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This is only a shortened version of the annual report for 2016. 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.

2016 Annual Report of TEMPEST a.s.

5² = 25

YEARS ON THE MARKET



2017



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

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

**Play is one
of the most efficient
ways to make life easier.
It is exactly what we did
as children,
but we have forgotten
to play as adults.**

Albert Einstein

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Editorial

25 years of our presence. A nice milestone. At the same time, I realise that the years of a company's operation may be no indication of its performance or security for its future. Nevertheless, twenty five years in the information technology market is a good hint that we provide high-quality services and technology with high added value. We have been providing IT solutions to Volkswagen Slovakia for twenty years in a row. For example, we have been delivering IT products and services to Slovnaft and Slovak Telekom for over fifteen years. I believe that the many years of trust from companies who are the leaders of their sectors and having the highest requirements for IT are the best proof of quality in what we do.

For 25 years we have achieved a cumulative turnover of approximately EUR 800 million, we have paid contributions amounting to EUR 27.5 million and wages amounting to EUR 167 million.

During our history, the average age of employees has risen from 25 to 36 years. Today we have around 300.

Over a quarter of a century TEMPEST has undergone many changes and challenges, and we have handled them all so far. Whether the merger with Unit and before that with Computel, or the market changes by Slovakia's accession to the European Union. We still face some problems, including in particular an acute shortage of IT specialists in the labour market.

There were people behind all of the company's milestones. My colleagues stand behind every solution, project accomplished or every award won. At TEMPEST, people have been and always will be the most valuable asset. I give my sincere thanks to everyone who has helped rank the company among the best IT service providers.

Twenty five years of successful partnerships.



Peter Krásny
Chairman of the Board
Director General

Company's History

- **1992** The emergence of TEMPEST, s. r. o.



1992

Launch of Microsoft Win 3.1



2004

- 2002** Certificate of quality management according to EN ISO 9001 international standards
- 2003** Deloitte European Technology Fast 50 Award
- 2004** Deloitte European Technology Fast 50 Award
- 2004** Environmental Management Certificate EN ISO 14001
- 2004** Takeover of company Protect e-Data, s. r. o.
- **2004** Slovakia's accession to the European Union
- 2005** Merger of companies TEMPEST, s. r. o., UNIT, spol. s r. o. and Computel, s. r. o.

- 2006** Transformation into a joint stock company
- 2006** Takeover of LOGIN, a.s.
- 2007** The implementation of an information security management system according to ISO/IEC 27001
- 2009** The introduction of a safety management system and occupational health according to OHSAS 18001
- 2010** Ranked among the 200 largest non-financial companies in Slovakia
- 2010** Big 5 Deloitte Technology Fast 50 Central Europe Award
- 2011** Big 5 Deloitte Technology Fast 50 Central Europe Award
- 2011** Change of registered office



The TIME's Person of the Year 2006 is You

(a common user contributing content to the Internet)

2006

2012

- 2012** The company has been operating on the market for 20 years
- 2014** Introduction of EN ISO 10006 quality
- 2015** Introduction of ISO/IEC 20000-1 service quality management system
- 2017** The company has been operating on the market for 25 years



●
**Curiosity landed on Mars:
 August 6th, 2012**

Interview

Peter Kotuliak
Founder and Chairman of
Supervisory Board TEMPEST a. s.

What was it like to run a business in the beginnings of TEMPEST when compared to the present day?

The nineties meant a shortage of everything. Companies were totally hungry and willing to accept even poor quality, errors in deliveries and other shortcomings. Today, the market is much more sophisticated and relies on whether businesses provide appropriate quality. Put simply, the market is able to quickly reject a company which does not perform with adequate quality and is adequately commercial. A friend of mine used to say a long time ago that if we did not close the windows, then orders would come anyway. The present day's business is standardised throughout the entire developed world, IT is globalised and there are no substantial differences in whether we do business in Slovakia or in Western Europe.



“We would never have thought that TEMPEST would one day be a 25-year-old company with unique knowledge, and with a large base of people who represent a huge value.”

Who were the typical customers? What did they demand back then?

The nineties were definitely characterised by a lack of infrastructure. This meant that our work mostly consisted in supplying hardware, basic equipment, personal computers, printers, network devices and implementation of simple networks. Essentially, we started like everyone else did. We delivered basic office equipment. Computers were used mainly for typing and for calculations because at that time they were replacing typewriters and calculators.

How did TEMPEST's customers work back then?

There was no IT system in almost any company and the peak of IT was the electronic accounting. People used computers for writing documents or materials in order to make their work simpler. They needed not to rewrite texts all over again and they were able to calculate in Excel, or back then in the Quattro Pro or Lotus 1-2-3 programmes.

These products were dumped a long time ago. Our kids wonder what we lived to see and what we worked with. Since the beginnings of our business at TEMPEST we have focused on added value. We explained with patience how important services were. Whether we call it outsourcing or operation, or operational service provision. We started in 1992 when a small number of companies existed. As early as that time we regarded services as a certain form of added value to tell us apart from other companies focusing on supplying hardware.



What or who inspired you in your work? Did you rely on intuition or did you have any models?

In general, we started with what our customers wanted. In many areas, customers determined our direction. When we were awarded a contract for networks, we would build networks. When we won a contract for programming a simple interface, then we would programme the interface. Multifunctionality and a broad range of activities were the attributes of most companies at that time. They were not specialised, most IT companies did everything.

Who were the biggest competitors of TEMPEST in the 1990s?

The largest companies in the 1990s certainly included COPEX, CORINEX, TRONET, Ditec, PosAm... and similar. All of these are companies which were started in the beginning of the 1990s and only a few of them still exist today. Some of them are now engaged in IT only marginally. I remember ZOMA, a company who was our big competitor in selling monitors. We sold Philips's and they sold cheap devices from Asia. I cannot remember many companies, because they are no longer in the market.

What is your perception of TEMPEST 25 years ago and now?

I came from an academic environment and if speaking of the past, then TEMPEST was not commenced as a sustainable project. It was started as an opportunity for me to make some extra money while working at a faculty. We would never have thought that TEMPEST would one day be a 25-year-old company with unique knowledge, with a large base of people who represent a huge value.

What had the greatest impact on the company's development?

First of all, I must say that we have never been afraid to start up new things. It is because we have had the smart people in our company able to identify and absorb new technology very quickly. If someone needed to have an information system developed which we had never done before, then we would go ahead and do it. Others did the standard stuff and were better in doing it, so we had to reach for things which were not common, which were demanding and there were not many entities to do them, if any. We took the risks this entailed and we were able to bear them as a private company, unlike corporations or companies using well-proven business models. This meant that so many things happened along the way and not all can be remembered, because every year, whether 1993 or even 2017, is always linked to some milestones. These are the decisions made reaching beyond a one-year horizon, and they have to be made. One must assume the risk for the result in order to make it possible for the company to operate in the years to come, to have something as a source to produce and create.

Has the company changed as a result of projects or mergers?

In 1993 we supplied computer infrastructure worth about 300,000 Slovak korunas to the ERGO insurance company. Nowadays this involves a million Euros. And I remember needing to borrow a big part of the money from a friend of mine, who would keep calling

me every day after that asking when I'd pay him back. This project helped us a lot in the beginning and started off many activities. Of course, there are some other key events connected with the company, like when we merged with UNIT or when we acquired the first small company ProtectData. Then we acquired a number of companies. We advanced mainly through projects in the field of transport, especially the technological part of the Skytoll road toll system. We have also moved forward thanks to a first contract with Eurotel (presently Telekom) or the first work for a bank. I keep saying that every year has its peaks, but the most important are the decisions we have to make.

Do you remember any major decisions you had to make as the shareholders?

There are good decisions, like there are many bad ones. It is hard to say some decisions were bad because decisions are made under certain circumstances and at a given time. It is almost impossible to evaluate a decision because we cannot check the result of an opposite decision. Anyway, we made a number of bad decisions which would be reflected in many things. We invested a lot of money in the electronic signatures, but there was no major project to follow. However, we cannot say that the decision was absolutely bad. Today we have solid know-how which we use in the ongoing projects related to document cycle management, electronic mailboxes or GDPR. The category of difficult decisions includes those to work for the government. This entails increased costs in a long public procurement process and also very negative PR. Deciding to work on a project for a state institution and having to face often senseless media pressure and constructs is exhausting and inappropriate. However, if we were to work for the business sector only, then we would not be the eight largest company on the market (by added value) and an IT player with as many as 300 people and a turnover of EUR 60 million.

Is working for public administration important to TEMPEST?

Yes, it is. And it is important also because we as well as the customers get to get a hold of technology no one else has in this country. There is no entity with the capacity in terms of finances, sizing and impact. The State is the key IT investor in the V4 Group. At the same time, managements of multinational companies in Slovakia who had decision-making competencies leave and so does the local business. Let me mention UniCredit, for instance, but also our partners such as IBM, HPE or Cisco. And I think this is natural, that if the head offices of these companies are somewhere else, then they invest somewhere else. They invest in the countries of their domicile.





The Erste Group adopts most of its crucial decisions abroad and so suppliers from abroad tend to get closer to projects than Slovak companies. And this happens in spite of the fact that we offer better prices, more acceptable services, we are faster, more effective and we have results.

When you look at the market today, what should TEMPEST focus on in the forthcoming period?

Every company, not only in IT, must be very sensible when considering buzzwords coming along with the capacity to market a product. At TEMPEST, every investment in new technology is subjected to thorough thinking. It means that the company must be above all devoted to what our customers want, and to work on stuff we think our customers will need. In my opinion, one should have a sensible ambition, to follow trends and evolve in the framework of trends, but to do that so that we would be capable, in the first place, of delivering sound, usable and useful solutions. The world goes by so fast that we are not able to contain all that is new.

We need to pick up items from every set that are of key significance to the company, and evolve, and, of course, expect that our customer wish to go in the same direction.

What is TEMPEST made of today? What attributes do you think the company would have if it was a human?

Reliability, devotion, confidence and trust at all levels of collaboration and a very good relationship with the customer much outside of the box of contracts signed. Our customers see us as being versatile and reliable, as confirmed by surveys. On the one hand, this is good; on the other hand, however, we are not particularly defined within a specific IT field. We

cover a very broad spectrum of IT. And the right question to be asked is whether we can live long with the versatility. I think that the versatility is the starting point to ensure that no major interesting project will pass by unnoticed. On the other hand, however, in every field of that "versatility" we must achieve a quality well above the standard level. This means that there should be no minor player to defeat us. When a customer requires a diligent contractor for several years, what is expected is firstly stability and secondly long-term high quality. I believe versatility is also a capacity not possessed by a random company. We do invest more in stability than in buzzwords. This has got its value as well.

What should change in the company to make it work even better?

Well, had we known this, we would simply keep doing it for a long time. I think the first thing to build on are skilful people, those having worked for TEMPEST for a longer time.

These people have gone through good times and bad times and this way they gained a lot of experience. The company must have them, it must have its soul, and its emotion.

TEMPEST must be able to work with people, experience, and emotions. And we must realise that we are no longer young men in mid-twenties.

The key people in the company are now forty and older.

I realise that stability is paid for by a number of feelings like it all has fallen asleep or ceased to exist like it did a decade ago. I understand that many young colleagues think there is nothing dynamic going on, that others throw more parties, do cooler projects, and so on. Like a family, a company may be a mixture of various generations. The foundation for development is to hire enough skilful young people every year, of whom a part will stay to enrich our culture with new ideas, insights, and, of course will have the ambition to keep pushing the company forward.

**You have to learn the
rules of the game.
And then you have to
play better
than anyone else.**

Albert Einstein

Company Vision

To be the IT market leader.



To be a company with socially responsible business and correct communication.

To be a competent strategic partner in the business of our customers.



To contribute through IT products and services to enhancing the effectivity and business results of our customers.

To provide high added value for the growth of our customers.



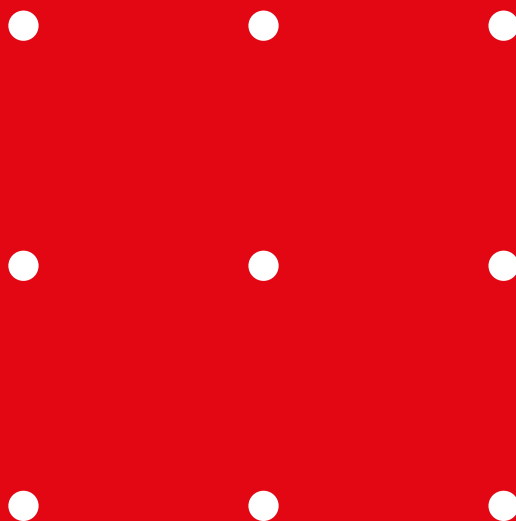
Company Mission

We fulfil our mission using technology and services to accelerate or streamline the business operations of organisations.



You can't connect the dots looking forward; you can only connect them looking backwards. So you have to trust that the dots will somehow connect in your future.

Steve Jobs



Connect all nine dots with four strokes.

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.

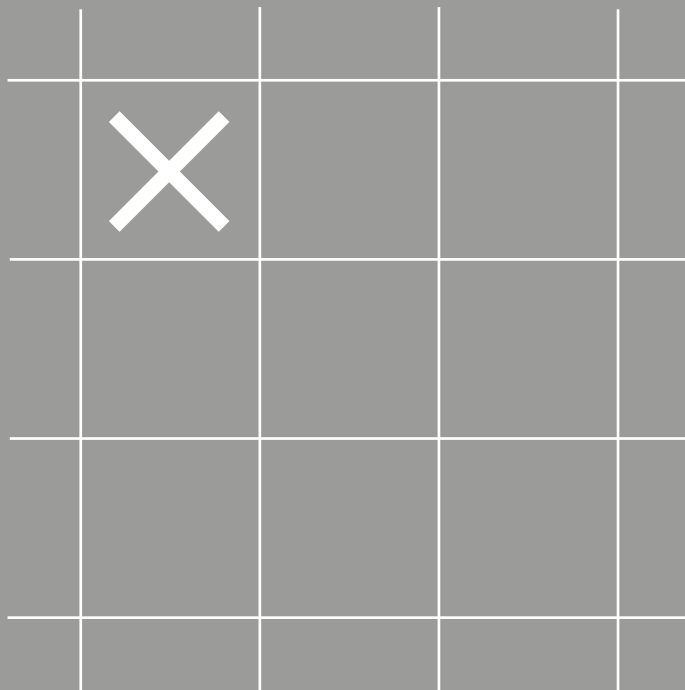
We are one of the first IT companies in the Slovak market, which implemented the Information Security Management System according to ISO/IEC 27001. ISO/IEC 27001 confirms that the company protects in a controlled manner and approaches information in accordance with the management of its business. By 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.



**You can discover more
about a person
in an hour of play
than in a year
of conversation.**

Plato



Board of Directors

Ing. Mgr. Peter Krásny

*1973 Chairman of the Board
Director General

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.



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.



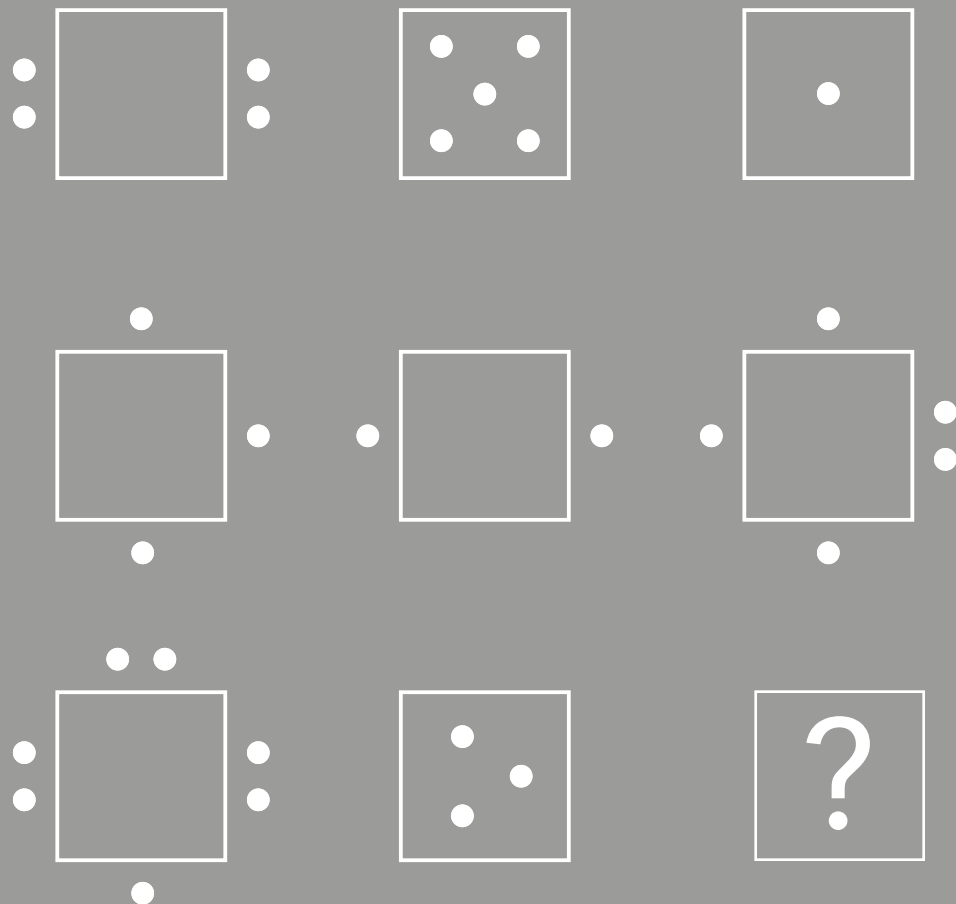


**Almost all creativity
involves
purposeful play.**

Abraham Maslow

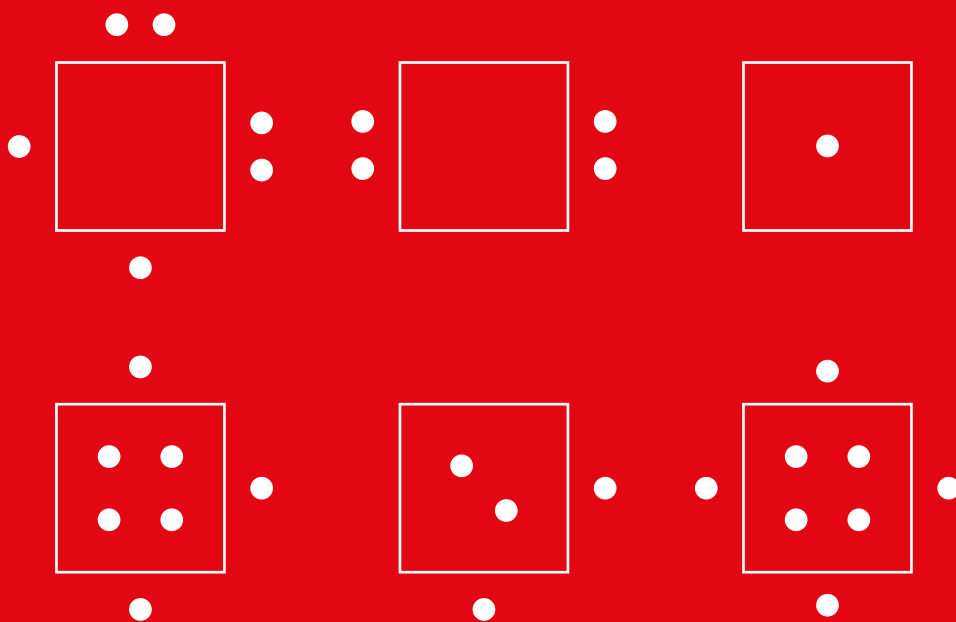
Business

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.



Play is the highest form of research.

Albert Einstein



Which one of the solutions is correct?

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.



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.

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 standardbased 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.



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.

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.

**Mathematics is a game
played according to
certain simple rules
with meaningless marks
on paper.**

David Hilbert

Divisions

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 as a central point for reporting incidents and our customer's requirements. The Services Division also covers the area of network security across the board.

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 emphasis on building scalable solutions using cloud technology and also provides solutions for areas such as Big Data, Business Automation, BI/DWH, as well as digitization and long-term data archiving. When developing solutions it focuses primarily on business benefits and the ultimate positive user experience.

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.

Project Management

The 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, covering all the teams in terms of processes including contractors and participates in projects at all company levels, helping to implement TEMPEST's business strategy and objectives.

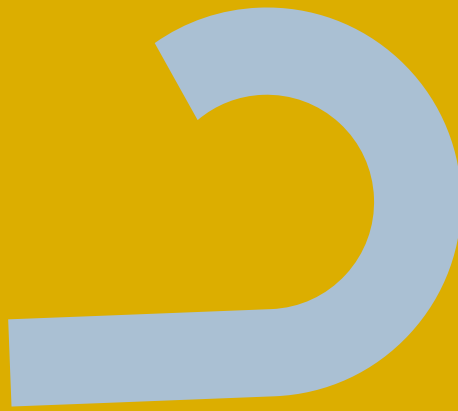
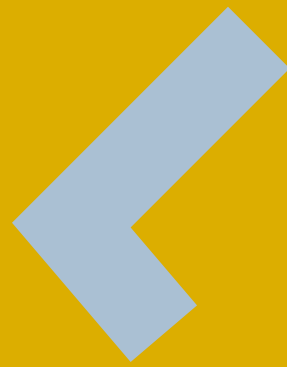
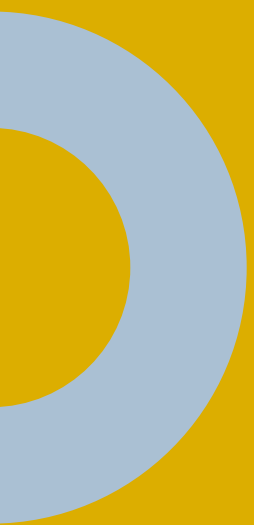
Ambit

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



**The creation of
something new is not
accomplished by the
intellect but by the
play instinct.**

Carl Jung



Products and services

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.

Services we provide in the area of IT infrastructure and networks

- 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
- prophylactics of IT infrastructure
- release and deployment management
- third-party management
- operation of systems

Outsourcing services

- 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 longterm 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

Management Systems

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

Clients are offered the possibility of integrating established management systems into a single unit. In addition to introducing systems and ensuring their preparation for certification we offer our customers services for optimisation of already-established systems, support for their maintenance and their compliance with the standard requirements, as well as the implementation of audits and training. The above services are also complemented by the implementation of tools to support the individual management systems.

The main areas include:

- implementation of the Quality Management System EN ISO 9001
- implementation of the Environmental Management System EN ISO 14001
- implementation of the 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



Security

We recognise that the protection of business, investment and information is one of the key priorities of an organisation. 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 Internet gateway level
- 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 organisation
- 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

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 our relationship with customers. The company has long-term 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 problems 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 customer's requirements and priorities. 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 its 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.

ICT Service Management

We specialise 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 HPE Software. We also have experience with complex solutions based on open source products such as Zabbix, OTRS, Nagios and others, and bringing projects to a successful conclusion.

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 fulfil 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 faults, performance and the ICT infrastructure capacity
- building models of services and business processes
- solutions for root-cause analysis and cross-domain correlation
- monitoring of faults, 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

Interesting Projects 2016

TEMPEST has completed successful and 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.

NDS

For the national motorway company (NDS) we developed a new Motorway Patrol mobile application for drivers. Simultaneously, we streamlined the NDS portal to make it more intuitive and easier to navigate, and added a module for simpler traffic information processing for third parties.

Volkswagen

Solution for supervising production processes using the Wonderware technology and integration with other information systems. ITIL framework implementation. 24/7 support.

SSE-D

In a project we consolidated the network and security infrastructure and deployed a comprehensive solution for its monitoring.

Skytoll

We deployed a new version of the Service Desk application to support registration and processes for incident handling, change requirements and SLA reporting under the ITIL standards.

Due to the availability and use of the application in continuous (24/7) operation, the significant benefit is its availability for mobile devices.

Orange Slovensko

We provide the Internal HelpDesk service to Orange Slovensko. In this service we provide for end device care, access management, communication with third parties and an extended service offer for a selected group of users.

ČSOB

The goal of the FDS (Fraud Detection System) was to prevent loss of funds by fraudulent transactions carried out in an electronic form. The first stage involved fraudulent transactions from online services in the scope of SEPA transfers (standard and express) and payments.

The project also included implementation of FDS functions and their integration in the bank's infrastructure.

Prvá stavebná sporiteľňa

To meet the customer's (housing savings bank) requirement for building a Service Desk system, we designed and delivered OTRS::ITSM, which is an integrated IT Service Management solution combining ITIL best practices with the proven performance of the OTRS platform. OTRS::ITSM contains a powerful toolkit for complex management of IT processes, reducing business risk and ensuring a high quality of services.

NBS

In the National Bank of Slovakia we deployed a comprehensive solution for record archiving management including an information system for archiving administrators. The solution covers the entire document cycle management in the organisation until archiving. The resulting solution will enable full integration of NBS to the Central Public Administration Portal in the future.

Ministry of Transport and Construction

For the Ministry of Transport and Construction of the Slovak Republic we created the Uniform Road Transportation Information System (JISCD).

The project comprised infrastructure building, software development, integration and covered three main areas: digital driving schools, digital education and integrated technical services.

Customers and Partners

The long-term strategy of TEMPEST is the high professional level of its 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***

Dell EMC

Silver Partner

Ocenenia:

- Best Partner EMC 2012, 2013, 2014, 2015, 2016
 - The best innovative solution 2013, 2014
-

F5 Networks

Gold UNITY Partner

Fortinet

Silver Partner

Hewlett Packard Enterprise

Gold Partner

Awards:

- The Best Partner HPE for HW&SW sales in 2015
 - The Best Partner 2014 for All Products & Services (HP)
 - The Best Partner 2014 for Printing & Personal Systems (HP)
-

Hitachi

Data Systems Gold Partner

IBM

Premier Business Partner

Awards:

- Best experts certified for IBM Tivoli software
-

Microsoft

Gold Certified Partner

Oracle

Gold Partner

SAP

Silver VAR PartnerEdge

Awards:

- The most successful SAP VAR PartnerEdge partner 2013, 2014, 2015, 2016
-

Symantec

Silver Partner

TEMPEST is the only company in Slovakia certified for Enterprise products.

Veritas

Silver Partner

Vmware

Enterprise Partner

Wonderware

System Integrator Partner

In addition to the partners listed TEMPEST also works together with other IT producers such as BMC Software, Clearswift, Dell Wyse, Entrust, Eset, Forcepoint, Gemalto, RSA, Sophos, Sybase, Thales, Trend Micro, Tripwire, 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 sectors.

Financial Sector

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

Business, Services and Media

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

Industry, Production and Power Industry

Adient Slovakia s.r.o.
Bratislavská teplárenská, a.s.
eustream, a.s.
Jadrová a vyradovacia spoločnosť, a.s.
(Nuclear and Decommissioning Company)
Johnson Controls International, s.r.o.
Mondi SCP, a.s.
Rona, a.s.
SHP Harmanec, a.s.
Slovalco, a.s.
Slovenské elektrárne, a.s.
Slovenský plynárenský priemysel, a.s.
SLOVNAFT, a.s.
STRABAG Property and Facility Services, s.r.o.
Stredoslovenská energetika – Distribúcia, a.s.
TRANSPETROL, a.s.
U. S. Steel Košice, s.r.o.
Volkswagen Slovakia, a.s.
VUJE, a.s.

Telecommunications and IT

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

Public Administration

Debt and Liquidity Management Agency
DataCentrum
National Property Fund of the SR
General Prosecutors Office of the SR
Letisko M. R. Štefánika – Airport Bratislava, a.s. (BTS)
Letové prevádzkové služby SR, š.p.
Ministry of Transport, Construction and Regional Development of the SR
Ministry of Culture of the SR
Ministry of Defence of the SR
Ministry of Justice of the SR
Ministry of Interior of the SR
Ministry of Health of the SR
Ministry of Environment of the SR
National Bank of Slovakia
Narodná diaľničná spoločnosť, a.s.
National Centre of Health Information
Monuments Board
Slovenský vodohospodársky podnik, š.p.
Industrial Property Office of the SR
Vodohospodárska výstavba, š.p.
Vodohospodárska výstavba, š.p.
Slovak Railways
Železničná spoločnosť Cargo Slovakia, a.s.

Science, Education and Sports

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

Health and Pharmaceuticals

Saneca Pharmaceuticals, a.s.
UNIPHARMA – 1. slovenská lekárnická akciová spoločnosť

Marketing

In areas where we have the competencies and experience we want to be top of mind. 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.



2016 Marketing and Communications

Other professional competencies and highest awards

We strive to provide our customers with the highest quality solutions, which means successfully completing professional certifications, building laboratories or increasing the number of trained colleagues. Thanks to the results of 2016, we became the best partner of Dell EMC in Slovakia (for the EMC part). Over the past four years, we have been SAP's most successful partner in selling licenses and we are one of the best in selling VMware, Check Point, and Symantec products.

A few days ago we defended the Cisco Gold Certified Partner status, which is held by five entities in Slovakia only.

What social networks do you use?

(Respondents may choose more options)

44%

LinkedIn

40.57%

Facebook

36.57%

I am not active on a social network

6.29%

Twitter

What type of content on social networks do you search for?

(Respondents may choose more options)

71.05%

Staying in touch with family and friends

57.89%

Odborné informácie

20.18%

Zábavu

Online

TEMPEST is active on the Facebook and LinkedIn social networks. We work with an agreed strategy and content plan. We have more than 600 fans on Facebook and over 1100 on LinkedIn. In both social networks the number of our fans increases by hundreds per year. The popularity of communication through social networks continues to grow, as confirmed in our surveys conducted annually. Almost half of respondents have a Facebook account and a third have a LinkedIn account. TEMPEST regularly publishes Newsletter, whose popularity continues to grow. In addition to the survey, this is also confirmed by the 25% conversion rate, being a fact that a quarter of respondents open the newsletter.

Do you follow TEMPEST on LinkedIn or Facebook?

No

83.46%

16.54%

Yes

Social responsibility

Responsibility and help to those who need it is part of our daily work. Last year we helped a number of organisations in Slovakia and an orphanage in Kolárovo. Together with our customers and partners we have sent more than 4,000 Euros to children. As part of corporate social responsibility, we supported the exhibition of the Ways of Vincent Šikula.

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, UNINFOS conference, and many others.



TEMPEST is the general sponsor of Filip Praj, Junior World Champion in the double trap discipline.

I love the winning,
I can take the losing,
but most of all
I love to play.

Boris Becker

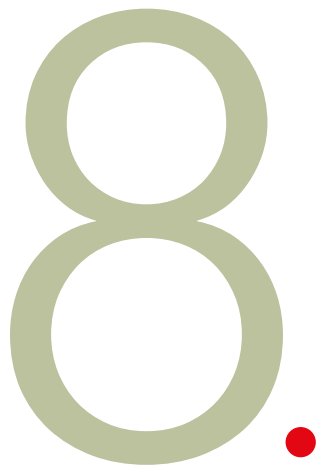
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    2 1
   1 2 1 1
  1 1 1 2 2 1
 3 1 2 2 1 1
1 3 1 1 2 2 2 1
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What is the next number in the sequence?

TEMPEST's Position

The decline of the whole IT market was reflected in the company's results. More or less, we managed to maintain our position. According to the ranking compiled by the weekly TREND, TEMPEST ranked among the elite IT companies of the Slovak market with total sales of 59 million euros in 2016. At the same time, TEMPEST is one of the largest IT service providers in Slovakia.



TEMPEST is the 8th largest supplier of IT products and services by value added in Slovakia. This year, this indicator has not changed when compared to the previous year.

TEMPEST is the 12th largest IT supplier by revenue, which is a decrease by two places when compared to the previous year.



Based on a survey we found out that as many as 98% of our customers would recommend working with TEMPEST. More than one half of our customers say our services are getting better and over 40% think there is no change. In their leisure time; our customer prefers doing sports or activities associated with nature or culture. He or she can be found on social networks, especially on Facebook (40%) and LinkedIn (44%).

Events

JUDGMENT DAY 11

Through technical conferences we introduce new trends, visions and successful projects. At the same time, through our professional events we also try to present technologies that help our customers' business, its protection and the protection of their investments. The eleventh year of the Judgment Day conference showed how the biggest players in the field of information security (Cisco, ESET, Fortinet, Check Point, HPE, SAP) face threats. Major General Jonathan Shaw also came to Slovakia at the invitation of TEMPEST as a global authority for development and effects of activities in cyberspace. He specialises in policy development for cyber security, global perspectives of cyber-attack risks for governments and entities in commercial sectors and creates methods for effective protection.



Major General Jonathan Shaw



During his presentation, he stressed the importance of the human aspect in safeguarding against cyber threats. Without the synergy of the human factor and technology, technological measures are ineffective and investments are wasted.

Find more information at www.judgmentday.sk.





EVENTS FOR EMPLOYEES

In the past year, TEMPEST employees had the opportunity to participate in several internal events and to spend time not only with colleagues but also with their family members.

The programme of this year's Christmas party was fully loaded. Colleagues entertained themselves having private concerts from the HEX and the Billy Barman music groups. The comedy part of the event was taken care of by Ján Gordulič and Jaroslav Abaffy with their popular stand-up show.

The autumn team-building activities – goose feast, goulash cooking, pig roast, and speciality beers were attended and enjoyed by about 200 colleagues. Given the growing number of families with children we held some family events. On Saint Nicholas Day, about 150 adults and 160 children came to see creative workshops, fun activities for children, make of honey cakes, Christmas decorations and a mobile planetarium. Following the success we organised the second year of TEMPEST's family event Sunday is Funday with numerous sports and activities. 270 adults and 160 children of our colleagues participated in the event and came to the Water Sports Resort in Čunovo. Throughout the day, the event was hosted by Kristína Farkašová. The most wanted attractions included archery, pétanque academy, rafting, jet skis, a foam party and attractions for children, and test rides in Mercedes-Benz and Jeep vehicles. 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





JAN KRAUS AND GUESTS TALK SHOW

TEMPEST set up its talk show with Jan Kraus and Guests already for the ninth time. The guests and the audience had a chance to experience the atmosphere in the grand spaces of the Old Marketplace in Bratislava. The ones to meet in Jan Kraus' chair this time were Marek Ťapák, who made an opening performance with dancers from the SĽUK ensemble, Jana Gavalcová with her fashion show with designs using blue print, Eva Holubová and Helena Vondráčková.



After the talk show there was a concert by Helena Vondráčková, and the programme was complemented by dancing and musical performances from the SĽUK folk ensemble. More than 450 customers and business partners came to enjoy the event.



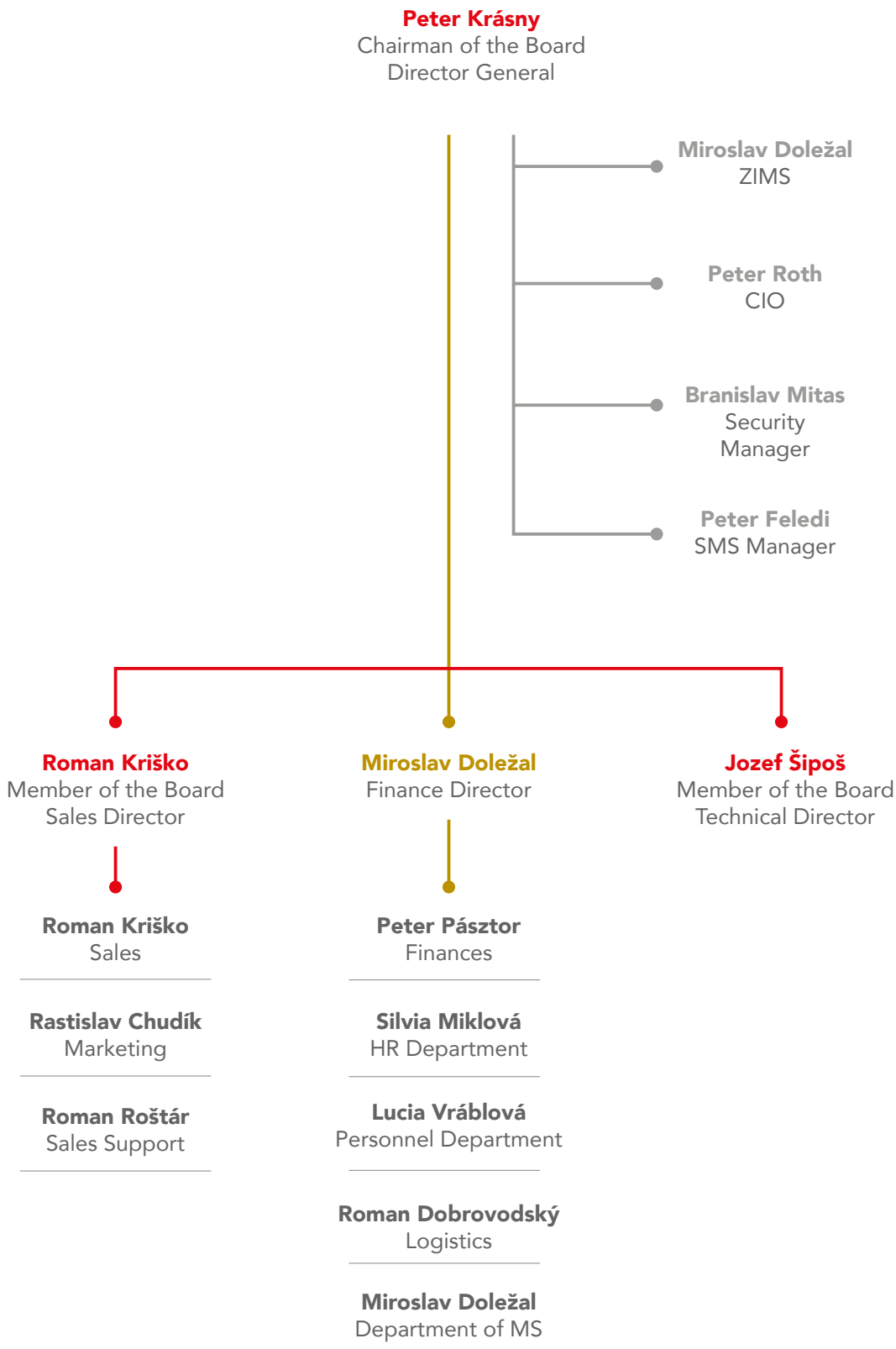


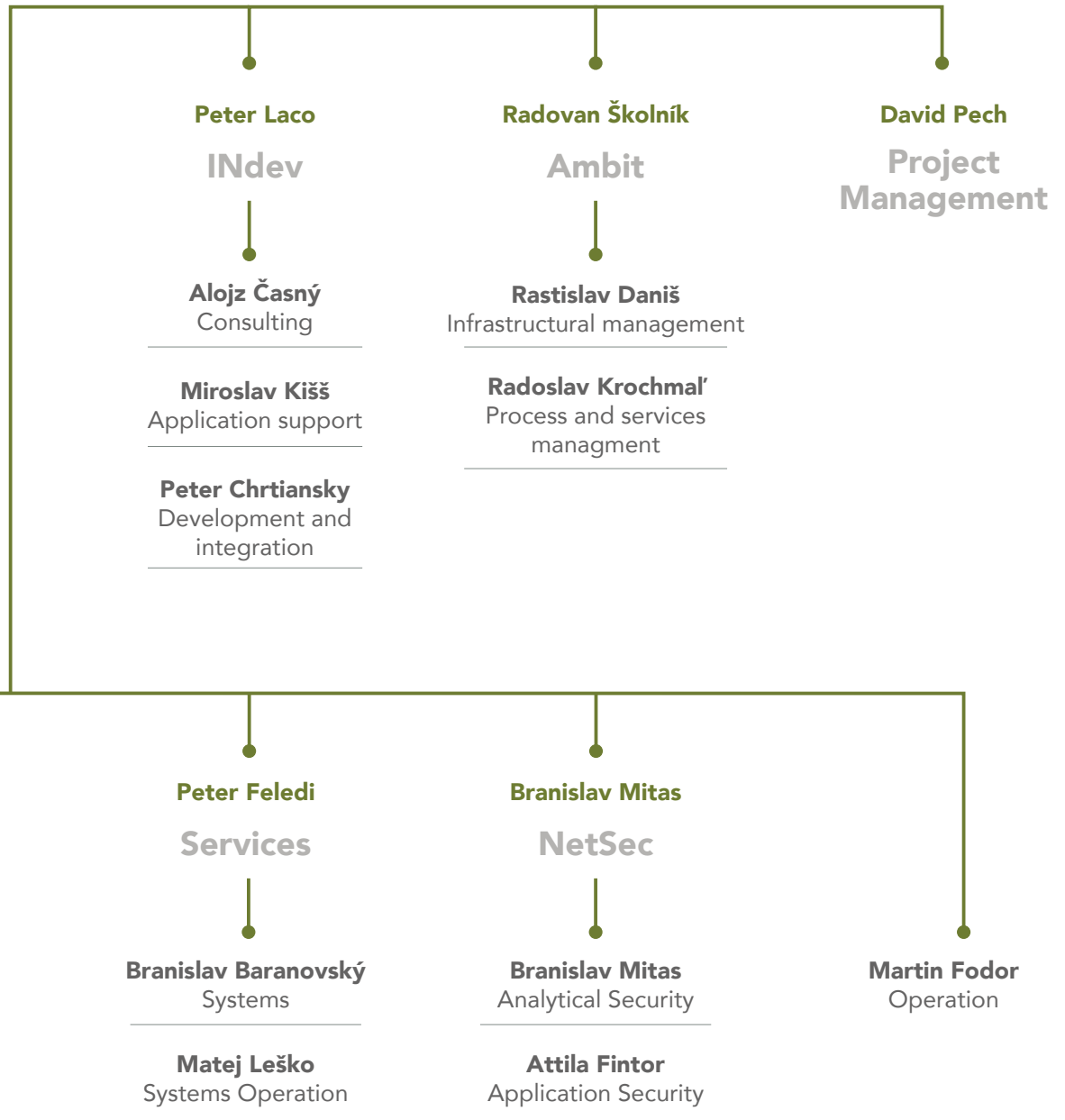
During the event, it was possible to help the Orphanage in Kolárovo by purchasing works of art created by the children. TEMPEST more than doubled the sum collected by selling the artwork. The Orphanage thus received more than 12,000 Euros.



Watch the video of the talk show of TEMPEST, Jan Kraus and Guests 2017

Organisational Structure





Employee Structure

More than a half of the employees are specialists with a university education. At present, the company employs about 300 professionals and certified specialists.

The average number of full-time employees	279	100%
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Gender

Women	35	12.5%
Men	244	87.5%

Age structure

21 – 30	64	22.9%
31 – 40	135	48.4%
41 – 50	68	24.4%
51 – 60	10	3.6%
Over 61	2	0.7%

Education

University	215	77.1%
Secondary	64	22.9%

The average age in the company is 36 years.

Finances

In 2016, TEMPEST a. s. managed to achieve successful economic results again.

The company maintained service sales when compared to the preceding period approximately on the same level. With a significant decline in product sales, the service sales brought a higher added value which means that the profit for 2016 is comparable to the preceding periods.

TEMPEST, a. s. expects to maintain a positive trend in all of its main economic indicators also in the upcoming period. It plans to achieve a comparable turnover as in 2016, which is largely ensured by signed contracts for 2017, and at the same time, the company intends to achieve the planned targets and also to acquire new contracts in both the private and the public sector.

Additional information

There have been no events of special significance during the time after the end of the accounting period for which the 2016 Annual Report has been compiled. The company did not acquire own shares, and it has the same share capital as in the previous year. The company is performing no activities in research and development. The shareholders' assembly decided that the 2016 profit of the company should be distributed to shareholders. TEMPEST, a. s. has no organisational unit abroad, it holds a 100% share in the subsidiary, VT Group, a.s., and 100% share in the subsidiary, Tempest IT services, a.s.. The company compiled a consolidated financial statement as of 31st December 2016. The financial statement for 2016 was verified by an independent auditor. The auditor's opinion is unconditioned which means that the financial statement provides a true and accurate image of the financial situation of our company as of 31st December 2016 and the result of its management for the year that ends on that date according to accounting legislation.



Ing. Miroslav Doležal, CSc.,
Financial Director

Trends

in thousands EUR	2016	2015	2014	2013	2012
Total revenues	59,046	120,006	73,403	59,190	74,835
Revenues from selling services	48,562	49,753	48,185	37,911	41,725
Revenues from selling products	10,484	70,180	25,002	21,279	33,109
After-tax profit	2,890	4,025	4,104	1,104	5,061
Added value	21,809	24,579	21,043	16,468	22,260
	2016	2015	2014	2013	2012
EBITDA (thousand €)	6,367	7,003	5,902	1,977	6,688
Indebtedness indicators					
Total indebtedness	87.7%	85.3%	76.7%	80.9%	83.2%
Debt to total assets ratio	15.0%	0.0%	0.0%	0.0%	0.0%
Self-financing rate	12.3%	14.7%	23.3%	19.1%	16.8%
Financial Level	8.11	6.80	4.29	5.23	5.96
Debt burden	15.0%	0.0%	0.0%	0.0%	0.0%
Liquidity Indicators					
Liquidity 1 st level	0.13	0.45	0.37	0.09	0.07
Liquidity 2 nd level	0.99	1.15	1.26	1.18	1.05
Liquidity 3 rd level	1.02	1.17	1.27	1.19	1.08
Profitability Indicators					
Return on own capital	50.5%	58.7%	59.6%	19.7%	66.4%
Return on assets	6.2%	8.6%	13.9%	3.8%	11.1%
Activity Indicator					
Asset turnover time	287.01	142.04	147.24	180.00	170.28
Asset turnover	1.27	2.57	2.48	2.03	2.14
Stock turnover	46.63	168.16	136.77	123.54	135.82
Stock turnover time	7.83	2.17	2.67	2.95	2.65
Non-current assets turnover	8.01	12.91	43.50	36.45	38.14
Current assets turnover	2.05	3.41	2.82	2.31	2.20
Receivables turnover time	153.37	61.10	87.09	142.19	138.22

Balance Sheet

Assets

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

Line No.	Gross in current period	Corrections in current period	Net in current period	Net in preceding period
001	54,198,420	7,769,145	46,429,275	46,670,950
002	15,116,517	7,742,169	7,374,348	9,289,407
003	5,153,961	1,974,281	3,179,680	4,264,566
005	5,153,961	1,974,281	3,179,680	4,264,566
011	9,786,024	5,723,707	4,062,317	4,901,092
014	9,786,024	5,723,707	4,062,317	4,898,592
019				2,500
021	176,532	44,181	132,351	123,749
022	176,532	44,181	132,351	112,351
024				11,398
033	28,856,005	26,976	28,829,029	35,168,795
034	798,554		798,554	567,033
036	122,000		122,000	122,000
039	676,554		676,554	445,033
041	6,872,605		6,872,605	10,804
042	6,789,766		6,789,766	0
045	6,789,766		6,789,766	
052	82,839		82,839	10,804
053	17,964,515	26,976	17,937,539	20,065,014
054	17,597,598	26,976	17,570,622	19,777,995
055	564,240		564,240	2,640
057	17,033,358	26,976	17,006,382	19,775,355
063	340,917		340,917	207,385
065	26,000		26,000	79,634
071	3,220,331		3,220,331	14,525,944
072	15,345		15,345	35,509
073	3,204,986		3,204,986	14,490,435
074	10,225,898		10,225,898	2,212,748
075	6,917,669		6,917,669	26,909
076	3,141,754		3,141,754	2,051,280
078	166,475		166,475	134,559

Balance Sheet

Liabilities

Designation	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 re-evaluated 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
B.I.1.c.	Other business liabilities
B.I.5.	Other long-term liabilities
B.I.9.	Liabilities from social fund
B.I.10.	Other long-term liabilities
B.III.	Long-term bank loans
B.IV.	Total short-term liabilities
B.IV.1.	Total business liabilities
B.IV.1.a.	Business liabilities towards affiliated accounting units
B.IV.1.c.	Other business liabilities
B.IV.5.	Liabilities towards partners and associations
B.IV.6.	Liabilities towards employees
B.IV.7.	Liabilities from social insurance
B.IV.8.	Tax liabilities and subsidies
B.IV.10.	Other liabilities
B.V.	Short-term reserves
B.V.1.	Legal reserves
B.VI.	Current bank loans
C.	Total accruals
C.3.	Long-term future revenues
C.4.	Short-term future revenues

Line No.	Results of current period	Results of preceding period
079	46,429,275	46,670,950
080	5,726,713	6,860,480
081	159,600	159,600
082	159,600	159,600
087	31,920	31,920
088	31,920	31,920
093		-1,514
094		-1,514
097	2,645,632	2,645,632
098	2,645,632	2,645,632
100	2,889,561	4,024,842
101	35,000,271	38,667,965
102	5,176,916	7,354,084
103	4,933,270	7,226,910
106	4,933,270	7,226,910
110	13,778	9,362
114	25,545	2,420
115	204,323	115,392
121	6,497,637	
122	21,885,852	30,853,128
123	17,709,594	24,860,825
124		586,620
126	17,709,594	24,274,205
130	50,497	1,436,730
131	1,928,509	2,735,187
132	508,932	459,591
133	1,527,471	1,105,004
135	160,849	255,791
136	968,577	442,311
137	968,577	442,311
139	471,289	18,442
141	5,702,291	1,142,505
144	3,243,665	77,178
145	2,458,626	1,065,327

Profit and Loss Statement

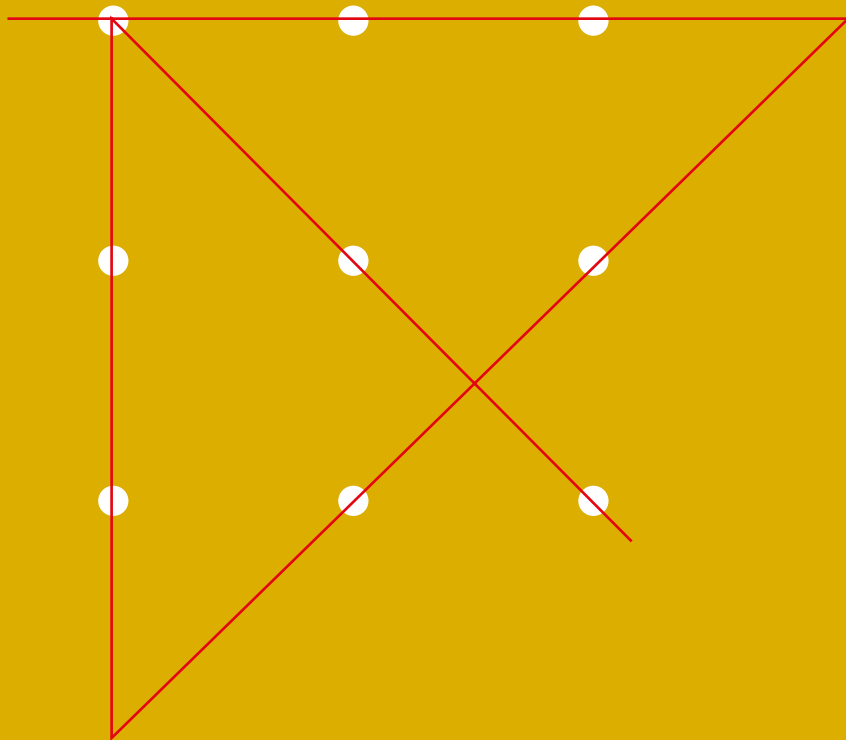
*	Net turnover
**	Revenues from total sum of economic activities
I.	Revenues from selling products
III.	Revenues from selling services
VI.	Revenues from sales of long-term intangible assets, long-term tangible assets and material
VII.	Other revenues from economic activities
**	Total costs for economic 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
E.3.	Costs for social insurance
E.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

Number	Actual in the current accounting period	Actual in the preceding accounting period
01	59,046,174	119,932,530
02	59,603,107	120,030,990
03	10,484,438	70,179,947
05	48,561,736	49,752,583
08	151,050	39,875
09	405,883	58,585
10	56,118,253	114,910,237
11	8,628,764	48,552,687
12	562,856	643,967
14	28,045,287	46,157,343
15	15,684,627	17,466,821
16	12,425,539	14,460,279
18	3,001,781	2,785,287
19	257,307	221,255
20	16,502	16,782
21	3,027,447	1,914,391
22	3,027,447	1,914,391
24	5,904	7,876

I.	Correction of items for receivables
J.	Other costs for economic activities
***	Economic result from economic activities
*	Added value
**	Revenues from total 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 entities
XI.	Revenue interests
XI.2.	Other revenue interests
XII.	Foreign exchange gains
XIII.	Revenue from securities revaluation and returns on derivative transactions
**	Total costs for financial activities
K.	Sale of securities and shares
M.	Adjustment of items for financial assets
N.	Interest costs
N.2.	Other interest costs
O.	Foreign exchange losses
Q.	Other costs for financial activities
***	Economic result from financial activities
****	Economic results from the accounting period before taxes
R.	Income tax
R.1.	Payable income tax
R.2.	Deferred income tax
****	Economic results from the accounting period following taxation

25	5,589	14,983
26	141,277	135,387
27	3,484,854	5,120,753
28	21,809,267	24,578,533
29	424,391	331,588
30	11,391	210,000
31	350,113	33,845
32	350,113	33,845
39	1,243	3,398
41	1,243	3,398
42	61,544	84,345
43	100	
45	234,732	237,017
46	11,391	33,000
48		44,181
49	89,798	23,140
51	89,798	23,140
52	77,322	102,612
54	56,221	34,084
55	189,659	94,571
56	3,674,513	5,215,324
57	784,952	1,190,482
58	856,987	1,196,661
59	-72,035	-6,179
61	2,889,561	4,024,842

Correct solutions



- 1 1
- 1 1 one one
- 2 1 two ones
- 1 2 1 1 one two, one one
- 1 1 1 2 2 1 one one, one two, two ones
- 3 1 2 2 1 1 three ones, two twos, one one
- 1 3 1 1 2 2 2 1 one three, one one, two twos, two ones
- 1 1 1 3 2 1 3 2 1 1** one one, one three, two ones, three twos, one one

Acknowledgement

Thanks to everyone who stood at TEMPEST's side not only in the past year, but also during the past twenty-five years of our market presence. We immensely appreciate the trust of our customers and their constructive feedback which helps us grow constantly and enhance our services. We also thank our business partners for their active cooperation, and support in addressing our customers' the requirements of.

Big thanks also go to our project team who can respect each other and achieve successful results despite the challenging task they face.

Finally, we thank our current and former employees who have been the most valuable asset of the company; they trust and have comprised its biggest value for twenty-five years.

Contacts

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

Phone:

+421 (2) 502 67 111

Information and questions:

info@tempest.sk

Business:

obchod@tempest.sk

