



This is only a shortened version of the annual report for 2015. The full version in the meaning of Paragraph 23 of Act No. 431/2002 Coll., on accounting, saved and published in the Register.

Degree of confidentiality: public.

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

2015 Annual Report of TEMPEST a.s.

**Time is
the most
valuable
thing a man
can spend.**

Theophrastus



TEMPEST a.s.

Business name

Galvaniho 17/B
821 04 Bratislava 2
Slovak Republic
Head Office

EUR 159,600

Basic capital

24 June 1992

Date of establishment

31 326 650

ID

2020327716

TAX ID

SK2020327716

ID VAT

To create
time means
to have time.

We create
time for you.

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TEMPEST is a leading provider of IT products and services with a more than twenty-year history of action in the information technology sector. We are specialists in technology and understand the business of our customers. We want to be a strategic partner in your business, and we realize the preciousness of time.

**Time is what
we want
most, but
unfortunately
what we use
worst.**

William Penn

HOW WAS 20:15?



TECHNOLOGY CREATES ROOM FOR EFFICIENCY AND TIME SAVINGS. FOR EXAMPLE, THROUGH THE AUTOMATION OF ACTIVITIES OR THE CREATION OF NEW, MORE COMPLEX AND FASTER INFORMATION NEEDED FOR DECISION MAKING

EDITORIAL

2015 was a record year for us. We worked on dozens of challenging projects, many of which have a society-wide importance.

We care enormously about the quality and outputs of our customer projects, we've given them every effort and submitted the necessary processes and deployment to them. Today we have almost 300 employees on permanent contracts in the company, representing an annual growth of human resources by 12%. Our sales have reached 120 million euros, thanks to which we moved to the very peak of IT service providers in Slovakia. We realize that our customers are dependent on us, our ideas and the quality of our work in many ways. But I think that responsibility not only for the company and my colleagues, but also for our environment should grow along with commercial success. Our results commit us to even greater social responsibility, to respect reality and the strengthening of confidence.

Our most important project last year was the Unified Information System for Road Transport. It covers a broad agenda and contributes significantly to streamlining the sector and to increasing road safety. Dozens of people have been working on it at maximum deployment for over a year, which is quite a long time. And time is also the theme of our Annual Report. Technology creates room for efficiency and time savings. For example, through the automation of activities or the creation of new, more complex and faster information needed for decision making. Our customers can invest the saved time in improving customer experience, innovation and creation of new strategies. Time is equally precious in private. I would like to spend it more with people close to me. Time is a precious commodity, which is

typically missing and we would welcome more of it. Finally, we are also trying to use time effectively. We devote it to the attentive listening of our customers, innovation and rigorous implementation of our tasks. Thank you to all who help create values, gain time for good things and who contributed to our success last year.

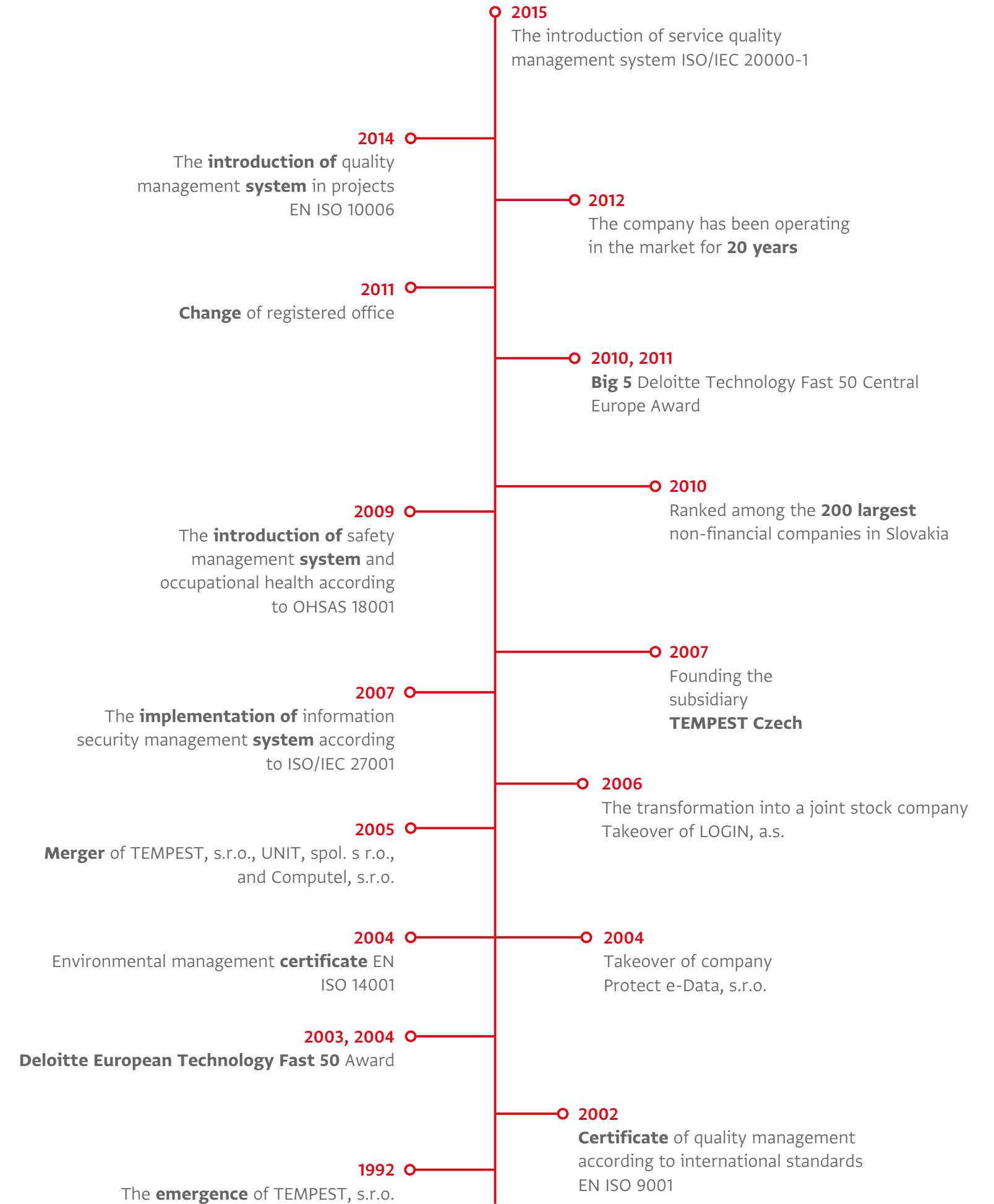
Ing. Mgr. Peter Krásny
CEO and Chairman of the Board of
TEMPEST a.s.

PAST TIMES



Prior to the creation of TEMPEST in 1992, its founders worked as freelancers. They wanted to utilize the knowledge and experience of the academic environment in which they previously worked. They started in a competitive market, where the majority of then existing companies dealt mainly with computer supplies. The founders, however, had the idea that instead of a conventional hardware supply they would mainly focus on services. Therefore, the development of TEMPEST was slow at the beginning. Only later did the focus on services proved to be the right choice.

Throughout history, TEMPEST significantly moved forward thanks to concrete projects and company milestones. The first of the major projects implemented by TEMPEST was to build an IT infrastructure for the ERGO insurance company. The second project was implemented in late 1992 and 1993. This was the supply of network infrastructure for the then Ministry of Transport, which is the company's customer to this day. Volkswagen is a customer with which the company began through small-scale infrastructure in the late nineties and later moved into a comprehensive outsourcing of certain IT parts. The company was also moved forward by the transport sector, telecommunications, finance and major infrastructure companies. Tempest also changed due to mergers and acquisitions. The acquisition of Protect e-Data in 2004 brought a deeper knowledge in the field of security, the merger with Unite in 2005 strongly influencing the company and enriching it with additional competence in IT infrastructure and new skilled people.



“THE COMPANY’S ADVANTAGE IS THE ADAPTATION TO NEW TRENDS, TECHNOLOGIES AND BUSINESS NEEDS.”

New technologies as corporate strategy

The company’s strategy has been technological leadership since the beginning. TEMPEST put an emphasis on the highest levels of partnerships and certified competence already in the nineties. TEMPEST had already belonged to the certified partner of Cisco, IBM and HP (or 3 Com). Later, the company began to place an emphasis on quality control and responsible approach to the environment, as evidenced by the implementation of international standards already in 2002. They laid the foundation for today’s complex integrated management system, which includes information security management and project management.

Quality team

A great asset to the company is the effort of its leaders, who are always fully devoted to it. They are never afraid to try new things that nobody had done before them. The owners, management and staff – they all shaped TEMPEST in its present form. The company’s asset is the adaptation to new trends, technologies and business needs. Thanks to this, TEMPEST is at the forefront of innovative developments and is also able to more quickly address new IT areas. It is one of the largest IT services providers in Slovakia and also working on international projects. The growth of TEMPEST was awarded by Deloitte twice, in 2010 and 2011, when it ranked in the Big 5 in the region of Central Europe.

Present

Currently TEMPEST is profiled as a strategic partner that can help with efficiency, growth and business results. We are not only a supplier of IT products and services. We solve complex problems, along with entire business processes in companies using IT. By the means of IT, we want to address areas in which technology did not play a crucial role in the past – e.g. transport, sports, the environment or marketing. Similarly, in addition to IT performance, data management and application integration we also focus on areas such as business analytics, business automation and the Internet of Things.

YOUR TIME IS LIMITED, SO DO NOT WASTE IT LIVING SOMEONE ELSE’S LIFE

Steve Jobs

COMPANY PROFILE

TEMPEST is a strategic partner in business. It provides high added value and helps create the business of our customers. Using information technology and IT services it provides solutions that improve customer processes, improve user experience and business results.



COMPANY VISION

Being a leader in the market and helping customers grow.

Being a competent strategic partner in our customers' businesses.

Being a socially responsible company with correct communication.

1%

**IMPROVE EVERY
SINGLE DAY BY
ONE PERCENT
AND IN ABOUT
SEVENTY DAYS
YOU WILL BE
TWICE AS GOOD.**

Alan Weiss

BOARD OF DIRECTORS

Ing. Jozef Šipoš

*1967
Technical Director,
Member of the Board

Šipoš graduated from the Faculty of Electrical Engineering of the Slovak Technical University in Bratislava. From 1997 he worked for UNIT, spol. s.r.o., in which he worked in the positions from sales manager to a CEO. After the merger in 2005, he became the director of the Division of Services in TEMPEST. At present, he is the technical director and a member of the Board of Directors of TEMPEST.

Ing. Mgr. Peter Krásny

*1973
CEO,
Chairman of the Board

Krásny graduated from the Faculty of Mathematics and Physics, Comenius University in Bratislava (Department of Computer Science and Programming Systems) and the University of Economics in Bratislava (Department of Information Technology). He has been operating in TEMPEST since 1999. Through the position as a project manager and commercial director in 2001 he progressed to the position of CEO. Currently Peter Krásny also takes the position of Chairman of the Board.

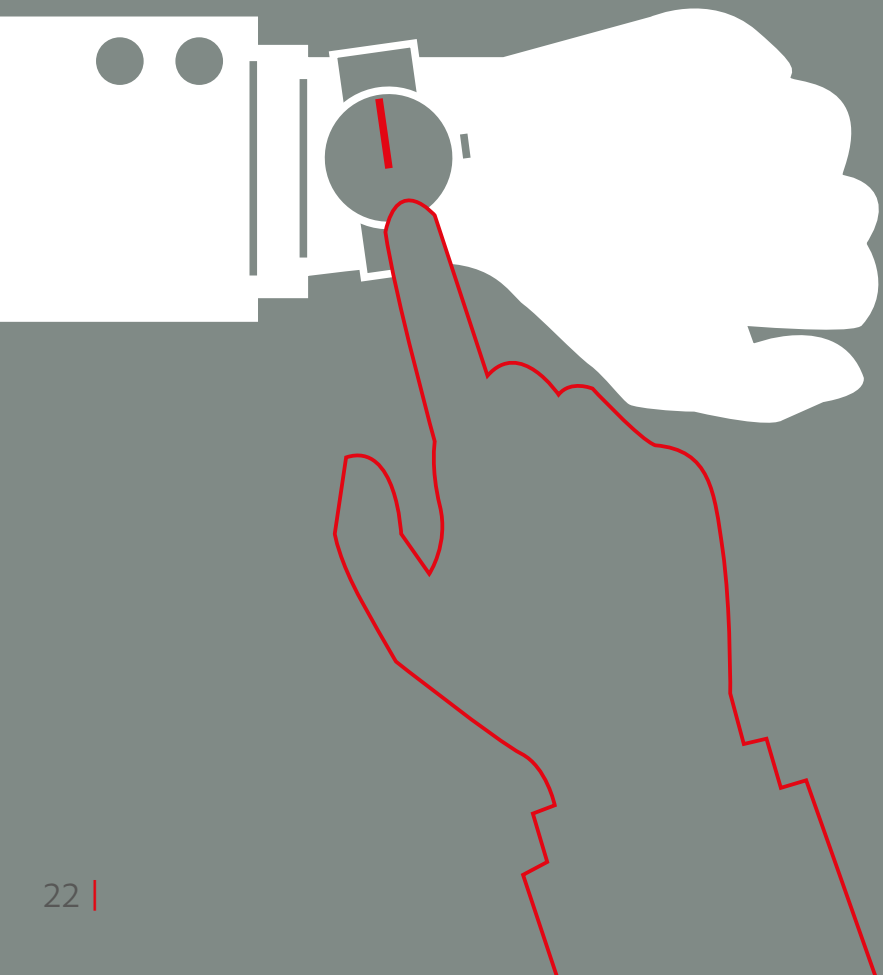
Ing. Roman Kriško

*1971
Sales Director,
Member of the Board

Kriško graduated from the Faculty of Electrical Engineering of the Military Academy in Brno and the Faculty of Electrical Engineering of the Military Academy in Liptovský Mikuláš. Before joining UNIT, spol. s.r.o. in 1997 he worked at the ASR General Staff in Trenčín and the Ministry of Defense in Bratislava. At first he worked at UNIT as a sales manager and later as a sales director. After the merger of the companies he has remained in the post of Sales Director and became a member of the Board of Directors of TEMPEST.



TIME TO IMPROVE BUSINESS RESULTS



BUSINESS

With its products and services TEMPEST addresses business areas that help customers grow and improve their business results. In addition to technology solutions to increase efficiency, we focus on solutions affecting the trade of our customers in different industries and business sizes. Our ambition is to become a strategic partner in our customers' businesses.



Service Management

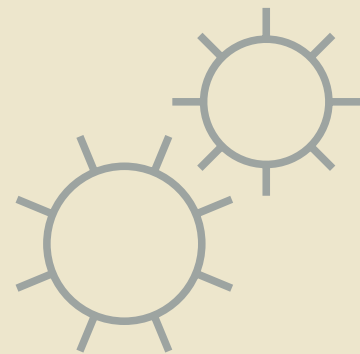
Service management is based on comprehensive solutions for IT process management and the central administration of the ICT environment. Management of the ICT Infrastructure covers the security of the provision of business services at the agreed level, monitoring the availability, performance and capacity of ICT infrastructure and business services. It also includes the modeling of services and business process solutions for root-cause analysis, crossdomain correlation, network monitoring, solutions to telecommunication infrastructure, operating systems, databases, application servers, middleware and applications.

In terms of architecture it is an environment consisting of an optimal infrastructure, interfaces for the concerned data systems and applications, i.e. tools for service management. This area is also an important development tool that adapts to specific requirements. Equally important is the development of interfaces for third party systems, if this is necessary. OpenSource tools and their adjustment in combination with traditional and commercial tools are becoming relevant.

Business Automation

Business automation consists of analyzing, processing, documenting and optimizing specific (not only) business tasks and activities. A well-designed and efficient business process creates a link from the customer through inputs from the connected entities to the final product or service. The automation of business processes will improve the accuracy of the information necessary to process partial tasks, accelerate and confirm the reliability of all actions towards the customer.

In terms of architecture these are technologies covering the digitization and processing of inputs, infrastructure for applications, storing of data and documents, and deployment of tools to manage content and workflow. It may also result in the deployment of a portal to promote sales or customer relations. Solutions can also be run in cloud environments and can be extended to mobile access.



Mobile Computing

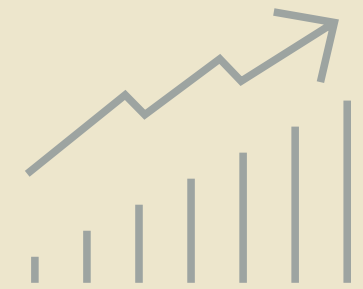
Mobility is emerging as one of the key technology priorities for business growth. Similarly, efficiency, productivity and motivation are forcing IT departments to connect private notebooks, smartphones, tablets or other devices to corporate applications and data. Mobile access to corporate information resources provides quick customized access to customer. Mobile solutions display information tailored to specific user roles, which allows viewing information tailored to the perspective of the manager, salesperson, financier or IT specialist.

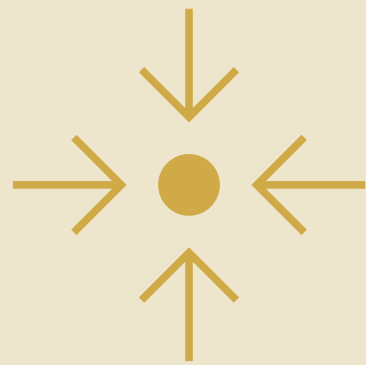
In terms of architecture, business mobility is influenced by infrastructure, applications and introduced practices. The solutions typically use the existing backend infrastructure and resources. The solutions usually consist of middleware that integrates multiple heterogeneous customer systems. Included are tools to manage access, identities, tools to enforce security on specific types or specific owners of mobile devices, as well as applications interpreting the desired information to different target groups in different ways.

Business Analytics

Business analytics involves consulting, technology, applications and processes related to overviews of business performance. Analysis of business information helps to create new insights and contexts as well as understanding the changing trends of your business in real time. Business analytics use large amounts of data, statistical and quantitative analysis, along with predictive modeling to support decision making. The correlation of data from multiple structured and unstructured data or sources will answer your questions about what is happening and why it is happening.

In terms of architecture, business analytics covers IT infrastructure adapted to the requirements for processing speed and data interpretation. The solution includes middleware, which ensures the integration of all the systems and the preparation for data processing and flow. At the application level the users interact with instruments tailored to the specific business and technological preferences of the customer. The solution can be extended to the mobile access to the service.





Application Integration

Enterprise Application Integration (EAI) is a framework consisting of technology and services, which integrate the organization's systems and applications through middleware. EAI is perceived as the unrestricted sharing of data and business processes across the application and data sources of the organization. By creating a single integration platform - a central information silo - we streamline and accelerate the provision of comprehensive information. You can then easily publish them for users, for example through WEB services.

Service Oriented Architecture (SOA) is an architectural approach to the design, implementation and management of information processing within the company. It is built on the principle of loosely coupled, reusable and standard-based services accessible and usable through an independent tool. SOA components mainly use the existing infrastructure which they interconnect through universal or customized interfaces.



Asset Management

Enterprise Asset Management (EAM) is a system to manage the lifecycle of all assets owned by the enterprise - from planning, through purchase, subsequent operation, to decommissioning. EAM is primarily a procedural system, which builds on ERP systems. The planning of activities is very closely related to IT infrastructure monitoring and capacity management. Analytical tools are often part of the solution for monitoring and provide key data on their restoration and expansion. Through the consistent application of asset lifecycle management we reduce TCO and accelerate return on investment. The solutions cover inventory, the timing of repairs and maintenance, availability and utilization of assets, monitoring and recording of incidents, performance management and promotion of planned capital expenditures.

In view of the architecture it is a setup very similar to that used in the management of services. The solution consists of an optimal infrastructure, interfaces for data applications, especially ERP, and accounting asset management tools. Development related to adjusting the selected tool to special requirements is also important in this area.



Data Management

Data Management provides a systematic approach to achieving efficient, safe and rapid use of data in the company. It is directly related to the entire data life cycle from the production to the final stage where they are deleted or archived, depending on the type of information. Organizations manage extreme amounts of data and, on average, the same data is located in the organization four times. This causes increased demands on resources related to their management and processing complexity. Through deduplication and data integration methods we help improve the space for data storage, unite and clarify the data structure and streamline the flow of data to reporting tools or ERP systems.

In terms of architecture we introduce a number of approaches to storage - block (SAN) or file (NAS). The architecture consists of data storage devices (disks, arrays, tapes, libraries), switches from global manufacturers, application designed to store and archive data, to technologies for deduplication, monitoring and management of concerned systems.



IT Performance

IT infrastructures are an integral part of a complex IT environment, and they are also able to support business organizations, for example through the flexibility of resources and power, when the business needs to change them intermittently. The optimal availability of IT resources for your business is as important as their efficiency or energy consumption. The outsourcing or allocation of some IT areas to the cloud also contributes to business support and efficiency. Through cloud services we provide applications, email services, storage sites and other specialized IT services tailored for a specific type of business. Within outsourcing we take over the care of your IT operations, or parts thereof, take over entire business processes, provide IT professionals or services, such as project management and the management of third parties.

In terms of architecture we provide customized solutions and IT infrastructure components from world producers on multiple platforms (WIN/UNIX). We comprehensively cover the design, supply, integration, operation of servers, storage, networking, security and communications infrastructure, desktops and peripherals.



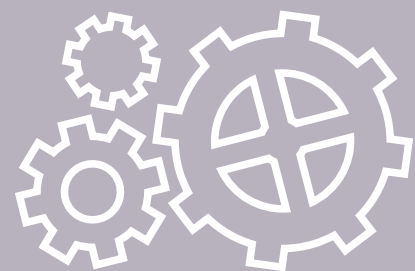
Business Protection

Business security and investment protection have become a priority for organizations. However, protection against electronic crime inside and outside the organization does not prevent unauthorized access to information and their misuse. It also helps to save or set up investment in sub-systems, for example, to authenticate and enforce protection. The company's product portfolio is complemented by ensuring compliance with legislation, norms and standards in information security, the development of security policies, the development of security projects and risk analyses, audits, business continuity management (BCM), the development of recovery plans and business continuity plans (DRP/BCP) and outsourcing in information security management.

In terms of architecture these are specialized solutions and customized systems that respect the set level of protection, the existing topology and security priorities of the customer.

PRODUCTS AND SERVICES

TEMPEST SPECIALIZES IN PROVIDING COMPREHENSIVE SERVICES WITH REGARD TO THE CUSTOMER'S BUSINESS RESULTS. WE ARE ABLE TO COVER THE ENTIRE CYCLE OF THE SOLUTION. FROM POLICY-MAKING, IT PLANNING, CONSULTATION IN THE AREAS IN WHICH THE COMPANY OPERATES, TO THE IMPLEMENTATION OF PRODUCTS AND SERVICES, OUTSOURCING OF LARGE-SCALE IT INFRASTRUCTURES, OPERATIONS, IT MANAGEMENT, TO INNOVATION.



TEMPEST is a product and platform independent provider of IT solutions. We implement technologies from a number of global manufacturers.

IT INFRASTRUCTURE

When building and operating an IT infrastructure, we put emphasis on its security, high availability and flexibility. In particular we provide the installation and configuration of heterogeneous IT infrastructures along with end-to-end services that include the consulting, analysis, design, integration, support and operation of solutions. We also provide comprehensive solutions in the field of communication infrastructure, integration of network applications and multimedia communications. We ensure communication in organizations, as well as the connection of internal users, remote offices and third parties.

In the area of IT infrastructure and networks we focus on solutions

- consolidation on UNIX/WIN platforms, including hardware supply, configuration and data migration
- backup, archiving and data recovery
- storage and SAN networking solutions
- high availability (clustering, disaster recovery)
- thin clients, including the integration and virtualization of print services and VoIP services
- virtualization and consolidation of server and desktop infrastructures
- data centers with guaranteed specifications at different levels
- Wireless (2.4 GHz, 5 GHz)
- Virtual Private Networks (VPNs)
- multimedia services (IP Telephony, VoIP and IPTV)
- comprehensive analysis and audit of the network infrastructure

Services we provide in the area of IT infrastructure and networks

- analysis, consulting and designs
- supply and renting of IT infrastructure/network infrastructure
- implementation of IT infrastructure/networks
- hardware and software servicing
- management and maintenance of IT infrastructure (L3)/ networks and network security (L2 - L3)
- prevention IT infrastructure/networks and network security
- download and logistics of IT infrastructure/network infrastructure

IT OPERATION AND OUTSOURCING

Outsourcing is a key part of TEMPEST services. We provide outsourcing of technology, IT roles and business processes. We provide care for the customer's IT in line with business needs and the agreed parameters. We also provide operation and handover of specific components or IT processes.

Outsourcing services

- consultation
- administration of WIN, UNIX and DB environment
- incident management and control
- debugging and troubleshooting of IT infrastructure
- body leasing
- hardware and software servicing
- management, maintenance and support of IT infrastructure components, the complete care of the IT infrastructure at the agreed level
- monitoring of IT Infrastructure
- prevention of IT infrastructure
- release and deployment management
- third-party management
- operation of systems

Help Desk service

- a single place for reporting and recording of customer requirements
- communication with customer and investigators of assigned incidents
- basic IT infrastructure support (troubleshooting)
- remote management and support of user workplace
- administration and management of passwords, user accounts, accesses and authorizations

SOFTWARE DEVELOPMENT

TEMPEST has experience in creating software solutions and providing comprehensive services in consulting, architecture, design, development and integration. Professional software teams are able to roof the issue from small systems to large enterprise solutions. TEMPEST developed and is developing custom software solutions such as the CMS Romboid system, eOffice system to automate internal corporate information assets and processes, including Records Management (RMS), an electronic registry as well as central digitization and long-term CAP archiving system.

In the area of software solutions, a focus on:

- comprehensive business tools (collaboration, workflows, work control, DMS)
- development of portal, extranet and intranet solutions
- ECM solutions to manage and control content, solutions for electronic circulation and document management
- the development of middleware systems for working with data
- integration and optimization of the IT environment according to SOA and EDA principles
- integration and automation of internal company and business processes
- development of components and integration of OSS/BSS in the telecommunications environment
- applications in the field of DWH and BigData
- applications for the area of central digital archiving
- business Intelligence
- software development for mobile devices

We implement:

- all phases in the software development life cycle (SDLC)
- consulting and analytical activities in the field of information systems development
- developing the architecture and design of complex information systems
- audits and the consolidation of existing systems
- development and integration of information systems
- post-implementation support and software maintenance

In the area of solutions for business optimization, TEMPEST is ready to provide comprehensive services to automate the main and support business processes in organizations based on SOA and EDA, integration of information flows using ESB, building of central data repositories and creation of DWH, including analysis of source systems, data import and transformation as well as the generation of output reports.

In the area of application development for mobile devices TEMPEST provides solutions based on proven technologies, and depending on the target group especially separately for the corporate segment (internal company environment) and separately for publicly available mobile services. Depending on the needs of a particular project we use the PhoneGap, Sencha and HTML5 technologies, as well as native programming means of individual operating systems – iOS, Android and Windows Phone.

For the area of central digital archiving, TEMPEST provides a comprehensive portfolio of services including professional consultations, design and construction of complex integrated systems of long-term storage, processing, utilization and protection of any digital content. TEMPEST created its own solution for this area – the Central Archiving Platform (CAP) for long-term data storage and institutionalization of a digital archive that meets international norms and standards (AOIS). The building of digitization and archiving solutions includes comprehensive know-how in terms of defining the legislative, procedural and methodological framework for long-term preservation, access and processing of content, which TEMPEST and its team have in the field of software solution development.

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

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

SECURITY

We recognize that the protection of business, investment and information is one of the key priorities of organizations. TEMPEST therefore provides comprehensive solutions for network, application, and analytical security.

Services

- securing computer networks using firewall systems
- intrusion detection and prevention systems (IDS/IPS)
- antivirus, antispam, or AntiX protection at the level of Internet gateways
- protection of web pages and portals
- vulnerability assessment systems
- penetration testing

Ensuring data protection

- Web/Data security
- Data Leakage Protection (DLP)
- End Point Security
- Mobile Device Management

Management of users and access rights management

- identity management (IDM), privileged identity management (PIM)
- tools supporting the IDM
- access management (AM)
- single sign on

Strong authentication

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

Security infrastructure

- PKI, electronic signature (ES), qualified electronic signature (QES)
- hardware security modules (HSM)

Security assessment

- web application security assessment
- governance, risk management, and compliance (GRCM)
- ensuring integrity checks
- audit of application security features
- audit of privileged access

The above areas are complemented by the provision of the following services

- ensuring compliance with legislation, norms and standards in the field of information security
- creation of security policies and other security documentation
- drafting security projects and risk analyses
- providing support for risk management and information security in the organization
- information security audits
- Business Continuity Management (BCM), preparing recovery plans and business continuity plans (DRP/BCP)
- ensuring the protection of personal data
- ensuring compliance with the requirements for public administration information systems
- outsourcing in the field of information security
- training and education in the field of information security

MANAGEMENT SYSTEMS

TEMPEST has long been engaged in solutions and services in the area of improving efficiency and management of processes.

The clients are offered the possibility of integrating the established management systems into one unit. In addition to the introduction of systems and ensuring their preparation for certification, we offer services to our customers in the field of optimization of already established systems, support for their maintenance and their compliance with the requirements of standards, as well as the implementation of audits and trainings. The above services are also complemented by the implementation of tools to support the individual management systems.

The main areas include the

- implementation of the Quality Management System EN ISO 9001
- implementation of the Environmental Management System EN ISO 14001
- implementation of Information Security Management System (ISO/IEC 27001)
- implementation of the Occupational Health and Safety Management System (OHSAS 18001)
- implementation of the IT Service Management System (ISO/IEC 20000)

MANAGEMENT OF ICT SERVICES

We specialize in providing comprehensive solutions and consulting in the areas of process management for ICT organizations, central administration and supervision of the ICT environment and services. The overall aim of these activities is to make sure that our customers can ensure the provision of services for their internal and external customers at the agreed level. The key software products in the management of ICT services deployed by TEMPEST include IBM Tivoli & Netcool and HP Software. We also have experience with complex solutions based on open source products such as Zabbix, OTRS, Nagios and others.

For the area of process management in IT and Telco organizations we provide

- consulting, solutions and tools related to the procedural frameworks ITIL v2 and v3, COBIT, eTOM
- consulting and training for ISO/IEC 20000-1
- Service Desk solutions
- analysis, design and building of CMDB
- Asset Management solutions
- analysis, design and building of CMDB
- deployment of discovery tools to fulfill the CMDB
- integration of tools with the surrounding environment (HR, Asset Management, ERP, AD/LDAP, IDM and others)

In the management of ICT infrastructure, we are ready to supply

- ensuring the provision of business services at an agreed level
- monitoring of fault, performance and the ICT infrastructure capacity
- building models of services and business processes
- solutions for root-cause analysis and crossdomain correlation
- monitoring of fault, performance and capacity of business services and processes
- monitoring of the network, telecommunication infrastructure, operating systems, databases, application servers, middleware and applications
- agent-based and agent-less monitoring, end-user perspective monitoring

PROJECT MANAGEMENT

Project management success is based on constant communication, whether with the customer, the project team, the sales division, technical divisions or the management committee (management). Project management and open communication significantly shape our company and its operations, as well as the relationship to customers. The company has long experience in managing both small and extensive IT projects for major Slovak and foreign customers. Our knowledge and experience from projects in public administration, as well as with commercial customers, and the knowledge of the environment and responsiveness to customer requirements increase our competence in the market. We share our experience. We know how to avoid risks, resolve collisions and unexpected situations and bring the project to a successful conclusion.

As part of project management we apply a specific approach based on a number of international standards. Under this approach, we provide project management on a high professional level, by combining an emphasis on achieving results, efficiency and quality to meet the requirements and priorities of the customer. The purpose and objective of the work of the project manager is to lead the project so that it can be handed over in the assigned quality, quantity, within the deadline (time) and budget (QQDB).

The essence of our project approach is the internal methodology and procedures which create a solid foundation for the management of a wide range of project types passing through the entire portfolio of services and company customers. Under the procedures we manage the entire life cycle of external projects and standardize project management outputs. The procedure covers all major areas of project management with the option of the flexible adaptation of process management and its outcomes to the requirements and customer environment.

The company adapted the organizational structure and other relevant processes to this methodology and approach. The project management process includes systemic and other project management tools corresponding to modern trends in IT project management.

Project management in the company is performed by specialized and experienced project managers who have recognized Project Management (PRINCE2, IPMA, Agile PM), Program Management (MPS) and Portfolio Management (MoU) certifications. The biggest advantages of our structured team are communication, a focus on detail, knowledge of IT and project management, and a focus on results.

INTERESTING PROJECTS

TEMPEST SUCCESSFULLY COMPLETED THE DEMANDING INFO-COMMUNICATION PROJECTS IN VARIOUS SECTORS OF THE ECONOMY AND STATE ADMINISTRATION. WITHIN THE PROJECTS WE TRY TO PROVIDE THE CUSTOMERS WITH BENEFITS AND IDEAS THAT ACCELERATE THEIR BUSINESS, STREAMLINE OPERATIONS AND PROTECT INVESTMENT.



Volkswagen Slovakia

Delivery of consulting services and technologies for storage consolidation, storage building and integration of multiple technology platforms designed to store data.

DataCetrum

Building storage solutions for the critical data of the Ministry of Finance.

Slovenská sporiteľňa, a.s.

Electronic mailboxes – the second phase for the implementation of optimal solutions for the receiving, processing, transmission and archiving of e-mails, including the fulfillment of legal requirements and securing of the central register for SLSP and subsidiaries.

NDS

Complementing the functionality for the Comprehensive Information System with the recording of construction documents and multi-channel NDS portal.

Sberbank Slovensko, a.s.

Building a high availability database environment based on Oracle products, the migration of databases and applications, and SAN infrastructure consolidation.

Prosecutor General's Office of the SR

Development and deployment of integrated centralized solution for monitoring ICT infrastructures and business applications, module for the active evaluation of the current impact of individual service events to operate applications and services, monitoring and graphic visualization of the life cycle and automatic notifications of service events.

Slovak Telekom

The third and fourth wave of the consolidation process on Oracle SPARC and x86 Oracle platforms. The main objective was to considerably reduce the number of physical servers, increase the performance reserve for production systems and applications along with reduced operating costs.

Slovak Railways

Delivery of information and communication technologies and providing related consulting, implementation, installation, configuration and support services.

SHP Harmanec

Complete outsourcing of IT operations. Providing a central help desk for reporting and management requirements, providing support for application services, operation of the network and server infrastructure, backup, desktops, telephone and fax services. Outsourcing of complete printing environment

Saneca Pharmaceuticals a.s.

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

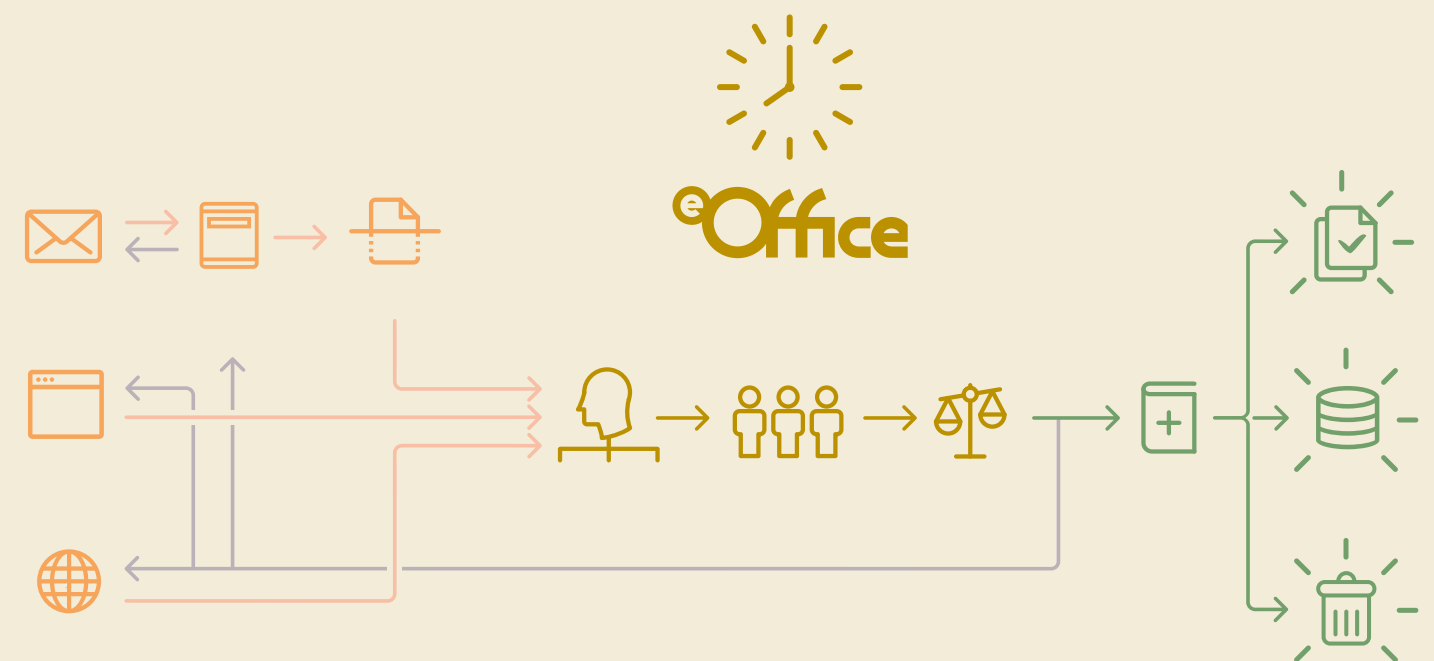
INTERESTING PRODUCTS

FOR SOME TOPICS, THE CUSTOMER REQUIREMENTS IN THE MARKET REPEAT. SOMETIMES THEY RESULT FROM CURRENT LEGISLATION, THE ATTRACTIVENESS FOR BUSINESS AND SOMETIMES THE SITUATION IN A GIVEN MARKET. IN THE AREA OF SOFTWARE DEVELOPMENT, WE SUMMARIZED THESE REQUESTS INTO INTEGRATED SOFTWARE SOLUTIONS. THEY ARE BUILT ON THE EXPERIENCE OF DIFFERENT INDUSTRIES AND REAL PROJECTS USING THE LATEST TECHNOLOGIES.



Enterprise information management ^eOffice

eOffice is a software product aimed at the area of registry administration with optional modules developed by TEMPEST. The solution is fully integrated with the system of electronic mailboxes on the Central Portal, or on slovensko.sk. The solution includes a set of strategies, methods and tools used to capture, manage, store, preserve and provide content and documents related to processes in the company. It allows carrying out the management of unstructured information regardless of where the information is located. The solution provides tools to process and store information throughout the entire lifecycle - from receipt or creation, to use and handling, to disposal (whether archiving or destruction).



Benefits ^eOffice

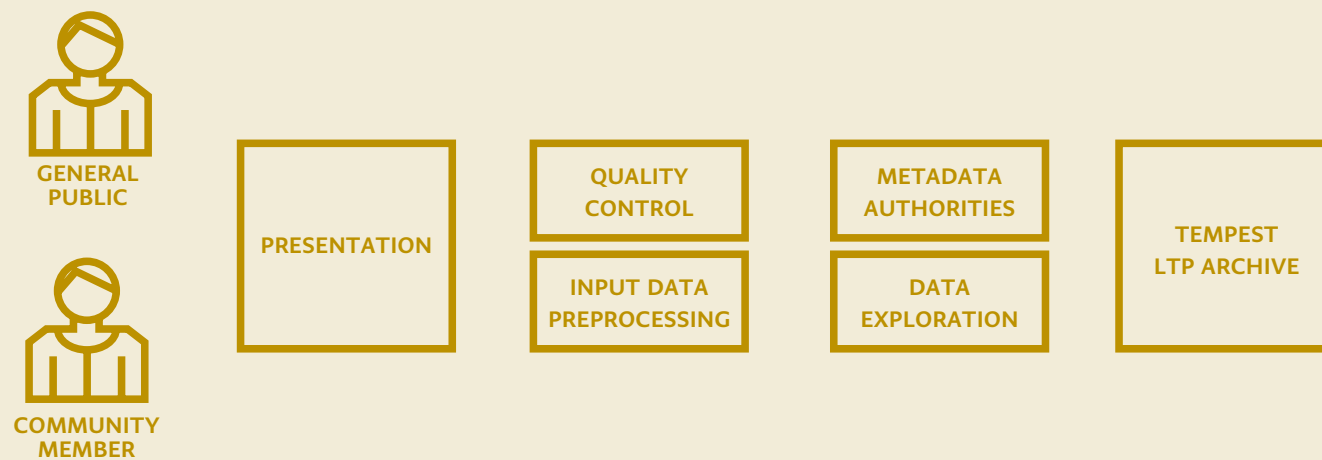
- clarification and streamlining of internal processes
- transparent distribution and circulation of documents
- centralization of information on documents stored in different systems
- streamlining and acceleration of processing across the enterprise
- checking the state and date of agenda processing in accordance with the legislation and company regulations
- reduction of costs associated with the transition to electronic agenda processing
- fully electronic communication through the central portal
- substantially reduced possible loss of documents and information leakage
- modular solution with possibility of integration of different DMS and workflow systems

More product information can be found at www.tempest.sk/eoffice.

Central Archiving Platform (CAP)

Central Archiving Platform (CAP) is a solution for the comprehensive integrated system of the long-term storage, processing, utilization and protection of any digital content. It allows recording, collecting, archiving and data protection with the possibility of implementing webharvesting and webarchiving. CAP solution can also create a basis for systematic support for any content digitization. The main contribution of the CAP, in addition to long-term data preservation is the institutionalization of a digital archive meeting international norms and standards in this area. A comprehensive know-how in terms of defining the legislative, procedural and methodological framework for the long-term preservation of content, access to it and processing is therefore part of establishing the long-term Central archiving platform.

What are the components of the central archiving platform solution?



Benefits

- long-term retention and data protection
- high level of security
- defining the legislative, procedural and methodological framework of content processing
- compatibility with international norms and standards
- modularity, scalability, robustness and expandability

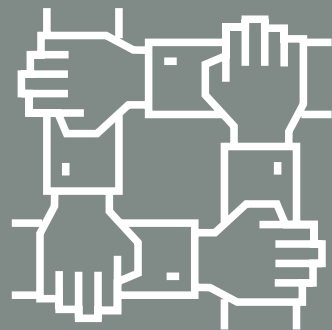
More product information can be found at www.tempest.sk/cap.

SPECIAL MATHEMATICS APPLIES WHEN IT COMES TO TIME. IF YOU DEAL WITH ONE PROBLEM AT ONE POINT, YOU CAN RESOLVE MORE OF THEM THAN WHEN YOU TRY TO HANDLE A HIGHER NUMBER OF CONCURRENT PROBLEMS.

Bill Gates

WHO WE LOVE SPENDING TIME WITH

THE LONG-TERM STRATEGY OF TEMPEST IS THE HIGH PROFESSIONAL LEVEL OF TECHNOLOGICAL STAFF. TECHNOLOGISTS HOLD THE HIGHEST CERTIFICATION LEVEL OF GLOBAL IT PRODUCERS. TEMPEST HAS SIGNIFICANT PARTNERSHIPS AND AWARDS FROM COMPANIES OPERATING IN THE GLOBAL IT MARKET.



CISCO

Gold Partner

Check Point

VAR Stars Partner ***

EMC

Silver Partner

Awards:

- Best partner EMC 2012, 2013, 2014, 2015
- Best innovative solution 2013, 2014

F5

Gold UNITY Partner

Forcepoint

Silver International Partner

FORTINET

Gold Partner

Awards:

- TOP Public Project 2015

HP Enterprise

Gold Partner

Awards:

- The Best Partner 2014 for All Products & Services
- The Best Partner 2014 for Printing & Personal Systems
- The Best Partner 2015 for Enterprise Group Hardware Products
- The Best Partner 2015 for Software

IBM

Premier Business Partner

Awards:

- Best experts certified for the IBM Tivoli software

Intel Security

Gold Partner

Microsoft

Gold Certified Partner

Oracle

Gold Level Partner

SAP

Gold VAR PartnerEdge

Awards:

- The most successful SAP VAR PartnerEdge partner 2013, 2014, 2015

Symantec

Gold Partner

- TEMPEST is the only company in Slovakia certified for enterprise products.

Veritas

Silver Partner

Vmware

Enterprise Partner

In addition to the partners listed, TEMPEST collaborates with many other IT manufacturers which include, for example, BMC Software, Clearswift, Dell, Entrust, Eset, Extreme Networks, Hitachi, RSA (EMC), Sophos, Sybase, Trend Micro, Tripwire, SafeNet and others.

REFERENCE CUSTOMERS

OUR CUSTOMERS INCLUDE MAJOR ORGANIZATIONS IN THE SECTORS OF TELECOMMUNICATIONS, FINANCE, INDUSTRY, NETWORK INDUSTRIES AND PUBLIC ADMINISTRATION. WE WORK WITH MORE THAN 200 COMPANIES WITH A SIGNIFICANT IMPACT IN THEIR SECTOR.



FINANCIAL SECTOR

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.

BUSINESS, SERVICES AND MEDIA

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

INDUSTRY, PRODUCTION 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 vyradovacia spoločnosť, a.s.
(Nuclear and Decommissioning Company)
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

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

PUBLIC ADMINISTRATION

Ministry of Transport, Construction and Regional Development of the Slovak Republic
Ministry of Culture of the Slovak Republic
Národná diaľničná spoločnosť, a.s. (National Motorway Company)
DataCentrum
General Prosecution of the Slovak Republic
Letové prevádzkové služby SR, š.p.
Slovak Railways
Ministry of Environment of the Slovak Republic
Ministry of Health of the Slovak Republic
Ministry of Finance of the Slovak Republic
Vodohospodárska výstavba, š.p.
Industrial Property Office of the Slovak Republic
National Bank of Slovak Republic
National Property Fund of Slovak Republic
Ministry of Justice of the Slovak Republic
Železničná spoločnosť Cargo Slovakia, a.s.
Ministry of Interior of the Slovak Republic
Ministry of Defense of the Slovak Republic
Slovenský vodohospodársky podnik, š.p.
Agentúra pre riadenie dlhu a likvidity
Letisko M. R. Štefánika – Airport Bratislava, a.s. (BTS)
Pamiatkový úrad

SCIENCE, EDUCATION AND SPORTS

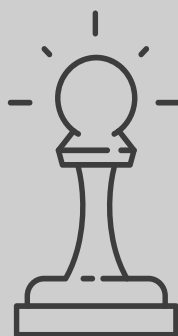
Slovak National Library
Catholic University in Ružomberok
Slovak University of Technology in Bratislava
Faculty of Materials Science, Trnava University
Slovak Football Association
University of Žilina
University Library in Bratislava
Slovak Hydrometeorological Institute
Trnava University
University of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

HEALTH AND PHARMACEUTICALS

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

MARKETING

THE METHOD, EFFECTIVENESS AND TARGETING OF COMMUNICATION HAVE BECOME A PRIORITY NOT ONLY IN OUR INDUSTRY. WE NEED TO BE DIFFERENT AND GET OUR CUSTOMERS TO ASSOCIATE US WITH ADMINISTRATIVE IT AREAS. THROUGH MARKETING WE CREATE A DEMAND FOR OUR IT PRODUCTS AND SERVICES AND PARTICIPATE IN THE CREATION OF BUSINESS OPPORTUNITIES.



Ing. Rastislav Chudík,
Marketing Director,
TEMPEST a.s.

2015 MARKETING AND COMMUNICATION

Other professional competencies and highest awards

As a part of our strategy, we have the ambition to be one of the largest partners of IT manufacturers, which means achieving the highest sales, meeting the highest criteria for professional certification, laboratories and numbers of trained colleagues. Thanks to the results of 2015, we became the best partner of HPE (Hewlett Packard Enterprise) for the sale of hardware and software. IBM awarded us for the development of its hybrid cloud technology. We are the largest partner of EMC in Slovakia, we have been the largest partner of SAP Slovakia already for three years, and rank among the best in the sale of products and VMware, Check Point and Symantec services. Also, we have become the largest partner of Fortinet. A few days ago we passed a demanding audit by Cisco and we defended our Cisco Gold Certified Partner status, which only five subjects have obtained in Slovakia.

Online

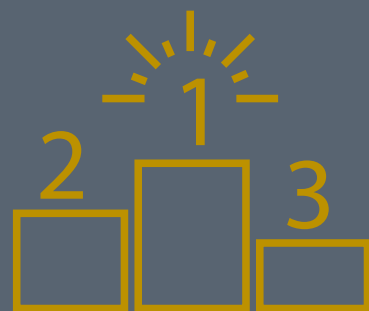
TEMPEST is active on the social networks Facebook and LinkedIn. We work with an agreed strategy and content plan. We have more than 400 fans on Facebook and over 1100 on LinkedIn. The popularity of communication through social networks continues to grow, as confirmed in our surveys conducted annually between Slovak IT managers and specialists. Almost half of respondents have a Facebook account and a third have a LinkedIn account. Most frequently, social network users use them to gather information on friends and acquaintances, then on the news, reports and featured products from the market, as well as for product or manufacturer information. TEMPEST regularly publishes Newsletter, whose popularity continues to grow. In addition to the survey, this is also confirmed by the 25% conversion, being a fact that a quarter of respondents open the newsletter.

Social responsibility

Responsibility and help to those who need it is part of our daily work. Last year we helped a number of organizations in Slovakia and an orphanage in Trnava on Botanická Street. Together with our customers and partners we have sent more than 12,000 Euros to children. As part of corporate social responsibility, we supported many other talents, institutions and projects. TEMPEST is the general sponsor of Filip Praj, junior world champion in double trap discipline. We supported the Hands Join Hands event, which is designed for motion-handicapped people in the National Rehabilitation Centre and Specialized Sanatorium for Children in Kováčová. We also supported the chess club in Nitra, several projects at the Faculty of Informatics and Information Technology of the STU, Digital Library conference, CASLIN conference, and many others.

TEMPEST'S POSITION

ACCORDING TO THE RANKING COMPILED BY WEEKLY TREND, TEMPEST RANKED AMONG THE ELITE IT COMPANIES ON THE SLOVAK MARKET IN 2015 WITH TOTAL SALES OF EUR 120 MILLION. AT THE SAME TIME, ACCORDING TO TREND TOP RANKING, TEMPEST IS ONE OF THE LARGEST IT SERVICES PROVIDERS IN SLOVAKIA IN THE AREA OF INFOTECHNOLOGIES.



TEMPEST is the 8th largest supplier of IT products and services by value added in Slovakia

TEMPEST is the 10th largest supplier of IT by revenue

TEMPEST is the 9th largest IT service provider in the Slovak market

Based on the survey, we found that our customers have the correct associations with the company. More than half can fairly accurately estimate the size of the company, for example. If TEMPEST were a car, our customers associate us most with the following characteristics – as versatile as Volkswagen and as reliable as Toyota. Our customers confirmed in the survey that the most common source of professional information for them is WEB (85%). Less than 50% indicate that the source of information of this type is professional conferences.

In their leisure time, our customers prefer to do sports or focus on activities related to nature. They can be found on social networks, especially Facebook (45%) and LinkedIn (41%). The number of IT managers and specialists active on LinkedIn is growing year on year by about 9%. 92% of respondents able to assess the given parameter evaluate the response to the technological requirements as good to very good. 94% of these respondents speak well of the trade cooperation and 91% of the project management quality.

EVENTS

Judgment Day X

Through technical conferences we introduce new trends and successful projects. Through professional events we also try to present technologies that help our customers' business, its protection and the protection of their investments. The tenth year of Judgment Day conference showed how the biggest players in the field of information security face threats. Paul C. Dwyer, the President of ICTTF, strategic adviser on the issues of computer security and law enforcement for NATO, Scotland Yard, the FBI and MI5, an expert who participated directly in the creation of safety procedures and the preparedness of the Armed Forces, also came to Slovakia upon an invitation from TEMPEST. He openly presented various models of cyber crime in the digital environment, which he perceived primarily as a business model for the striker.

www.judgmentday.sk



Jan Kraus and Guests Talk Show

TEMPEST set up its talk show with Jan Kraus and Guests already for the eighth time. More than 480 customers and business partners came to enjoy the event at DoubleTree by Hilton in Bratislava. The ones who met in Jan Kraus' chair this time were Lucie Bílá, Michal Hudák, Zuzana Šebová and Michal Kubovčík. After the talk show Lucie Bílá took care of the musical experience in the form of a concert, accompanied by Petr Malásek on piano. The program finale belonged to Michal Hudák and the Žobráci band. During the event, it was possible to help the Orphanage in Trnava by purchasing works



of art made by children. Lucie Bílá surprised all participants when she donated a self-made rosary of jasper for the unscheduled auction, which was auctioned during the evening. TEMPEST doubled the collected sum for the arts and the auctioned rosary. The Orphanage thus received more than 12,000 Euros.

www.tempest.sk/kraus2016



attractions, the production of sweets, Christmas decorations and interactive games on St. Nicholas Day. Last year we organized a summer family event called TEMPEST Sunday is Funday with an innovative concept. Events in the Divoká Voda sports complex in Čunovo were attended by 290 adults and the 150 children of our colleagues. Attractions such as rafting, jet ski and airsoft shooting range with Filip Praj, foam party and children's attractions, drones, and the testing of Mercedes-Benz and Jeep vehicles were among the most popular activities. Not only families with children, but also athletes and adrenalin enthusiasts who had a lot of fun experiences and unforgettable moments from the event also found something interesting for them to do.

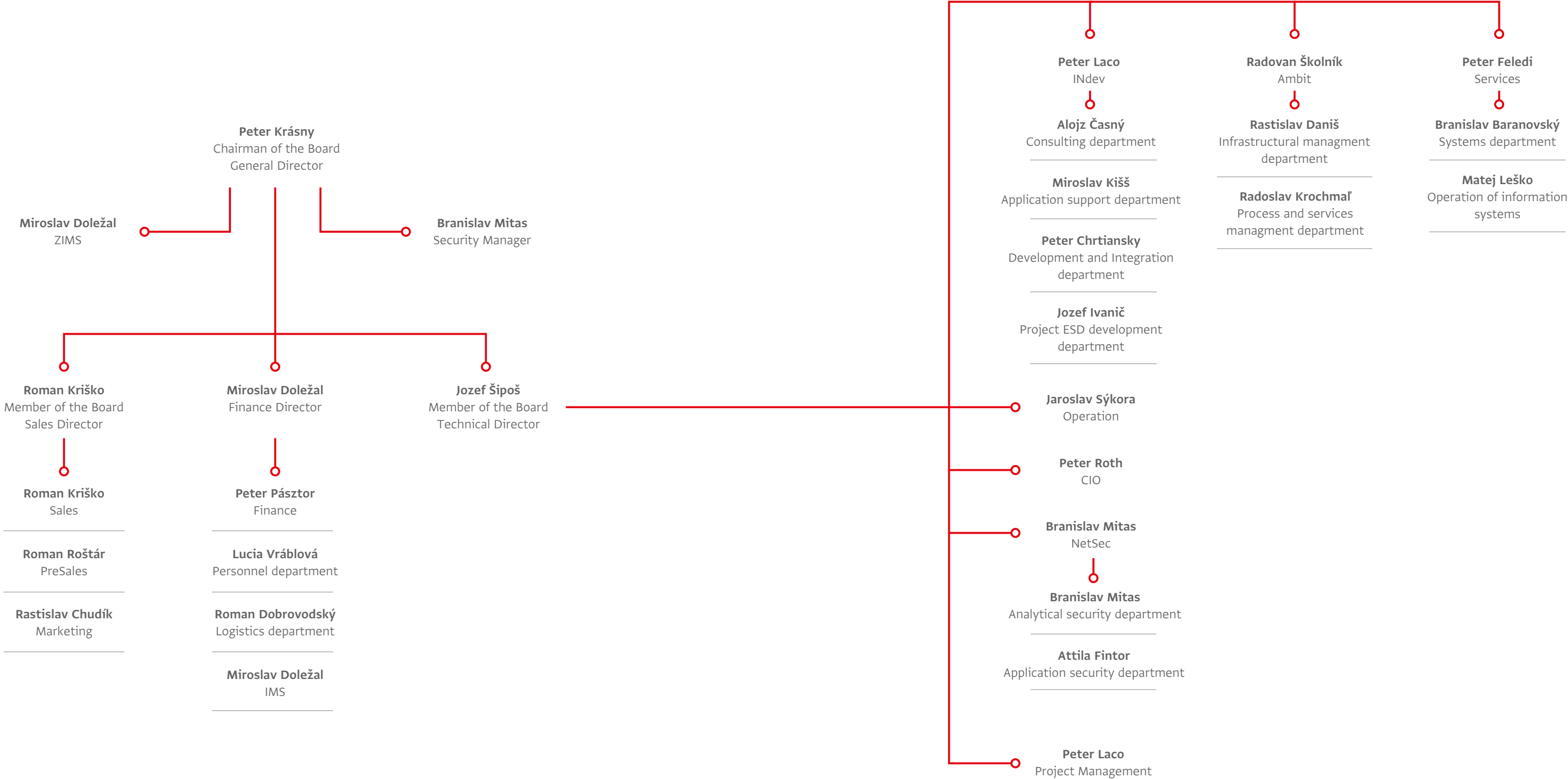
www.tempest.sk/sundayisfunday

Events for employees

In the past year, TEMPEST staff had the opportunity to participate in several internal events and to spend time not only with colleagues but also with their family members. IMT Smile performed a private concert at the traditional and popular Christmas party this time. Around 200 colleagues attended the fall goose feast. The interest in family-type events is growing with the increasing number of marriages and births. More than 160 adults and 150 children tried the workshops, children's



ORGANIZATIONAL STRUCTURE



DIVISIONS

1. Ambit

Specializes in the provision of comprehensive solutions, system integration and consulting in the areas of IT process management, central administration and operation of ICT environment. The overall aim of these activities is to ensure that our customers can ensure the provision of services for their internal or external customers at the agreed level.

2. INdev

Provides comprehensive software solutions with high added value for customer business. It focuses on software development using a wide range of advanced platforms and approaches. It places an emphasis on building scalable solutions using cloud and also provides solutions for areas such as Big Data, Business Automation, BI/DWH, as well as the digitization and long-term data archiving. When developing solutions it focuses primarily on business benefits and the ultimate user experience.

3. NetSec

Dedicated to providing comprehensive solutions and consulting services in the field of information and information system security. The provided services cover the implementation and operation of management systems, security risk management, the planning of company activity continuity and security assessment, as well as the design, implementation and support of technological solutions aimed at protecting information and administration, as well as the management of users and their access rights.

4. Services

Provides products and services for IT infrastructure, data management and enterprise application integration. The division also ensures the operation and support of IT infrastructure and provides 24/7 Service Desk services days as a central point for reporting incidents and requirements of our customers. Services Division also covers the area of network security across the board.

5. Project Management

Project management division is a group of professional, motivated project managers who pragmatically apply project management methodology according to the type and scale of the project, and cover the management of the entire lifecycle of projects across technology divisions. PM Division covers both internal and external projects, processes, covering all the teams in terms of processes including contractors and participates in projects at all company levels, helping to implement the business strategy and objectives of TEMPEST.

EMPLOYEE STRUCTURE

The average number of full-time employees	263	
Women	27	10.27%
Men	236	89.73%
Education		
University, College	196	74.52%
High school	67	25.48%
Age Structure		
21 - 30	56	21.29%
31 - 40	150	57.04%
41 - 50	47	17.87%
over 51	10	3.80%

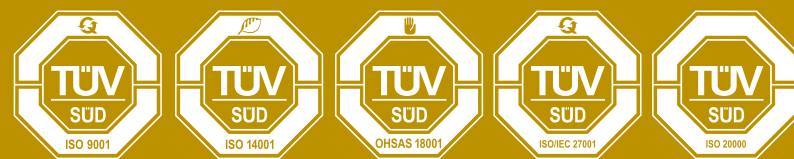
The average age in the company is 36 years.

QUALITY MANAGEMENT

TEMPEST has implemented the Integrated Management System (IMS) according to international standards EN ISO 9001 (Quality Management System), EN ISO 10006 (Quality Management System in Projects), ISO 14001 (Environmental Management System), ISO/IEC 27001 (Information Security Management System), OHSAS 18001 (Safety Management and Occupational Health System) and ISO/IEC 20000-1 (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, which implemented the Information Security Management System according to ISO/IEC 27001. ISO/IEC 27001 confirms that the company protects in a controlled manner and approaches 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 standards.

TEMPEST also has a Service Management System (SMS), which is implemented according to the international standard ISO/IEC 20000-1. SMS and implementation of ISO/IEC 20000-1 are thus confirmation that the company is able to provide its customers with the agreed functionality, reliability and high quality of provided services.



TIME HAS TO BE A TOOL FOR US, NOT AN EXCUSE.

John Fitzgerald Kennedy

FINANCES

TEMPEST a.s. had another successful year.

Year on year there has been a significant increase in our sales. Despite the year on year decline in sales margins and significantly higher operating expenses, including investment in fixed assets, we managed to achieve a profit comparable to the previous period. In the coming period we expect an economic result at a similar or higher level. At the time of the end of the period, for which the 2015 annual report is drawn up for, there were no events of special importance. The company did not acquire its own shares and has the same capital as in the previous year. It was suggested that the entire profit for the year 2015 should be distributed among the shareholders. TEMPEST a.s. doesn't have a branch abroad. The financial statements for 2015 were audited by an independent auditor. The auditor's opinion is unconditioned, indicating that the financial statements give a true and fair view of our company's financial position.



Ing. Miroslav Doležal, CSc.,
Finance Director

TRENDS

In thousands EUR	2010	2011	2012	2013	2014	2015
Total revenues	75,187	53,891	74,835	59,370	73,403	120,006
Revenues from selling IT services	47,048	37,404	41,725	37,911	48,185	49,753
Revenues from selling IT products	28,768	16,486	33,109	21,494	25,002	70,180
After-tax profit	6,205	2,498	5,061	1,104	4,104	4,025
Added value	21,878	16,787	22,260	16,468	21,043	24,579

BALANCE SHEET

ASSETS

ASSETS	
	TOTAL ASSETS
A.	Non-current assets
A.I.	Total long-term intangible assets
2.	Software
A.II.	Total long-term tangible fixed assets
3.	Individual movable assets and sets of movable items
8.	Offer of advances for long-term tangible fixed assets
A.III.	Total long-term financial assets
A.III.1.	Shares of securities and shares in affiliated accounting units
3.	Other realizable securities and shares
B.	Current assets
B.I.	Total inventory
2.	Incomplete production and semi-finished goods
5.	Goods
B.II.	Total long-term receivables
8.	Deferred tax receivables
B.III.	Total short-term receivables
B.III.1.	Business receivables
1.a.	Business receivables towards affiliated accounting entity
1.c.	Other business receivables
3.	Other business receivables towards affiliated accounting entity
7.	Tax receivables and subsidies
9.	Other receivables
B.V.	Financial accounts
B.V.1.	Money
2.	Bank accounts
C.	Total accruals
C.1.	Long-term future expenses
2.	Short-term future expenses
4.	Short-term future income

No. line	Brutto in current period	Corrections in current period	Netto in current period	Netto in prior period
001	52,528,238	5,857,288	46,670,950	29,523,076
002	15,125,308	5,835,901	9,289,407	1,682,381
003	4,995,263	730,697	4,264,566	
005	4,995,263	730,697	4,264,566	
011	9,962,115	5,061,023	4,901,092	1,537,030
014	9,959,615	5,061,023	4,898,592	1,537,030
019	2,500		2,500	
021	167,930	44,181	123,749	145,351
022	156,532	44,181	112,351	145,351
024	11,398		11,398	
033	35,190,182	21,387	35,168,795	25,947,119
034	567,033		567,033	381,244
036	122,000		122,000	122,000
039	445,033		445,033	259,244
041	10,804		10,804	4,625
052	10,804		10,804	4,625
053	20,086,401	21,387	20,065,014	17,457,283
054	19,799,382	21,387	19,777,995	16,762,696
055	2,640		2,640	
057	19,796,742	21,387	19,775,355	16,762,696
059				50,000
063	207,385		207,385	141
065	79,634		79,634	644,446
071	14,525,944		14,525,944	8,103,967
072	35,509		35,509	3,027
073	14,490,435		14,490,435	8,100,940
074	2,212,748		2,212,748	1,893,576
075	26,909		26,909	21,428
076	2,051,280		2,051,280	1,863,514
078	134,559		134,559	8,634

BALANCE SHEET

LIABILITIES

Liabilities	
	Total equity and liabilities
A.	Own equity
A.I.	Total basic equity
A.I.1.	Basic equity
A.IV.	Legal reserve fund
A.IV.1.	Legal reserve fund and indivisible fund
A.VI.	Valuation differences from reevaluated sum
A.VI.1.	Valuation differences from assets and liabilities
A.VII.	Economic results from previous years
A.VII.1.	Non-divided earnings from previous years
A.VIII.	Economic results from the accounting period following taxation
B.	Liabilities
B.I.	Total long-term liabilities
B.I.1.	Total of long-term business liabilities
1.c.	Other business liabilities
5.	Other long-term liabilities
9.	Liabilities from social fund
10.	Other long-term liabilities
B.IV.	Total short-term liabilities
B.IV.1.	Total business liabilities
1.a.	Business liabilities towards affiliated accounting units
1.c.	Other business liabilities
5.	Liabilities towards partners and associations
6.	Liabilities towards employees
7.	Liabilities from social insurance
8.	Tax liabilities and subsidies
10.	Other liabilities
B.V.	Short-term reserves
B.V.1.	Legal reserves
B.VI.	Current bank loans
B.VII.	Short-term financial aid
C.	Total accruals
3.	Long-term future revenues
4.	Short-term future revenues

No. line	Results of current period	Results of period prior
079	46,670,950	29,523,076
080	6,860,480	6,885,009
081	159,600	159,600
082	159,600	159,600
087	31,920	31,920
088	31,920	31,920
093	-1,514	-57,093
094	-1,514	-57,093
097	2,645,632	2,645,632
098	2,645,632	2,645,632
100	4,024,842	4,104,950
101	38,667,965	22,194,508
102	7,354,084	263,175
103	7,226,910	
106	7,226,910	
110	9,362	121,711
114	2,420	8,593
115	115,392	132,871
122	30,853,128	21,483,228
123	24,860,825	15,919,884
124	586,620	
126	24,274,205	15,919,884
130	1,436,730	3,000
131	2,735,187	2,633,987
132	459,591	402,429
133	1,105,004	2,219,883
135	255,791	304,045
136	442,311	442,434
137	442,311	442,434
139	18,442	4,171
140		1,500
141	1,142,505	443,559
144	77,178	102,904
145	1,065,327	340,655

PROFIT AND LOSS STATEMENT

*	Net turnover
**	Revenues from total sum of economic activities
I.	Revenues from sales of goods
III.	Revenues from sales of services
VI.	Revenues from sales of long-term intangible assets, long-term tangible assets and material
VII	Other revenues from economic activities
**	Total costs for economic activities
A.	Incurred costs for the acquisition of sold goods
B.	Consumption of material, energy and other non-storable supplies
D.	Services
E.	Personal costs
E.1.	Payroll costs
3.	Costs for social insurance
4.	Social costs
F.	Taxes and fees
G.	Depreciation on adjusted entries for long-term intangible and tangible assets
G.1.	Depreciation of long-term intangible and tangible assets
H.	Residual price of sold long-term assets and sold materials
I.	Correction of items for receivables
J.	Other costs for economic activities

No.	Actual in current accounting period	Actual in previous accounting period
01	120,006,250	73,403,534
02	120,030,990	73,303,824
03	70,179,947	25,002,084
05	49,752,583	48,185,852
08	39,875	135,092
09	58,585	50,796
10	114,910,237	67,994,299
11	48,552,687	18,371,367
12	643,967	593,184
14	46,157,343	33,109,541
15	17,466,821	15,026,494
16	14,460,279	12,282,057
18	2,785,287	2,549,894
19	221,255	194,543
20	16,782	21,371
21	1,914,391	724,750
22	1,914,391	724,750
24	7,876	3,110
25	14,983	6,404
26	135,387	138,078

***	Economic results from economic activities
*	Additional value
**	Total revenues from financial activities
VIII.	Revenues from sales of securities and shares
IX.	Total revenues from long-term financial assets
IX.1.	Revenues from securities and shares from affiliated accounting entity
XI.	Revenue interests
2.	Other revenue interests
XII.	Foreign exchange gains
**	Total costs for financial activities
K.	Sale of securities and shares
M.	Adjustment of items for financial assets
N.	Interest costs
2.	Other interest costs
O.	Foreign exchange losses
Q.	Other costs for financial activities
***	Economic results from financial activities
****	Economic results from the accounting period before taxes
R.	Income tax
R.1.	Payable income tax
2.	Deferred income tax
****	Economic results from the accounting period after taxes

No.	Actual in current accounting period	Actual in previous accounting period
27	5,120,753	5,309,525
28	24,578,533	21,043,844
29	331,588	129,799
30	210,000	
31	33,845	80,506
32	33,845	80,506
39	3,398	10,074
41	3,398	10,074
42	84,345	39,219
45	237,017	142,864
46	33,000	
48	44,181	
49	23,140	23,799
51	23,140	23,799
52	102,612	91,705
54	34,084	27,360
55	94,571	-13,065
56	5,215,324	5,296,460
57	1,190,482	1,191,510
58	1,196,661	1,196,570
59	-6,179	-5,060
61	4,024,842	4,104,950

OVERVIEW OF CASH FLOW

Cash flow from transactional activities	2015	2014
Economic results from the accounting period before income tax	5,215,324	5,296,460
Non-cash transactions affecting economic results for the accounting period before income taxes	9,627,593	-329,189
Depreciation of long-term intangible assets and long-term tangible assets	1,914,391	724,750
Change of status for adjusted items	37,377	
Change of status for items concerning accrued costs and revenues	7,921,155	-857,989
Dividends and other shares for gains accounted to revenues	-33,845	-80,506
Interests accounted to costs	23,140	23,799
Interests accounted to revenues	-3,398	-10,074
Foreign exchange gains quantified for cash and cash equivalents as of the date on which accounting statements are compiled	-30,393	-16,174
Foreign exchange losses quantified for cash and cash equivalents as of the date on which accounting statements are compiled	8,165	8,371
Results from sales of long-term assets, with the exception of assets considered for cash equivalent	-208,999	-131,982
Other non-cash items that affect economic results, except those stated separately in other parts of the cash flow overview		10,615
Change in the state of working capital, understood as the difference between current assets and short-term liabilities, excluding items which are current cash and cash equivalents for economic results	-1,800,931	4,761,519
Change of receivables status from transactional activities	-10,144,809	5,670,961
Change of liabilities status in transactional activities	8,529,676	-875,465
Change of inventory status	-185,798	-33,977
Cash flows from transactional activities, excluding income and expenses representing alternatives, individually in other parts of the overview for cash flows and cash flows of exceptional scope or incidence	13,041,986	9,728,790
Interest received, except those included in investment activities	3,398	10,074
Expenditures on paid interest, except those included in financial activities	-23,140	-23,799
Expenditures for paid dividends and other shares from gains, except those included in financial activities	-2,638,835	-1,103,625
Expenditures for income tax from accounting units after deducting income from the return of overpaid income tax, except for those relating to investment activities or financial activities	-1,760,615	-1,190,269
Net cash flow from transactional activities	8,622,794	7,421,171

Cash flow from investment activities	2015	2014
Expenditures for the acquisition of long-term intangible assets	-1,285,123	
Expenditures for the acquisition of long-term tangible assets	-1,214,443	-783,118
Income from sales of long-term tangible assets	39,875	135,092
Expenditures for the acquisition of long-term securities and shares in other accounting units, except securities considered to be cash equivalents and securities intended for sale or trading		-33,000
Income for the acquisition of long-term securities and shares in other accounting units, except securities considered to be cash equivalents and securities intended for sale or trading	210,000	
Cash flows from investment activities, excluding income and expenditure referred to as alternatively and separately in other parts of the overview for cash flows	-2,249,691	-681,026
Income from dividends and other shares for gains, except those included in transactional activities	33,845	80,506
Other expenditure related to investment activities, except those presented separately in other parts of the overview for cash flows		-901,326
Net cash flows from investment activities	-2,215,846	-1,501,846

Cash flows from financial activities	2015	2014
Net increase or net decrease in cash	6,406,948	5,919,325
State of cash for the start of the accounting period	8,103,967	2,184,642
State of cash at the end of the accounting period before considering the exchange rate differences specified on the date of compiling the accounting statements	14,488,687	8,096,164
Exchange rate differences quantified for cash and cash equivalents to the date on which the accounting statements are compiled	22,228	7,803
Balance of cash at the end of the accounting period, adjusted for exchange rate differences specified on the date of compiling the accounting statements	14,510,915	8,103,967

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**The best
time for new
beginnings is
NOW**

