year increase of the yield indicators at minimum cost developments. On the basis of projects in progress we expect in the next period to deliver positive financial indicators.

No events of special importance occurred after the end of the period for which the annual report 2014 is drawn. The company did not acquire own shares. Part of the profit for the year 2014 will be allocated to shareholders, the rest will remain undivided with shareholders' title for allocation remaining unchanged.

TEMPEST a. s. continues to be a 100% owner of the subsidiary TEMPEST Czech s. r. o. operating in the Czech Republic.

The financial statements for 2014 were audited by an independent auditor. Audit opinion is unconditioned, indicating that the financial statements give a true and fair view of the financial position of our company. Next year will be a challenge for TEMPEST company to maintain the level of economic performance and further strengthen the company's position in Slovakia as well as in Central Europe.



Miroslav Doležal

Chief Financial Officer

Trends

in thousands of euros	2010	2011	2012	2013	2014
Revenues	75 187	53 891	74 835	59 370	73 403
Revenues from services	47 048	37 404	41 725	37 911	48 185
Revenues from goods	28 768	16 486	33 109	21 494	25 002
Profit after tax	6 205	2 498	5 061	1 104	4 104
Added value	21 878	16 787	22 260	16 468	21 043

Balance Sheet Assets

€ 73 403 k

Total sales

ASSETS	Line No.	Brutto in current period 2014	Corrections in current period 2014
TOTAL ASSETS line 02 + line 33 + line 74	001	33 747 705,75 €	4 224 630,47 €
A. Non-current assets line 03 + line 11 + line 21	002	5 878 821,68 €	4 196 440,84 €
A.I. Non-current intangible assets (lines 04 to 10)	003	87 560,53 €	87 560,53 €
2. Software (013)-/073, 091A/	005	81 861,02 €	81 861,02 €
5. Other non-current intangible assets (019, 01X) - /079, 07X, 091A/	008	5 699,51 €	5 699,51 €
A.II. Property, plant and equipment (lines 12 to 20)	011	5 645 910,15 €	4 108 880,31 €
3. Individual movable assets and sets of movable assets (022) - /082,092A/	014	5 645 910,15 €	4 108 880,31 €
A.III. Non-current financial assets – total (lines 22 to 32)	021	145 351,00 €	0,00 €
A.III.1. Shares and ownership interests in affiliated accounting entities (061A, 062A, 063A) - /096A/	022	145 351,00 €	0,00 €
B. Current assets line 34 + line 41 + line 53 + line 66 + line 71	033	25 975 307,86 €	28 189,63 €
B.I. Inventory – total (lines 35 to 40)	034	381 243,61 €	0,00 €
2. Work in progress and semi-finished products (121, 122, 12X) - /192,193,19X/	036	122 000,00 €	0,00 €
5. Merchandise (132, 133, 13X, 139) - /196,19X/	039	259 243,61 €	0,00 €
B.II. Non-current receivables – total (line 42 + lines 46 to 52)	041	4 625,34 €	0,00 €
8. Deferred tax asset (481 A)	052	4 625,34 €	0,00 €
B.III. Current receivables – total (line 54 + lines 58 to 65)	053	17 485 472,55 €	28 189,63 €
B.III.1. Trade receivables – total (lines 55 to 57)	054	16 790 885,90 €	28 189,63 €
1.c. Other trade receivables (311A, 312A, 313A, 314A, 315A, 31XA) - /391A/	057	16 790 885,90 €	28 189,63 €
3. Other receivables from affiliated accounting entities (351A) - /391A/	059	0,00 €	0,00 €
4. Other receivables without participating interest, except for receivables from affiliated accounting entities (351A) - /391A/	060	50 000,00 €	0,00 €
7. Tax assets and subsidies (341, 342, 343, 345, 346, 347) - 391A	063	141,03 €	0,00 €
9. Other receivables (335A, 33XA, 371A, 374A, 375A, 378A) - /391A/	065	644 445,62 €	0,00 €
B.V. Financial accounts line 72 + line 73	071	8 103 966,36 €	0,00 €
B.V.1. Cash (211, 213, 21X)	072	3 026,52 €	0,00 €
2. Bank accounts (221A, 22X +/-261)	073	8 100 939,84 €	0,00 €
C. Accruals/deferrals – total (lines 75 to 78)	074	1 893 576,21 €	0,00 €
C.1. Pre-paid expenses – long-term (381A, 382A)	075	0,00 €	0,00 €
2. Pre-paid expenses – short-term (381A, 382A)	076	1 884 941,72 €	0,00 €
4. Accrued income – long term (385A)	078	8 634,49 €	0,00 €

Netto in current period 2014	Netto in prior period 2013	Rounded Brutto in current period 2014	Rounded Corrections current period 2014	Rounded Netto in current period 2013	Rounded off (previous)
29 523 075,28 €	29 278 590,31 €	33 747 707 €	4 224 631 €	29 523 076 €	29 278 590 €
1 682 380,84 €	1 628 693,21 €	5 878 822 €	4 196 441 €	1 682 381 €	1 628 693 €
0,00 €	2 932,40 €	87 561 €	87 561 €		2 932 €
0,00 €	2 932,40 €	87 561 €	87 561 €		2 932 €
0,00 €	0,00 €				
1 537 029,84 €	1 502 180,00 €	5 645 910 €	4 108 880 €	1 537 030 €	1 502 180 €
1 537 029,84 €	1 502 180,00 €	5 645 910 €	4 108 880 €	1 537 030 €	1 502 180 €
145 351,00 €	123 580,81 €	145 351 €		145 351 €	123 581 €
145 351,00 €	123 580,81 €	145 351 €		145 351 €	123 581 €
25 947 118,23 €	25 660 153,65 €	25 975 309 €	28 190 €	25 947 119 €	25 660 153 €
381 243,61 €	347 267,40 €	381 244 €		381 244 €	347 267 €
122 000,00 €	192 000,00 €	122 000 €		122 000 €	192 000 €
259 243,61 €	155 267,40 €	259 244 €		259 244 €	155 267 €
4 625,34 €	0,00 €	4 625 €		4 625 €	
4 625,34 €	0,00 €	4 625 €		4 625 €	
17 457 282,92 €	23 128 244,02 €	17 485 473 €	28 190 €	17 457 283 €	23 128 244 €
16 762 696,27 €	22 192 986,48 €	16 790 886 €	28 190 €	16 762 696 €	22 192 986 €
16 762 696,27 €	22 192 986,48 €	16 790 886 €	28 190 €	16 762 696 €	22 192 986 €
0,00 €	0,00 €	50 000 €		50 000 €	
50 000,00 €	0,00 €				
141,03 €	448 516,83 €	141 €		141 €	448 517 €
644 445,62 €	486 740,71 €	644 446 €		644 446 €	486 741 €
8 103 966,36 €	2 184 642,23 €	8 103 967 €		8 103 967 €	2 184 642 €
3 026,52 €	36 631,33 €	3 027 €		3 027 €	36 631 €
8 100 939,84 €	2 148 010,90 €	8 100 940 €		8 100 940 €	2 148 011 €
1 893 576,21 €	1 989 743,45 €	1 893 576 €		1 893 576 €	1 989 744 €
0,00 €	0,00 €	21 428 €		21 428 €	4 167 €
1 884 941,72 €	1 963 986,64 €	1 863 514 €		1 863 514 €	1 959 820 €
8 634,49 €	25 756,81 €	8 634 €		8 634 €	25 757 €

Balance Sheet Liabilities

LIABILITIES	Line No.
TOTAL EQUITY AND LIABILITIES (line 080 + line 101 + line 141)	079
A. Equity line 081 + line 085 + line 086 + line 087 + line 090 + line 093 + line 097 + line 100	080
A.I. Share capital – total (lines 82 to 84)	081
A.I.1. Share capital (411 or +/- 491)	082
A.IV. Legal reserve funds line 088 + line 089	087
A.IV.1. Legal reserve and non-distributable fund (417A, 418, 421A, 422)	088
2. Reserve fund for own shares and own ownership interests (417A, 421A)	089
A.VI. Differences from revaluation – total (lines 94 to 96)	093
A.VI.1. Differences from revaluation of assets and liabilities (+/- 414)	094
A.VII. Net profit/loss of previous years line 98 + line 99	097
A.VII.1. Retained earnings from previous years (428)	098
A.VIII. Net profit/loss for the accounting period after tax /+ - / line 01 – (lines 81 + 85 + 86 + 87 + 90 + 93 + 97 + 101 + 141)	100
B. Liabilities line 102 + line 118 + line 121 + line 122 + line 136 + line 139 + line 140	101
B.I. Non-current liabilities – total (line 103 + lines 107 to 117)	102
5. Other non-current liabilities (479A, 47XA)	110
9. Liabilities related to social fund (472)	114
10. Other non-current liabilities (336A, 372A, 474A, 47XA)	115
12. Deferred tax liability (481A)	117
B.IV. Current liabilities – total (line 123 + lines 127 to 135)	122
B.IV.1. Total liabilities (lines 124 to 126)	123
1.c. Other trade liabilities (321A, 322A, 324A, 325A, 326A, 32XA, 475A, 476A, 478A, 47XA)	126
5. Liabilities to partners and association (364, 365, 366, 367, 368, 398A, 478A, 479A)	130
6. Liabilities to employees (331, 333, 33X, 479A)	131
7. Liabilities related to social security (336A)	132
8. Tax liabilities and subsidies (341, 342, 343, 345, 346, 347, 34X)	133
10. Other liabilities (372A, 379A, 474A, 475A, 479A, 47XA)	135
B.V. Short-term provisions line 137 + line 138	136
B.V.1. Legal provisions (323A, 451A)	137
B.VI. Current bank loans (221A, 231, 232, 23X, 461A, 46XA)	139
B.VII. Short-term financial assistance (241, 249, 24X, 473A, /-/255A)	140
C. Accruals/deferrals (lines 142 to 145)	141
3. Deferred income long-term (384A)	144
4. Deferred income short-term (384A)	145

€ 48 185 k

Revenues
from selling
IT services

Results of period current 2013	Results of period prior 2012	Rounded off (current)	Rounded off (previous)
29 523 075,28 €	29 278 590,31 €	29 523 076 €	29 278 590 €
6 885 009,72 €	5 594 914,30 €	6 885 009 €	5 594 914 €
159 600,00 €	159 600,00 €	159 600 €	159 600 €
159 600,00 €	159 600,00 €	159 600 €	159 600 €
31 920,00 €	31 920,00 €	31 920 €	31 920 €
30 924,18 €	30 924,18 €	31 920 €	31 920 €
995,82 €	995,82 €		
-57 093,04 €	-45 863,23 €	-57 093 €	-45 863 €
-57 093,04 €	-45 863,23 €	-57 093 €	-45 863 €
2 645 632,36 €	4 345 632,36 €	2 645 632 €	4 345 632 €
2 645 632,36 €	4 345 632,36 €	2 645 632 €	4 345 632 €
4 104 950,40 €	1 103 625,17 €	4 104 950 €	1 103 625 €
22 194 506,49 €	22 286 050,54 €	22 194 508 €	22 286 051 €
567 219,68 €	748 554,75 €	263 175 €	457 223 €
234 060,00 €	346 408,80 €	121 711 €	234 060 €
8 592,86 €	35 165,12 €	8 593 €	35 165 €
324 566,82 €	366 546,61 €	132 871 €	187 564 €
0,00 €	434,22 €		434 €
21 179 181,85 €	21 239 278,50 €	21 483 228 €	21 530 611 €
15 919 883,26 €	17 824 122,56 €	15 919 884 €	17 824 123 €
15 919 883,26 €	17 824 122,56 €	15 919 884 €	17 824 123 €
3 000,00 €	0,00 €	3 000 €	
2 633 986,74 €	1 653 276,60 €	2 633 987 €	1 653 277 €
402 428,93 €	382 789,40 €	402 429 €	382 789 €
2 219 882,92 €	1 379 089,94 €	2 219 883 €	1 379 090 €
0,00 €	0,00 €	304 045 €	291 332 €
442 434,00 €	297 633,39 €	442 434 €	297 633 €
442 434,00 €	297 633,39 €	442 434 €	297 633 €
4 170,96 €	583,90 €	4 171 €	584 €
1 500,00 €	0,00 €	1 500 €	
443 559,07 €	1 397 625,47 €	443 559 €	1 397 625 €
0,00 €		102 904 €	
443 559,07 €	1 397 625,47 €	340 655 €	1 397 625 €

Profit and Loss Statement

€ 25 002 k



	Line No.	Actual in current accounting period	Actual in previous accounting period	Rounded off (current)	Rounded off (previous)
* Net turnover (part of account part 6 according to Act)	01	0,00 €	73 373 823,22 €	73 403 534 €	59 647 947 €
** Operating income – total (lines 03 to 09)	02	73 303 823,22 €	59 494 731,78 €	73 303 824 €	59 494 732 €
I. Revenue from sale of merchandise (604, 607)	03	25 002 084,45 €	21 458 700,41 €	25 002 084 €	21 458 700 €
III. Revenue from sale of services (602, 606)	05	48 185 851,59 €	37 910 959,72 €	48 185 852 €	37 910 960 €
IV. Changes in internal inventory (+/-) (account group 61)	06	-70 000,00 €	-180 000,00 €	-70 000 €	-180 000 €
VI. Revenue from the sale of non-current intangible assets, property, plant and equipment and raw materials (641, 642)	08	135 091,67 €	63 216,68 €	135 092 €	63 217 €
VII Other operating income (644, 645, 646, 648, 655, 657)	09	50 795,51 €	241 854,97 €	50 796 €	241 855 €
** Operating expenses – total lines 11 + 12 + 13 + 14 + 15 + 20 + 21 + 24 + 25 + 26	10	67 994 297,17 €	58 211 257,97 €	67 994 299 €	58 211 259 €
A. Cost of merchandise sold (504, 507)	11	18 371 366,83 €	18 038 556,99 €	18 371 367 €	18 038 557 €
B. Consumed raw materials, energy consumption, or consumption of other non-inventory supplies (501, 502, 503)	12	593 183,56 €	626 278,88 €	593 184 €	626 279 €
D. Services (account group 51)	14	33 109 540,42 €	24 056 554,12 €	33 109 541 €	24 056 555 €
E. Personnel expenses – total (lines 16 to 19)	15	15 026 493,56 €	14 565 143,14 €	15 026 494 €	14 565 143 €
E.1. Wages and salaries (521, 522)	16	12 282 057,03 €	11 918 204,30 €	12 282 057 €	11 918 204 €
3. Social security expenses (524, 525, 526)	18	2 549 893,80 €	2 453 524,05 €	2 549 894 €	2 453 524 €
4. Social expenses (527, 528)	19	194 542,73 €	193 414,79 €	194 543 €	193 415 €
F. Taxes and fees (account group 53)	20	21 371,17 €	21 140,48 €	21 371 €	21 140 €
G. Amortisation and value adjustments to non-current intangible assets and depreciation and value adjustments to property, plant and equipment (line 22 + line 23)	21	724 749,88 €	736 564,84 €	724 750 €	736 565 €
G.1. Amortisation non-current intangible assets adjustments and depreciation of property, plant and equipment (551)	22	724 749,88 €	736 564,84 €	724 750 €	736 565 €
H. Carrying value of non-current assets sold and raw materials (541, 542)	24	3 110,17 €	19 705,00 €	3 110 €	19 705 €
I. Value adjustments to receivables (+/-) (547)	25	6 403,68 €	0,00 €	6 404 €	
J. Other operating expenses (543, 544, 545, 546, 548, 549, 555, 557)	26	138 077,90 €	147 314,52 €	138 078 €	147 315 €

	Line No.
*** Profit/loss from operations (+/-) (line 02 - 10)	27
* Added value (line 03 + 04 + 05 + 06 + 07) - (line 11 + 12 + 13 + 14)	28
** Income from financial activities – total lines 30 + 31 + 35 + 39 + 42 + 43 + 44	29
IX. Income from non-current financial assets (lines 32 to 34)	31
3. Other income from securities and ownership interest (665 A)	34
XI. Interest income (line 40 + line 41)	39
2. Other interest income (662A)	41
XII. Exchange rate gains (663)	42
XIV. Other income from financial activities (668)	44
** Expenses related to financial activities lines 46 + 47 + 48 + 49 + 52 + 53 + 54	45
K. Securities and shares sold (561)	46
N. Interest expense (line 50 + line 51)	49
2. Other interest expenses (562A)	51
O. Exchange rates losses (563)	52
Q. Other expenses related to financial activities (568, 569)	54
*** Profit/loss from financial activities (+/-) (line 29 - 45)	55
**** Profit/loss for the accounting period before tax (+/-) (line 27 + 55)	56
R. Income tax (line 58 + line 59)	57
R.1. Income tax – current (591, 595)	58
2. Income tax – deferred (+/-) (592)	59
**** Profit/loss for the accounting period after tax (+/-) (line 56 - line 57 - line 60)	61

	Actual in current accounting period	Actual in previous accounting period	Rounded off (current)	Rounded off (previous)
	5 309 526,05 €	1 283 473,81 €	5 309 525 €	1 283 473 €
	21 043 845,23 €	16 468 270,14 €	21 043 844 €	16 468 269 €
	129 798,31 €	265 864,96 €	129 799 €	265 865 €
	80 505,80 €	215 069,55 €	80 506 €	215 070 €
	80 505,80 €	215 069,55 €	80 506 €	215 070 €
	10 073,66 €	8 022,38 €	10 074 €	8 022 €
	10 073,66 €	8 022,38 €	10 074 €	8 022 €
	39 218,85 €	42 741,18 €	39 219 €	42 741 €
	0,00 €	31,85 €		32 €
	142 863,76 €	105 517,60 €	142 864 €	105 517 €
	0,00 €	2 500,00 €		2 500 €
	23 798,50 €	37 054,42 €	23 799 €	37 054 €
	23 798,50 €	37 054,42 €	23 799 €	37 054 €
	91 705,29 €	35 468,34 €	91 705 €	35 468 €
	27 359,97 €	30 494,84 €	27 360 €	30 495 €
	-13 065,45 €	160 347,36 €	-13 065 €	160 348 €
	5 296 460,60 €	1 443 821,17 €	5 296 460 €	1 443 821 €
	1 191 510,20 €	340 196,00 €	1 191 510 €	340 196 €
	1 190 268,96 €	339 767,95 €	1 196 570 €	339 768 €
	1 241,24 €	428,05 €	-5 060 €	428 €
	4 104 950,40 €	1 103 625,17 €	4 104 950 €	1 103 625 €

Cash Flow Overview

Cash flow from operational activities	2014	2013
Cash flow from the operation	9 728 790	-7 448 137
Paid interest	-23 799	-37 054
Received interest	10 074	8 022
Paid income tax	-1 190 269	339 768
Paid dividends	-1 103 625	-3 361 661
Cash flow before special items	7 421 171	-10 499 062
Income from special items	0	0
Net cash flow from operational activities	7 421 171	-10 499 062

Cash flow from investment activities	2014	2013
Purchase of long-term assets	-783 118	-1 004 816
Income from selling long-term assets	135 092	63 217
Investment acquisition	-33 000	-1
Received dividends	80 506	215 070
Net cash flow from investment activities	-600 520	-726 530

Cash flow from financial activities	2014	2013
Income from basic capital increase	0	0
Income from loans	0	0
Repayment of long-term liabilities	-901 326	-1 080 547
Repayment of received loans	0	0
Net cash flow from financial activities	-901 326	-1 080 547

€ 21 043 k



	2014	2013
(Decrease) Increase in financial resources and cash equivalents	5 919 325	-12 306 139
Financial resources and cash equivalents at the beginning of the year	2 184 642	14 490 781
Financial resources and cash equivalents at the end of the year	8 103 967	2 184 642

Cash flow from the operation	2014	2013
Net profit (before the deduction of interest, tax, and special items)	5 296 460	1 443 821

Adjustments for non-cash items	2014	2013
Depreciation of tangible and intangible assets	724 750	736 565
Corrective item for claims	0	0
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	144 801	9 920
Loss (profit) from selling long-term assets	-131 982	43 512
Income from long-term financial assets	-80 506	-215 070
Difference between recognized investments and accounting value of assets	0	0
Other non-cash transactions	10 615	-1 700 000
Profit from the operation before changes in working capital	5 964 138	318 748

Change of working capital	2014	2013
Decrease (increase) in debts from business relations and other debts (including accrued assets)	5 767 129	1 647 139
Decrease (increase) in inventory	-33 977	-457 244
Decrease (increase) in liabilities (including accrued liabilities)	-1 968 500	-8 956 780
Cash flow from the operation	9 728 790	-7 448 137

Acknowledgement

We would like to thank all who stood by TEMPEST not only during the last year but also during the previous twenty years. Customer trust, feedback, active cooperation and support in solving common tasks are extremely valuable to us. We would also like to thank all our business partners for their cooperation and support.

We would also like to acknowledge the project teams that they can respect each other and achieve successful results in the difficult conditions. Last but not least we thank the employees who are the most valuable asset of the company, they trust it and create it.

TEMPEST a.s.

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IT makes sense

