
I'm not a
ROBOT

This is just a shortened version
of the Annual Report 2018.
In accordance with Section 23
of Act 421/2002 Coll.
on Accounting, the full
version is archived and issued
in the Commercial Register.

Confidentiality level: public.

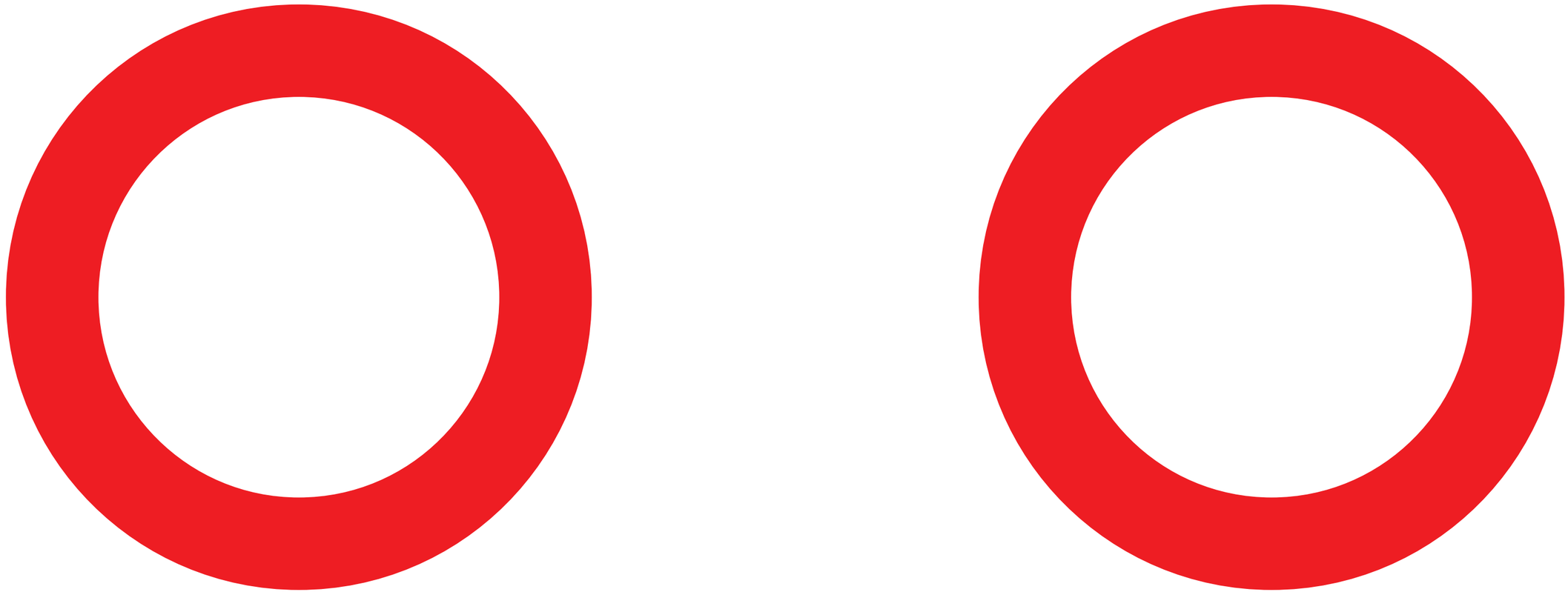
The company is registered
in the Commercial Register
District Court Bratislava I
in Bratislava, Section Sa,
Insert No. 3771/B.

Annual Report of TEMPEST a.s. 2018

2018

Will the machine be ahead of its creator?

Creativity test of the Panamericana Art and Design School. What can come to your mind drawing focused on two rings? How would a machine answer this task?



Correct, available, well-stored
and protected data are the best fuel
for Artificial Intelligence.

Tempest

IT makes sense

TEMPEST a.s.

Business Name

Krasovského 14
851 01 Bratislava 5
Slovak Republic

Registered Seat

€ 159,600

Capital

24. 6. 1992

Date of establishment

31 326 650

ID

2020327716

TAX ID

SK2020327716

VAT ID

Contents

Editorial

We have been discussing new possibilities of information technologies in various forums for a long time. We operate in the IT field; however, in discussions we almost always come to education.

We assess the ability to prepare young people for today's challenges as crucial, and not only in the IT industry. Creative people with a high education are the only ones ready to solve current problems, push boundaries and innovate. However, educational systems do not produce enough of them, despite the high demand. The number of graduates with a degree related to informatics (or computer sciences) is decreasing worldwide, and even in our country there is no reason for optimism. Since 2012, the number of graduates of FEI STU fell, and only since 2016 can we see a slight increase, which, however, did not reach the numbers from 2012. The number of students leaving FIIT STU with an engineering degree also has no increasing trend and their number fluctuates over a hundred a year. Just to illustrate, the latest estimates show that the Slovak IT market is missing almost 10,000 specialists. It is also the reason we support both faculties, work with students and give lectures on innovative topics or best practices in IT sectors in which we have experience. We are fully aware that the school system needs to be reformed and we offer help for this process.
Information technology is no longer just about servers, data storage or codes, but above all about improvement in transport, the energy sector, healthcare and society itself. For example, in the project team developing the Falcon Heavy rocket by SpaceX that launched in March last year, more software engineers were involved than rocket scientists. Even F1 and the Champions League employ more and more IT experts than sport ones. Technology gives us new possibilities and, as several examples have already shown, we can use them to change our surroundings, society, and even the planet for the better.
Without services provided by Google, Samsung or Apple, but also local IT service providers, we can hardly imagine even one day. Technology accompanies us twenty-four hours a day. From morning coffee, which we then put into Samsung Health, through our tasks that we follow using such applications as Trello or Exchange.

In our free time we run and swim with Garmin and share the results through Garmin Connect. Our sleep is monitored through Apple Watch, again up to the following morning coffee. For support we have virtual assistants such as Alexa, Siri or Bixby who recognize speech and apply the principles of artificial intelligence for services. In business life, we even cannot move without IT. And that means literally. No truck leaves Volkswagen to a dealer until all relevant information systems are working. Nevertheless, I consider it important to stay human.
In the digital era, I consider education, humanity, creativity and openness to be prerequisites for solving current and future problems.
At TEMPEST, we want to be able to influence meaningful solutions for both society and business. We are aware of the responsibility and the opportunities we have and want to use them. I thank our customers, partners and colleagues for their trust and knowing that we can put it together.

In the digital era, I consider education, humanity, creativity and openness to be a prerequisite for solving current and future problems.

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

Company history

1992

1992 TEMPEST, s. r. o. formation

2002 Quality Management Certificate according to EN ISO 9001 international standards

2003, 2004
Award Deloitte European Technology Fast 50

2004 Environmental Management Certificate EN ISO 14001

2004 Acquisition of Protect e-Data, s. r. o.

2005 Merging of TEMPEST, s. r. o., UNIT, spol. s r. o., and Computel, s. r. o.

2006 Transformation to a joint stock company

2006 Acquisition of LOGIN, a. s.

2007 implementation of information safety management system according to ISO / IEC 27001

2009 implementation of a safety and occupational health management system according to STN OHSAS 18001

2010 ranking among the 200 largest non-financial corporations in the Slovak Republic

2010, 2011
Award „Big 5“ Deloitte Technology Fast 50 Central Europe

2011 change of registered seat

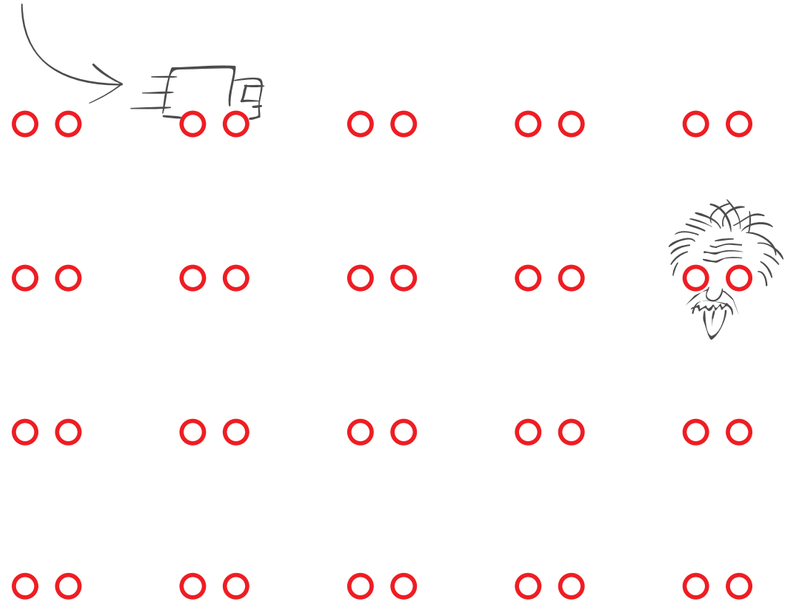
2012 the company has been on the market for 20 years

2014 introduction of the quality management system in projects EN ISO 10006

2015 introduction of the quality management system in projects ISO/IEC 20000-1

2017 the company has been on the market for 25 years

2018 change of registered seat (Krasovského 14)



Artificial Intelligence is not a cure for everything. You need to know that every project is tailor-made.

Zora Hollá

Mrs. Zora Hollá, an Artificial Intelligence expert, has been working with IBM Slovakia for over 25 years. As early as in her student days, she discovered her talent for mathematics and programming, which she later enhanced with business skills as a computer hardware seller. It was the combination of logical thinking, analytics and business that profiled her as an experienced team leader of Cognitive Systems CEE with responsibility for developing and implementing a business strategy in the field of artificial intelligence, deep learning, and high-performance computing in the region of Central and Eastern Europe.

When did you meet the term "artificial intelligence" for the first time, and how has it developed in the last 10 years?

I became acquainted with artificial intelligence as a student because it was part of my specialization at the Faculty of Mathematics and Physics. This is because a lot of mathematics and abstraction is behind it. At that time, it was mainly the theoretical basis of this discipline, which, by the way, has been known for several decades. In practice, however, something ‚reasonable' could only be calculated with the arrival of actually ‚big data' and actually powerful computers. An important step forward was the use of graphic cards and specialized hardware. So the last few years have meant a transition from theory to practice. That's also why many people perceive artificial intelligence as a new phenomenon.

I believe that artificial intelligence simply allows people to use the human one more creatively.

What potential does artificial intelligence itself represent and in which sectors it is currently used the most?

Because the theory needed to wait for its application for so long, there is still much experimentation. Literally every day I meet a new idea about how to use artificial intelligence. However, the truth is that only some of them can be applied. It is because the data needed for „learning" is missing, or simply because artificial intelligence is not a cure for everything. You need to know that every such project is tailor-made. For particular data, according to specific requirements and always in close cooperation with those who will use the final product. Therefore, it is crucial that the partner you choose to work with has a lot of experience, can advise on what is or is not worth doing, and, of course, help with the implementation and commissioning. It saves time and money. Despite the more cautious beginnings, I perceive the potential of artificial intelligence as huge and the number of areas where it is already being used is still increasing. I can mention chatbots, which have already become commonplace and are still improving, videoanalytics in the field of occupational safety or safety in public areas, diagnostics and prevention of diseases in terms of economic sectors, in addition to banking, telecommunications, energy and public administration fields, for example agriculture, and thanks to the availability of various cloud services based on artificial intelligence, users are now not only companies but also individuals.

What is the position of artificial intelligence in the Slovak technology industry and how it can help companies to make their businesses more efficient?

If I compare Slovakia with the other countries in my territory, I can say that we are certainly not lagging behind. In terms of application development, we have companies that have established themselves not only on the domestic but also on foreign markets. And new ones are always emerging. A lot of our customers have already used artificial intelligence, and are working on new projects. We help them identify those that are most monetizable, whether they are aimed at improving and streamlining internal processes or for creating specialized offers for their clients that then contribute to them gaining a competitive advantage. We are just waiting for the real boom, but it will come quickly, so anyone who wants to succeed in the local as well as global markets should consider artificial intelligence seriously. Slovakia is certainly no exception.

By Elon Musk, artificial intelligence is a greater threat than nuclear weapons. What risks could its expansion in the future mean to humanity?

Of course, any technology can be misused. Finally, any machine that learns something learns it only because of the people in whose hands it is subsequently used or, if you prefer, misused. But I am a born optimist and I believe that artificial intelligence will be used for a good purpose.

Which specific project based on artificial intelligence attracted you most recently?

Every new project is interesting. I like creative work; I like technology and I like art. The projects I encounter often have all of these attributes. However, if I had to choose one that was both attractive and surprising, then I would mention a project to estimate the weight of breeding animals based on their size obtained from camera records. The idea behind this project was to eliminate the stress that animals experience during the physical weighing procedure. Weighing was not accurate and it also had a significant effect on the subsequent appetite of the animals. So, it seems artificial intelligence can make life more enjoyable

Where does the development of artificial intelligence go, and what can we expect from it in the future?

Sometimes I would like to take a look into the future, but, unfortunately, we have not gone that far. For me, I believe that it would avoid our routine, stereotyped and dangerous work. That it will help us to make better decisions and feel safe. I am sure that artificial intelligence will simply allow people to use the human one more creatively.

New Company Headquarters

Since 1 January 2019, TEMPEST a.s. has changed its registered seat. The billing data has also changed to:

TEMPEST a.s.
Einsteinova Business Center
Krasovského 14
851 01 Bratislava 5
Slovak Republic

Thus, the process of TEMPEST's relocation has been completed and all contact details have been modified to a single address. Einsteinova Business Center is the new contact point for operations between customers, business partners and the company.

ECO/ SMART Building

Our new seat meets all the requirements for the UK BREEAM Excellence certificate. It is one of the most recognized rating systems in the world for assessing the environmental impact of a building, the quality of the indoor environment and the quality of the tenant's property management services. During construction, various areas and aspects with ecological weight were considered, such as:

- generating energy for heating and cooling using geothermal piles,
- Heat Recovery cooling and heating system with energy recovery,
- remote controlled exterior blinds connected to weather stations and the building's control room.

Only certified materials, free of harmful substances, were used during its construction. The main contractors had to be certified in accordance with the environmental management rules of ISO 14001.

Company Vision

To be a leader on the IT market.

To be a competent strategic partner
when doing business with our customers.

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

Company Mission

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

To contribute to improving the efficiency
and business results of our customers
using IT products and services.

We fulfill the Company's mission using technologies
and services that accelerate or streamline
the business activities of organizations.

Board of Directors

Ing. Mgr. Peter Krásny

*1973, CEO,
Chairman of the Board of Directors

He graduated from the Faculty of Mathematics and Physics of Komensky University in Bratislava (Theoretical Computer Science and Programming Systems) and the University of Economics in Bratislava (Information Technology). He has been with TEMPEST since 1999. From the position of project manager and commercial director, in 2001 he was appointed to the position of CEO. Currently, Mr. Peter Krásny also holds the position of Chairman of the Board of Directors.

Ing. Roman Kriško

*1971, Commercial Director,
Member of the Board

He 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 on the General Staff of the Army of the Slovak Republic in Trenčín and at the Ministry of Defense of the Slovak Republic in Bratislava. At UNIT he worked first as a sales manager and later in the position of commercial director. After the merger, he remained in the position of commercial director and became a member of the TEMPEST Board of Directors.

Ing. Jozef Šipoš

*1967, Technical Director,
Member of the Board

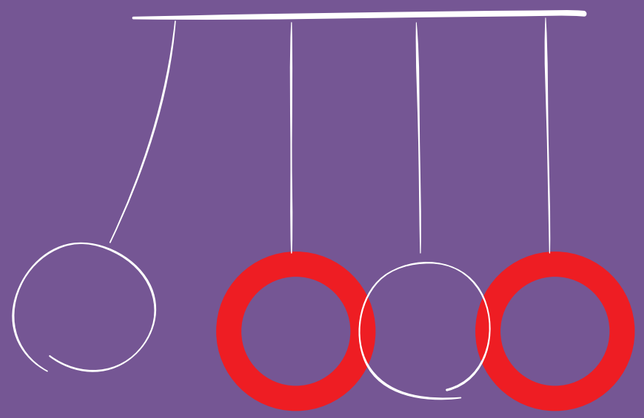
He graduated from the Faculty of Electrical Engineering of the STU in Bratislava. From 1997 he worked for UNIT spol. s r. o., in the positions of sales manager and executive director. After the merger in 2005 he became director of the Services division at TEMPEST. He is currently a technical director and member of the TEMPEST Board of Directors.

Integrated Management System

TEMPEST has introduced an integrated management system (IMS) according to international standards
EN ISO 9001 (quality management system),
EN ISO 10006 (quality management system in projects),
EN ISO 14001 (environmental management system),
ISO/IEC 27001 (information security management system),
OHSAS 18001 (occupational health and safety management system) and ISO/IEC 20000-1 (service quality management system).
IMS has been certified by an established certification company, TÜV SÜD Slovakia.

TEMPEST is one of the first IT companies on the Slovak market to implement an information security management system according to the standard ISO/IEC 27001.
ISO/IEC 27001 is proof that the company protects and accesses information in a controlled manner in accordance with its business management. Implementing the standard, the company also confirmed its ability to provide its services continuously even in the event of a disaster and in compliance with the relevant legal standards.

TEMPEST also has a service management system (SMS) implemented according to the ISO/IEC 20000-1 international standard. SMS and implementation of the ISO/IEC 20000-1 standard confirm that the company is able to deliver the agreed functionality, reliability and high quality to its customers in offered services.

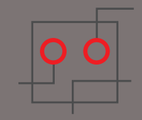


IT Business View

TEMPEST with its products and services focuses on business areas that help customers to grow and improve their business results. In addition to technology solutions intended at increasing efficiency, we focus on solutions that affect the trading of our customers in a variety of industries and business sizes. We have the ambition to become a strategic partner in our customers' businesses.

We believe that Artificial Intelligence will fundamentally change our lives.

Source: slovak.ai



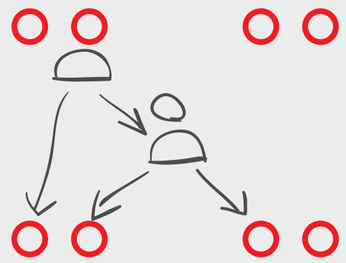
Business Automation

Business automation consists of analyzing, processing, documenting and optimizing specific (but not just) business tasks and activities.
A well-designed and efficient business process will create a link from the customer through inputs from participating entities to the final service or product.
Automation of business processes will improve the accuracy of the information needed to process partial tasks, and accelerate and confirm the reliability of all actions towards the customer. In terms of architecture, there are technologies and approaches covering digitization and input processing, application infrastructure, data storage and deployment of content management or workflow tools.
It can also result in deploying a portal to sell products or services or to develop relationships with customers.
The solutions can run in a public, private, or hybrid cloud environment.
Providing mobile access goes without saying.

Manufacturing Automation

Automation makes production more effective.
With the current rapid market changes, it is required to set manufacturing processes to make them competitive and quickly changeable as well as more effective.

Information technologies also enter into manufacturing operations, and manufacturing data are the base of their change management. We can visualize, manage and interpret production data, integrate processes with production systems, such as SAP, and apply intelligence in processing information from production.



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 up of Manufacturing Execution Systems (MES) and SCADA (Supervisory Control and Data Acquisition) architectures. The higher layer consists of the 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 enabling very effective management of and flexible changes to manufacturing. We preserve all layers and maintain their maximum safety and integrity.

Service Management

Service management is based on comprehensive IT process management solutions and central management of the ICT environment. ICT infrastructure management covers the provision of business services at an agreed level, monitoring the availability, performance and capacity of ICT infrastructure and business services.

It also contains service and business process modeling, root-cause analysis solutions, crossdomain correlations, network monitoring, telecommunications infrastructure, and operating system, database, application server and application solutions.
In terms of architecture, there is an environment consisting of optimal infrastructure, and interfaces for affected systems and applications, i.e. service management tools.
In this industry, developments that adapt tools to specific requirements are also important. If development of a third party system is needed, it is also essential. OpenSource tools and their modification in combination with traditional and commercial tools become relevant.

Mobile Computing

Mobility appears to be one of the key technology priorities for business growth. It is valid also for efficiency. Productivity and motivation presses IT to connect private laptops, smartphones, tablets or other devices to corporate applications and data. Mobile access to corporate information resources enables fast and individual access to the customer. Mobile solutions display information tailored to specific user roles, and enable information tailored to managers, salesmen, financiers or IT experts to be viewed.

In terms of architecture, corporate mobility is influenced by infrastructure, applications, and established practices. Such solutions typically use existing backend infrastructure and resources. The solutions usually consist of middleware integrating multiple heterogeneous customer systems. These include access and identity controlling tools, security enforcement tools on specific types or for specific mobile owners and applications that interpret desired information to different target groups in different ways.

Business Analytics

Business analytics includes consulting, technology, applications and processes related to business performance statements. Business information analysis helps create new insights and circumstances, and also to understand real-time trends in your business. Business analytics uses large amounts of data, statistical and quantitative analysis, predictive modeling and artificial intelligence to support decision-making.
Merging data from several both structured and unstructured data and resources provides answers to questions about what and why something happens. In terms of architecture, business analytics covers IT infrastructure tailored to requirements for processing speed and data interpretation mostly of large amounts of data. Such solutions include middleware that ensures integration of all affected systems and preparation for processing and managing data flow. At the application level, users work with tools that we adapt to the customer's specific business and technological preferences. Extensions with predictive algorithms add even more remarkable value via artificial intelligence.

Application Integration

Enterprise Application Integration (EAI) is a framework consisting of technologies and services that integrate systems and applications of organizations through middleware.
EAI is perceived in our company as the unlimited sharing of data and business processes across the organization's application and data resources.
Creating a unified integration platform - a central information „strength" – we make the provision of comprehensive information more efficient and faster. They can then be easily published to users, for example via WEB services.

Service-oriented or microservice-based architectures are generally accepted architectural approaches to the design, implementation and management of information processing within a company. They are built on the principle of loosely bound, in case of microservices independent, reusable and standards-based services that are available and usable by independent tools. SOA components use mostly existing infrastructures interconnected via universal or tailored interfaces.

Asset Management

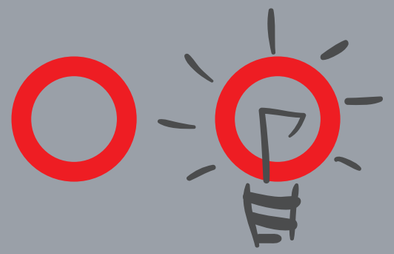
Enterprise Asset Management (EAM) is a life-cycle management system for all assets owned by the enterprise – from planning through purchase and subsequent operation up to retirement. EAM is primarily a process system that is linked to ERP systems. Asset planning is very closely related to IT infrastructure monitoringand capacity management. Analytical tools are often included into monitoring solutions and provide key data for their recovery and dissemination. We use consistent application of asset life-cycle management to reduce TCO and accelerate return of investments. The solutions cover inventory checking, repair and maintenance timing, asset availability and utilization, incident monitoring and recording, performance management and capital expenditure planning.

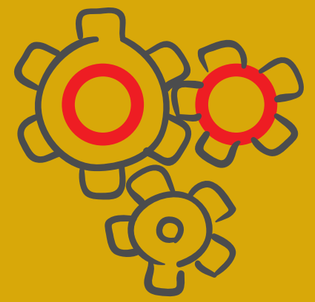
In terms of architecture, it is a setup very similar to the oneused in service management. The solutions consist of optimal infrastructure, interfaces for affected applications, especially ERP, and tools for accounting asset management. In this area, it is also very important to develop adaptations of selected tools to specific requirements.

IT Performance

IT infrastructures are an integral part of a complex IT environment and can also support the business of organizations, for instance using resource and performance flexibility, when the business needs to change them suddenly. Optimum availability of IT resources is for your business as important as their efficiency or energy requirements. Outsourcing or allocating certain areas of IT to the cloud contributes also to supporting business and making it more efficient. Through cloud services, we provide you with applications, email services, data storage centers, and other specialized IT services tailored to your specific business. As part of outsourcing, we will take care of the operation of your IT or its parts, take over the entire business processes, provide you with IT specialists or services such as project management or third party management.

In terms of architecture, we provide customized solutions and components of IT infrastructure from global manufacturers on multiple platforms (WIN/UNIX). We comprehensively cover designs, delivery, integration, operation of servers, data storage centers, network, security and communication infrastructures, desktops and peripherals.





Business Protection

Business safety and investment protection have become organization priorities. Protection against electronic crime from outside and inside of an organization not only prevents unauthorized access to information and its misuse but it also helps to save or set up investments into sub-systems, e.g. for authentication or enforcement of protection. We exceed our portfolio of products and services arranging compliance with legislation and standards in the information security sector, developing security policies, developing security projects and risk analysis, auditing, arranging business continuity management (BCM), developing recovery plans and continuity plans (DRP/BCP) and outsourcing in the field of information security management.

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

Data Management

Data management ensures a systematic approach to achieving efficient, secure and fast data usage in companies. It is directly related to the entire data life cycle, from its origin to the final stage, when it is erased or archived, depending on the type of information. Organizations manage extreme amounts of data, and, on average, one entry appears in an organization 4 times. This leads to increased resource management requirements and complicated processing. We use reduplication and data integration methods to help streamline data storage, unify and arrange data structures, and streamline data flow to reporting tools or ERP systems.

In terms of architecture, we introduce several approaches to storage – block (SAN) or file (NAS) ones. The architecture consists of data storage devices (disks, arrays, tapes, libraries), switches from global manufacturers, applications intended for data storage and archiving up to technology designed for reduplication, monitoring and management of the systems concerned.

Divisions

Ambit

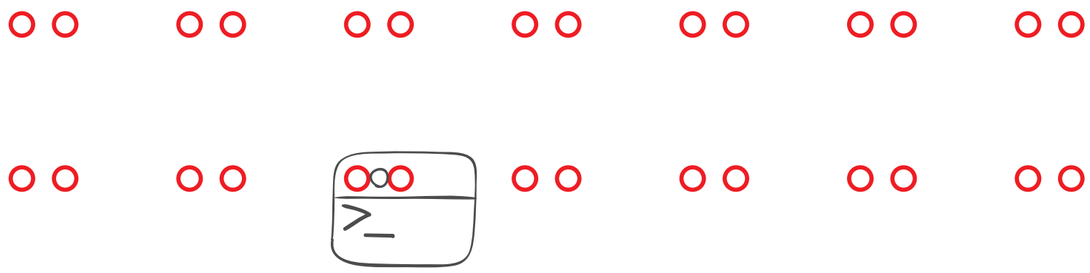
focuses on providing comprehensive solutions, system integration and consultation in the fields of IT process management, central management and ICT environment operation. The general aim of these activities is to ensure our customers are able to provide services for their internal or external

INdev

provides comprehensive software solutions with significant added value for customers' businesses. It focuses on software development using a wide range of modern platforms, technologies and approaches. It emphasizes the building of robust and scalable cloud-based scalable solutions, and provides solutions also for areas such as Big Data, Business Automation, BI / DWH, as well as digitization and long-term data archiving. In developing solutions, it focuses primarily on business benefits, long-term sustainability and ultimate positive user experience.

Services

provides products and services in the IT infrastructure industry, data management, enterprise application integration and industrial automation (SCADA/MES). It also provides the 24/7 Service Desk service as a central point for reporting requests and incidents from our customers. The Services division also covers the area of network security.

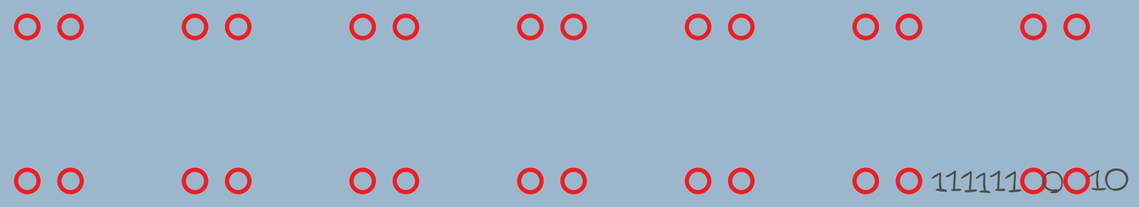


NetSec

focuses on providing comprehensive solutions and consulting services in the fields of information security and information systems. The services provided cover implementation and operation of management systems, security risk management, business continuity planning and security assessment, as well as design, implementation and support of technology solutions aimed at protecting information, administration and management of users and their access rights.

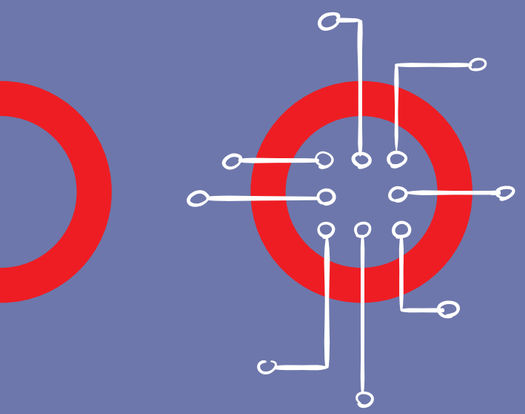
Project Management

is a group of professional, motivated project managers who apply project management methodology pragmatically depending on the type and scope of the specific project and cover the management of the whole project life-cycle across the technology divisions. The PM division cover internal and external projects, covers all teams, including suppliers and participates in projects at all levels of the company, thus helping to implement the TEMPEST business strategy and goals.



Consolidation of database and application server infrastructures in companies Foxconn Slovakia

After the previous successful cooperation, Foxconn Slovakia, spol. s r.o., has chosen TEMPEST as a supplier of converged infrastructure and hybrid disk storage for database systems. We created the new data storage by integrating databases and applications into a highly available environment. The consolidated database systems keep data from production systems, and for Foxconn Slovakia their continuous and failure-free operation is a must.



THE SOLUTION

was created as highly available and automated, in consideration of optimization of investment and operating costs. The new infrastructure is primarily based on Dell EMC and Oracle products. Thus, we have minimized the number of channels for operation and support. We proceeded with implementation and integration of modern hardware and software components, especially all-flash technology, changing database licenses and designing one backup solution for both the physical and virtual environments associated with application server virtualization.

Project goals

- **Consolidation of database and application servers** ✓
- **Making the database environment more efficient** ✓
- **Cost optimization** ✓
- **Building off-site backup solutions** ✓

PROJECT INFORMATION

The environment consolidation started in August 2017 and lasted 1 1/2 years. The scope of the project was planned over several hundred man-days. 5 TEMPEST technologists and several IT people from Foxconn Slovakia were involved in its implementation.

MAIN PROJECT MILESTONES

- Customer needs analysis, assessment of the given environment;
- Proposal and design of the „green field" solution,
- Technical specification of the proposed environment,
- Creation of project plan,
- Implementation and installation,
- Database migration, while each database migrated in several phases lasting from 3 to 4 weeks and was performed without any need for roll-back,
- Testing phase.

Having all the milestones of the project completed, TEMPEST started to provide complete operation of the delivered solution..

FOXCONN®

How We Proceeded

Because of the customer's needs, we chose a model to create a new "green field" central data storage, where we gradually migrated and consolidated databases and applications. We have used the newly built infrastructure environment to replace the obsolete hardware. We have virtualized the application server environment on Microsoft HyperV cluster technology. We have defined and implemented a new backup strategy based on the NetBackup product produced by Veritas.

SOLUTION BENEFITS

- **High output of servers (CPU, RAM, SAN connectivity, LAN) — acceleration of IT operations;**
- **Fast field with large capacity — all-flash technology brought a significant acceleration of the database environment's response;**
- **Increased database environment availability reached by Oracle DB clusterware implementation;**

- **License policy optimization - reduction of license costs;**
- **Transition from Oracle Enterprise edition to Oracle Standard edition 2,**
- **Building an off-site backup system — an optical route to the backup data center;**
- **Disk capacity saving, faster recovery — backup server with internal disk space, reduplication on the internal disk space;**
- **Reduction of system backup and recovery times enabled by a tape library.**

The project commission has stated that all objectives have been met and confirmed the benefit of the solution meeting the business requirements of Foxconn Slovakia. Both parties agreed that the project course was successful.

Interesting Numbers

18
months
Total duration of the project

12
databases
Used for the infrastructure

5
years
Contracted period for administration and support

Products and Services

Artificial Intelligence can be a benefit for a wide range of sectors such as health care, energy consumption, car safety, agriculture, climate change and financial risk management.

Source: European Commission (Factsheet on Artificial Intelligence)

IT infrastructure

When building and operating an IT infrastructure, we place emphasis on its security, high availability and flexibility. We provide installation and configurations of heterogeneous IT infrastructures along with end-to-end services that include consulting, analysis, design, integration, support and operation of solutions. We also provide comprehensive solutions for communication infrastructure, network application integration and multimedia communications. We provide communication within organizations, as well as connection of internal users, remote offices and third parties

In IT infrastructure and network sectors, we focus on solutions

- for consolidation on UNIX/WIN platforms including hardware deliveries, configuration and data migration
- data backup, archiving and recovery
- storage and SAN network solutions
- high accessibility (clustering, disaster recovery)
- of thin clients, including print and VoIP services integration
- and virtualization
- virtualization and consolidation of server and desktop infrastructures
- data centers with guaranteed parameters on several levels
- wireless (2.4 GHz, 5 GHz)
- virtual private networks (VPN)
- multimedia services (IP telephony, VoIP and IPTV)
- comprehensive analysis and audits of network infrastructure

Services we provide in the field of IT infrastructure and networks

- analyses, consultations and designs
- deliveries and rentals
- of IT infrastructure/network infrastructure
- implementation of IT infrastructures / networks
- HW and SW maintenance and repair
- administration and maintenance of IT infrastructure (L3)/networks and network security (L2 - L3)
- prophylactics of IT infrastructures/ networks and network security
- download and logistics of IT infrastructure/network infrastructure

SCADA/MES currently covers products and services based mainly on Schneider Electric's Wonderware product range.

IT operation and outsourcing

Outsourcing is a key part of TEMPEST services. We provide outsourcing of technology, IT roles as well as business processes. We provide care to IT customers in accordance with their business needs and agreed parameters. We also provide operations and take-over of specific IT components and processes.

Services in outsourcing

- consulting
- administration of WIN, UNIX and DB environments
- incident management and resolution
- debugging and troubleshooting of IT infrastructures
- body leasing
- HW and SW maintenance and repair
- administration, maintenance, support of IT infrastructure parts, complete IT infrastructure care at an agreed level
- IT infrastructure monitoring
- IT infrastructure prophylactics
- release and deployment management
- third party management
- system operations

Help Desk

- a unified place for reporting and recording customer incidents
- communication with customers
- and designated incident solvers
- basic IT infrastructure support (troubleshooting)
- remote user workplace administration and support
- administration and management of passwords, user accounts, access, and permissions

Software development

TEMPEST has a large amount of experience in creating software solutions and provides comprehensive services in this field, including consulting, architecture creation, design, development and integration. SW teams are able to cover the issue from small systems to large enterprise-wide solutions. TEMPEST has developed and developed its own software solutions, the CMS Romboid system, the eOffice system designed for the automation of internal information assets and processes, including registry administration, electronic registry, and the DAP central digitization and long-term archiving system.

In the field of software solutions, TEMPEST is focused on:

- comprehensive company tools (collaboration, workflows, work control, DMS, integration with electronic mailboxes)
- development of portal, extranet and intranet solutions
- ECM solutions to administrate and manage content, electronic circulation and document management solutions
- middleware system development for work with data
- integration and optimization of IT environments according to SOA and EDA principles
- integration and automation of internal and business processes
- component development and OSS/BSS integration in the telecommunications environment
- applications for DWH and BigData fields
- central digital archive applications
- business intelligence
- software development for mobile devices

We provide:

- all lifetime phases
- in software development process (SDLC)
- consulting and analytical activities in the field of information system development
- architecture creation
- and design of comprehensive information systems
- audits and consolidation of existing systems
- development and integration of information systems
- post-implementation support and software maintenance

In the field of business optimization solutions, TEMPEST is ready to provide comprehensive services to allow automation of core and supporting business processes in organizations based on SOA, EDA, microservice architecture, information flow integration using ESB and building of central data storage centers and DWH creation, including source system analysis, data import and transformation, and output report generation as well as predictive model implementation.

In the field of applications for mobile devices, TEMPEST provides solutions based on proven technologies, depending on the primary target group separately for the corporate segment (internal business environments) and especially for publicly available mobile services.

For the field of digital archiving, TEMPEST provides comprehensive portfolio of services including expert consultancy, design and development of comprehensive integrated systems for long-term storing, processing, protection and usage of any digital content. TEMPEST has its own solution for this area - the Central Archiving Platform (CAP) for long-term data storage and institutionalization of digital archives meeting international standards (AOIS). Building of digitalization and archiving solutions includes also complex know-how as defining the legislative, procedural and methodological framework for the long-term archiving of the content, arranging its availability and processing that TEMPEST and its team for software development solutions have at their disposal.

The most used software development platforms used by TEMPEST are:

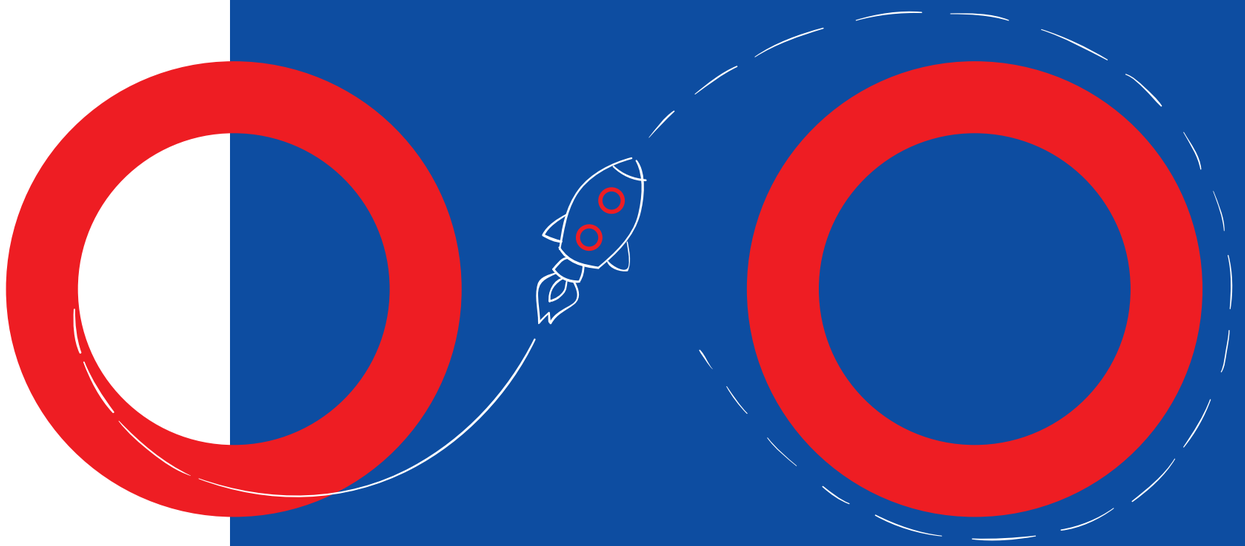
Java

.Net

PHP

PL/SQL

BPEL



3/4

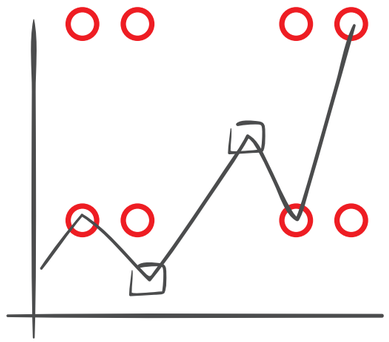
Three-quarters of executives believe that Artificial Intelligence will enable their companies to move into new businesses. Almost 85 % believe that AI will enable them to obtain or maintain a competitive advantage. But only one in five companies incorporated AI into any offers or processes. Less than 39 % of all companies have an established AI strategy.
The largest companies – those with at least 100,000 employees – have most likely an AI strategy, but just half of them actually employ it.

The SloanMIT Review: “Reshaping Business with AI”.

Management systems

TEMPEST has been engaged in solutions and services in the field of efficiency improvement and process management for a long time.

To our clients, we offer our the possibility of integrating established management systems into one unit. In addition to systems deployment and ensuring their preparation for certification, we also offer services in the area of optimization of already implemented systems, support for their maintenance and their compliance with the requirements resulting from standards, as well as audits and training.The services given above are also complemented by implementation of tools to support individual management systems.

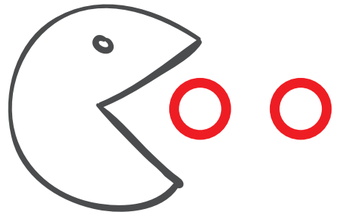


Main fields:

- implementation of the Environmental Management System (EN ISO 14001)
- implementation of the Information Safety 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)

Safety

We know that protection of business, investment and information is one of the key priorities of organizations. Therefore, TEMPEST 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
- website and portal protection
- Vulnerability Assessment systems
- penetration testing
- security monitoring (SIEM)

Data protection

- WEB/Data security
- data leakage protection (DLP)
- EndPoint Security
- Mobile Device Management

User management and access right control

- identity management (IDM), privileged identity management (PIM)
- tools supporting 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), Guaranteed Electronic Signature (GES)
- hardware security modules (HSM)

Security assessment

- Web application security assessment
- management of security policies, procedures, configurations and risk management (GRCM)
- ensuring integrity checks
- audits of application security features
- audits of privileged accesses

These areas are complemented with the provision of the following services

- ensuring compliance with information security legislation and standards
- creation of security policies and other security documentation
- development of security projects and risk analyses
- support of risk management and information security within the organization
- audits in the field of information security
- business continuity management (BCM), development of recovery plans and business continuity plans (DRP/BCP)
- ensuring privacy
- ensuring compliance with the requirements of standards for public administration information systems
- outsourcing in the field of information security management
- information security training and education

There is a lot of academic research on the detection of cyber Services attacks using Artificial Intelligence. The success of this research varies between 85 % and 99 %.

Source: NormShield Blog

ICT service Management

We provide comprehensive solutions and consultations in the areas of process management of ICT organizations, central administration and supervision of the ICT environment and services.

We specialize in providing comprehensive solutions and consulting in the areas of process management of ICT organizations, central administration and supervision of the ICT environment to provide services for their internal or external customers at an agreed level.

Key ICT management services software deployed by TEMPEST include products from Dynatrace, Microfocus (originally HP Software) and IBM. We also have experience in comprehensive solutions based on opensource products such as Zabbix, OTRS, Nagios and others.

For the areas of IT process management and Telco organizations, we provide:

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

In the area of ICT service management, we are ready to deliver:

- automated monitoring of applications and their backend components in on-premise and hybrid cloud infrastructures
- automated monitoring of activities of real application users connected to backend monitoring
- Evaluation of business metrics based on monitoring of real application users
- providing business services at the agreed level
- monitoring of faults, performance and capacity of ICT infrastructures
- building of service models and business processes
- solutions for root-cause analysis and cross-domain correlations
- monitoring of faults, performance and capacity of business services and processes
- monitoring of networks, telecommunications infrastructures, operating systems, databases, application servers, middleware and applications

Project Management

The success of project management is based on continuous communication with customers, project teams, business divisions, technical divisions and management committees (management). Project management and open communication significantly forms our company and its functioning and customer relationship. The company has long-term experience in managing small and large IT projects for major Slovak and foreign customers. Our knowledge and experience gained in public administration projects, including for commercial customers, knowing the environment and the ability to react to customer requirements increase our competence on the market. We share our experience. We are able to prevent risks, solve conflicts and unexpected situations and complete projects successfully.

In the framework of project management we apply a specific approach based on several international standards. In this approach, we provide project management at a high professional level combining our emphasis on achieving results, being efficient and meeting the requirements and priorities of customers. The purpose and aim of project manager work is to lead projects so that they are completed in the specified quality, quantity, deadline (time) and budget (QQDB).

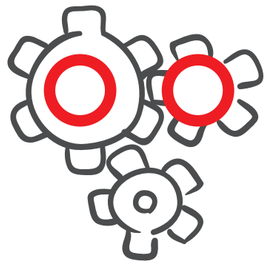
Our project approach is based on an internal methodology and processes that provide a solid foundation for managing a variety of types of projects across the whole portfolio of services and the company´s customers. Within the procedures, we manage the entire life-cycle of external projects and standardize project management outputs. The process covers all important areas of project management with an option to adapt the management processes and their outputs flexibly to customer requirements and environment.

The company adapted its organizational structure and other processes in relation to this methodology and approach. The project management process includes system and other project management tools corresponding to modern trends in IT project management.

Project management in the company is carried out by specialized and experienced project managers who have received recognized certifications of project management (PRINCE2, IPMA, Agile PM, SAP ASAP, Scrum Master), program management (MSP), management portfolio (MoP), IT service management (ITIL) as well as other product-specific certificates. The greatest strengths of our structured team are communication, detail orientation, IT and project management knowledge, and focusing on results.

Interesting projects 2018

TEMPEST has completed successful and demanding info-communication projects in several sectors of the economy and government. Within our projects, we strive to provide our clients with benefits and ideas that accelerate their business, streamline operations and protect investments.



Aegon

Based on the customer's business request, ultra-thin clients SunRay of Oracle were replaced, as their development and support finished. Based on positive experience and long-term tradition in the field of end devices, Dell-WYSE devices were chosen. Thanks to the wide configuration options of the central management of thin clients, almost 100% identical properties of the final solution were achieved. Bonuses of these include multiple monitors available, transparent multimedia redirection for more demanding applications, and usage of the latest standards in peripheral connectivity.

Orange Slovensko

Within the GDPR project for Orange Slovensko, TEMPEST helped to develop a system able to search relational databases and stored data in the BigData environment automatically to identify occurrence of personal data. In addition, optimal search criteria for defined groups of personal data have been integrated. We have applied the search to selected data storage centers and finally provided data to update the Personal Data Catalogue.

Prvá stavebná sporiteľňa

GDPR Gap analysis – the project was focused on analysis of the PSS, a. s. information system's compliance with GDPR requirements. Based on the differential analysis, discrepancies with GDPR requirements were identified and risks of personal data processing in IT infrastructure were assessed.

Skytoll

Deployment of a solution to support IT process management. The given solution based on the HP Service Manager consists of support for incident and problem management, change management and service level evaluation. This increased support staff efficiency as well as the support of the customer's IT services itself.

Slovnaft

Together we are implementing three key projects focused on upgrading Core CISCO Catalyst 6506 switches to CISCO Catalyst 6807 xl (because of their ending lifetime and to replace them with an advanced technology), then upgrading the WAN technology to iWAN technology and performing an overall upgrade of the data centre on the CISCO Nexus and Firepower platforms. This is a generational replacement of the equipment to increase the speed to 40G.
At the same time, new technologies such as converged infrastructure (FCoe) will be deployed.

Volkswagen

Providing operations of the production control system – Shopfloor Service Bus – on Wonderware technology and implementation of new functionalities according to the customer's requirements. We provide operations in 24/7 mode according to the ITIL methodology and in line with the Industry 4.0 trend.

ŽSR

For Železnice Slovenskej republiky (Railways of the Slovak Republic), we deliver information and communication technologies which are associated with consulting, implementation, installation, configuration and voice services provided. We also provide services related to the development of data center infrastructure, with project modernization, training and other support services

Customers and Partners

TEMPEST's long-term strategy is characterized by their high professional level of technology employees. Technologists hold the highest levels of worldwide IT producer certificates. TEMPEST has received significant awards and levels of partnerships from companies operating on the global information technology market.

Partnership and Awards

Cisco
Gold Partner

Check Point
VAR Stars Partner***

Dell EMC
Gold Partner

Awards:

- The Best EMC Partner 2012, 2013, 2014, 2015, 2016, 2017
- The Best Inovative Solution 2013, 2014

F5 Networks
Gold UNITY Partner

Flowmon Networks
Bronze Partner

Fortinet
Silver Partner

Hewlett Packard Enterprise
EG Gold Partner

Awards:

- The best HPE partner is selling HW&SW for 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:

- The most certified team of IBM Tivoli software experts

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 stated partners, TEMPEST cooperates with many other IT producers including BMC Software, Clearswift, Dell Wyse, Entrust, Eset, Forcepoint, Gemalto, RSA, Sophos, Sybase, Thales, Trend Micro, Tripwire, and others.

References

Our clients include major organizations in the telecommunications, finance, industry, networking and government sectors. We work with more than 200 companies with significant influence in their industry.

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 poistovňa, a. s.
Union zdravotná poisťovňa, a. s.
Volkswagen finančné služby Slovensko, s. r. o.
Všeobecná úverova banka, a. s.

Sales, 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 energy

Adient Slovakia, s. r. o.
Bratislavská teplárenská, a. s.
eustream, a. s.
Foxconn Slovakia, spol. s r.o.
Jadrová a vyraďovacia spoločnosť, a. s.
Johnson Controls International, s. r. o.
Kia Motors Slovakia, a.s.
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.
SPP – distribúcia, 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.
T-Mobile ČR
Towercom, a. s.

Government

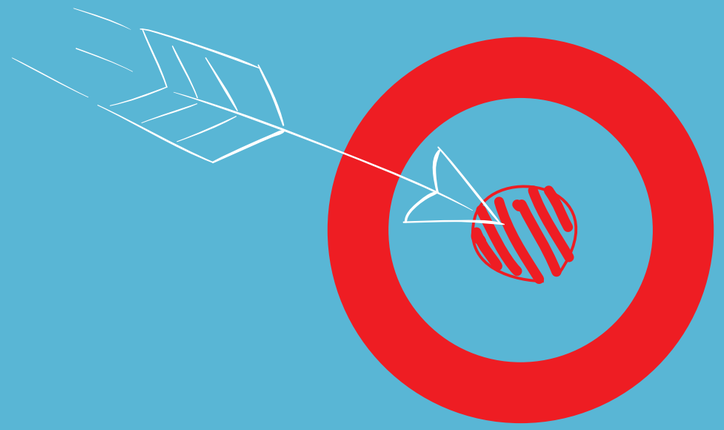
Debt and Liquidity Management Agency,
DataCentrum
General Prosecutor's Office of the Slovak Republic
Letisko M. R. Štefánika – Airport Bratislava, a. s. (BTS)
Letové prevázkové služby SR, š. p.
Ministry of Transport, Construction and
Regional Development of the Slovak Republic
Ministry of Culture of the Slovak Republic
Ministry of Defense of the Slovak Republic
Ministry of Labour, Social Affairs and
Family of the Slovak Republic
Ministry of Justice of the Slovak Republic
Ministry of Interior of the Slovak Republic
Ministry of Health of the Slovak Republic
Ministry of Environment of the Slovak Republic
National Bank of Slovakia
Narodná diaľničná spoločnosť, a. s.
Health Information Centre
The Monuments Board
Slovenský vodohospodársky podnik, š. p.
Sociálna poisťovňa (Social Insurance Agency)
Úrad priemyselného vlastníctva SR
Úrad pre verejné obstarávanie SR
Vodohospodárska výstavba, š. p.
Železnice Slovenskej republiky
(Railways of the Slovak Republic)
Železničná spoločnosť Cargo Slovakia, a. s.
Železničná spoločnosť Slovensko

Science, education and sport

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

Healthcare and pharmaceuticals

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



Marketing

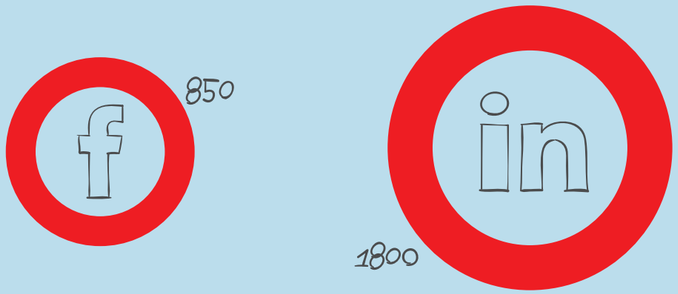
Our priority is creativity, efficiency, accuracy and directness of communication. Our main task is to support and identify businesses. In areas where we have competence and experience, we want to be “first to come to mind”. Through marketing, we strive to bring new topics and create demand for technological solutions.

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

Marketing and Communication 2018

Other professional competencies and the highest awards

Our strategy is to be one of the best partners of IT producers. We strive to provide our customers with the highest quality services and technologies. This means completing demanding professional certifications, building competence centers or increasing the number of trained colleagues. Thanks to our results in 2018 we have become the most successful partner of Dell EMC in Slovakia (for the EMC part).



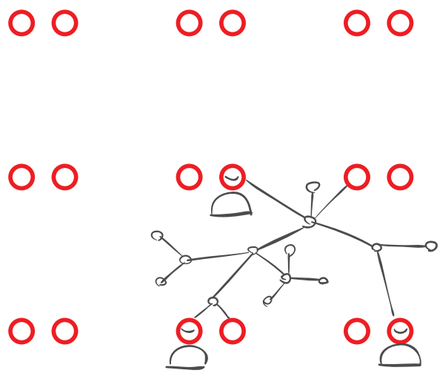
Online

TEMPEST's marketing communication is oriented towards Google AdWords, direct mail, and social networks Facebook and LinkedIn preferentially. We regularly inform our audience about technology news, innovations and company activities.

Thanks to our content plan, the number of our fans on social networks has grown by several hundreds over the past year. On Facebook we have more than 850 fans, while on LinkedIn more than 1850. Although our annual surveys suggest a slight decline in the popularity of Facebook, the best-known social network, within the Slovak IT market we maintain above-average audience growth.

TEMPEST regularly communicates also through a newsletter that is opened by more than a quarter of our customers. For employee emails, conversion varies at around 85 %. The newsletters meet the requirements of the General Data Protection Regulation – GDPR.

Social Responsibility

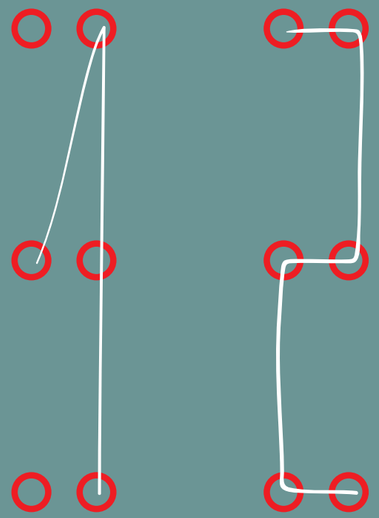


15,842

At TEMPEST, we consider social responsibility to be a very important topic that affects all of us. That is why we decided to help those who were less fortunate in their lives. At a traditional TEMPEST corporate event, Jan Kraus and guests, we managed to collect the amount of € 15,842 that we donated to the Private Primary and Kindergarten for Children with Autism, at Jozefská 6 in Bratislava. We have supported the event Ruky spoja Ruky ("Hands join Hands"), which is intended for the physically handicapped from the National Rehabilitation Centre and Specialized Medical Institution for children in Kováčová. We have embarked on several study projects of FIIT for FEI STU and we sponsored pupils of the Primary School in Pusté Úľany at the international competition in robot football RoboCup 2018 in Canada. We also financially supported the preparation of the junior world champion in sport shooting, Filip Prajo. We believe that our future assistance will also find those who need it the most.

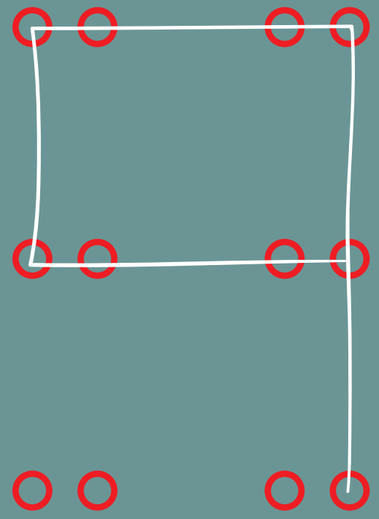
TEMPEST's Position

In 2018, according to the ranking compiled by the TREND weekly magazine, TEMPEST, with total sales of € 71 mil, ranked among the elite IT companies on the Slovak market. TEMPEST is also one of the largest IT service providers in Slovakia.



TEMPEST is the 12th largest IT supplier by sales and, compared to last year, we have improved by two positions.

TEMPEST is the 9th largest supplier of IT products and services in SR by added value. This indicator has moved down compared to last year by one position.



Over the last five years we have been the most successful partner of SAP Slovensko in sales of licenses and we are among the best in sales of products of Cisco, Check Point and DellEMC. We held the Cisco Gold Certified Partner status, which was granted to only seven entities in Slovakia. We received the Best IBM Partner award in the Power Systems category and The Best Hewlett Packard Enterprise Partner in the category of strategic solution sales for 2018. We have confirmed that we are one of the best in the market in designing, implementing and operating IT infrastructures

Cleafy

We have created a strategic partnership with Cleafy, which is a recognized leader in the fight against online fraud (Online Fraud Management). The aim of the partnership is to provide top electronic fraud prevention services in the CEE region.

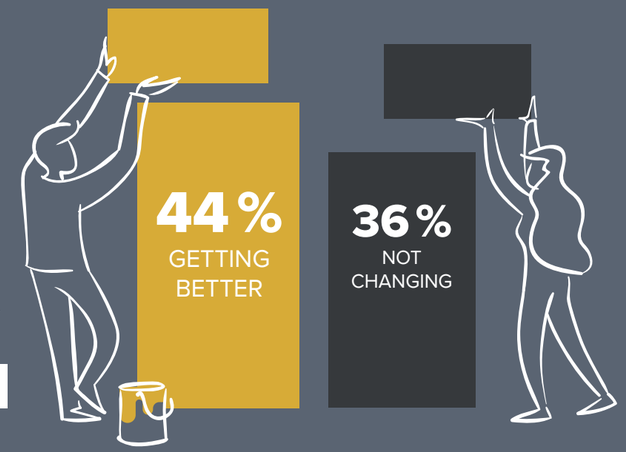
Dynatrace

Our colleagues successfully passed the second level of certification called Dynatrace Professional Certification. The certificate was awarded to them after two demanding tests. The Dynatrace Professional Certificate confirms knowledge and competencies in deploying Dynatrace products.

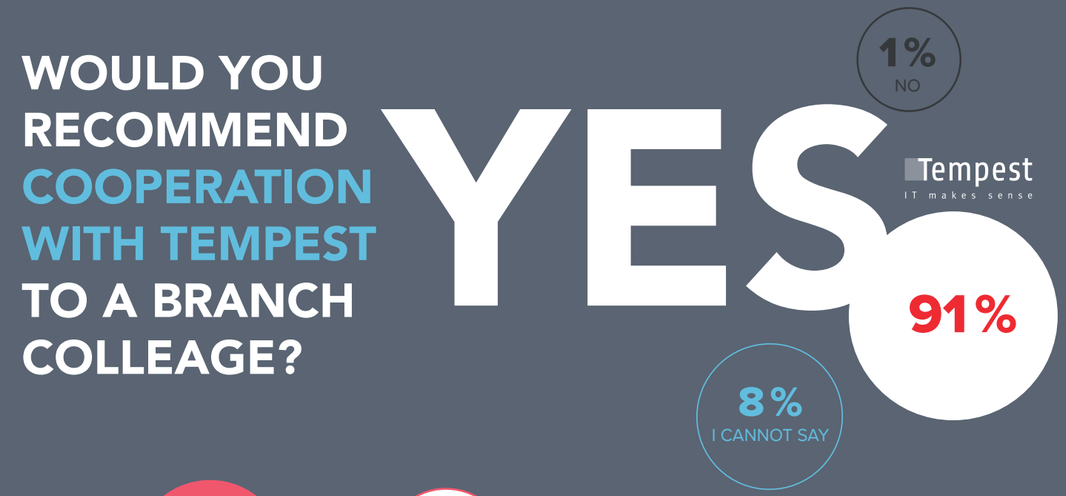
Market Research

We have performed market research to know our customers better, get objective feedback and thus set an optimal marketing strategy. 100 managers and specialists from different sectors answered questions about their satisfaction with the quality of our services, their use of social networks and leisure activities.

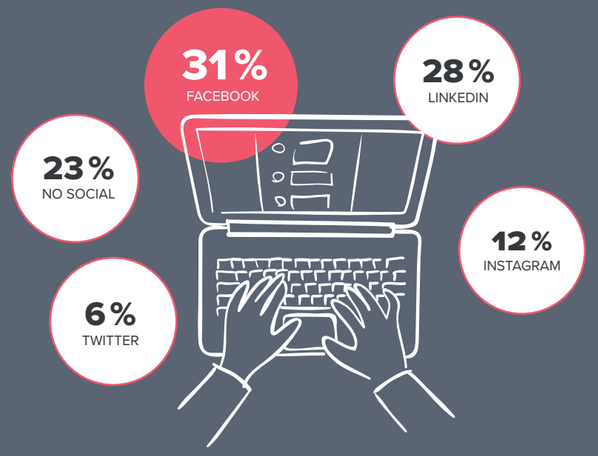
HOW ARE TEMPEST SERVICES CHANGING IN YOUR OPINION?



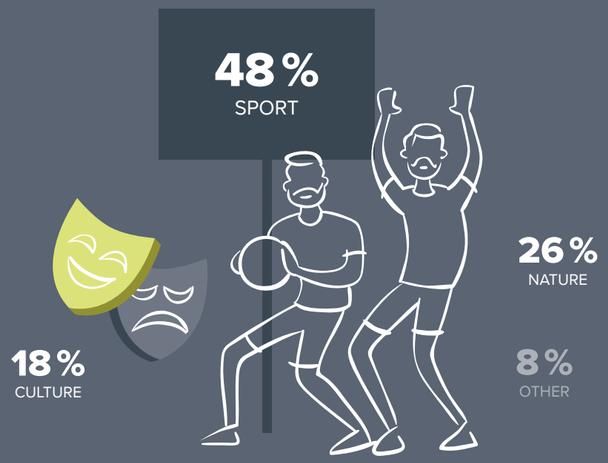
WOULD YOU RECOMMEND COOPERATION WITH TEMPEST TO A BRANCH COLLEAGE?



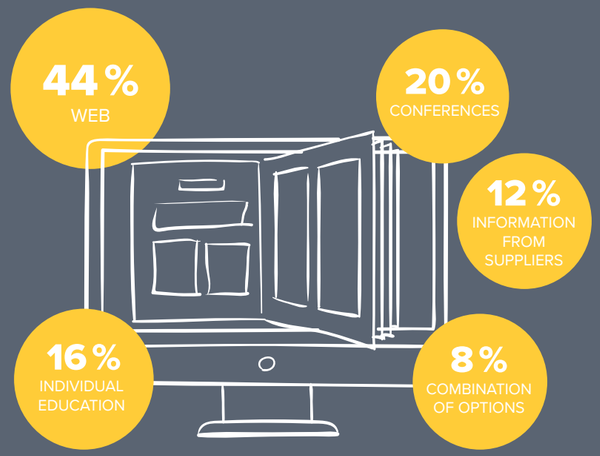
WHAT SOCIAL NETWORKS DO YOU USE?



WHAT ARE YOUR FAVORITE LEISURE ACTIVITIES?



WHAT IS YOUR MOST USUAL SOURCE OF PROFESSIONAL INFORMATION FROM THE IT FIELD?



Events

JUDGMENT DAY 13

We bring new trends, visions and successful projects through professional conferences. We try to show technologies that help our customers in business, their protection and protection of their investments also through professional events. The thirteenth annual Judgment Day conference showed how leaders in information security (Cisco, Check Point, ESET, F5, Flowmon Networks, SOPHOS) are facing threats and new types of attacks. TEMPEST's invitation to come to Slovakia was accepted by Mikko Hipponen. Mikko is an expert on global security and a principal representative for research at F-Secure in Finland, with whom he has been working since 1991.

Mikko led his team during the biggest virus outbreaks in history. His team destroyed the worldwide network that used the Sobig.F virus. He was the first to warn the world when the Sasser virus broke out, he named the infamous Storm Worm virus and gave classified briefings about the Stuxnet virus.

He has also helped to enforce cybercrime law in the US, Europe and Asia. He has written for magazines such as Scientific American and Foreign Policy and newsletters such as The New York Times and Wired, and often appears on international television. He has lectured at universities in Stanford, Oxford and Cambridge.

During his presentation he stressed that changes in trends we see among attackers occur. More and more attacks come from governments that are interested in the offensive use of cyber power and in the future, we will encounter new trends and new types of enemies. Cryptocurrencies are a megatrend.

In addition to inspiring lectures by leading cyber-protection speakers from recognized companies, more than 160 conference participants could also see hacking demonstrations with free tools available.

For more information see **www.judgmentday.sk**

INDUSTRY 4.0

The structure of topics of the professional meeting was primarily designed to present the concept of Industry 4.0 as a current trend that is not fully used in practice, but in the coming years, a significant growth is expected.

We have used concrete examples and a real production line to show a comprehensive concept of Industry 4.0 and its benefits, "best practice" in ERP (Enterprise Resource Planning) and MES (Manufacturing Execution Systems) system integration and to introduce the benefits of data analytics and "data mining" in manufacturing.

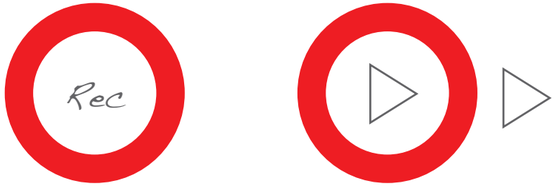
More than 30 representatives from various companies, educators and experts participated in the meeting. The nature of the event was mainly adapted to technical and production directors who are responsible for the activities of production planning, production management, collection and evaluation of production data, and management of systems and industrial processes. Long-term practitioners and researchers were also among the lecturers.

For more information see

https://www.tempest.sk/moznosti-konceptu-industry-40-v-realnej-praxi-529.html

TALK SHOW JAN KRAUS AND GUESTS

TEMPEST prepared the eleventh annual occasion of the popular talk show with Jan Kraus. The guests had the opportunity to enjoy the atmosphere of the event in the great premises of Stará tržnica (The Old Market Hall) in Bratislava. Singer Marta Jandová, actress Zdena Studenková and Braňo Kostka, Matej Tóth – an Olympic champion in the men's 50km speed walk – and singer Vašo Patejdl, all of them sat one after one in the hot chair. Guests and business partners had the opportunity to experience a concert by Vašo Patejdl, accompanied by guitarist Juraj Burian, a performance by Marta Jandová and a concert from Andrea Zimányiová. More than 400 customers and business partners came to enjoy the event. The event is traditionally associated with social responsibility and fundraising. Buying a book by Matej Tóth, buying paintings that were painted by children with autism and contributing at any level, everyone present could join the fundraising for these children.



Finally, a half of the record amount was collected from among the guests and the other half was contributed by TEMPEST. The amount collected will go to the Private Primary School and Kindergarten for Children with Autism in Bratislava.

EVENTS FOR EMPLOYEES

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

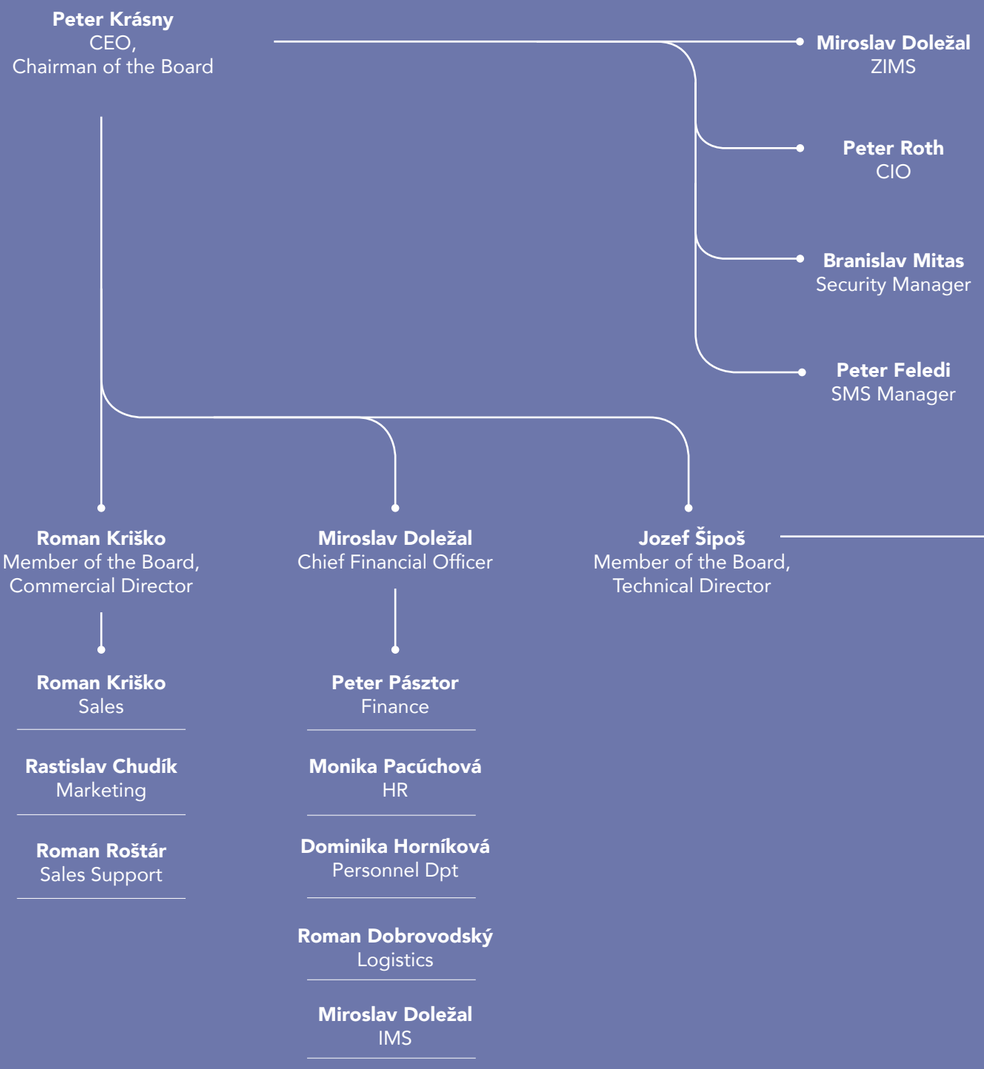
Every year, the Christmas party is one of the favorite events for employees. At the party they have the opportunity to have fun at live concerts, eat deliciously and spend a pleasant evening with colleagues outside of work.
The program part of the evening was arranged by Vec & Škrupo with musicians. This was followed by an entertaining quiz led by Ludwig Bagin, a moderator. The cherry on the cake was the Funkiez band that pulled those present onto the dance floor.

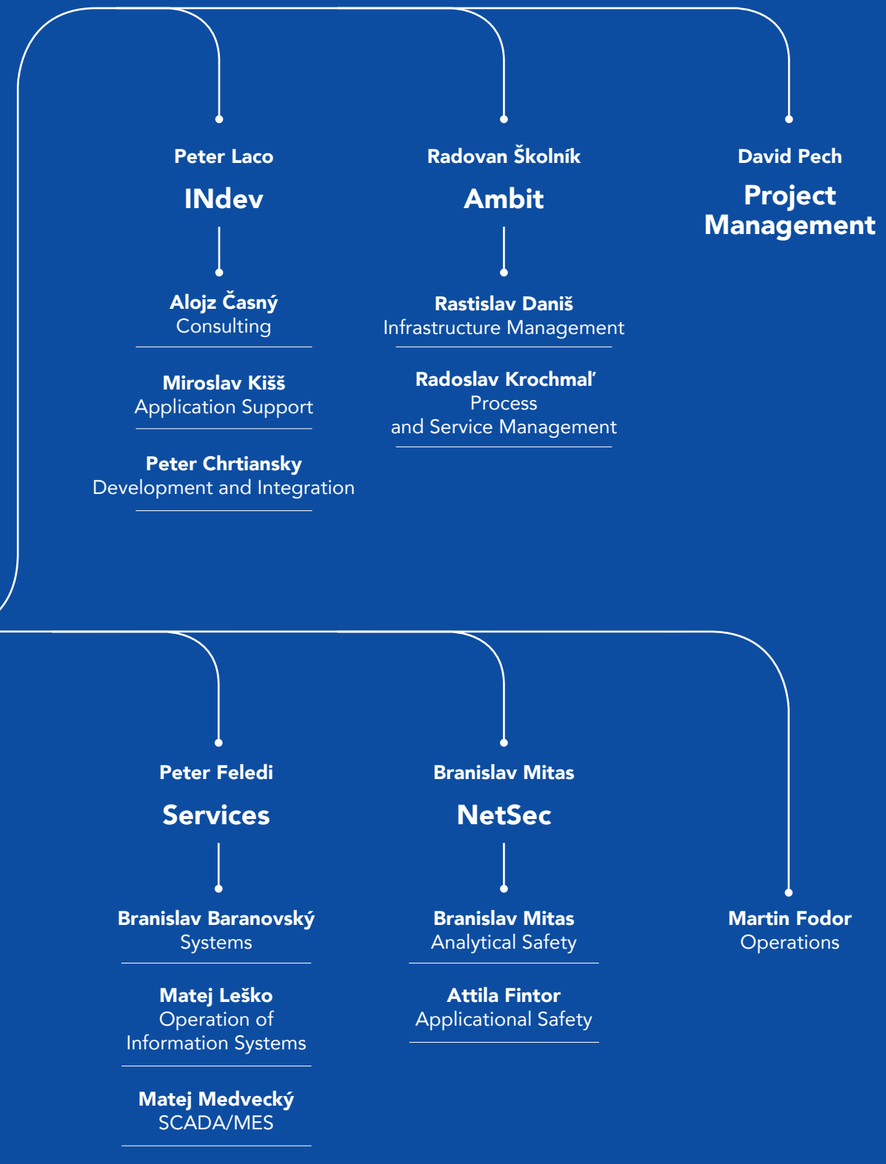
Healthy body, healthy mind, said also 17 our colleagues that attended the oldest athletic event in Slovakia - National Run Devin - as a TEMPEST team.
We are very proud of all of them.

During autumn teambuilding activities: the wine cellar and sheep farm visits, golf academy, goose feast, beer and gastronomic specialties, about 200 colleagues participated and enjoyed the events. Because of the increasing number of families with children, we also organized family-type events for our employees.
On St. Nicholas Day, more than 160 adults and 150 children came to see creative workshops, children's attractions, the production of cotton candy with electric bikes, Christmas decorations and a music workshop.

Because of its success, we prepared a summer family event - TEMPEST Leisure Day with numerous activities. 250 adults and 170 of our colleagues' children participated and came to the X-Bionic Sphere complex in Šamorín. Throughout the whole day we were accompanied by Zuzana Burianová, a moderator. The most popular activities were relaxing but also fun. Activities such as sport workshops, the aqua park and swimming pools, the Adventure Land children's park with colorful attractions, a science workshop and foam party. All colleagues and families with children had a lot of fun and spent unforgettable moments during the event.

Organizational Structure





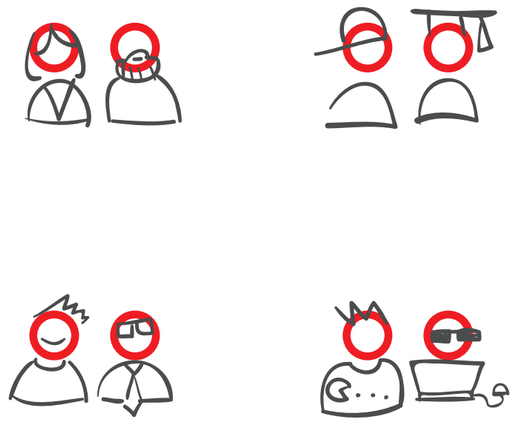
Employee Structure

More than three quarters of our employees are professionals with a university education. Nowadays, the company employs nearly 300 professionals and certified specialists.

Average converted number of employees per techn. and operat. staff as at 31 December 2018	272	100 %
Sex		
Women	30	11,03 %
Men	242	88,97 %
Education		
University degree	189	69,49 %
High School certificate	83	30,51 %
Age structure		
21 – 30	41	15,07 %
31 – 40	120	44,12 %
41 – 50	94	34,56 %
Over 51	17	6,25 %

Average age of employees 38.15

By @Gartner_inc, #AI will create more jobs than cancellations. Time will show. Instead of asking if we will lose jobs, we should ask how our jobs should be redefined.



Finance

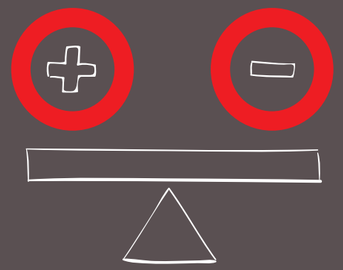
TEMPEST a.s. has clocked up another successful fiscal year. In spite of increasing pressure from our competition and the complicated IT situation we managed to increase sales of services and minimize the decline in sales of goods to achieve the planned economic result that reflects our company's stable and positive economic indicators not only for the short term but also for the long term period. TEMPEST a.s. has ambitions to continue in this positive tendency of the company's development in the next year and so again confirm its leading position in the technology market.

Additional information

In the time following the reporting period, for which the Annual Report 2018 has been prepared, no events of particular importance occured that would require disclosure or presentation in the financial statements for 2018 or the Annual Report. The company does not perform any activities with a remarkable negative impact on the environment. The company did not acquire its own shares, nor temporary letters and shares, and has the same registered capital as in the previous year.

In the current year, the company was involved in two projects in the field of research and development. The first project was aimed at creating a unique software product that will enable processing, saving and searching for particular digitalized or e-born work. The goal of the second project was to create a unique solution enabling activities of public activity regulated services linked to the European structure.

It has been proposed that the economic results shall be settled so that a part of 2018's profit will be distributed to shareholders and a part will remain undivided. The company has no org. unit abroad, has a 100% share in the daughter company VT Group, a. s., and 100% shares in the daughter company Tempest IT services, a. s. The Company prepared its consolidated financial statements as at 31 December 2018. The financial statement for 2018 was audited by an independent auditor. The auditor's opinion is unconditional, which means that the financial statements provided as at 31 December 2018 are a true and faithful picture of the financial situation of our company and its economic results for the year ending on that date under the Act on Accounting.



Ing. Miroslav Doležal, CSc.,
Chief Financial Officer

Trends

in thousands EUR	2018	2017	2016	2015	2014	2013
Total turnover	71,743	69,557	59,046	120,006	73,403	59,190
Sales of services	58,454	47,618	48,562	49,753	48,185	37,911
Revenues from merchandise	13,289	21,939	10,484	70,180	25,002	21,279
Profit after taxation	2282	2185	2890	4025	4104	1104
Added value	27,356	22,585	21,809	24,579	21,043	16,468

	2018	2017	2016	2015	2014	2013
EBITDA (ths. €)	5.901	5.866	6.367	7.003	5.902	1.977
Indebtedness indicators						
Total indebtedness	81.9 %	88.9 %	87.7 %	85.3 %	76.7 %	80.9 %
Total debt to total assets ratio	11.8 %	13.1 %	15.0 %	0.0 %	0.0 %	0.0%
Level of self - financing	18.1 %	11.1 %	12.3 %	14.7 %	23.3 %	19.1%
Financial leverage	5.51	8.97	8.11	6.80	4.29	5.23
Credit burden.	11.8 %	13.1 %	15.0 %	0.0 %	0.0 %	0.0 %
Liquidity indicators						
Liquidity level 1	0.32	0.17	0.13	0.45	0.37	0.09
Liquidity level 2	1.15	1.03	0.99	1.15	1.26	1.18
Liquidity level 3	1.17	1.08	1.02	1.17	1.27	1.19
Profitability indicators						
Return on equity	38.6 %	43.5 %	50.5 %	58.7 %	59.6 %	19.7 %
Return on assets	7.0 %	4.9 %	6.2 %	8.6 %	13.9 %	3.8 %
Activity indicator						
Assets turnover time	166.04	236.42	287.01	142.04	147.24	180.00
Turnover of assets	2.20	1.54	1.27	2.57	2.48	2.03
Turnover of inventory	94.59	24.02	46.63	168.16	136.77	123.54
Inventory turnover time	3.86	15.19	7.83	2.17	2.67	2.95
Turnover of non-current assets	25.36	13.94	8.01	12.91	43.50	36.45
Turnover of current assets	2.97	2.25	2.05	3.41	2.82	2.31
Receivables turnover period	81.70	121.90	153.37	61.10	87.09	142.19

Balance sheet Assets

Marking	ASSETS	row No.	Gross in current accounting period	Correction item in cur. account. period	Net in current accounting period	Net in prior accounting period
	TOTAL ASSETS r. 02 + r. 33 + r. 74	1	€ 44,794,155	€ 12,157,280	€ 32,636,875	€ 345,052,688
A.	Non-current assets r. 03 + r. 11 + r. 21	2	€ 14,918,192	€ 12,089,392	€ 2,828,800	€ 4,990,551
A.I.	Total intangible fixed assets (r. 04 to 10)	3	€ 5,160,139	€ 4,469,142	€ 690,997	€ 1,909,153
A.I.1	Capitalized development costs (012) - /072,091A/	4	€ 0	€ 0	€ 0	€ 0
2.	Software (013) - /073,091A/	5	€ 5,160,139	€ 4,469,142	€ 690,997	€ 1,909,153
3.	Valuable rights (014) - /074,091A/	6	€ 0	€ 0	€ 0	€ 0
4.	Goodwill (015) - /075,091A/	7	€ 0	€ 0	€ 0	€ 0
5.	Other intangible fixed assets (019,01X) - /079,07X,091A/	8	€ 0	€ 0	€ 0	€ 0
6.	Intangible fixed assets in acquisition (041) - /093/	9	€ 0	€ 0	€ 0	€ 0
7.	Advance payments for intangible fixed assets (051) - /095A/	10	€ 0	€ 0	€ 0	€ 0
A.II.	Total tangible fixed assets (r. 12 to 20)	11	€ 9,581,521	€ 7,576,069	€ 2,005,452	€ 2,949,047
A.II.1.	Land (031) - /092A/	12	€ 0	€ 0	€ 0	€ 0
2.	Structures (021) - /081,092A/	13	€ 0	€ 0	€ 0	€ 0
3.	Separate movable assets and sets of movables (022) - /082,092A/	14	€ 9,581,521	€ 7,576,069	€ 2,005,452	€ 2,949,047
4.	Natural agricultural assets (025) - /085,092A/	15	€ 0	€ 0	€ 0	€ 0
5.	Livestock and draught animals (026) - /086,092A/	16	€ 0	€ 0	€ 0	€ 0
6.	Other tangible fixed assets (029,02X,032) - /089,08X,092A/	17	€ 0	€ 0	€ 0	€ 0
7.	Tangible fixed assets in acquisition (042) - /094/	18	€ 0	€ 0	€ 0	€ 0
8.	Advance payments for tangible fixed assets (052) - /095A/	19	€ 0	€ 0	€ 0	€ 0
9.	Correction item to acquired assets (+/- 097) +/- 098	20	€ 0	€ 0	€ 0	€ 0
A.III.	Total long-term financial investments (r. 22 to 32)	21	€ 176,532	€ 44,181	€ 132,351	€ 132,351
A.III.1.	Shares and ownership interests in related accounting entities (061A,062A,063A) - /096A/	22	€ 176,532	€ 44,181	€ 132,351	€ 132,351
2.	Shares and ownership interests other than in related accounting entities (062A) - /096A/	23	€ 0	€ 0	€ 0	€ 0
3.	Other shares and ownership interests available for sale (063A) - /096A/	24	€ 0	€ 0	€ 0	€ 0
4.	Loans to related accounting entities (066A) - /096A/	25	€ 0	€ 0	€ 0	€ 0
5.	Loans within ownership interests except to related accounting entities (066A) - /096A/	26	€ 0	€ 0	€ 0	€ 0
6.	Other loans (067A) - /096A/	27	€ 0	€ 0	€ 0	€ 0
7.	Loan securities and other long-term financial assets (065A,069A,06XA) - /096A/	28	€ 0	€ 0	€ 0	€ 0
8.	Loans and other long-term financial assets due in one year	29	€ 0	€ 0	€ 0	€ 0
9.	Bank accounts bound for a period exceeding one year (22XA)	30	€ 0	€ 0	€ 0	€ 0
10.	Long-term financial assets in acquisition (043) - /096A/	31	€ 0	€ 0	€ 0	€ 0
11.	Advance payments for long-term financial assets (053) - /095A/	32	€ 0	€ 0	€ 0	€ 0
B.	Current assets r. 034 + r. 041 + r. 053 + r. 066 + r. 071	33	€ 24,230,049	€ 67,888	€ 24,162,161	€ 30,972,658
B.I.	Total inventory (r. 035 to r. 040)	34	€ 469,286	€ 0	€ 469,286	€ 1,955,259
B.I.1.	Material (112,119,11X) - /191,19X/	35	€ 0	€ 0	€ 0	€ 0

Balance sheet Assets

Marking	ASSETS	row No.	Gross in current accounting period	Correction item in cur. account. period	Net in current accounting period	Net in prior accounting period
2.	Work in progress and semi - finished products of own production (121,122, 12X) - /192,193,19X/	36	€ 243,372	€ 0	€ 243,372	€ 88,773
3.	Finished products (123) - /194/	37	€ 0	€ 0	€ 0	€ 0
4.	Animals (124) - /195/	38	€ 0	€ 0	€ 0	€ 0
5.	Goods (132,133,13X,139) - /196,19X/	39	€ 225,914	€ 0	€ 225,914	€ 1,866,486
6.	Advance payments for inventory (314A) - /391A/	40	€ 0	€ 0	€ 0	€ 0
B.II.	Total long-term receivables (r.042 + r.046 to r.052)	41	€ 22,575	€ 0	€ 22,575	€ 0
B.II.1.	Total trade receivables (r. 043 to r. 045)	42	€ 0	€ 0	€ 0	€ 0
1.a.	Trade receivables against related acc. entities (311A,312A,313A,314A,315A,31XA) - /391A/	43	€ 0	€ 0	€ 0	€ 0
1.b.	Trade receivables within own. int. except those against related acc. entities (311A,312A,313A,314A,315A,31XA) - /391A/	44	€ 0	€ 0	€ 0	€ 0
1.c.	Other trade receivables (311A,312A,313A,314A,315A,31XA) - /391A/	45	€ 0	€ 0	€ 0	€ 0
2.	Net value of contract (316A)	46	€ 0	€ 0	€ 0	€ 0
3.	Other receivables against related acc. entities (351A) - /391A/	47	€ 0	€ 0	€ 0	€ 0
4.	Other receivables within own. int. except those against related acc. entities (351A) - /391A/	48	€ 0	€ 0	€ 0	€ 0
5.	Receivables from partners, members, and consortium (354A,355A,358A,35XA) - /391A/	49	€ 0	€ 0	€ 0	€ 0
6.	Receivables from derivative operations (373A, 376A)	50	€ 0	€ 0	€ 0	€ 0
7.	Other receivables (335A,336A,33XA,371A,374A,375A,378A) - /391A/	51	€ 0	€ 0	€ 0	€ 0
8.	Deferred tax asset (481 A)	52	€ 22,575	€ 0	€ 22,575	€ 0
B.III.	Total short-term receivables (r.54 + r.58 to r.65)	53	€ 16,103,598	€ 67,888	€ 16,035,710	€ 23,229,219
B.III.1.	Trade receivables (r. 55 to r. 57)	54	€ 16,051,795	€ 67,888	€ 15,983,907	€ 22,903,985
1.a.	Trade receivables against related acc. entities (311A,312A,313A,314A,315A,31XA) - /391A/	55	€ 415,087	€ 0	€ 415,087	€ 444,241
1.b.	Trade receivables within own. int. except those against related acc. entities (311A,312A,313A,314A,315A,31XA) - /391A/	56	€ 0	€ 0	€ 0	€ 0
1.c.	Other trade receivables (311A,312A,313A,314A,315A,31XA) - /391A/	57	€ 15,636,708	€ 67,888	€ 15,568,820	€ 22,459,744
2.	Net value of contract (316A)	58	€ 0	€ 0	€ 0	€ 0
3.	Other receivables against related acc. entities (351A) - /391A/	59	€ 0	€ 0	€ 0	€ 51,512
4.	Other receivables within own. int. except those against related acc. entities (351A) - /391A/	60	€ 0	€ 0	€ 0	€ 0
5.	Receivables from partners, members, and consortium (354A,355A,358A,35XA) - /391A/	61	€ 0	€ 0	€ 0	€ 0
6.	Social insurance (336A) - /391A/	62	€ 0	€ 0	€ 0	€ 0
7.	Tax liability and subsidies (341,342,343,345, 346, 347) - 391A	63	€ 0	€ 0	€ 0	€ 253,952
8.	Receivables from derivative operations (373A, 376A)	64	€ 0	€ 0	€ 0	€ 0
9.	Other receivables (335A,33XA,371A,374A,375A,378A) - /391A/	65	€ 51,803	€ 0	€ 51,803	€ 19,770
B.IV.	Total short-term financial assets (r. 67 to r.70)	66	€ 0	€ 0	€ 0	€ 0
B.IV.1.	Short-term financial assets in related acc. entities (251A,253A,256A,257A,25XA) - /291A,29XA)	67	€ 0	€ 0	€ 0	€ 0
2	Short-term financial assets without short-term financial assets in related acc. entities (251A,253A,256A,257A,25XA) - /291A,29XA/	68	€ 0	€ 0	€ 0	€ 0
3	Treasury stock and treasury shares (252)	69	€ 0	€ 0	€ 0	€ 0
4.	Short-term financial assets in acquisition (259, 314A) - /291A/	70	€ 0	€ 0	€ 0	€ 0
B.V.	Financial accounts r.072 + r. 073	71	€ 7,634,590	€ 0	€ 7,634,590	€ 5,788,180
B.V.1.	Cash in hand (211,213,21X)	72	€ 22,424	€ 0	€ 22,424	€ 22,112

Balance sheet Assets

Marking	ASSETS	row No.	Gross in current accounting period	Correction item in cur. account. period	Net in current accounting period	Net in prior accounting period
2.	Bank accounts (221A, 22X +/-261)	73	€ 7,612,166	€ 0	€ 7,612,166	€ 5,766,068
C.	Accruals in total (r. 75 to r. 78)	74	€ 5,645,914	€ 0	€ 5,645,914	€ 9,089,479
C.1.	Deferred costs, long - term (381A,382A)	75	€ 2,150,146	€ 0	€ 2,150,146	€ 2,765,331
2.	Deferred expenses, short - term (381A,382A)	76	€ 3,495,768	€ 0	€ 3,495,768	€ 6,255,673
3.	Deferred income, long - term (385A)	77	€ 0	€ 0	€ 0	€ 0
4.	Deferred income, short - term (385A)	78	€ 0	€ 0	€ 0	€ 68,475

Balance sheet Liabilities

Marking	LIABILITIES	row No.	Current accounting period	Prior accounting period
	Equity and liabilities in total (r.080 + r.101 + r.141)	079	€ 32,636,875	€ 345,052,688
A.	Equity r.081+r.085+r.086+r.087+r.090+r.093+r.097+r.100	080	€ 5,919,560	€ 5,022,862
A.I.	Share capital in total (r. 082 to r. 084)	081	€ 159,600	€ 159,600
A.I.1.	Share capital (411 or +/-491)	082	€ 159,600	€ 159,600
2.	Share capital change +/-419	083	€ 0	€ 0
3.	Receivables for subscribed equity (/-/353)	084	€ 0	€ 0
A.II.	Share premium (412)	085	€ 0	€ 0
A.III.	Other capital funds (413)	086	€ 0	€ 0
A.IV.	Statutory reserve funds r. 088 + r. 089	087	€ 31,920	€ 31,920
A.IV.1.	Statutory reserve fund and indivisible fund (417A,418,421A,422)	088	€ 31,920	€ 31,920
2.	Reserve fund for own shares and own interests (417A,421A)	089	€ 0	€ 0
A.V.	Other funds from profit r. 091 + r. 092	090	€ 0	€ 0
A.V.1.	Statutory funds (423, 42X)	091	€ 0	€ 0
2.	Other funds (427, 42X)	092	€ 0	€ 0
A.VI.	Gains and losses from revaluation in total (r. 094 to r. 096)	093	€ 0	€ 0
A.VI.1.	Gains and losses from revaluation of assets and liabilities (+/-414)	094	€ 0	€ 0
2.	Gains and losses from capital shares (+/-415)	095	€ 0	€ 0
3.	Gains and losses from revaluation in merging and division (+/-416)	096	€ 0	€ 0
A.VII.	Profit / loss from previous years r. 098 + r.099	097	€ 3,445,632	€ 2,645,632
A.VII.1.	Retained earnings from previous years (428)	098	€ 3,445,632	€ 2,645,632
2.	Accumulated losses from previous years (/-/429)	099	€ 0	€ 0
A. VIII.	Profit / loss for the accounting period after taxation /+- / r.01- (r. 81+ r.85+ r.86+ r. 87+ r. 90+ r. 93 + r.97 +	100	€ 2,282,408	€ 2,185,710
B.	Liabilities r. 102 + r. 118 + r. 121 + r. 122 + r.136 + r. 139 + r. 140	101	€ 25,210,666	€ 36,102,221
B.I.	Long - term payables in total (r. 103 + r. 107 to r. 117)	102	€ 360,031	€ 273,311
B.I.1.	Long - term trade payables in total (r. 104 to r. 106)	103	€ 66,033	€ 0
1.a.	Trade payables to related entities (321A,475A,476A)	104	€ 0	€ 0
1.b.	Trade payables in respect related to participating shares, payables to related accountants excluded	105	€ 0	€ 0
1.c.	Other trade payables (321A,475A,476A)	106	€ 66,033	€ 0
2.	Net value of contract (316A)	107	€ 0	€ 0
3.	Other payables to related accounting entities (471A,47XA)	108	€ 0	€ 0
4.	Other equity participation liabilities except liabilities to related acc. entities (471A, 47XA)	109	€ 0	€ 0
5.	Other long - term liabilities (479A, 47XA)	110	€ 4,230	€ 7,277
6.	Long - term advances received (475A)	111	€ 0	€ 0
7.	Long-term bills of exchange to pay (478A)	112	€ 0	€ 0
8.	Issued bonds (473A/-/255A)	113	€ 0	€ 0

Balance sheet Liabilities

9.	Social fund payables (472)	114	€ 104,579	€ 52,175
10.	Other long - term payables (336A, 372A, 474A, 47XA)	115	€ 185,189	€ 210,882
11.	Liabilities from derivative operations, long - term (373A, 377A)	116	€ 0	€ 0
12.	Deferred tax liability (481A)	117	€ 0	€ 2,977
B.II.	Long - term reserves r. 119 + r. 120	118	€ 0	€ 0
B.II.1.	Statutory reserves (451A)	119	€ 0	€ 0
2.	Other reserves (459A, 45XA)	120	€ 0	€ 0
B.III.	Long - term bank loans (461A, 46XA)	121	€ 1,958,287	€ 3,723,500
B.IV.	Total short - term payables (r. 123 + r. 127 to r. 135)	122	€ 20,277,233	€ 29,384,085
B.IV.1.	Total trade payables (r. 104 to r. 106)	123	€ 14,724,709	€ 21,907,431
1.a.	Trade payables to related accounting entities	124	€ 0	€ 0
1.b.	Trade payables in respect to related participating shares, payables to related accountants excluded	125	€ 0	€ 0
1.c.	Other trade payables (321A,322A,324A,325A,326A,32XA,475A,476A,478A,47XA)	126	€ 14,724,709	€ 21,907,431
2.	Net value of contract (316A)	127	€ 0	€ 0
3.	Other payables to related accounting entities (361A,36XA,471A,47XA)	128	€ 0	€ 0
4.	Other participation interest payables except payables to related entities (471A, 47XA)	129	€ 0	€ 0
5.	Payables to partners and association (364, 365, 366, 367, 368, 398A, 478A, 479A)	130	€ 0	€ 1,596,978
6.	Employee liabilities (331,333,33X,479A)	131	€ 2,682,605	€ 2,532,455
7.	Social security payables (336A)	132	€ 982,804	€ 930,800
8.	Tax liabilities and allocations (341, 342, 343, 345, 346, 347, 34X)	133	€ 1,745,085	€ 2,249,902
9.	Liabilities from derivative operations (373A, 377A)	134	€ 0	€ 0
10.	Other liabilities (372A, 379A, 474A, 475A, 479A, 47XA)	135	€ 142,030	€ 166,519
B.V.	Short - term reserves r.137 +r.138	136	€ 711,845	€ 551,315
B.V.1.	Statutory reserves (323A, 451A)	137	€ 711,845	€ 551,315
2.	Other reserves (323A, 32X, 459A, 45XA)	138	€ 0	€ 0
B.VI.	Ordinary bank loans (221A,231,232,23X,461A,46XA)	139	€ 1,572,436	€ 2,170,010
B.VII.	Short - term financial assistance (241,249,24X,473A,/-/255A)	140	€ 330,834	€ 0
C.	Accruals in total (r. 142 to 145)	141	€ 1,506,649	€ 3,927,605
C.1.	Accrued expenses, long term (383A)	142	€ 0	€ 0
2.	Accrued expenses, short term (384A)	143	€ 0	€ 0
3.	Deferred revenues, long - term (384A)	144	€ 0	€ 1,057,843
4.	Deferred revenues, short - term (384A)	145	€ 1,506,649	€ 2,869,762

Profit and loss

		Number	Actuality in the reported accounting period	Actuality in the last accounting period
*	Net turnover (part of accounting class 6 by law)	01	€ 71,743,659	€ 69,556,589
**	Revenues from economic activity in total (r.03 to r.09)	02	€ 72,085,947	€ 70,745,663
I	Revenues from merchandise (604,607)	03	€ 13,289,330	€ 21,938,545
II.	Revenues from sale of own products and services (601)	04	€ 0	€ 0
III.	Revenues from sale of services (602, 606)	05	€ 58,454,329	€ 47,618,044
IV.	Changes in internal stock levels (+/-) (account group 61)	06	€ 154,600	€ 66,773
V	Activation (account group 62)	07	€ 0	€ 0
VI.	Revenues from sales of intangible fixed assets, tangible fixed assets and material (641,642)	08	€ 80,767	€ 118,973
VII	Other revenues from economic activities (644,645,646,648,655,657)	09	€ 106,921	€ 1,003,328
**	Costs of economic activities in total r.11+r.12+r.13+r.14+r15+r.20+r.21+r.24+r.25+r.26	10	€ 69,104,876	€ 67,768,612
A.	Costs of merchandise sold (504, 507)	11	€ 10,179,907	€ 17,822,586
B.	Consumption of material, energy and other non - storable supplies (501,502,503)	12	€ 666,725	€ 571,422
C.	Value adjustments to inventory (+/-) (505)	13	€ 0	€ 0
D.	Services (accounting group 51)	14	€ 33,695,772	€ 28,644,141
E.	Personnel expenses (r. 16 to 19)	15	€ 20,611,894	€ 17,249,208
E.1.	Wages (521,522)	16	€ 16,283,446	€ 13,304,805
2.	Remuneration to board and cooperative members (523)	17	€ 0	€ 0
3.	Social security costs (524,525,526)	18	€ 4,017,397	€ 3,663,564
4.	Social costs (527,528)	19	€ 311,051	€ 280,839
F.	Taxes and fees (account group 53)	20	€ 17,663	€ 18,963
G.	Depreciation for adjustments on intangible fixed assets and tangible fixed assets (r.22 + r.23)	21	€ 2,957,725	€ 3,002,600
G.1.	Depreciation of intangible fixed assets and tangible fixed assets (551)	22	€ 2,957,725	€ 3,002,600
2.	Adjustments of intangible fixed assets and tangible fixed assets (+/-) (553)	23	€ 0	€ 0
H.	Net book value of sold fixed assets and inventories (541,542)	24	€ 43,621	€ 5,884
I	Value adjustments to receivables (+/-) (547)	25	€ 50,718	€ 5,535
J.	Other operating expenses (543,544,545,546,548,549,555,557)	26	€ 880,851	€ 448,273
***	Operating profit/loss (+/-) (r. 02 - r. 10)	27	€ 2,981,071	€ 2,977,051
*	Added value (r.03+r.04+r.05+r.06+r.07)-(r.11+r.12+r.13+r.14)	28	€ 27,355,855	€ 22,585,213
**	Revenues from financial activities in total r.30+r.31+r.35+r.39+r.42+r.43+r.44	29	€ 205,863	€ 144,987
VIII.	Revenues from the sale of securities and investments (661)	30	€ 0	€ 0
IX	Revenues from non-current financial assets in total (r.32 to r.34)	31	€ 72,530	€ 51,512
IX.1.	Revenues from securities and ownership interests from related acc. entities (665 A)	32	€ 72,530	€ 51,512

Profit and loss

2.	Revenues from securities and ownership interests other than those from related acc. entities (665 A)	33	€ 0	€ 0
3.	Other revenues from securities and ownership interests (665 A)	34	€ 0	€ 0
X	Total revenues from short - term financial assets (r.36 to r.38)	35	€ 0	€ 0
X.1.	Revenue from related accounting entities (666A)	36	€ 0	€ 0
2	Revenues from short - term financial assets in ownership interests except revenues from related acc. entities (666A)	37	€ 0	€ 0
3.	Other revenues from short - term financial assets (666A)	38	€ 0	€ 0
XI	Interest income (r. 40 + r. 41)	39	€ 53	€ 120
XI.1.	Interest income from related acc. entities (662A)	40	€ 0	€ 0
2.	Other interest income (662A)	41	€ 53	€ 120
XII.	Foreign exchange gains (663)	42	€ 133,280	€ 93,355
XIII	Revenues from revaluation of securities and revenues from derivative transactions (664,667)	43	€ 0	€ 0
XIV.	Other revenues from financial activities (668)	44	€ 0	€ 0
**	Total cost of financial activities r.46+r.47+r.48+r.49+r.52+r.53+r.54	45	€ 275,889	€ 286,572
K.	Securities and ownership interests sold (561)	46	€ 0	€ 0
L.	Costs of current financial assets (566)	47	€ 0	€ 0
M.	Adjustments to current financial assets (+/-) (565)	48	€ 0	€ 0
N.	Interest expenses (r.50 + r.51)	49	€ 110,387	€ 157,639
N.1.	Interest expenses for related acc. entities (562A)	50	€ 0	€ 0
2.	Other interest expenses (562A)	51	€ 110,387	€ 157,639
O.	Foreign exchange losses (563)	52	€ 133,768	€ 102,135
P.	Costs of revaluation of securities and costs of derivative transactions (564,567)	53	€ 0	€ 0
Q.	Other costs of financial activities (568,569)	54	€ 31,734	€ 26,798
***	Profit/loss from financial activities (+/-) (r. 02 - r. 10)	55	- € 70,026	- € 141,585
****	Profit / loss for the accounting period before taxation (+/-) (r. 27 + r. 55)	56	€ 2,911,045	€ 2,835,466
R.	Income tax (r. 58+ r.59)	57	€ 628,637	€ 649,756
R.1.	Income tax payable (591, 595)	58	€ 654,189	€ 563,940
2.	Income tax deferred (+/-) (592)	59	- € 25,552	€ 85,816
S.	Transfer of shares in profit or loss to partners (+/-596)	60	€ 0	€ 0
****	Profit / loss for the accounting period after taxation (+/-) (r. 56- r. 57- r.60)	61	€ 2,282,408	€ 2,185,710

Thank you

On behalf of the whole of TEMPEST we thank everyone who stood with us and supported us last year. Thanks to the trust of our clients and business partners, we have been one of the top IT leaders in the Slovak market for over 25 years.

Thanks to them we are constantly growing and improving, and can deliver timeless technology solutions, products and services. Many thanks also to our project teams able to motivate themselves to achieve exceptional results even in difficult situations. But, the greatest thanks goes to our loyal employees, whose skills and knowledge are our most valuable asset.

To conclude – thank you!

Einsteinova Business Center
Krasovského 14
851 01 Bratislava 5
Slovak Republic

Telephone:
+421 (2) 502 67 111

Information and questions:
info@tempest.sk

Sale affairs:
obchod@tempest.sk

www.tempest.sk