



This is only a shortened version of the annual report for 2017. 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.

Treat your password like your toothbrush. Do not share it with anyone and change it every 6 months.

Password: ●●●●●●●●



TEMPEST a.s.

Business name

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

159 600 EUR

Basic capital

24 June 1992

Date of establishment

31 326 650

ID

2020327716

TAX ID

SK2020327716

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Editorial

Worldwide massive investments in artificial intelligence technologies, virtual reality projects and machine learning are proof of broad commercial interest and the development of informatics itself.

Even if a year window may seem to be too long for planning and evaluation in this dynamic world, I review TEMPEST here always just after a year.

We are satisfied with the result of the last fiscal period. Compared to 2016, we have managed to grow in many indicators. Over the last year we also made sure that information security became one of the highest priorities. Our surveys indicate that the protection of businesses and investments has become a high priority for company boards of directors and management, as well as for representatives of public administrations. For this reason, and also due to the devastating effects of attacks getting bigger, our security is the topic of our annual report. Uncovering unauthorized access to information still takes more than 200 days on average.

Obviously, everyone feels that changes are coming. New technologies find their place in business and the perception of IT is gradually changing. Massive investments into technologies of the blockchain type, virtual reality projects and machine learning, digital twins and smart applications, show a great commercial interest and the advancement of informatics itself. If we do not react to this development correctly, in time and fully, we could miss the bus.

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However, our advantage has always been our ability to adapt to new trends quickly. At TEMPEST we have skilled people who have gone through the best and worst times of this company and are also able to manage a wide range of new technologies in a short time. At TEMPEST we need more and more skilled people and see their lack on the labour market as acute. The IT industry in Slovakia needs around 12,000 additional people. That is also why we actively support many universities and cooperate with them in providing accordingly prepared graduates with technological education.

Finally, allow me to thank you, our customers and our business partners, for your trust. I would also like to thank my colleagues for their good work and wish lots of motivation and inspiration for the following few days to all.

At TEMPEST we have skilled people who have gone through the best and worst times of this company and are also able to manage a wide range of new technologies in a short time

Peter Krásny
Director general & Chairman
of the Board TEMPEST a. s.



Company's History

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

2002 Certificate of quality management according to EN ISO 9001 international standards

2003, 2004

Deloitte European Technology Fast 50 Award

2004 Environmental Management Certificate EN ISO 14001

2004 Takeover of company Protect e-Data, s. r. o.

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, 2011

ocenenie „Big 5“ Deloitte Technology Fast 50 Central Europe

2011 Change of registered office

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

Any friendship that exceeds the 7 year mark is more likely to last an entire lifetime.

life
HACK

2017

Mikko Hypponen

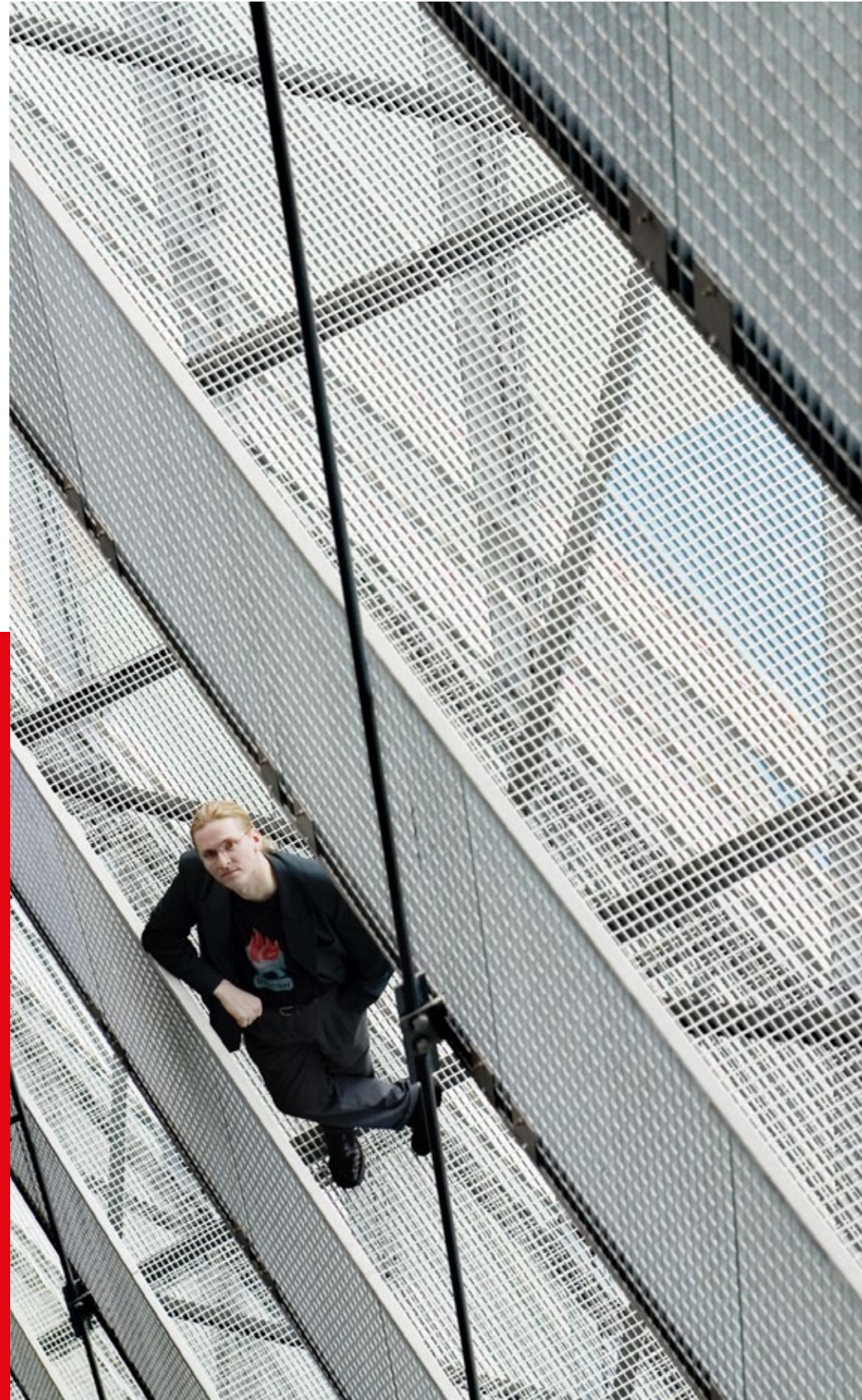
Global security expert
INTERVIEW

BIO

Mikko Hypponen, global security expert, is the Chief Research Officer for F-Secure. He has worked with F-Secure in Finland since 1991. Mikko Hypponen has led his team through the largest outbreaks in history. His team took down the world-wide network used by the Sobjig.F worm. He was the first to warn the world about the Sasser outbreak, he named the infamous Storm Worm and he has done classified briefings on the operation of the Stuxnet worm.

Mikko Hypponen has assisted law enforcement in USA, Europe and Asia on cybercrime cases. He has written for magazines such as Scientific American and Foreign Policy and for newspapers like The New York Times, Wired and he appears frequently on international TV. He has lectured at the universities of Stanford, Oxford and Cambridge. Mikko Hypponen has addressed the most important security-related conferences worldwide.

Mikko Hypponen, born in 1969, was selected among the 50 most important people on the web by the PC World magazine and was included in the FP Global 100 Thinkers list. He also received the Virus Bulletin Award, awarded every ten years, as „Best in industry“.



What are nowadays the biggest security issues for business and for the central governments in EU countries?

We used to be fighting online crime. That was the only problem. Now big part of the online attacks we see are not coming from criminals, but from foreign governments. Intelligence agencies and militaries are expanding their operations from the real world to the online world. For companies, the biggest problem is still organized online crime. But for governments, the biggest problems are caused to hostile countries.

Where is nowadays the right border between the privacy and security in your opinion?

The balance between security and privacy is a trade-off. If we want to use online services, we have to disclose information about ourselves. It's already impossible to live a normal life without relying on services provided by companies like Google. In many ways, privacy has already died. But I refuse to accept that security would have died too.

What was in last weeks the most surprising in information security area for you? Or, can something be for you surprising after so many years in IT security?

I was surprised by the amount of U.S. online companies that have started blocking customers from Europe, because they don't want to become GDPR compliant. I think the architects of the regulation did not expect such reaction either!



What is your personal opinion about GDPR? Will GDPR help protect personal data of EU inhabitants?

The best part of GDPR is that European companies now must start reporting data leaks. So far, whenever we read news stories of large data leaks, the companies in question are almost always from the U.S. This is because U.S. has had legislation for years, making breach notification mandatory. Now it will become mandatory in EU as well. About time. I guess we all would like to know if our credit card number has been stolen from an online store, or similar incidents! But if companies don't have to tell, they won't tell. After GDPR, they have to tell.

You will come to TEMPEST Judgment Day conference in November again. What message would you like share with the audience?

I will bring a message of Hope. Things might look bad. We are seeing big hacks and big breaches. But it's getting better. It really is. We have hope.

Company Vision

To be the IT market leader.

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

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

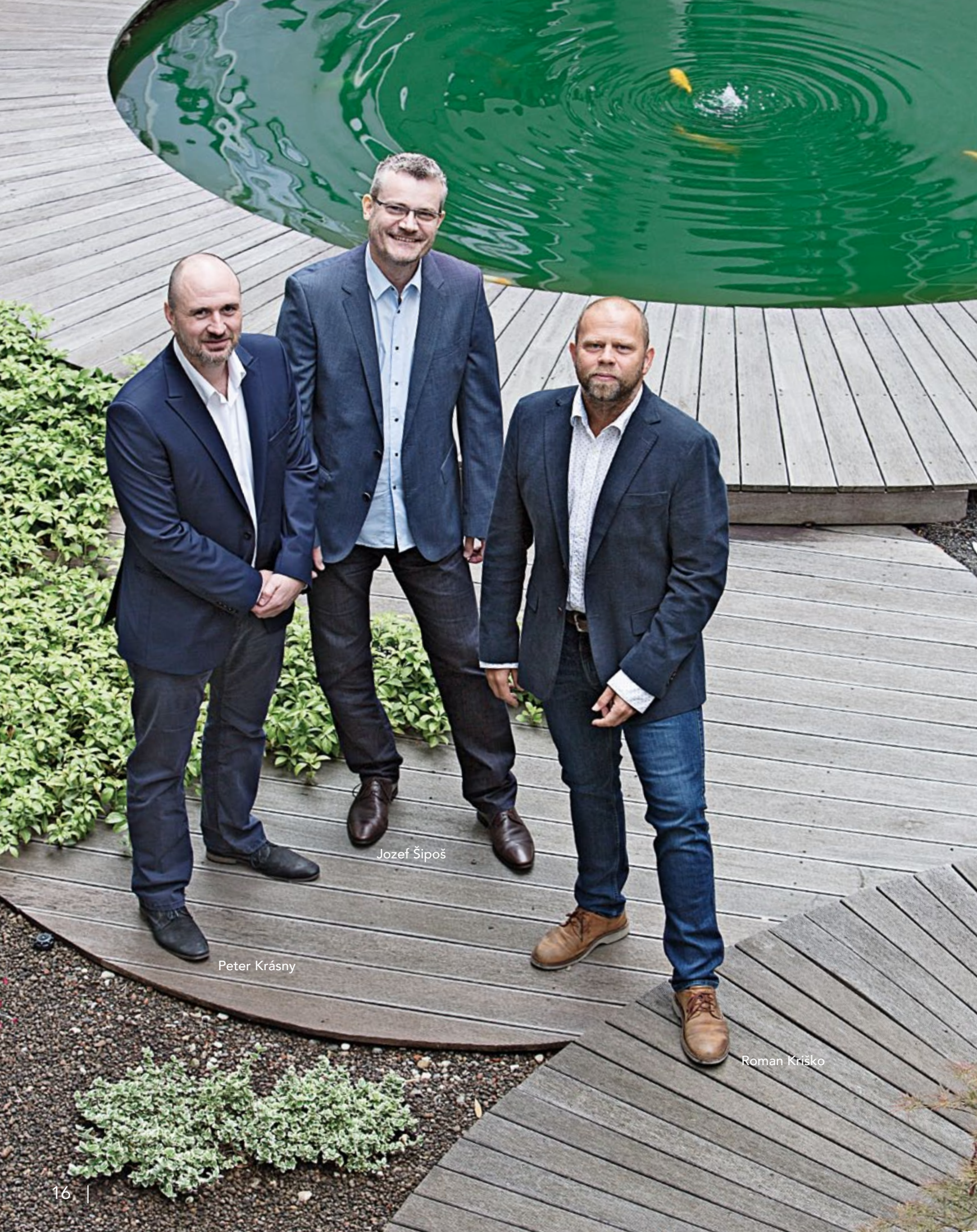


Company Mission

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

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

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



Peter Krásny

Jozef Šipoš

Roman Kriško

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

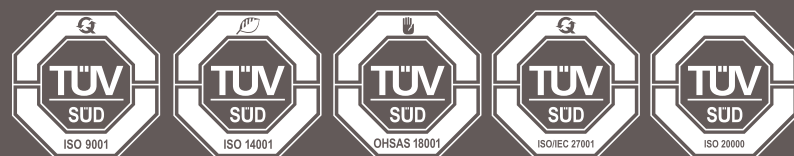
Kriško graduated from the Faculty of Electrical Engineering of the Military Academy in Brno and the Faculty of Electrical Engineering of the Military Academy in Liptovský Mikuláš. Before joining UNIT, spol. s.r.o. in 1997 he worked at the ASR General Staff in Trenčín and the Ministry of Defense in Bratislava. 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.

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.

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.

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**We have
the ambition to be
a strategic partner.**

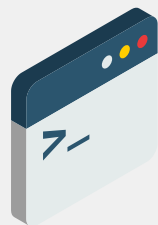
happy wife = happy life

life
HACK

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.

Manufacturing Automation

Automation makes production more effective. With the current rapid market changes, it is necessary to set up manufacturing processes to make them competitive, quickly changeable, and more effective. Information technologies enter also into manufacturing operations, and manufacturing data are the base of their change management. We can visualize, manage and interpret manufacturing data, integrate processes with manufacturing systems such as SAP, and apply intelligence while processing manufacturing information. Automation can be divided into several layers. Sensors, cameras, detectors and other management elements

are linked on the basic technological level, which is based on control systems. The next layer is made of Manufacturing Execution Systems (MES) and SCADA (Supervisory Control and Data Acquisition) architectures. The higher layer consists of Enterprise Resource Planning (ERP) systems such as SAP, which process information from the lower layers and control their changes. The highest layer represents Business Intelligence tools which enable very effective management and flexible changes in manufacturing. We preserve all layers and maintain their maximum safety and integrity.

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.



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.



Mobile Computing

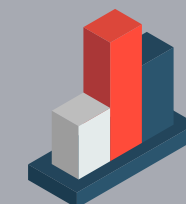
Mobility is emerging as one of the key technology priorities for business growth. Similarly, efficiency, productivity and motivation are forcing IT departments to connect private notebooks, smartphones, tablets or other devices to corporate applications and data. Mobile access to corporate information 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.zákazníka. Riešenie sa môže rozšíriť aj o mobilný prístup k službe.



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.



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.

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.



When writing an e-mail,
make sure the last thing you do
is put in the recipient's e-mail.
This will help you avoid sending
an unfinished e-mail.

life
HACK

Divisions

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.

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.

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.

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.



Digital Archive Platform

A Digital Archive Platform (DAP) is a modular solution developed by TEMPEST, allowing you to build a new system or integrate it with any existing one you have. You can choose modern tools for long-term preservation, digital or web archiving, cataloguing, user and access management or providing content to end users on a web portal.

For more information, please visit the web site www.digitalpreservation.sk/en/

Central Repository with Advanced Search

The Central Repository solution is suitable for customers looking for an information system for central evidence, management and search for digital objects or electronic documents. The Repository can be integrated with existing evidence to achieve a central access point and data uniformity and integrity between existing records.

A core component of this solution is a catalogue with all objects, their metadata, identifiers and references. Metadata are stored using the MARC21 standard. The repository's physical architecture is composed of a relationship database for metadata, disk storage for digital objects and an application server for web applications to work with the repository, and a portal web application for providing advanced search and access to content for end-users.

Archive for document preservation

When building digital archives some systems are designed to protect data via disk arrays or to store one or more copies on storage media. But there are some institutions that care more about protecting their data for a longer period than just the lifespan of disk drives or storage media. These customers care also about the readability of content over several years. These requirements lead them to focus on file formats, their standards and support in the future. To cover all these areas within your institution it is necessary to implement Long Term Preservation (LTP) processes.

In terms of long-term preservation, DAP implements principles for physical and logical data protection. Physical data (bit) protection is realized by a combination of specific hardware and firmware components. Logical protection is realized by preserving file formats. This specific type of preservation is divided into 3 separate running and evaluated

processes: format identification, format validation and format conversion. DAP has a special component supporting these 3 processes called the Format Database. The Format Database contains a full register of currently supported file formats and the version history of every used file format since the date when the LTP archive started its production. These data are important for managing format preservation processes.

DAP uses software named DROID for running format identification. This application uses PUID identifiers as reference to the international format registry named PRONOM (nationalarchives.gov.uk). Format identification is one of the first steps of the ingestion process of SIP packages into the archive.

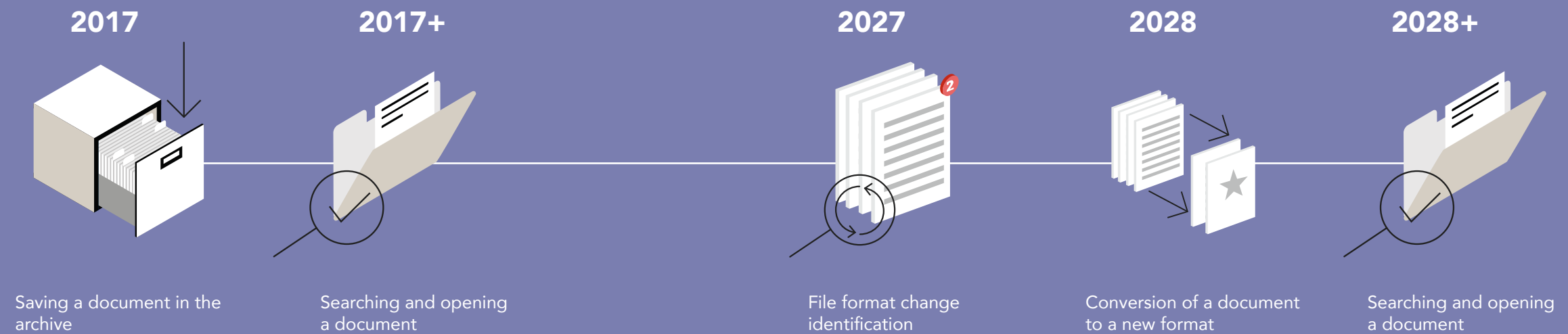
Format validation is a process which begins right after format identification. Based on the detected PUID, the system selects a format

validation plug-in and proceeds to validate the file. Output from this process is stored as a PREMIS event in a METS file describing AIP package structure.

Format conversion is implemented as a semi-automated process. The automated part of this process is detection and evidence of risky formats. A format is put into a risk state when it is no longer supported or has been replaced by a newer version or by another format. When a risky format is detected then notification is send to the operators. Then comes the manual part of the process when the operator decides if he/she is able to proceed and make a format conversion or not. Format conversion is done outside the DAP platform. Newly converted files are stored as new versions of previous files and are archived as new AIP packages with reference to the original ones.

Timeline

Document Lifecycle



GDPR

TEMPEST has long been one of the leaders in the field of information security. We can manage GDPR from A to Z, we are product independent and have the capacity to solve all related matters. We can cover both process and technology issues.

We provide analyses and penetration testing, and technologically cover the following:

- Data recovery after supply failures and high amounts of data access;
- Backup and archiving;
- Access management;
- Management and safety of mobile devices;
- Strong authentication;
- Special software development;
- Encryption;
- Security monitoring;
- DLP (Data Loss Prevention);
- Firewalls (also database firewalls), IDS/IPS;
- Protection of end stations and AntiX protection (antivirus, anti-spam,...);
- DWH/BI (data warehousing/business intelligence).

We provide GDPR services preferably to large and medium-sized companies and organizations.

85%
of people will give data to a limited number of companies they trust¹

34%
of people have provided made-up personal details to avoid giving away personal data

¹Protect.me: How consumers see cyber security and privacy risks
Steve Ingram, 05. 12. 2017

Products and Services

“
**We balance business
understanding with
technology innovation
and human insight.**

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 solutions
- 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

Nowadays, the SCADA/MES area covers products and services mainly based on the Wonderware product line of Schneider Electric.

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
- prophylactics 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 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:

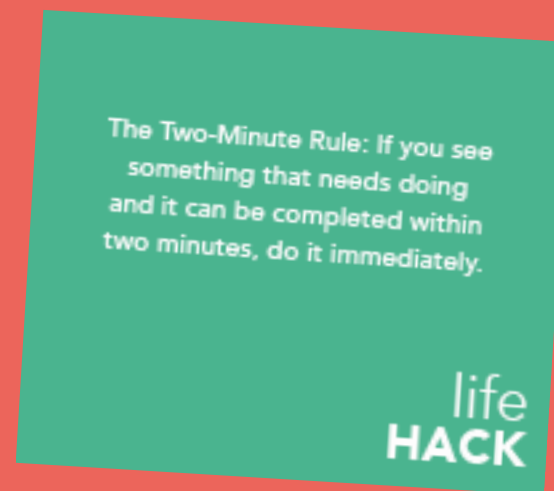
Java

.Net

PHP

PL/SQL

BPEL



75%

of information leaks
are internal and
caused by employees.

Train people well enough
so they can leave,
treat people well enough
so they don't want to.

Sir Richard Branson

life
HACK

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

Companies took an average of **200 days,** to detect a data breach¹

Before going to suspicious site, Google "safebrowsing:(website)" to see a ninety-day history of malware attempted on its visitors.

life HACK

ICT Services 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

Take a picture of business cards people hand you, just in case you lost them.

life
HACK

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.

Interesting Projects 2017

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.

Before you throw a used Post-it in the trash can, use it to clean your keyboard by running the sticky side between the keys.

life
HACK

Aegon

Ultrathin SunRay clients of Oracle, whose development and support had ended, have been replaced at a business client's request. Based on positive experience and long-term tradition in the industry instrument industry, Dell - WYSE devices were selected. Thanks to the wide configuration options of thin client central management, almost 100% identical features of the resulting solution have been reached. Multiple screen connection options, transparent multimedia redirection for more demanding applications, and the use of the latest periphery connection standards are a bonus.

Orange Slovensko

Within the GDPR project for Orange Slovakia, TEMPEST helped develop a system that was able to search through session databases and save data in a BigData environment automatically to identify personal information occurrences. In addition, optimal search criteria for defined personal data groups were integrated. We applied the search to selected data repositories and resulted in providing data to update the Personal information catalog.

Prvá stavebná sporiteľňa

GDPR Gap analysis - The aim of this project was to analyze the compliance of PSS information systems, a.s. with the GDPR requirements. Based on differential analysis, discrepancies with GDPR requirements were identified and risks to personal information processing in IT infrastructure were reviewed.

Skytoll

Applying the solution to support IT process management. The stated solution is based on HP Service Manager and consists of incident and problem management support, change management and service level review. That's how we can increase our support staff efficiency as well as the efficiency of customer support IT services.

Slovnaft

We perform three key projects that aim at upgrading CISCO Catalyst 6506 Core switches to CISCO Catalyst 6807 xl (due to their end-of-life service life and advanced technology substitution), WAN technology upgrading to iWAN technology and overall data center upgrades to CISCO Nexus and Firepower platforms. In this case, it is an appliance generation exchange, which will help increase the speed to 40G. In addition, new technologies such as converged infrastructure (FCoe) will be deployed.

Volkswagen

Providing production control system operation - Shopfloor Service Bus- of Wonderware technology and implementation of new functionalities according to customer requirements. The service is provided in 24/7 mode, according to ITIL methodology and in accordance with Industry 4.0 tendencies.

ŽSR

We deliver information and communication technologies to Railways of the Slovak Republic in connection with providing consulting, implementation, installation, configuration and voice services. We also provide services related to data center infrastructure development, with project modernization, training and other support 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.

Partnerships and Awards

Cisco

Gold Partner

Check Point

VAR Stars Partner***

Dell EMC

Gold Partner

Awards:

- Best Partner EMC 2012, 2013, 2014, 2015, 2016, 2017
- The best innovative solution 2013, 2014

F5 Networks

Gold UNITY Partner

Flowmon Networks

Bronze Partner

Fortinet

Silver Partner

Hewlett Packard Enterprise

EG 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

Silver Business Partner

Awards:

- Best experts certified for IBM Tivoli software

McAfee

Silver Partner

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

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
Prima banka Slovensko, a. s.
Prvá stavebná sporiteľňa, 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 úverova banka, a. s.

Business, Services and Media

Cromwell, a. s.
J & T REAL ESTATE, a. s.
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.
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

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

Agentúra pre riadenie dlhu a likvidity
DataCentrum
Generálna prokuratúra SR
Letisko M. R. Štefánika – Airport Bratislava, a. s. (BTS)
Letové prevádzkové služby SR, š.p.
Ministerstvo dopravy, výstavby a regionálneho rozvoja SR
Ministerstvo financií SR
Ministerstvo kultúry SR
Ministerstvo obrany SR
Ministerstvo spravodlivosti SR
Ministerstvo vnútra SR
Ministerstvo zdravotníctva SR
Ministerstvo životného prostredia SR
Národná banka Slovenska
Narodná diaľničná spoločnosť, a. s.
Národné centrum zdravotníckych informácií
Pamiatkový úrad
Slovenský vodohospodársky podnik, š.p.
Úrad priemyselného vlastníctva SR
Vodohospodárska výstavba, š.p.
Železnice Slovenskej republiky
Železničná spoločnosť Cargo Slovakia, a. s.

Science, Education and Sports

Ekonomická univerzita v Bratislave
Katolícka univerzita v Ružomberku
Materiálovotechnologická fakulta
Slovenská národná knižnica
Slovenská technická univerzita
Slovenský futbalový zväz
Slovenský hydrometeorologický ústav
Trnavská univerzita v Trnave
Univerzitná knižnica v Bratislave
Žilinská univerzita v Žiline

Health and Pharmaceuticals

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

Marketing

Our priority is creativity, efficiency, accuracy and directness of communication. Our main task is business support and identification. We want to be „on the ball“ in the areas where we have competences and experience. Through marketing we strive to bring new topics and create demand for technological solutions.



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

Marketing and communication 2017

Additional professional competences and highest awards

Our strategy is to be one of the best IT manufacturer partners. We strive to provide services and technologies of the highest quality to our customers. That means passing the necessary professional certification, building competence centres or increasing the number of our well-educated colleagues. Thanks to the results in 2017 we became the most successful Dell EMC partner in Slovakia (EMC part).

For the last 4 years we have also been the most successful SAP Slovakia partner in licence sales, and we are one of the best in selling Cisco, Check Point and Symantec products. We sustain the Cisco Gold Certified Partner status, which only seven entities in Slovakia have.

TEMPEST has acquired unique certification in the process automatization area for Wonderware InTouch and System Platform technological products from Schneider Electric. Certifications are a part of the current trend which is also called Industry 4.0. Their holders are qualified to provide top solutions and services in digitalization and manufacture process automatization areas.

Online

TEMPEST is active on the Facebook and LinkedIn social networks. We work with an agreed strategy and content plan.

750

1,500

We have more than 750 fans on Facebook and over 1500 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.

TEMPEST regularly publishes a very readable newsletter. More than one quarter of respondents open the newsletter. Concerning topics such as GDPR, the conversion rate has raised to over 33%. The employee newsletter is regularly opened by more than 80% of employees.



Social Responsibility



Responsibility and help to those who need it are part of our everyday work. In the last year we have helped many organizations in Slovakia and the orphanage in Levice. Together with our customers and partners, we sent 4,000 Euro to the children. Under social responsibility we supported the Cesty Vincenta Šikulu exhibition. We have supported the event Ruky spoja Ruky („Hands joining Hands“), which is intended for physically handicapped people from the National Rehabilitation Centre and Specialized Medical Institution for children in Kováčová. We have also helped the Nitra chess club, supported many projects at the Faculty of Informatics and Information Technologies of STU, and we have attended various conferences such as Digital Library, UNINFOS, and many others.

TEMPEST's Position

In the list compiled by the TREND weekly magazine, TEMPEST, with total sales of 69 M, was placed among the elite IT companies of Slovak market in 2017. In addition, TEMPEST is one of the biggest IT service providers in Slovakia.

8

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 14th largest IT supplier by revenue, which is a decrease by two places compared to the previous year.

14

Events

JUDGMENT DAY 12

New trends, visions and successful projects are introduced via professional conferences. We try also to use professional events to show technologies, which help our customers in their businesses, in their protection and in protection of their investments. The twelfth annual Judgment Day conference has shown how the information security leaders (Cisco, Check Point, CyberArk, ESET, Flowmon Networks, Fortinet) face threats and new types of attacks. David Clarke, a GDPR expert with experience across the European Union, accepted TEMPEST's invitation and came to Slovakia.



David Clarke is a leading authority in the area of information safety and compliance, with experience in the areas of finance, telecommunication and public administration. During his presentation he called the professional public to place more emphasis on protection against cybernetic threats. If the companies follow the main principles, avoiding data leaks will be easier. The principles concerned mainly personal data handling, from their collection and saving up to managing access or their removal.

In addition to inspirational lectures by speakers from leading companies, who addressed cybernetic protection, more than 160 conference participants could also see demonstrations of standard hacking with available free tools.

For more information visit www.judgmentday.sk



THE GDPR CONFERENCE

The GDPR CONFERENCE on the EU Regulation on the Protection of natural persons with regard to the processing of personal data and on the free movement of such data (GDPR) introduces new safety requirements and duties for all companies and organizations which work with personal information.

What to do and how to help legal entities to reach compliance with the regulation effectively, protect their customers' data and their own business? The GDPR conference brought a complex legal, technological and process view on the GDPR issue. At the conference, eight professionals and consultants from the IT environment and technological law, informatical and analytical safety, as well as from the environment of national legislation and privacy protection, presented their papers. 120 conference participants had the opportunity to consult interactively and address questions to the speakers during the presentations and also during the panel discussion where all eight professionals met and mediated coherently information from the area of meeting GDPR requirements with the audience.



For more information visit www.tempest.sk/gdpr

ELECTRONIC MAILBOX CONFERENCE

Electronic Documents in Practice and Current Legislation in the Field of Registry were the central topic of the conference, whose role was to identify the duties of legal entities in their mutual electronic communication with public authorities. Some speakers were important professionals from the public sector responsible for the legislative framework (Ministry of Interior of the Slovak Republic) and for the state's view on electronic mailboxes (NASSES, National Agency for Network and Electronic Services), but also professionals from the private sector, who explained the optimal solutions and practical demonstrations from implementations of complex solutions for document management at the National Bank of Slovakia.



JAN KRAUS AND GUESTS TALK SHOW

TEMPEST arranged the tenth anniversary of the popular talk show with Jan Kraus and his guests. The guests had the opportunity to experience the atmosphere of the event in the spectacular areas of Stará tržnica (Old Market House) in Bratislava. This time, Tatána Brzobohatá and Ondřej Gregor Brzobohatý, mountaineer Peter Hámor, actor Petr Čtvrtníček and singer Pavol Habera met in Jan Kraus' seats. The guests and business partners had the opportunity to see Pavol Habera's acoustic concert, Tatána Gregor Brzobohatá's dancing show and an energetic concert by her husband Ondřej and his band. The well-known Slovak mountaineer Peter Hámor entertained everyone present with his stories about world peaks. More than 400 customers and business partners came to enjoy the event. During



the event it was possible to help the orphanage in Levice by buying artistic objects made by children. TEMPEST more than doubled the collected sum for the artistic objects. The orphanage received more than 4,000 Euro.

EVENTS FOR EMPLOYEES

Last year TEMPEST employees had the opportunity to participate in many internal events and spend a pleasant time not only with their colleagues but also with their family members.



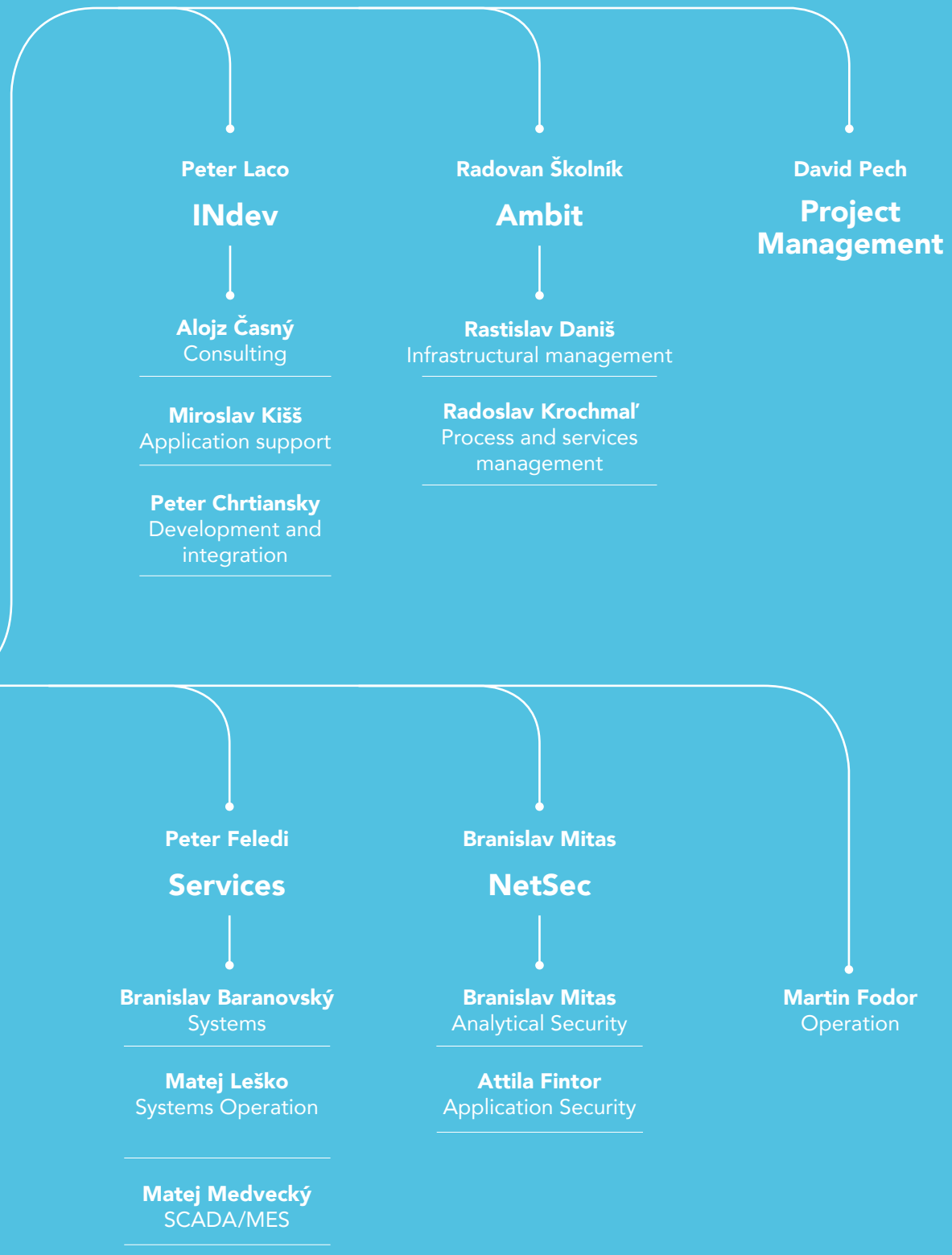
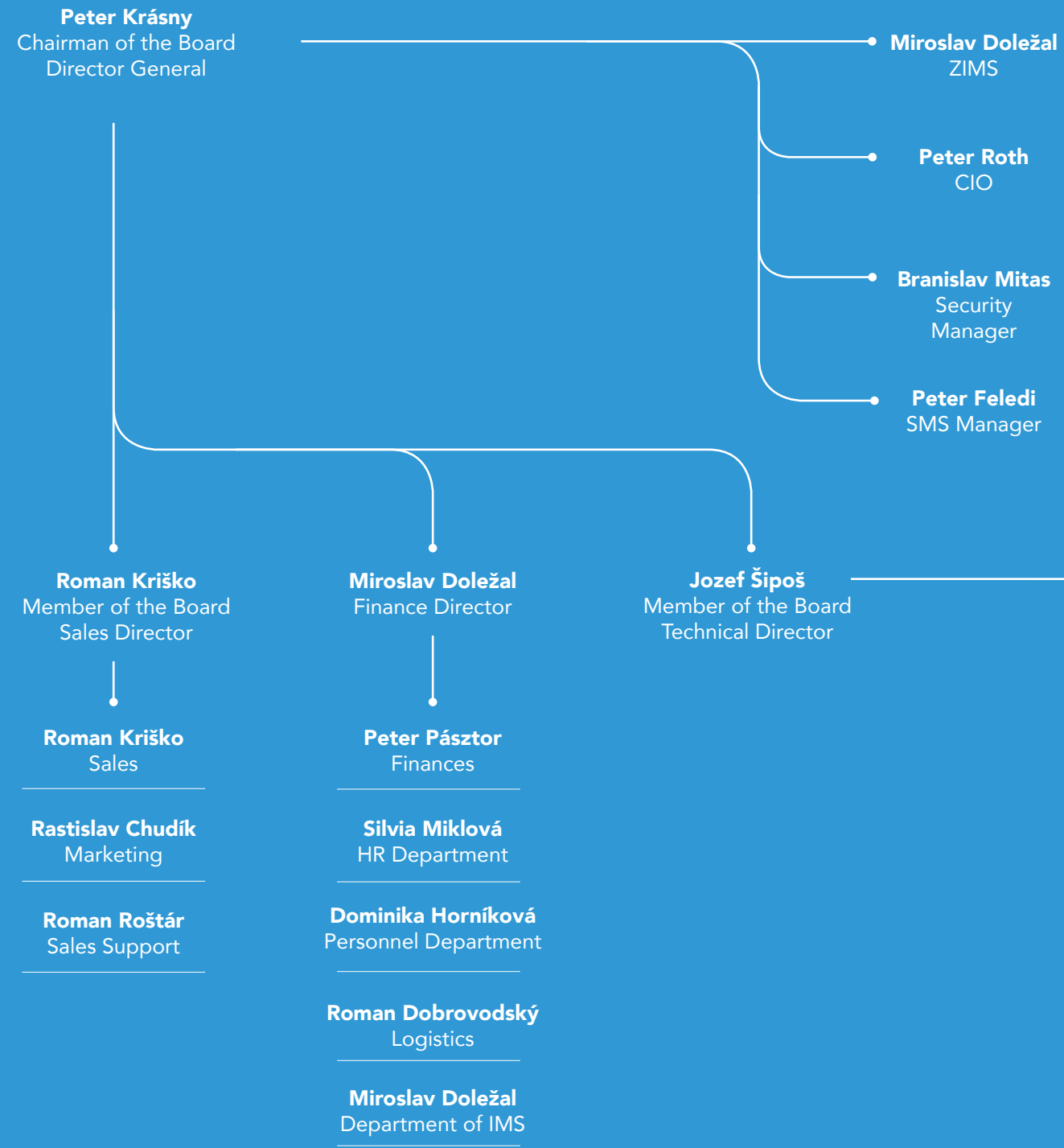
The Christmas party was also, this year, full of performances. Our colleagues enjoyed the private concert of the Para music band. The event's comedic character was arranged by entertainers Ján Gordulič and Gabriel Žifčák with their popular stand-up show. The program escalated with a Thai boxing exhibition, which was performed in an authentic environment by the world champion in Thai boxing - Lucia Krajčovič.



About 200 colleagues took part and enjoyed meals and drinks in the Autumn team-building activities: wine cellar visiting, cycling, golf academy, goose feast, and beer specialities. Considering the increasing number of families with children, we hold also family type events. On St. Nicholas' day, more than 170 adults and 160 children came to see creative workshops, children's attractions, sweets and Christmas decorations manufacturing and a music workshop. Because of the event's success we prepared the Summer family event TEMPEST Leisure Day with a number of activities. 270 adults and 190 children of our colleagues attended the event and came to the area X - Bionic Sphere in Šamorín. Throughout the whole day, we were accompanied by the moderator Vera Wisterová. The most popular activities were relaxing ones; however, they were also fun activities such as beach volleyball with volleyball players, petang, an aquapark and swimming pools, the Adventure Land children's park with vivid attractions and the foam party. All colleagues and families with children enjoyed it and left the event with many fun experiences and unforgettable moments.



Organizational Chart



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 at 31. 12. 2017	275	100 %
Gender		
Women	32	11,64 %
Men	243	88,36 %
Education		
University	216	78,55 %
Secondary	59	21,45 %
Age structure		
21 – 30	54	19,64 %
31 – 40	131	47,64 %
41 – 50	76	27,63 %
Over 51	14	5,09 %

The average age in the company is

37,5 years

Finances

TEMPEST a.s. has had another of many successful economic years.

The company managed to sustain the long-term trend of creating a positive economic result thanks to the year-on-year product sales increase and minimal service sales decrease.

TEMPEST a.s., in spite of the supposedly complicated situation in the IT field, plans to reach an economic result following the long-term company development trends in 2018 as well, and to confirm its leading position on the IT market.



Tempest17+€

Additional information

In the time period after the end of the accounting period, for which the 2017 annual report is made, no events of particular importance appeared. The company has not obtained its own shares, and has the same basic stock as in the previous year. In the current year, the company was engaged in two projects in the field of research and development. The goal of the first project was to create a unique solution allowing the collection, archiving and cataloguing of web content and e-born documents. The goal of the second project was research and development of an original solution to registry management with integration, which fully complies with the prescribed rules for electronic information systems for registry management. The general assembly decided that a part of the profit for 2017 will be divided between the shareholders and the remaining part of the profit will not be redistributed. The company has no organizational component abroad, it has a 100% share in its subsidiary VT Group a.s., and a 100% share in its subsidiary Tempest IT services a.s.. The company compiled the consolidated financial statements as of 31 December 2017. 2017's financial statements have been verified by an independent auditor. The auditor's opinion is unconditional, i. e. that as of 31 December 2017 the financial statements provide a truthful and faithful picture of our company's financial status and of the result of its economy in the year ending as of the stated date according to accounting law.



Ing. Miroslav Doležal, CSc.,
Financial Director

Trends

in thousands EUR	2017	2016	2015	2014	2013	2012
Total revenues	69 794	59 046	120 006	73 403	59 190	74 835
Revenues from selling services	46 567	48 562	49 753	48 185	37 911	41 725
Revenues from selling products	23 065	10 484	70 180	25 002	21 279	33 109
After-tax profit	2 185	2 890	4 025	4 104	1 104	5 061
Added value	22 585	21 809	24 579	21 043	16 468	22 260

	2017	2016	2015	2014	2013	2012
EBITDA (thousand €)	5 866	6 367	7 003	5 902	1 977	6 688
Indebtedness indicators						
Total indebtedness	88,9%	87,7%	85,3%	76,7%	80,9%	83,2%
Debt to total assets ratio	13,1%	15,0%	0,0%	0,0%	0,0%	0,0%
Self-financing rate	11,1%	12,3%	14,7%	23,3%	19,1%	16,8%
Financial Level	8,97	8,11	6,80	4,29	5,23	5,96
Debt burden	13,1%	15,0%	0,0%	0,0%	0,0%	0,0%
Liquidity Indicators						
Liquidity 1 st level	0,17	0,13	0,45	0,37	0,09	0,07
Liquidity 2 nd level	1,03	0,99	1,15	1,26	1,18	1,05
Liquidity 3 rd level	1,08	1,02	1,17	1,27	1,19	1,08
Profitability Indicators						
Return on own capital	43,5%	50,5%	58,7%	59,6%	19,7%	66,4%
Return on assets	4,9%	6,2%	8,6%	13,9%	3,8%	11,1%
Activity Indicator						
Asset turnover time	236,42	287,01	142,04	147,24	180,00	170,28
Asset turnover	1,54	1,27	2,57	2,48	2,03	2,14
Stock turnover	24,02	46,63	168,16	136,77	123,54	135,82
Stock turnover time	15,19	7,83	2,17	2,67	2,95	2,65
Non-current assets turnover	13,94	8,01	12,91	43,50	36,45	38,14
Current assets turnover	2,25	2,05	3,41	2,82	2,31	2,20
Receivables turnover time	121,90	153,37	61,10	87,09	142,19	138,22

Balance Sheet Assets

Designation	ASSETS
	TOTAL ASSETS r. 02 + r. 33 + r. 74
A	Non-current assets 03+11+21
A.I.	Non-current intangible assets – total 04+..+10
A.I.1	Capitalized development costs
A.I.2	Software
A.I.3	Valuable rights
A.I.4	Goodwill
A.I.5	Other non-current intangible assets
A.I.6	Acquisition of non-current intangible assets
A.I.7	Advance payments made for non-current intangible assets
A.II.	Property, plant and equipment – total 12+..+20
A.II.1	Land
A.II.2	Structures
A.II.3	Individual movable assets and sets of movable assets
A.II.4	Perennial crops
A.II.5	Livestock
A.II.6	Other property, plant and equipment
A.II.7	Acquisition of property, plant and equipment
A.II.8	Advance payments made for property, plant and equipment
A.II.9	Value adjustment to acquired assets
A.III.	Non-current financial assets – total 22+..+32
A.III.1	Shares and ownership interests in affiliated accounting entities (061A, 062A, 063A)-/096A/
A.III.2	Shares and ownership interests with participating interest, except for affiliated accounting entities (062A)-/096A/
A.III.3	Other available – for-sale securities and ownership interests (063A)-/096A/
A.III.4	Loans to affiliated accounting entities (066A)-/096A/
A.III.5	Loans within participating interest, except for affiliated accounting entities (066A)-/096A/
A.III.6	Other loans (067A)-/096A/
A.III.7	Debt securities and other non-current financial assets (065A, 069A, 06XA)-/096A/
A.III.8	Loans and other non-current financial assets with remaining maturity of up to one year (066A, 067A, 069A, 06XA)-/096A/
A.III.9	Bank accounts with notice period exceeding one year (22XA)
A.III.10	Acquisition of non-current financial assets (043)-/096A/
A.III.11	Advance payments made for non-current financial assets (053)-/095A/
B	Current assets 34+41+53+66+71
B.I.	Inventory – total 35+..+40
B.I.1	Raw material

Line No.	Gross in current period	Corrections in current period	Net in current period	Net in preceding period
1	54 863 226	9 810 538	45 052 688	46 429 275
2	14 783 919	9 793 368	4 990 551	7 374 348
3	5 147 264	3 238 111	1 909 153	3 179 680
4	0	0	0	0
5	5 147 264	3 238 111	1 909 153	3 179 680
6	0	0	0	0
7	0	0	0	0
8	0	0	0	0
9	0	0	0	0
10	0	0	0	0
11	9 460 123	6 511 076	2 949 047	4 062 317
12	0	0	0	0
13	0	0	0	0
14	9 460 123	6 511 076	2 949 047	4 062 317
15	0	0	0	0
16	0	0	0	0
17	0	0	0	0
18	0	0	0	0
19	0	0	0	0
20	0	0	0	0
21	176 532	44 181	132 351	132 351
22	176 532	44 181	132 351	132 351
23	0	0	0	0
24	0	0	0	0
25	0	0	0	0
26	0	0	0	0
27	0	0	0	0
28	0	0	0	0
29	0	0	0	0
30	0	0	0	0
31	0	0	0	0
32	0	0	0	0
33	30 989 828	17 170	30 972 658	28 829 029
34	1 955 259	0	1 955 259	798 554
35	0	0	0	0

Balance Sheet Liabilities

Designation	ASSETS
B.I.2	Work in progress and semi-finished products
B.I.3	Finished goods
B.I.4	Animals
B.I.5	Merchandise
B.I.6	Advance payments made for inventory
B.II.	Non-current receivables – total 42+46+...+52
B.II.1	Trade receivables – total 43+...+45
B.II.1.a.	Trade receivables from affiliated accounting entities (311A, 312A, 313A, 314A, 315A, 31XA)-/391A/
B.II.1.b.	Trade receivables within participating interest, except for receivables from affiliated accounting entities (311A, 312A, 313A, 314A, 315A, 31XA)-/391A/
B.II.1.c.	Other trade receivables (311A, 312A, 313A, 314A, 315A, 31XA)-/391A/
B.II.2	Net value of contract
B.II.3	Other receivables from affiliated accounting entities (351A)-/391A/
B.II.4	Other receivables within participating interest, except for receivables from affiliated accounting entities (351A) - /391A/
B.II.5	Receivables from participants, members and association
B.II.6	Receivables related to derivatives transactions (373A, 376A)
B.II.7	Other receivables
B.II.8	Deferred tax asset
B.III.	Current receivables – total 54+58+...+065
B.III.1	Trade receivables – total 55+...+57
B.III.1.a.	Trade receivables from affiliated accounting entities (311A, 312A, 313A, 314A, 315A, 31XA)-/391A/
B.III.1.b.	Trade receivables within participating interest, except for receivables from affiliated accounting entities (311A, 312A, 313A, 314A, 315A, 31XA)-/391A/
B.III.1.c.	Other trade receivables (311A, 312A, 313A, 314A, 315A, 31XA)-/391A/
B.III.2	Net value of contract
B.III.3	Other receivables from affiliated accounting entities (351A)-/391A/
B.III.4	Other receivables within participating interest, except for receivables from affiliated accounting entities (351A)-/391A/
B.III.5	Receivables from participants, members and association
B.III.6	Social security
B.III.7	Tax assets and subsidies
B.III.8	Receivables related to derivatives transactions (373A, 376A)
B.III.9	Other receivables
B.IV.	Current financial assets – total 67+...+70
B.IV.1	Current financial assets in affiliated accounting entities (251A, 253A, 256A, 257A, 25XA)-/291A, 29XA/
B.IV.2	Current financial assets, not including current financial assets in affiliated accounting entities (251A, 253A, 256A, 257A, 25XA)-/291A, 29XA/
B.IV.3	Own shares and own ownership interests (252)

Line No.	Gross in current period	Corrections in current period	Net in current period	Net in preceding period
36	88 773	0	88 773	122 000
37	0	0	0	0
38	0	0	0	0
39	1 866 486	0	1 866 486	676 554
40	0	0	0	0
41	0	0	0	6 872 605
42	0	0	0	6 789 766
43	0	0	0	0
44	0	0	0	0
45	0	0	0	6 789 766
46	0	0	0	0
47	0	0	0	0
48	0	0	0	0
49	0	0	0	0
50	0	0	0	0
51	0	0	0	0
52	0	0	0	82 839
53	23 246 389	17 170	23 229 219	17 937 539
54	22 921 155	17 170	22 903 985	17 570 622
55	444 241	0	444 241	564 240
56	0	0	0	0
57	22 476 914	17 170	22 459 744	17 006 382
58	0	0	0	0
59	51 512	0	51 512	0
60	0	0	0	0
61	0	0	0	0
62	0	0	0	0
63	253 952	0	253 952	340 917
64	0	0	0	0
65	19 770	0	19 770	26 000
66	0	0	0	0
67	0	0	0	0
68	0	0	0	0
69	0	0	0	0

Balance Sheet Liabilities

Designation	ASSETS
B.IV.4	Acquisition of current financial assets (259, 314A)-/291A/
B.V.	Financial accounts – total [72+...+73]
B.V.1.	Cash
B.V.2.	Bank accounts
C	Accruals/deferrals – total 75+...+78
C.1	Prepaid expenses – long-term
C.2	Prepaid expenses – short-term
C.3	Accrued income – long-term
C.4	Accrued income – short-term

Line No.	Gross in current period	Corrections in current period	Net in current period	Net in preceding period
70	0	0	0	0
71	5 788 180	0	5 788 180	3 220 331
72	22 112	0	22 112	15 345
73	5 766 068	0	5 766 068	3 204 986
74	9 089 479	0	9 089 479	10 225 898
75	2 765 331	0	2 765 331	6 917 669
76	6 255 673	0	6 255 673	3 141 754
77	0	0	0	0
78	68 475	0	68 475	166 475

Liabilities & Equity

Designation	Liabilities and Equity
	Total equity and liabilities [80+101+141]
A	Equity [81+85+86+87+90+93+97+100]
A.I	Share capital - total [82+...+84]
A.I.1	Share capital
A.I.2.	Change in share capital
A.I.3.	Unpaid share capital
A.II	Share premium (412)
A.III.	Other capital funds (413)
A.IV.	Legal reserve fund [88+89]
A.IV.1.	Legal reserve fund and non-distributable fund
A.IV.2.	Reserved fund for own shares and own ownership interests
A.V.	Other Funds created from profit [91+92]
A.V.1.	Statutory funds
A.V.2	Other funds
A.VI.	Differences from revaluation - total [94+95+96]
A.VI.1.	Differences from revaluation of assets and liabilities
A.VI.2.	Investment revaluation reserves
A.VI.3.	Differences from revaluation in the event of a merger, amalgamation into a separate accounting entity or demerger
A.VII.	Net profit/loss of previous years [98+99]
A.VII.1.	Retained earnings from previous years
A.VII.2	Accumulated losses from previous years
A.VIII.	Net profit/loss for the accounting period after tax [01-(81+85+86+87+90+93+97+101+141)]
B.	Liabilities [102+118+121+122+136+139+140]
B.I.	Non-current liabilities - total [103+107+...+117]
B.I.1.	Non-current trade liabilities - total [104+105+106]
B.I.1.a.	Trade liabilities to affiliated accounting entities
B.I.1.b.	Trade liabilities within participating interest, except for liabilities to affiliated accounting entities
B.I.1.c.	Other trade liabilities
B.I.2.	Net value of contract
B.I.3.	Other liabilities to affiliated accounting entities
B.I.4.	Other liabilities within participating interest, except for liabilities to affiliated accounting entities
B.I.5.	Other non-current liabilities
B.I.6.	Long-term advance payments received
B.I.7.	Long-term bills of exchange to be paid
B.I.8.	Bonds issued

Line No.	Current accounting period	Preceding accounting period
079	45 052 688	46 429 275
080	5 022 862	5 726 713
081	159 600	159 600
082	159 600	159 600
083	0	0
084	0	0
085	0	0
086	0	0
087	31 920	31 920
088	31 920	31 920
089	0	0
090	0	0
091	0	0
092	0	0
093	0	0
094	0	0
095	0	0
096	0	0
097	2 645 632	2 645 632
098	2 645 632	2 645 632
099	0	0
100	2 185 710	2 889 561
101	36 102 221	35 000 271
102	273 311	5 176 916
103	0	4 933 270
104	0	0
105	0	0
106	0	4 933 270
107	0	0
108	0	0
109	0	0
110	7 277	13 778
111	0	0
112	0	0
113	0	0

Liabilities & Equity

Designation	Liabilities and Equity
B.I.9.	Liabilities related to social fund
B.I.10.	Other non-current liabilities
B.I.11.	Non-current liabilities related to derivative transactions
B.I.12.	Deferred tax liability
B.II.	Long-term provisions [119+120]
B.II.1.	Legal provisions
B.II.2.	Other provisions
B.III.	Long-term bank loans
B.IV.	Current liabilities - total [123+127+...+135]
B.IV.1.	Trade liabilities - total [124+125+126]
B.IV.1.a.	Trade liabilities to affiliated accounting entities
B.IV.1.b.	Trade liabilities within participating interest, except for liabilities to affiliated accounting entities
B.IV.1.c.	Other trade liabilities
B.IV.2.	Net value of contract
B.IV.3.	Other liabilities to affiliated accounting entities
B.IV.4.	Other liabilities within participating interest, except for liabilities to affiliated accounting entities
B.IV.5.	Liabilities to partners and association
B.IV.6.	Liabilities to employees
B.IV.7.	Liabilities related to social security
B.IV.8.	Tax liabilities and subsidies
B.IV.9.	Liabilities related to derivative transactions
B.IV.10.	Other liabilities
B.V.	Short-term provisions [137+138]
B.V.1.	Legal provisions
B.V.2.	Other provisions
B.VI.	Current bank loans
B.VII.	Short-term financial assistance
C.	Accruals/deferrals - total [142+...+145]
C.1.	Accrued expenses - long-term
C.2.	Accrued expenses - short-term
C.3.	Deferred income - long-term
C.4.	Deferred income - short-term

Line No.	Current accounting period	Preceding accounting period
114	52 175	25 545
115	210 882	204 323
116	0	0
117	2 977	0
118	0	0
119	0	0
120	0	0
121	3 723 500	6 497 637
122	29 384 085	21 885 852
123	21 907 431	17 709 594
124	0	0
125	0	0
126	21 907 431	17 709 594
127	0	0
128	0	0
129	0	0
130	1 596 978	50 497
131	2 532 455	1 928 509
132	930 800	508 932
133	2 249 902	1 527 471
134	0	0
135	166 519	160 849
136	551 315	968 577
137	551 315	968 577
138	0	0
139	2 170 010	471 289
140	0	0
141	3 927 605	5 702 291
142	0	0
143	0	0
144	1 057 843	3 243 665
145	2 869 762	2 458 626

Profit & Loss Statement

*	Net turnover (part of account class 6 according to the Act)
**	Operating income - total [03+...+09]
I.	Revenue from the sale of merchandise
II.	Revenue from the sale of own products
III.	Revenue from the sale of services
IV.	Changes in internal inventory
V.	Own work capitalized
VI.	Revenue from the sale of non-current intangible assets, property, plant and equipment, and raw materials
VII.	Other operating income
**	Operating expenses – total 11+12+13+14+15+20+21+24+25+26
A.	Cost of merchandise sold
B.	Consumed raw materials, energy consumption, and consumption of other non-inventory supplies
C.	Value adjustments to inventory
D.	Services
E.	Personnel expenses total 16+...+19
E.1.	Wages and salaries
E.2.	Remuneration of board members of company or cooperative
E.3.	Social security expenses
E.4.	Social expenses
F.	Taxes and fees
G.	Amortization and value adjustments to non-current intangible assets and depreciation and value adjustments to property, plant and equipment
G.1.	Amortization to non-current intangible assets and depreciation of property, plan and equipment
G.2.	Value adjustments to non-current intangible assets and property, plan and equipment
H.	Carrying value of non-current assets sold and raw materials sold
I.	Value adjustments to receivables
J.	Other operating expenses
***	Profit/loss from operations 02-10
*	Added value (03+04+05+06+07)-(11+12+13+14)
**	Income from financial activities – total 30+31+35+39+42+43+44
VIII.	Revenue from the sale of securities and shares
IX.	Income from non-current financial assets 32+33+34

Line No.	Actual in the current accounting period	Actual in the preceding accounting period
01	69 556 589	59 046 174
02	70 745 663	59 603 107
03	21 938 545	10 484 438
04	0	0
05	47 618 044	48 561 736
06	66 773	0
07	0	0
08	118 973	151 050
09	1 003 328	405 883
10	67 768 612	56 118 253
11	17 822 586	8 628 764
12	571 422	562 856
13	0	0
14	28 644 141	28 045 287
15	17 249 208	15 684 627
16	13 304 805	12 425 539
17	0	0
18	3 663 564	3 001 781
19	280 839	257 307
20	18 963	16 502
21	3 002 600	3 027 447
22	3 002 600	3 027 447
23	0	0
24	5 884	5 904
25	5 535	5 589
26	448 273	141 277
27	2 977 051	3 484 854
28	22 585 213	21 809 267
29	144 987	424 391
30	0	11 391
31	51 512	350 113

Profit and Loss Statement

IX.1.	Income from securities and ownership interests in affiliated accounting entities
IX.2.	Income from securities and ownership interests within participating interest, except for income of affiliated accounting entities
IX.3.	Other income from securities and ownership interests
X.	Income from current financial assets – total 36+37+38
X.1.	Income from current financial assets in affiliated accounting entities
X.2.	Income from current financial assets within participating interest, except for income of affiliated accounting entities
X.3.	Other income from current financial assets
XI.	Interest income 40+41
XI.1.	Interest income from affiliated accounting entities
XI.2.	Other interest income
XII.	Exchange rate gains
XIII.	Gains on revaluation of securities and income from derivative transactions
XIV.	Other income from financial activities
**	Expenses related to financial activities – total 46+47+48+49+52+53+54
K.	Securities and shares sold
L.	Expenses related to current financial assets
M.	Value adjustments to financial assets
N.	Interest expense 50+51
N.1.	Interest expenses related to affiliated accounting entities
N.2.	Other interest expenses
O.	Exchange rate losses
P.	Loss on revaluation of securities and expenses related to derivative transactions
Q.	Other expenses related to financial activities
***	Profit/loss from financial activities 29-45
****	Profit/loss for the accounting period before tax 27+55
R.	Income tax 58+59
R.1.	Income tax – current
R.2.	Income tax – deferred
S.	Transfer of net profit/net loss shares to partners
****	Profit/loss for the accounting period after tax 56-57-60

Line No.	Actual in the current accounting period	Actual in the preceding accounting period
32	51 512	350 113
33	0	0
34	0	0
35	0	0
36	0	0
37	0	0
38	0	0
39	120	1 243
40	0	0
41	120	1 243
42	93 355	61 544
43	0	100
44	0	0
45	286 572	234 732
46	0	11 391
47	0	0
48	0	0
49	157 639	89 798
50	0	0
51	157 639	89 798
52	102 135	77 322
53	0	0
54	26 798	56 221
55	-141 585	189 659
56	2 835 466	3 674 513
57	649 756	784 952
58	563 940	856 987
59	85 816	-72 035
60	0	0
61	2 185 710	2 889 561

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