



This is just a shortened version of the Annual Report 2019.

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, Section SA, Insert No. 3771/B.

Annual Report of TEMPEST a.s. 2019

Business name:

TEMPEST a.s.

Registered seat:

Krasovského 14, 851 01 Bratislava 5, Slovak Republic

Capital: € 159,600

Date of establishment: 24. 6. 1992

ID: 31 326 650

TAX ID: 2020327716

VAT ID: SK2020327716


IT makes sense

"Quality circles were implemented by many technology companies to solve problems more effectively, test software, report on quality, set goals, and eliminate the causes of wrong decisions. Quality circles are now a part of standards and methodologies. Our corporate quality circle is based on recognition of the value of the employee as a human being – a person who is willing to activate their work, knowledge, intelligence and benefit from their experience."

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Editorial

TEMPEST experienced its second most successful year in its 27-year history. We achieved revenues of 107 million Euros which confirms our leading position in the IT service provision field.

TEMPEST is a leader also among the multinational corporations and global IT manufacturers present on the Slovak market. The share of revenues from sales of services reached up to 78%, which means delivery of high added value. During the last 5 years, the share of revenues of TEMPEST from sales of services (consulting, integration, implementation, service, operation and development) ranged from 60 to 70% of the total revenue. In 2019, 22% of revenue was from sales

of hardware or corresponding licences. I thank our customers for their trust, and our partners and my colleagues for their cooperation. I repeat, but it is still true, that the people creating TEMPEST are the most valuable asset we have.

At the same time, however, I add in one breath that we found ourselves almost immediately in a global crisis, the consequences of which will affect a large part of human society. Initial surveys show that more than 40% of households in the country will be adversely affected by the consequences of measures intended to prevent the spread of COVID-19. In April and May, neighbouring Austria had the highest unemployment rate since the end of World War II. The situation of a very successful period and a sudden, unexpected event reminds me of the experience that, whenever things go smoothly, it is necessary to sit up and, if possible, to prepare for future problems.

In my opinion, the crisis will not hit the IT sector as hard as other industries. In TEMPEST, we have taken measures that we believe will help us to cope with the situation well. I believe that we will also be able to participate in repairing economic damage and other negative impacts on our surroundings as we did also in 2008 and 2009. I believe that, at this moment, in the business sector, our ability to make changes and diversify our activities are an advantage for TEMPEST.

The situation has shown us how important electrification and the ability to make quick decisions or changes are. Automatization and digitalization are the best means to increase effectivity and competitiveness, and during the pandemic, in addition, they play a critical role in keeping and developing businesses. In common commercial sectors, such as banking, telecommunications and the like, befo-

"IN THE FUTURE, A THIRD OF EMPLOYEES WILL WORK OUTSIDE THE OFFICE SPACES OF THEIR COMPANIES"

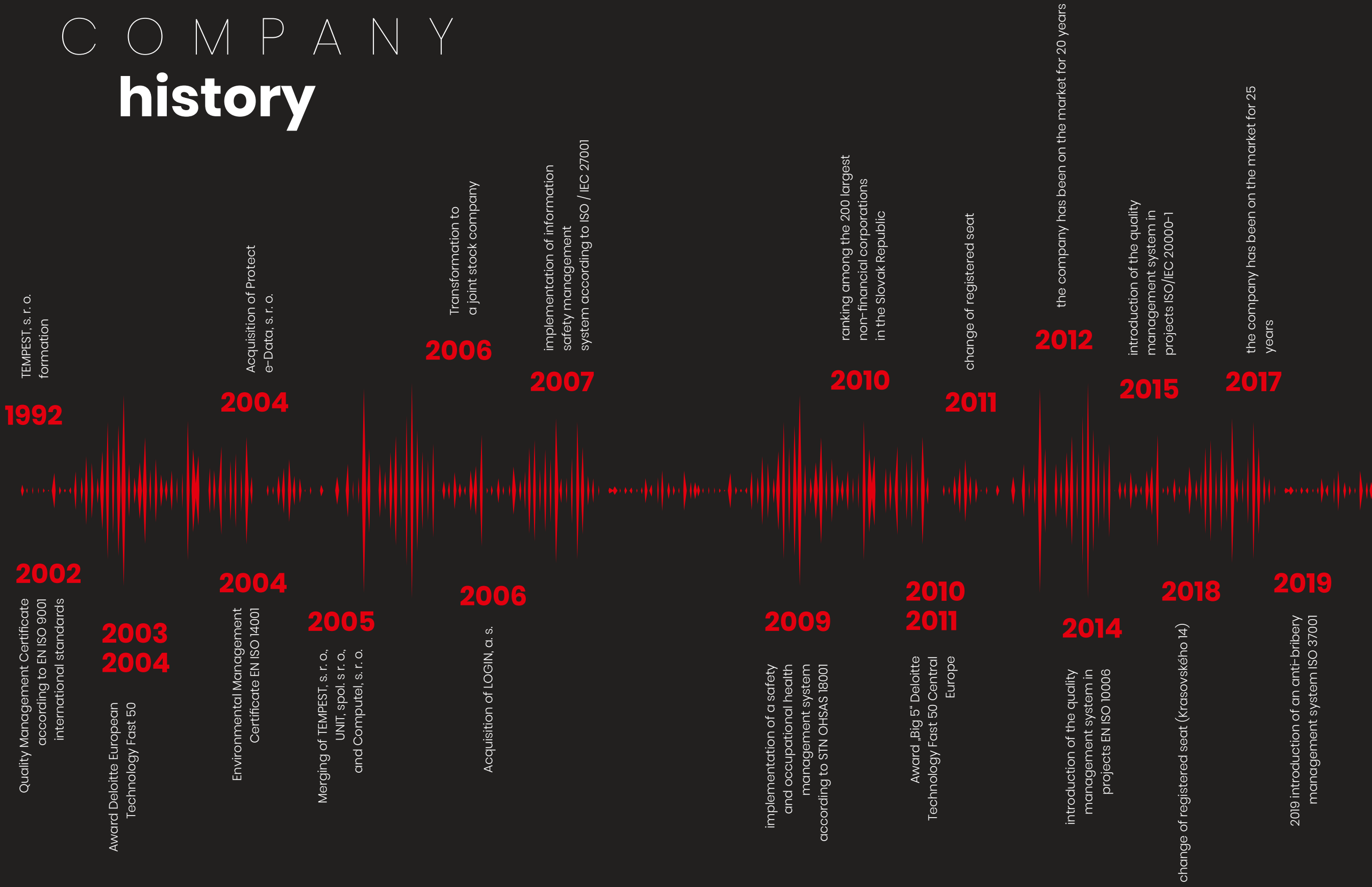
re the pandemic an average of 10 % of employees worked from home. In the months of March, April and May 2020, the numbers of employees accessing systems remotely reached somewhere up to 90 %. This change places high demands on IT infrastructures, fundamentally affects cybernetic safety and the performance of applications. This is also one of the lessons I have learned from the situation. I suppose that, in the future, about a third of employees will work outside the office spaces of their companies.

If we realize what employees and partners access in IT infrastructures, can we actually be sure that in applications, data or systems they just do what they have to? How could you use pandemic plans or business continuity plans developed for your company or organization? How are your applications prepared for user onslaught and how are you able to implement changes? How quick can you react to an increased number of transactions? What risk relates to a slow-down or the unavailability of your new services? These are relevant questions asked by our customers themselves and which underline the role of IT in business today. TEMPEST has a top team with experience covering not only the technological aspects of solutions, but it also has experienced specialists in the field of analytical safety, risk and processes management. Thus, we provide our customers with a complete set of services that can move them forward in their businesses or activities and can also be of strategic importance to them.

Ing. Mgr. Peter Krásny

CEO and Chairman of the Board, TEMPEST a.s.

COMPANY history



WE AT
TEMPEST

work and think green.

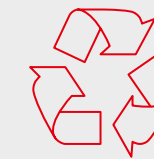
Our new premises in the Einsteinova Business Centre have been certified as BREEAM Excellent which is the second highest rating of quality and performance of buildings from the point of view of eco-friendliness. It is one of the most recognized certification systems in the world which assesses the impact of buildings on the environment, on the quality of the interior environment and on the quality of the building administrator's services for tenants.



DURING ITS CONSTRUCTION EMPHASIS WAS PLACED ON DIFFERENT AREAS AND ASPECTS WITH ENVIRONMENTAL IMPORTANCE SUCH AS:



Obtaining heating and cooling energy through geothermal piles



Heat Recovery cooling and heating system with energy recovery



Remotely controlled exterior blinds connected to weather stations and to the building's control room

BREEAM compares the measured performances with determined indicators and assesses the project, construction standards and building structure and use based on the results. Numerous categories and criteria are examined, from energy to ecology, including aspects related to energy and water use, interior environment (healthy and in good condition), pollution, transport, materials, waste, ecology and control processes.

During construction only certified materials were used which do not contain any harmful substances. All main suppliers had to be certified in Environmental Management according to ISO 14001.



Vision and Mission

OF THE COMPANY

→ **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.

↓ **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.



BOARD of Directors



***1973, CEO, Chairman of the Board of Directors**

Ing. Mgr. Peter Krásny

He graduated from the Faculty of Mathematics and Physics of Komenský 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.



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

Ing. Jozef Šipoš

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.

Ing. Roman Kriško

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.

***1971, Commercial Director, Member of the Board**

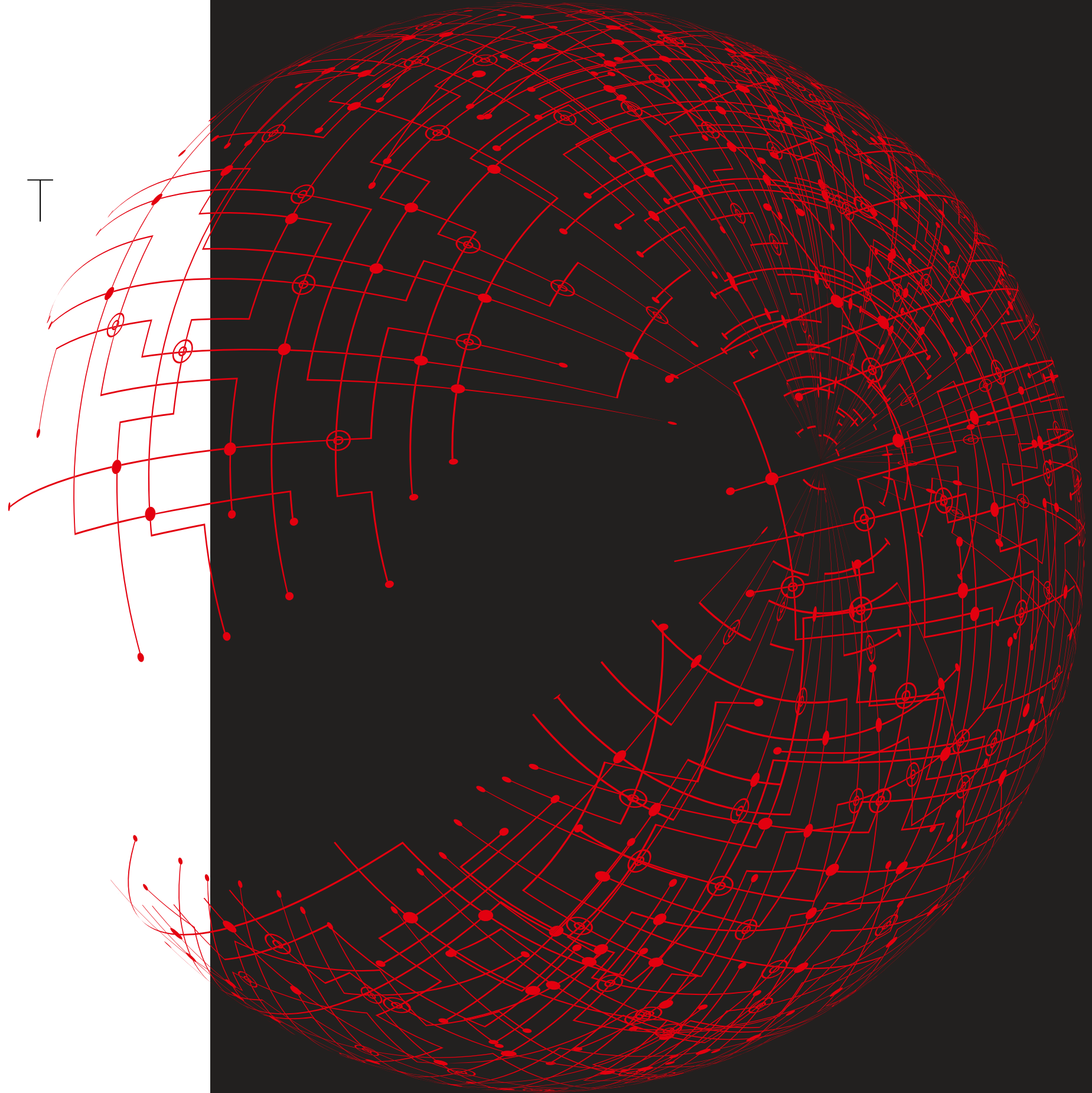


Integrated MANAGEMENT SYSTEM

TEMPEST has implemented an Integrated Management System (IMS) according to international standards **EN ISO 9001** (Quality Management System), **EN ISO 10006** (Project Quality Management System), **EN ISO 14001** (Environmental Management System), **ISO/IEC 27001** (Information Security Management System), **OHSAS 18001** (Occupational Health & Safety Management System), **ISO 37001** (Anti Bribery Management System) and **ISO/IEC 20000-1** (Service Management System). IMS was certified by the renowned certification company TÜV SÜD Slovakia.

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

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



How to prepare yourself for alternative scenarios of

THE FUTURE?

At TEMPEST, we try to deliver news not only from the technological world, but also inspiring interviews with interesting personalities from various sectors. And, because we don't like to waste time on shallow topics, we talked to the renowned Slovak forecaster and futurist Ivan Klinec about the universe, the evolution of humanity, the world economy, technological development and possible alternative scenarios for the future.

Currently, the world is shaken by the Coronavirus pandemic causing the COVID-19 disease. Already in 2015, Bill Gates predicted at the TED conference the outbreak of a new type of virus that mankind would not be prepared for. Were you surprised by the fulfilment of this negative prediction?

Futurologists have warned of such threats in many predictions and have published several alternative scenarios that are more or less similar to the current situation. A similar scenario was developed and published in 2010 by the American futurist Peter Schwartz. The world's largest futurological project, The Millennium Project, has drawn atten-

Ing. Ivan KLINEC (born on 13 May 1961) is a Slovak economist, forecaster, and futurist. Since 1986 he has worked at the Institute of Economics of the Slovak Academy of Sciences. In the years 1989–2010 he worked at the Prognostic Institute of the Slovak Academy of Sciences that was created following a separation from the Institute of Economic Research SAS. Since 2009 he has again been working at the Institute of Economic Research SAS. He is engaged in futurology as a science of the future and all the problems associated with the future. Since 1997 he has been attending the world's largest futurological and social science project, The Millennium Project, which has more than 60 nodes worldwide. In this project, he works as a member of the planning committee. He is an author of a syntrophic economic theory. His outputs and publications have had a response in many countries, such as in the USA, China, Japan, Israel, Brazil, Suriname, Iran, Indonesia, and many more.

tion to the threats of the rapid global spread of diseases since 1997. So this is nothing surprising. More striking is the unpreparedness of governments of individual countries and the international community for such a possible development.

The last few months have been very turbulent also in terms of the economy. Shares on world stock exchanges reached their all-time minimum, even the price of oil fell to negative values. On the other hand, bitcoin and other cryptocurrencies are thriving. What market development can we expect in the upcoming period?

Global measures fighting against the spread of coronavirus have the character of stopping the economy. This means that a part of the markets has simply disappeared

"Economists classified pandemics as so-called wild cards, which are unlikely events that, when they occur, will radically change the rules of how social and civilizational systems function."



and will need to be recreated. The economy cannot be revived using the same tools as in a classic crisis, but it will be necessary to recreate this economy. The effects on the economy will be devastating. It will also be an opportunity to implement new economic models using new economic theories.

Which trends can we expect in the case of information technologies? Will data security continue to be a resonant topic with an increased interest in the IT sector?

Information technologies will use their anti-entropic potential more. While the communication potential of information technologies is currently predominantly being used, in the coming period ways will be sought how to use the antientropic potential of information technologies. Thus, the main move will be from communication to entropy reduction.

Which invention of the 21st Century fascinates you the most and do you see in it the greatest potential for further expansion? Will we ever see flying cars, teleportation or time travel as we can see in sci-fi films?

In the near future, the main innovations will be implemented in the social sciences and their application in decision-making and

"WHILE NOWADAYS THE COMMUNICATION POTENTIAL OF IT IS BEING USED, IN THE COMING PERIOD WAYS WILL BE SOUGHT HOW TO USE ITS ANTIENTROPIC POTENTIAL.

political practices. As an example, I can state the anticipatory governance concept that makes it possible to react and prepare for prospective threats in advance and not ex post, as we can see in the case of the Coronavirus crisis. This concept enables the identification of possible future threats and their potential timely elimination or a response to them in a reasonable amount of time. If such a concept were implemented today, man and mankind would save huge amounts of money, which will be the price of the late and inadequate response to the Coronavirus threat.

Which historical event or invention influenced the current formation of the world in terms of geopolitics, technological maturity or economic growth the most?

Undoubtedly, it is information technology, the end of the industrial era and the starting of the information one. However, new corresponding economic theories, models and policies are also needed to use the whole potential of the information era.

To what extent does futurology consider other scientific disciplines and what data does it utilize when predicting the future?

Futurology as a science about the future is conceived as a meta science. It creates a methodology that can be used in other sciences, and it also uses findings of other sciences, including their databases. A basic description of future research methods itself, published as Futures Research Methodology 3.0, has more than 1300 pages.

Which of the current global problems of mankind will we feel most painfully in the next decade and how can we prevent them?

The largest futurological project in the world, The Millennium Project, talks in its outputs totally about 15 global challenges, which, if we fail, can turn into global threats. In my opinion, the dominant issue is global ethics. Its non-existence, or ignoring basic ethical principles on a global scale, can lead to a planetary catastrophe.

„IGNORING BASIC ETHICAL PRINCIPLES ON A GLOBAL SCALE CAN LEAD TO A PLANETARY CATASTROPHE.“

Are you satisfied knowing where we are heading together as mankind? In conclusion, will you share your personal prediction of what events and future alternatives we can prepare ourselves for?

Personally, I believe that futurology as a science of the future will play an important role in solving the current issues of mankind. Using its potential can make it possible for mankind to overcome the current crisis period and thus allow people to make a certain

quantum leap to a higher level of civilization. People have their bar set high today, and one must overcome it regardless of whether one likes it or not. However, people today behave as if it is not important to jump over this bar, but rather look at who owns the pole that they can use.

→ For the complete interview see www.tempest.sk/futurolog

IT Business

V I E W

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.



Business Automation

Business automation consists of analyzing, processing, documenting and optimizing specific (but not just) business tasks and activities. In this matter we propose the creation of concepts, strategies and customer roadmaps and provide process and technological consultations. We analyze and implement comprehensive SAP architecture solutions, including integration with third-party products and critical lifecycles of proposed business processes. 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.

**WE HAVE THE AMBITION TO
BECOME A STRATEGIC PARTNER
IN OUR CUSTOMERS' BUSINESSES.**



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.

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.

→ Services & Applications Performance 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.

The Dynatrace platform we use to control performance of applications and bring a new way of monitoring current technological ecosystems. We help to control applications automatically and improve services or UX using artificial intelligence. We also provide comprehensive monitoring of applications.

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.

↓ 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.

**BY CONSISTENTLY MANAGING
THE LIFE CYCLE OF IT PROPERTY
WE ACCELERATE THE RETURN ON
INVESTMENTS (ROI).**



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 monitoring and 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 one used 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.

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.



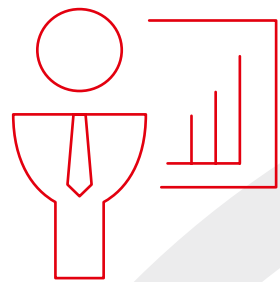
IT Performance

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.

**OPTIMUM AVAILABILITY OF
IT RESOURCES IS FOR YOUR
BUSINESS AS IMPORTANT AS
THEIR EFFICIENCY AND ENERGY
REQUIREMENTS.**

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.

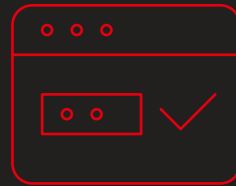


INdev

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.

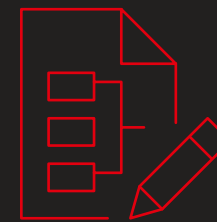
Services

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.

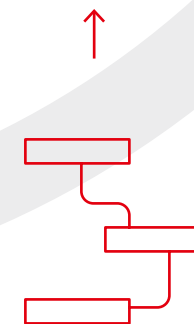


Project Management

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.

SAP

The SAP division focuses on the implementation of "greenfield" solutions, re-implementations, intergenerational and platform migrations at DB level or towards S4/HANA as well as operation of SAP (ERP, CRM, SRM, BW, PO ...) systems. We design how concepts, strategies and customer roadmaps are created, provide process and technological consultations. We analyze and implement complex SAP architecture solutions including integrations with third party products considering the life cycles of the proposed business processes.



O2SK Dynatrace

C A S E S T U D Y

Inspired by the successful proof-of-concept project from 2018, O2SK decided to purchase the Dynatrace product licences. Tempest team carried out an implementation of the solution within the environment of the new O2SK Portal. The project has been implemented during 2019.

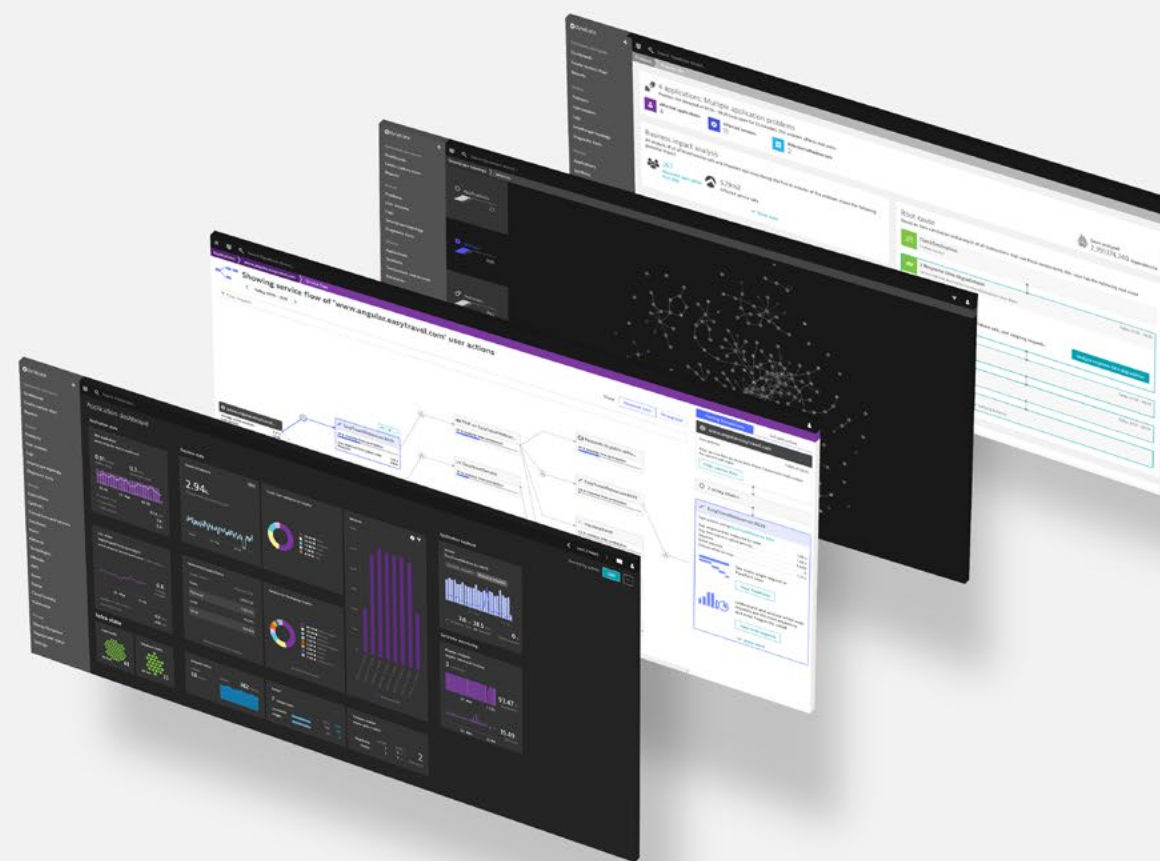
The Dynatrace implementation project has brought the previously unimaginable O2SK Portal application visibility for the O2SK. Previous monitoring (Elastic stack, Oracle RUEI) was collecting and storing huge amounts of information, but further evaluation of this data required manual "ad hoc" processing due to complexity. O2SK Portal is a complex environment (comprises website, eshop, selfcare and CRM), so traditional monitoring tools require elaborate configuration to extract the most relevant information. As the development of the application is carried out internally and the new versions are deployed frequently, it has become impossible to maintain the existing solution (requiring manual detection of changes).

O₂



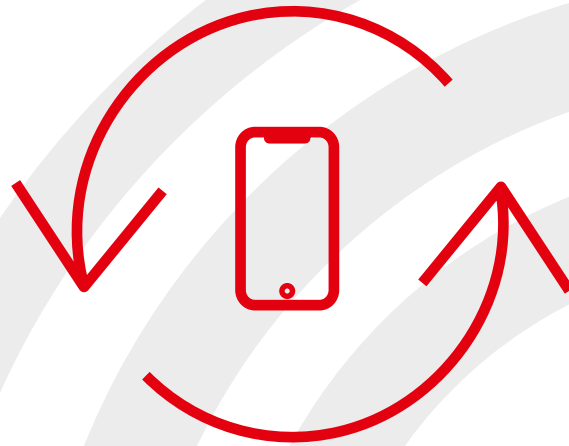
O2 Slovakia, s.r.o.

O2 has entered the market in February 2007 as the third operator. From the start, it brings revolutionary solutions, open communication and fairness for all customers. It strives to change the rules in mobile communications with a simple portfolio of products. In the view of the operator, values of fairness, simplicity and transparency should transpire the enterprise and should apply within the wider society. It is one of the most favorite employers that engages in social responsibility through "Férová Nadácia" foundation. It regularly wins the Operator of the year award in the independent customer survey. O2 has the certificate of quality QMS (ISO 9001) ensuring the high level of quality of provided services and their continuous improvement as well as ISO 27001 certificate for information security management.



Project:

Delivery of licences and Dynatrace rollout into the O2 SK environment and integration with the SOIT Application



Dynatrace automatically identifies all callsrequests and sets up rules to evaluate error statuses

(callrequest error detection, response detection, callrequest count). It is impossible to manually configure and maintain such parameters when number of users accessing the ever-changing application and subsequent callsrequests generated within the application is very high.

BENEFITS AND FURTHER USE CASES OF DYNATRACE INSTALLATION WITHIN O2SK ENVIRONMENT:

- Internal resource savings – Dynatrace solution is nearly zero-effort maintenance (automatic updates, automatic adaptation to application change, automatic configuration of thresholds and other conditions)
- Less need for communication between operations and development. The solution detects the changes automatically, so operations don't need as many inputs for monitoring tool configuration.
- Monitoring coverage of all user actions and backend callsrequests and their connections as determined by tracing technology.
- Automatic dependency determination within application environment – real-time creation of communication model (vertical relations: server to process, process to service; as well as horizontal relations: service to service, service to database, process to process).
- Evaluation of data using AI technology with the help of knowledge of relations within the application environment.
- Possibility of extension of the solution to further O2SK applications and services while maintaining all benefits of existing solution.
- Simple Dynatrace onboarding for administrators and operators.
- Ability to analyse the collected data for the business.
- Ability to integrate further external tools and access the internal data using REST API.

→ **You can find additional information on mentioned technologies here:**



Use your smartphone camera to scan the QR code



BENEFITS OF THE SOLUTION IN THE O2SK ENVIRONMENT:

1. Simplification of operational activities and the possibility to focus on the essentials

The Dynatrace automated approach has allowed O2SK to focus on the solution of real problems. It has freed the operations from complex tasks involving configuration, collection and processing of application information.

2. Version testing and real performance data

Dynatrace covers both pre-production and production application environments, so operations can now evaluate the performance and functionality of new versions before the deployment into the production.

3. End-to-end tracking of user transactions

Every user application access is traced from the user interface (web browser, mobile), through the application entry layers, application servers, messaging through to the database. Even most complex business activities by each individual user can be easily identified and evaluated.

Products

AND SERVICES

IT infrastructure

IT operation and outsourcing

Software development

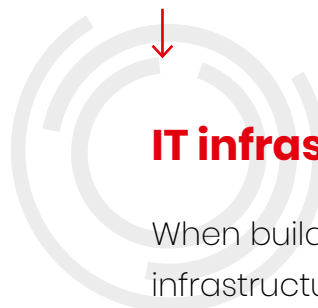
Management systems

Security

ICT Service Management

Project Management

Solutions on the SAP platform



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



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.

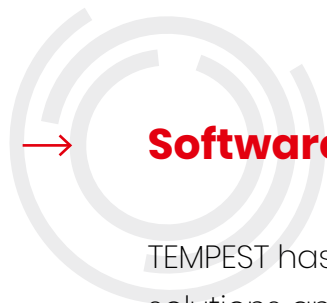
Services in outsourcing

- > 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 service:

- > 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

SCADA/MES CURRENTLY COVERS PRODUCTS AND SERVICES BASED MAINLY ON SCHNEIDER ELECTRIC'S WONDERWARE PRODUCT RANGE.



Software development

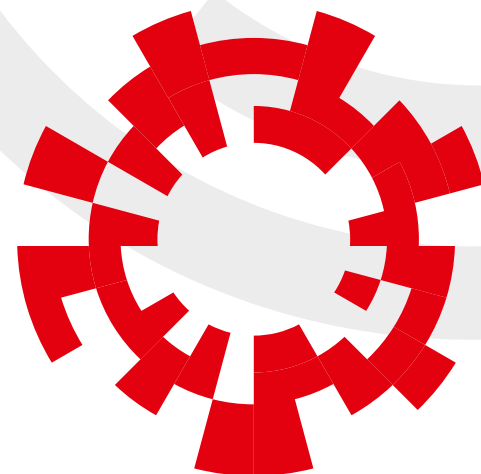
TEMPEST has a large amount of experience in creating software solutions and provides comprehensive services in this field, including consulting, architecture creation, design, development and integration. SW teams are able to cover the issue from small systems to large enterprise-wide solutions. TEMPEST 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

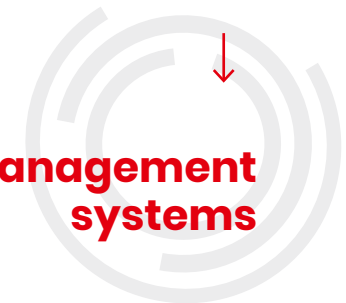
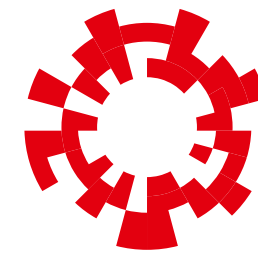


In the field of business optimization solutions, TEMPEST is ready to provide comprehensive services to allow automation of core and supporting business processes in organizations based on SOA, EDA, microservice architecture, information flow integration using ESB and building of central data storage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

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.

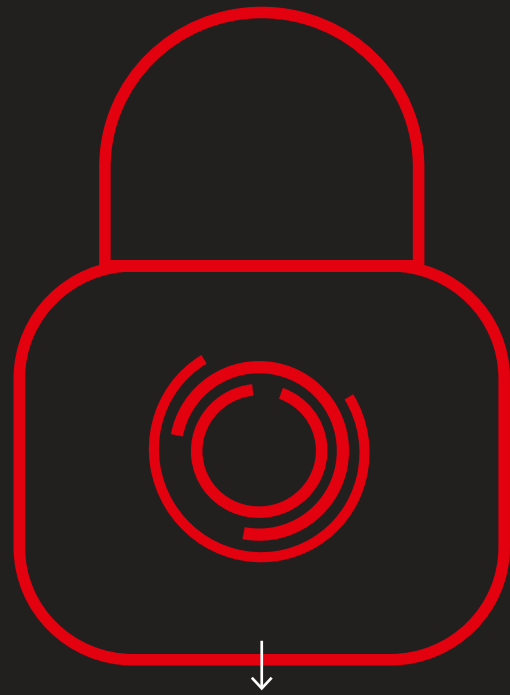
Main areas:

- > Quality Management System (EN ISO 9001)
- > Quality Management System in Projects (EN ISO 10006)
- > Environmental Management System (EN ISO 14001)
- > Information Security Management System (ISO IEC 27001)
- > Occupational Health and Safety Management System (OHSAS 18001)
- > Service Management System (ISO IEC 20000)
- > Anti Bribery Management System (ISO 37001)



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.



Security

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



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

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)

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



ICT Service Management

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.

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

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)

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.



Solutions on the SAP platform

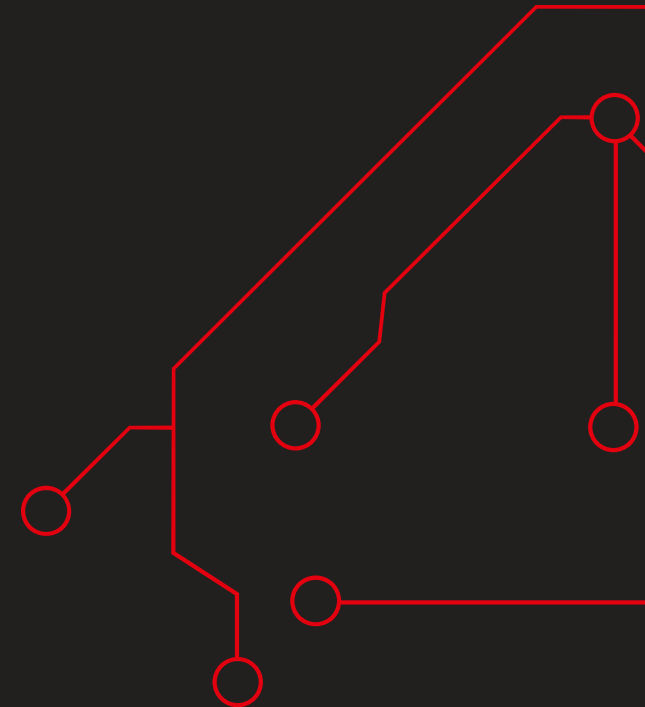
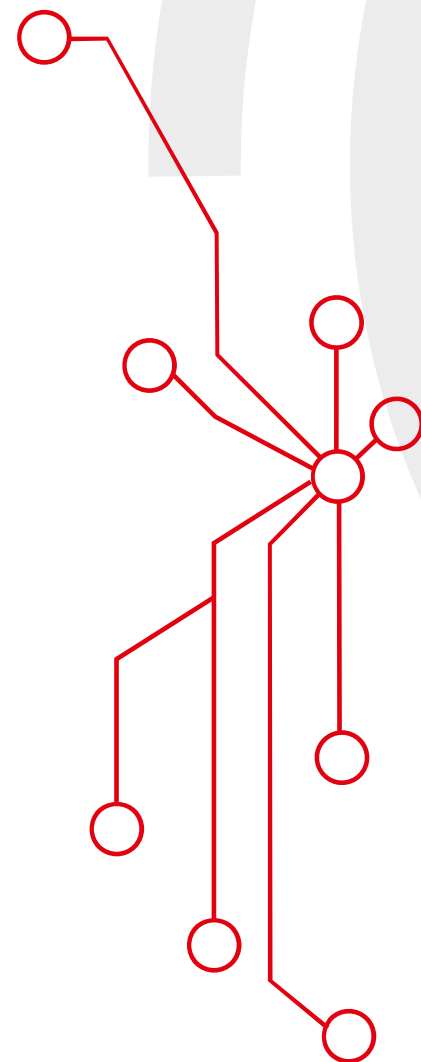
TEMPEST has an experienced team of experts in SAP portfolio solutions. We design how concepts, strategies and customer roadmaps are created, and provide process and technological consultations. We analyze and implement complex SAP architecture solutions including integrations with third party products considering the life cycles of the proposed business processes.

We are fully competent in the following areas:

- > Implementation of "greenfield" solutions;
- > Reimplementation of the existing solutions focusing on process optimization or emphasizing the principles of "back to basics";
- > Interplatform or intergenerational migrations on the DB (DB Hana, ASE) level, or application solution migration towards S/4 HANA;
- > Operation of systems on the SAP (ERP, CRM, SRM, BW, PO ...) platform.

We focus especially on products and services built on the platform of the following SAP products:

- > SAP ERP (Enterprise Resource Planning),
- > SAP CRM (Customer Relationship Management),
- > SAP ISU (Industry Utilities),
- > SAP SRM (Supply Relationship Management),
- > SAP BW (Business Warehouse).



Our team are also competent in:

- > Management of complex projects throughout the entire life cycle and management of SAP partnerships from the position of a renowned system integrator;
- > Development of feasibility studies;
- > Management and implementation of migration, integration and consulting projects, implementation of license audits of SAP products;
- > Complete designs and projects of individual SAP solutions and, last but not least, the application support of SAP solutions, including their technological outsourcing..

We have completed demanding and comprehensive projects for various customers, especially in the areas of transportation, the pharmaceutical industry and network industries. In recent years, TEMPEST was the most successful VAR PartnerEdge partner in selling licenses. As one of the few companies, we received the prestige SAP Partner Center of Expertise (PCoE) certificate allowing us to provide first and second level support for SAP solutions in direct contractual relationships with customers. At TEMPEST, we have certified SAP specialists with technical and process experience from several sectors. For more TEMPEST authorizations see the SAP partner portal.

OUR BIGGEST REFERENCE PROJECTS INCLUDE THE FOLLOWING COMPANIES: NÁRODNÁ DIAĽNIČNÁ SPOLOČNOSŤ, A.S., SANECA PHARMACEUTICALS A.S. AND SLOVENSKÝ PLYNÁRENSKÝ PRIEMYSEL, A.S.



Interesting PROJECTS 2019

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.



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.



The goal of the project was to migrate the SAP solution to the new infrastructure and provide it to the customer in the form of a service. Partial upgrades of individual SAP solution modules were made to allow use of existing certified SAP tools for migration from the Oracle database to SAP/Hana and Sybase databases. The new infrastructure for the SAP solution was completely built at the TEMPEST data centre, and the SAP solution is provided to the customer remotely as a service.



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.



For the Japanese manufacturer of technologies and components for the automotive industry, Marelli, we have built a comprehensive infrastructure. It is a new service centre located in Trnava. Marelli has 170 manufacturing plants and research and development centers in Europe, Japan, the USA and the Asia-Pacific region.



For the automotive production plant KIA, we provided design, delivery, and installation of a new backup system for the entire factory. As a part of the process, we delivered the Veritas appliance and the NetBackup backup software.



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.



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.



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.

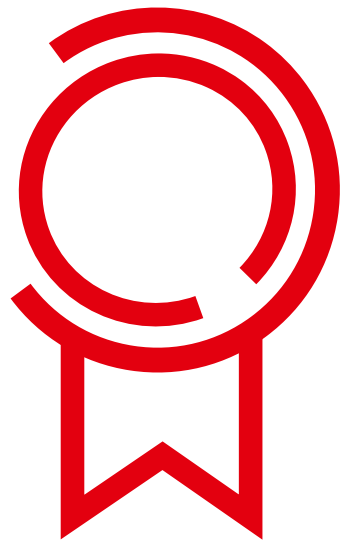


For Tatra banka, we have expanded a successful project from the past, when we deployed application monitoring with Dynatrace artificial intelligence. It is one of the world's best software producers for the Application Performance Management (APM) sector. Dynatrace is designed for customers whose business is highly dependent on reliable operation of IT applications.

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



Atlassian

Silver Solution Partner

Cisco

Gold Partner

Specialization:

- Advanced Collaboration Architecture Specialization
- Advanced Data Center Architecture Specialization
- Advanced Enterprise Networks Architecture Specialization
- Advanced Security Architecture Specialization
- Express Specialization

Check Point

VAR Stars Partner***

Dell EMC

Platinum Partner

Awards:

- NThe Best EMC Partner 2012, 2013, 2014, 2015, 2016, 2017, 2019
- The Best Innovative Solution 2013, 2014
- IT Transformation Partner of the Year 2018

Dynatrace

Professional Certification

F5 Networks

Gold UNITY Partner

Flowmon Networks

Bronze Partner

Fortinet

Silver Partner

Hewlett Packard Enterprise

EG Gold Partner

Awards:

- The Best Partner 2014 for All Products & Services (HP)
- NThe Best Partner 2014 for Printing & Personal Systems (HP)
- The best HPE partner in selling HW&SW for 2015
- The best HPE partner in sales of strategic solutions for 2018
- The best HPE partner in sales of standard infrastructures for 2019

Hitachi

Data Systems Gold Partner

IBM

Silver Business Partner

Awards:

- The most certified team of IBM Tivoli software experts
- IBM Partner of the Year in the category of Power Systems for 2018

McAfee

Silver Partner

In addition to the stated partners, TEMPEST cooperates with many other IT producers including CyberArk, Cleafy, Clearswift, Entrust, Eset, Forcepoint, Sophos, Thales, Trend Micro, Tripwire, Lenovo, and others.

Microsoft

Gold Certified Partner

Oracle

Gold Partner

SAP

Silver VAR PartnerEdge

Awards:

- The Most Successful SAP VAR PartnerEdge Partner 2013, 2014, 2015, 2016, 2019
- SAP Partner Center of Expertise 2019 (PCoE)

Symantec

Silver Partner

Veritas

Gold Partner

Vmware

Enterprise Partner

Awards:

- Partner of the Year in the area of Data Centre Virtualization for 2019

Wonderware

System Integrator Partner



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 poisťovňa, a.s.
Union zdravotná poisťovňa, a.s.
VOLKSWAGEN Finančné služby Slovensko s.r.o.
Všeobecná úverová banka, a.s.



Sales, services and media

BCI - Banco Comercial e de Investimentos, SA (Mozambique)
Cromwell, a.s.
J & T REAL ESTATE, a.s.
MARKÍZA - SLOVAKIA, spol. s r.o.
NAY, a.s.
Rempo, s.r.o.
Rozhlas a televízia Slovenska
SkyToll, a.s.
Slovenská pošta, a.s.
Tauris, a.s.
Raiffeisenbank a.s., ČR



Industry, production and energy

Adient Slovakia, s.r.o.
Bratislavská teplárenská, a.s.
Eustream, a.s.
Foxconn Slovakia, spol. s r.o.
Jadrová a vyrábacia spoločnosť, a.s.
Johnson Controls International, s.r.o.
Kia Motors Slovakia, a.s.
Mondi SCP, a.s.

NAFTA, 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

Agentúra pre riadenie dlhu a likvidity
DataCentrum
Generálna prokuratúra
SR Letisko M. R. Štefánika - Airport Bratislava, a.s. (BTS)
Letové prevádzkové služby SR, š.p.
Ministerstvo dopravy, výstavby a regionálneho rozvoja SR
Ministerstvo financií SR
Ministerstvo kultúry SR
Ministerstvo obrany SR

Ministerstvo práce, sociálnych vecí a rodiny SR
Ministerstvo spravodlivosti SR
Ministerstvo vnútra SR
Ministerstvo zdravotníctva SR
Ministerstvo životného prostredia SR
Národná banka Slovenska
Národná diaľničná spoločnosť, a.s.
Národné centrum zdravotníckych informácií
Pamiatkový úrad
Slovenský vodohospodársky podnik, š.p.
Sociálna poisťovňa
Úrad priemyselného vlastníctva SR
Úrad pre verejné obstarávanie SR
Vodohospodárska výstavba, š.p.
Železnice Slovenskej republiky
Železničná spoločnosť Cargo Slovakia, a.s.
Železničná spoločnosť Slovensko



Science, education and sport

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



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”. Our main task is to link the TEMPEST relationship with the public and support and identify potential businesses. Through marketing, we strive to bring new topics and create demand for technological solutions.



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





Marketing communication

TEMPEST's marketing communication is focused on direct mail, Google Ads and social networks such as Facebook, LinkedIn, and recently also Instagram. We regularly inform our audience about technology news, innovations and company activities. We also try to enrich the news on the company website with easy lifestyle articles and interesting interviews with personalities from various industries. Thanks to our content plan, the number of our fans on social networks is constantly growing. At present, we have 880 followers on Facebook and 2,370 on LinkedIn. These numbers moved us to the top of the Slovak IT market. We communicate with our clients on a regular basis also through a newsletter that is opened by more than a quarter of subscribers. For employee emails, conversion varies on the level of 85%. The newsletter complies with the general regulation on personal data protection - GDPR



WE REGULARLY INFORM OUR AUDIENCE ABOUT TECHNOLOGY NEWS, INNOVATIONS AND COMPANY ACTIVITIES.



Social responsibility

For a long time, our company has been trying to help people who find themselves in need. As part of our social responsibility, we launched the TEMPEST S.O.S. program that identifies people with health, financial, family, and other existential problems. These are most often disadvantaged individuals or groups connected to our employees, among whom the company redistributes the necessary funds. Last year, they were provided with aid totalling 11 thousand Euros.

During TEMPEST's traditional corporate event, Jan Kraus and guests, we managed to collect 8 thou-

sand Euros, which we gave to the development of talented children from the Grammar School of Ján Papánek on Vazovova Street in Bratislava. In addition, we have also been involved in several study projects, FIIT and FEI. We also financially supported the training of the junior world champion in target shooting, Filip Praj, and the former marathon champion of Slovakia, Gabriel Švajda. By the way, as a part of the company's benefit, he takes care of the sports and running trainings of our employees to keep them in the best possible physical and mental condition.

TEMPEST's position

In 2019, according to the ranking compiled by TREND weekly magazine, TEMPEST with total sales of € 107 MM ranked among the elite IT companies on the Slovak market. We became the 7th largest IT supplier by revenue and, compared to last year, we have improved by 5 positions. We maintained the 8th place in the ranking of the largest suppliers of IT products and services according to added value. The ranking also includes distributors and IT manufacturers. Due to the results, TEMPEST is among the first three IT suppliers of IT services in Slovakia.

(TREND results)

Events

Judgment Day 14

We bring new trends, visions and successful projects through professional conferences. At the same time, we try to use professional events to show technologies that help our customers in doing business, their protection and the protection of their investments. The fourteenth annual Judgment Day conference showed how leaders in the information security field (Cisco, Check Point, ESET, Forcepoint, Darktrace) are facing threats and new types of attacks. Both domestic and foreign experts addressed the following topics: artificial intelligence and its role in cybercrime and defence, industrial network security, state security, digital borders and fraud management. At the invitation of TEMPEST, Tony Sales, "Britain's greatest fraudster" and fraud expert, came to Slovakia. Sales is one of the few who has ever worked at the top of organized crime and also at the highest level of fraud prevention. After 30 years, Tony Sales has expertise in a wide range of crimes, covering both the online and offline worlds. Sales provides expert consultancy to leading global brands and participates in strategies to prevent fraud and corporate losses. He is Director of Strategic Develop-

ment of We Fight Fraud, the organization dealing with the security risks of businesses and individuals. Their main goal is primarily to prevent fraud and to reveal what initially seemed hidden to people. During his presentation, he revealed what a fraudster's life looks like, how to avoid fraudsters and not become the target of fraud. He considers the human factor to be the most vulnerable element in any fraud. Sales pointed out that the most effective way to protect information, organizations

and sensitive data is to train each individual as best as possible. Thus, they will be able to understand better their data's vulnerabilities and the reason for their keeping it secret from third parties. More than 150 IT managers and specialists in IT and information security attended the conference.



Tony Sales

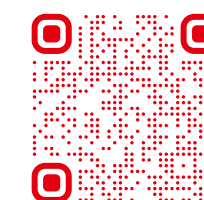
"Britain's greatest fraudster" and fraud expert Tony Sales is one of very few people to have ever worked at both the summit of organised crime and the pinnacle of fraud and loss prevention. After a career spanning 30 years, Sales has expertise in a wide range of criminal activities covering the online and offline worlds.

Dubbed "Britain's Greatest Fraudster" by the British media, clearly anyone with such a unique skill set is intrinsically valuable to almost any major organisation. Sales now provides advice to some of the world's leading brands on their fraud and loss prevention strategies. He is Strategic Development Director at We Fight Fraud, an organisation addressing security risks for both business and individuals.

Sales and the work that We Fight Fraud undertakes is not just theoretical or academic. Sales' objectives are clear, it's all about fraud prevention and opening people's eyes to what at first, they don't see. Don't for one minute believe it all takes place in the digital world.

→ More information can be found at www.judgmentday.sk

Watch the video interview



Use your smartphone camera to scan the QR code



Dynatrace Customer Workshop

The workshop was focused on significantly improving and streamlining IT operations, gradually moving from a reactive to a proactive approach, and improving the user experience with applications. TEMPEST and Dynatrace showed together how to succeed in a world where users require faster deliveries of new services and technologies, where they won't tolerate waiting for new applications to be deployed and, in the case of a negative experience, quickly go to the competition. In their presentations, our customers O2 Slovakia, Volkswagen Slovakia and Tatra banka shared their practical experience with the deployment of Dynatrace technology and the benefits achieved with participants. Participants of the workshop could also test "live" an application monitoring a Dynatrace solution by purchasing a trip in a virtual travel agency. We collected

the data and then showed how it is possible to monitor and evaluate the course of individual transactions of interactions between users, interfaces, and databases, and identify among them those that fail. Almost 50 experts in digital transformation and software intelligence from the sectors of banks, insurance companies, telecommunications operators and other service providers met at the workshop.

→ **You can find additional information on mentioned technologies here:**

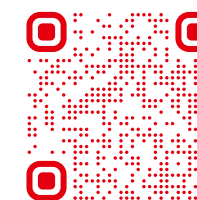


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Talk Show Jan Kraus And Guests

TEMPEST held its twelfth annual occurrence of the favorite talk show with Jan Kraus. Our guests had the opportunity to enjoy the atmosphere of the event in the great premises of Stará tržnica (The Old Market Hall) in Bratislava. The hot seat was occupied by the traveler and filmmaker Pavol Barabáš, the moderator Elena Vacvalová, and the singers David Koller and Ivan Mládek. Guests and business partners could experience a concert from David Koller, a performance of the young violin virtuoso Teo Gertler and a concert from Ivan Mládek and Banjo Band, full of energy. More than 450 customers and business partners came to enjoy the event. The event is traditionally connected to social responsibility and a financial collection

→ **Watch the short video from the event**



Use your smartphone camera to scan the QR code

All present could participate in the collection of funds for talented children by buying a DVD of Pavol Barabáš, buying works of art and paintings made by children, or by contributing any amount. A half of the 8 thousand Euros was collected by the guests and the other half was contributed by TEMPEST. The collected amount will go to the Grammar School of Ján Papánek 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. After the introductory fun PUB quiz, our colleagues were drawn to dance by the punk-rock group Iné Kafe. Then, the drum&bass DJ B-Complex prepared a great show and the whole dance floor was hypnotized by dancers from the Mondance group. In a healthy body, a healthy spirit – said also our 17 colleagues. In the red colour of TEMPEST they ran the oldest athletic event in Slovakia, National Run Devín – Bratislava. We are very proud of all of them. About 200 colleagues participated and enjoyed our Autumn activities, which included a visit to a brewery, bowling, a laser arena, a



goose feast and various beer and gastro specialties. Because of the increasing number of families with children, we also organized family-type events for our employees. In addition to the traditional angel and devil, Mikuláš was accompanied by two children moderators – Mici and Mňau – who welcomed all the children, sang and danced. Creative workshops, children's attractions, a game kiosk, preparation of Christmas decorations and a lollipop workshop were visited more than 170 adults and 165 children. We prepared a Summer family event – TEMPEST Leisure Day – with numerous activities as it was successful in the past. We welcomed 250 adults and 170 children of our colleagues in the premises of X-BIONIC® SPHERE in Šamorín. In addition to the 50-metre Olympic-size swimming pool, delicious food and relaxing music, a rich accompanying program was prepared for the visitors. Throughout the whole day, we were accompanied by the moderator Zuzana Burianová. Adults could relax in Aqua Arena, take part in interesting

workshops (yoga, RAW baking, sprout growing) or learn something new during a talk show with the food critic Patrick Linthart. Our little ones had at their disposal a park with many wooden obstacles for climbing, a maze and a boat, swimming lessons, water slides, face painting, a foam party, great competitions, and surprises. Everyone really enjoyed the event and we are already looking forward to the next one.

TEMPEST S.O.S.

TEMPEST S.O.S. is an individual social responsibility program. We have decided to help people and organizations from our communities who/which are in need of a helping hand, be it with health, family, financial or other existential problems. This way, we would also like to contribute to the quality of life of the communities in which our employees live. Within the TEMPEST S.O.S. program, they can send us stories of the people around them who need help and have no one to contact. Our company will evaluate the requirements and arrange the required form of assistance. Only employees of TEMPEST may apply for this.



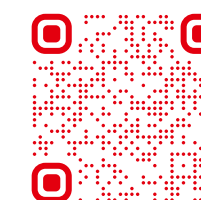
Have a look at the video of TEMPEST Leisure Day 2019



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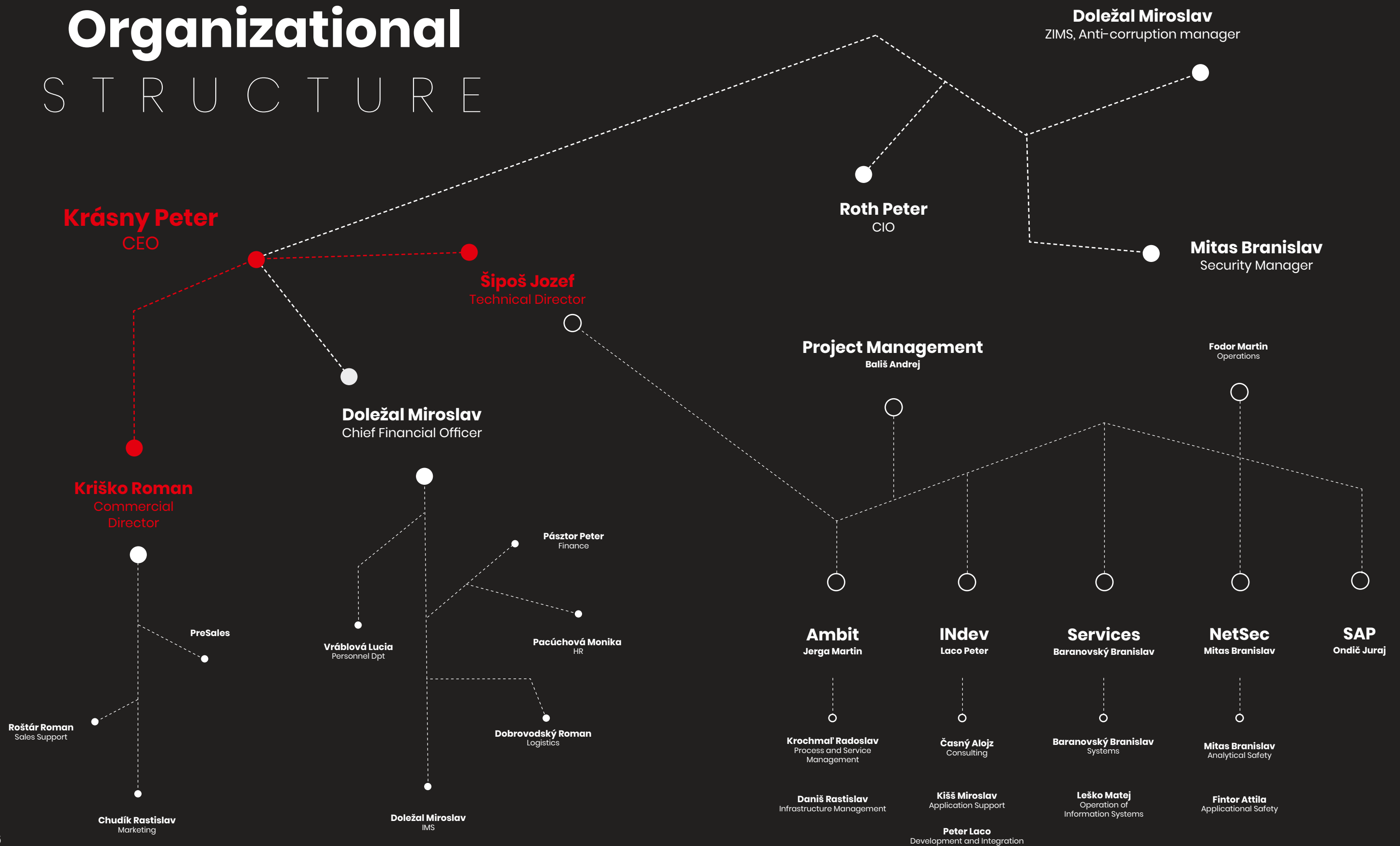


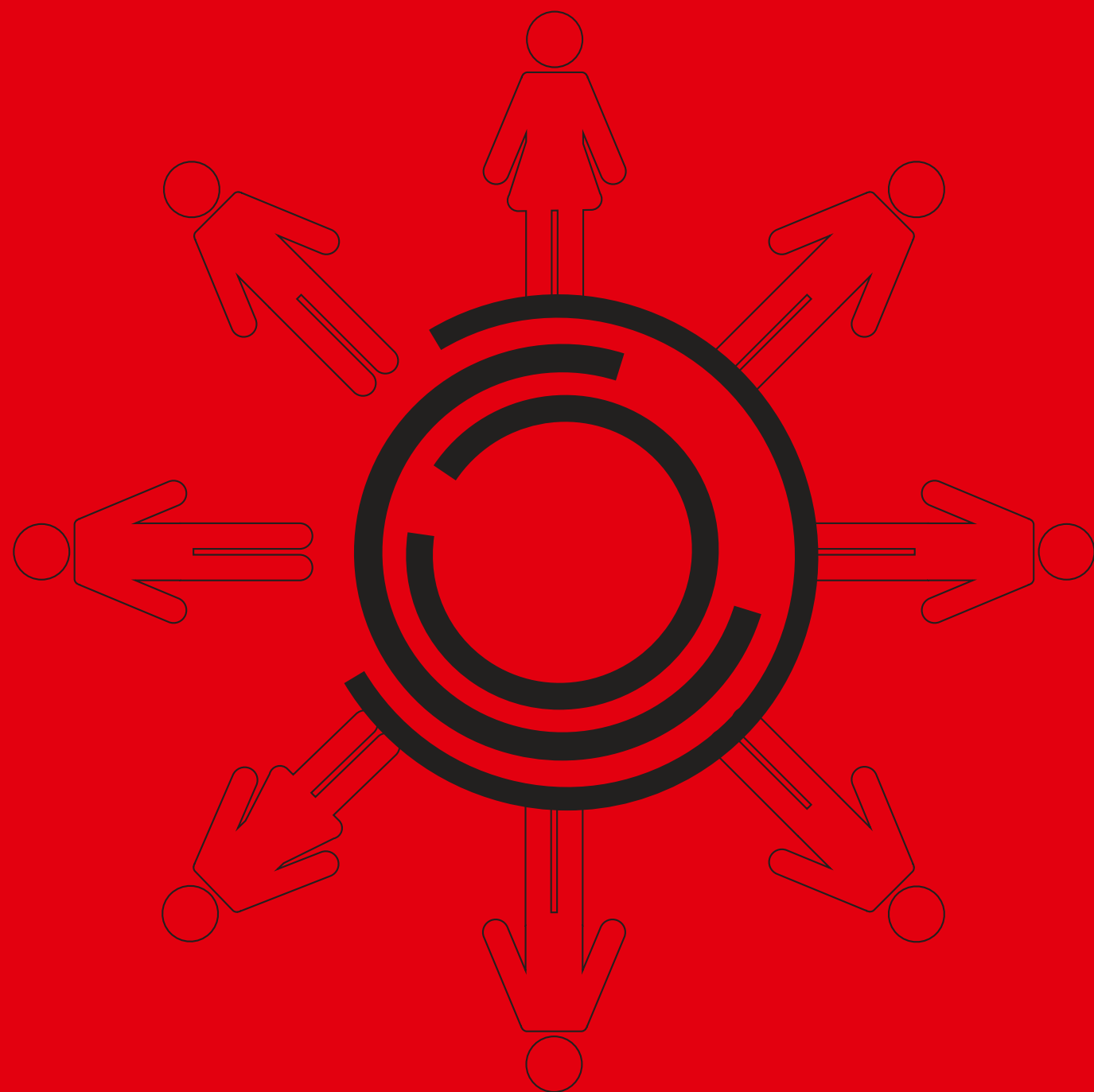
Have a look at the Christmas party video



Use your smartphone camera to scan the QR code

Organizational STRUCTURE



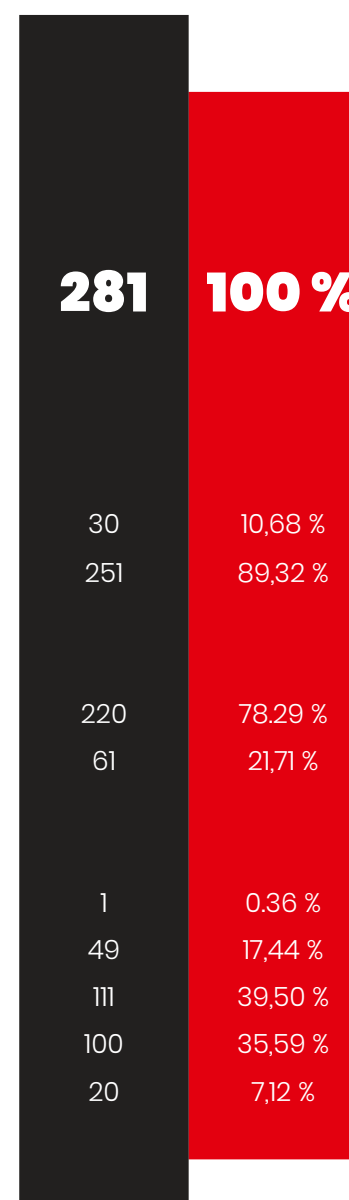


Employee

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 2019**



SEX

Woman	→	30	10,68 %
Man	→	251	89,32 %

EDUCATION

University degree	→	220	78,29 %
High School certificate	→	61	21,71 %

AGE STRUCTURE

18-20	→	1	0,36 %
21-30	→	49	17,44 %
31-40	→	111	39,50 %
41-50	→	100	35,59 %
Over 51	→	20	7,12 %

38

Average age of employees:

Finance

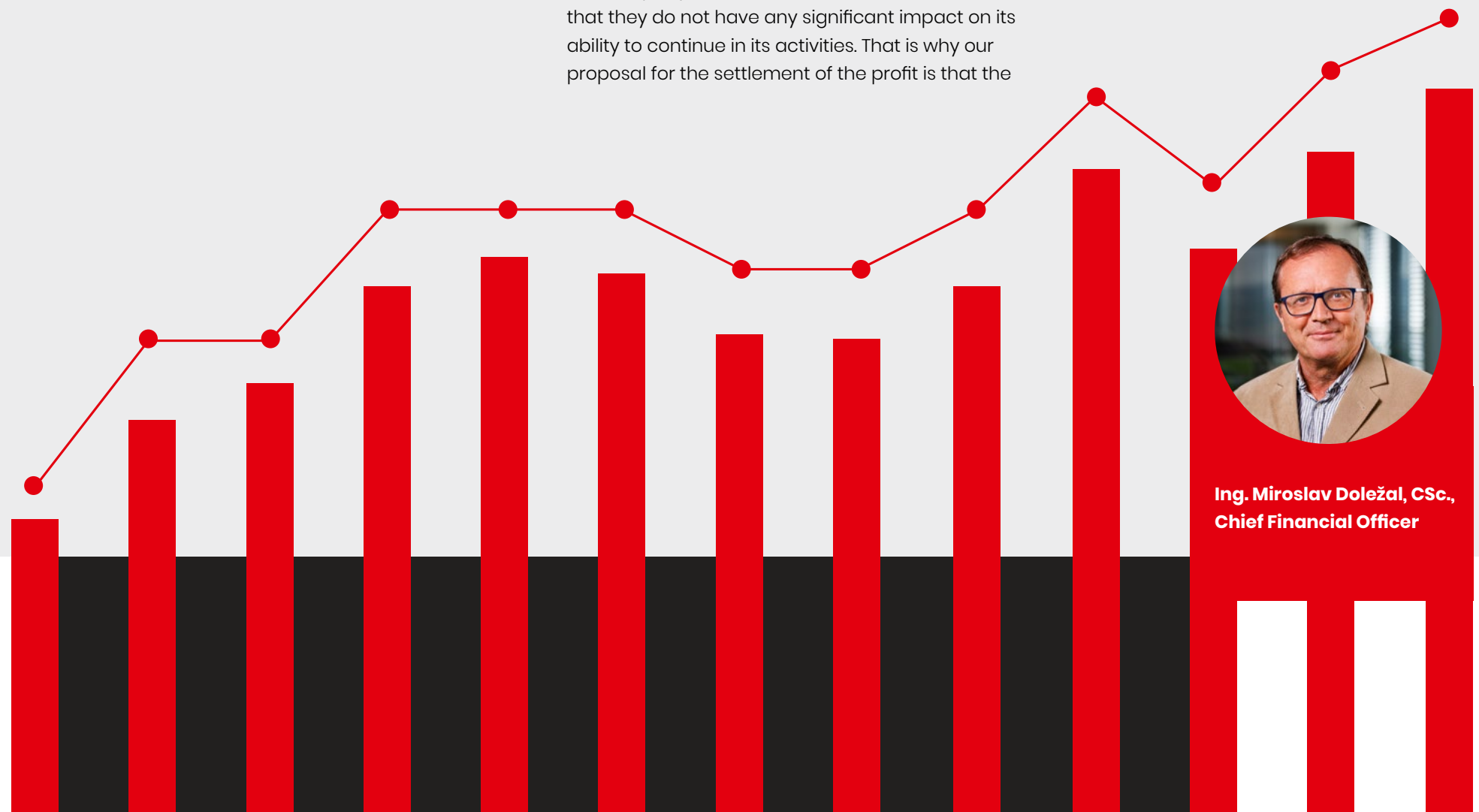
Last year, TEMPEST had one of the most successful financial years in its history. We managed to increase revenues from sales of both services and goods. Thus, we made an excellent profit, which confirms the economic stability of our company. Despite the difficult situation caused by the COVID-19 pandemic, in the upcoming period our company wants to keep our positive trends and remain one of the IT market leaders.



In the period after the end of the accounting period for which the 2019 annual report was prepared, no other events of special significance except the Coronavirus situation (COVID-19) have occurred that would require disclosure or presentation in the 2019 financial statements or in this annual report. The company does not perform activities that would have a significant negative impact on the environment. The company did not acquire its own shares, temporary certificates nor business shares. In 2019 the company was engaged in three research and development projects. The first of them

was aimed at deploying and integrating industrial systems to collect data using the latest Industry 4.0. standards. The goal of the second project was to create a unique solution making connection of public regulated service activities with European structures available. The third project was designed to identify and create a unique software product making central monitoring of physical DC devices possible and allowing its simple expansion and connection to other DC technologies. In the first months of 2020, the COVID-19 disease spread worldwide. Due to the continuously changing situation, it is currently not possible to estimate the potential value of future financial impacts on the company. At the time of publishing this report, the company's management reconsidered all the potential effects of the global pandemic on the company's business activities and concluded that they do not have any significant impact on its ability to continue in its activities. That is why our proposal for the settlement of the profit is that the

profit of 2019 will remain undistributed. The company does not have an organizational unit abroad and has a stake in the subsidiary VT Group, a.s. and the subsidiary Tempest IT services, a.s. The company prepared its consolidated financial statements as of 31 December 2019. The financial statements for 2019 were audited by an independent auditor. The auditor's opinion is unconditional. It means that, in accordance with the Accounting Act, the financial statements as of 31 December 2019 provide a true and fair view of the financial position of our company and its financial results for the year ending on that date.



**Ing. Miroslav Doležal, CSc.,
Chief Financial Officer**

Trends

	2019	2018	2017	2016	2015	2014
Total turnover	107 738 588 €	71 743 659 €	69 556 589 €	59 046 174 €	119 932 530 €	73 187 936 €
Sales of services	83 951 919 €	58 454 329 €	47 618 044 €	48 561 736 €	49 752 583 €	48 185 852 €
Revenues from merchandise	23 786 669 €	13 289 330 €	21 938 545 €	10 484 438 €	70 179 947 €	25 002 084 €
Profit after taxation	4 516 970 €	2 282 408 €	2 185 710 €	2 889 561 €	4 024 842 €	4 104 950 €
Added value	29 314 153 €	27 355 855 €	22 585 213 €	21 809 267 €	24 578 533 €	21 043 844 €

	2019	2018	2017	2016	2015	2014
EBITDA	7 533 213 €	5 901 650 €	5 866 562 €	6 367 155 €	7 003 145 €	5 902 293 €
Indebtedness indicators						
Total indebtedness	84,3%	81,9%	88,9%	87,7%	85,3%	76,7%
Total debt to total assets ratio	4,5%	11,8%	13,1%	15,0%	0,0%	0,0%
Level of self - financing	15,7%	18,1%	11,1%	12,3%	14,7%	23,3%
Financial leverage	6,37	5,51	8,97	8,11	6,80	4,29
Credit burden	4,5%	11,8%	13,1%	15,0%	0,0%	0,0%
Liquidity indicators						
Liquidity level 1	0,12	0,32	0,17	0,13	0,45	0,37
Liquidity level 2	1,19	1,15	1,03	0,99	1,15	1,26
Liquidity level 3	1,19	1,17	1,08	1,02	1,17	1,27
Profitability indicators						
Return on equity	50,4%	38,6%	43,5%	50,5%	58,7%	59,6%
Return on assets	7,9%	7,0%	4,9%	6,2%	8,6%	13,9%
Activity indicator						
Assets turnover time	193,32	166,04	236,42	287,01	142,04	147,24
Turnover of assets	1,89	2,20	1,54	1,27	2,57	2,48
Turnover of inventory	217,20	94,59	24,02	46,63	168,16	136,77
Inventory turnover time	1,68	3,86	15,19	7,83	2,17	2,67
Turnover of non-current assets	48,22	25,36	13,94	8,01	12,91	43,50
Turnover of current assets	2,12	2,97	2,25	2,05	3,41	2,82
DReceivables turnover period	152,05	81,70	121,90	153,37	61,10	87,09

Balance sheet Assets

	Balance sheet Assets	Number	Current accounting period Gross - Part 1	Current accounting period Correction-Part 2	Current accounting period Net 2	Preceding accounting period Net 3
	Total assets [02+33+74]	001	70,199,501.00 €	13,136,692.00 €	57,062,809.00 €	32,636,875.00 €
A	Non-current assets [03+11+21]	002	15,337,312.00 €	13,103,143.00 €	2,234,169.00 €	2,828,800.00 €
A.I	Non-current intangible assets - total [04+..+10]	003	5,201,891.00 €	5,109,783.00 €	92,108.00 €	690,997.00 €
A.I.1	Capitalized development costs	004				
A.I.2	Software	005	5,201,891.00 €	5,109,783.00 €	92,108.00 €	690,997.00 €
A.I.3	Valuable rights	006				
A.I.4	Goodwill	007				
A.I.5	Other non-current intangible assets	008				
A.I.6	Acquisition of non-current intangible assets	009				
A.I.7	Advance payments made for non-current intangible assets	010				
A.II	Property, plant and equipment - total [12+..+20]	011	10,015,439.00 €	7,949,179.00 €	2,066,260.00 €	2,005,452.00 €
A.II.1	Land	012				
A.II.2	Structures	013				
A.II.3	Individual movable assets and sets of movable assets	014	10,015,439.00 €	7,949,179.00 €	2,066,260.00 €	2,005,452.00 €
A.II.4	Perennial crops	015				
A.II.5	Livestock	016				
A.II.6	Other property, plant and equipment	017				
A.II.7	Acquisition of property, plant and equipment	018				
A.II.8	Advance payments made for property, plant and equipment	019				
A.II.9	Value adjustment to acquired assets	020				
A.III	Non-current financial assets - total [22+..+32]	021	119,982.00 €	44,181.00 €	75,801.00 €	132,351.00 €
A.III.1	Shares and ownership interests in affiliated accounting entities (061A, 062A, 063A)-/096A/	022	119,982.00 €	44,181.00 €	75,801.00 €	132,351.00 €
A.III.2	Shares and ownership interests with participating interest, except for affiliated accounting entities (062A)-/096A/	023				
A.III.3	Other available- for-sale securities and ownership interests (063A)-/096A/	024				
A.III.4	Loans to affiliated accounting entities (066A)-/096A/	025				
A.III.5	Loans within participating interest, except for affiliated accounting entities (066A)-/096A/	026				
A.III.6	Other loans (067A)-/096A/	027				
A.III.7	Debt securities and other non-current financial assets (065A, 069A, 06XA)-/096A/	028				
A.III.8	Loans and other non-current financial assets with remaining maturity of up to one year (066A, 067A, 069A, 06XA)-/096A/	029				
A.III.9	Bank accounts with notice period exceeding one year (22XA)	030				
A.III.10	Acquisition of non-current financial assets (043)-/096A/	031				
A.III.11	Advance payments made for non-current financial assets (053)-/095A/	032				
B	Current assets [34+41+53+66+71]	033	50,872,096.00 €	33,549.00 €	50,838,547.00 €	24,162,161.00 €
B.I	Inventory - total [35+..+40]	034	361,070.00 €		361,070.00 €	469,286.00 €
B.I.1	Raw material	035	303,590.00 €		303,590.00 €	
B.I.2	Work in progress and semi-finished products	036				243,372.00 €
B.I.3	Finished goods	037				
B.I.4	Animals	038				
B.I.5	Merchandise	039	57,480.00 €		57,480.00 €	225,914.00 €
B.I.6	Advance payments made for inventory	040				

Balance sheet Assets

	Balance sheet Assets	Number	Current accounting period Gross - Part 1	Current accounting period Correction-Part 2	Current accounting period Net 2	Preceding accounting period Net 3
B.II.	Non-current receivables - total [42+46+..+52]	041	273,102.00 €		273,102.00 €	22,575.00 €
B.II.1	Trade receivables - total [43+..+45]	042				
B.II.1.a.	Trade receivables from affiliated accounting entities (311A, 312A, 313A, 314A, 315A, 31XA)-/391A/	043				
B.II.1.b.	Trade receivables within participating interest, except for receivables from affiliated accounting entities (311A, 312A, 313A, 314A, 315A, 31XA)-/391A/	044				
B.II.1.c.	Other trade receivables (311A, 312A, 313A, 314A, 315A, 31XA)-/391A/	045				
B.II.2	Net value of contract	046				
B.II.3	Other receivables from affiliated accounting entities (351A)-/391A/	047				
B.II.4	Other receivables within participating interest, except for receivables from affiliated accounting entities (351A) - /391A/	048				
B.II.5	Receivables from participants, members and association	049				
B.II.6	Receivables related to derivatives transactions (373A, 376A)	050				
B.II.7	Other receivables	051	3,415.00 €		3,415.00 €	
B.II.8	Deferred tax asset	052	269,687.00 €		269,687.00 €	22,575.00 €
B.III.	Current receivables - total [54+58+...+065]	053	44,642,057.00 €	33,549.00 €	44,608,508.00 €	16,035,710.00 €
B.III.1	Trade receivables - total [55+...+57]	054	44,267,178.00 €	33,549.00 €	44,233,629.00 €	15,983,907.00 €
B.III.1.a.	Trade receivables from affiliated accounting entities (311A, 312A, 313A, 314A, 315A, 31XA)-/391A/	055	264,176.00 €		264,176.00 €	415,087.00 €
B.III.1.b.	Trade receivables within participating interest, except for receivables from affiliated accounting entities (311A, 312A, 313A, 314A, 315A, 31XA)-/391A/	056				
B.III.1.c.	Other trade receivables (311A, 312A, 313A, 314A, 315A, 31XA)-/391A/	057	44,003,002.00 €	33,549.00 €	43,969,453.00 €	15,568,820.00 €
B.III.2	Net value of contract	058				
B.III.3	Other receivables from affiliated accounting entities (351A)-/391A/	059				
B.III.4	Other receivables within participating interest, except for receivables from affiliated accounting entities (351A) - /391A/	060				
B.III.5	Receivables from participants, members and association	061				
B.III.6	Social security	062				
B.III.7	Tax assets and subsidies	063				
B.III.8	Receivables related to derivatives transactions (373A, 376A)	064				
B.III.9	Other receivables	065	374,879.00 €		374,879.00 €	51,803.00 €
B.IV.	Current financial assets - total [67+..+70]	066				
B.IV.1	Current financial assets in affiliated accounting entities (251A, 253A, 256A, 257A, 25XA)-/291A, 29XA/	067				
B.IV.2	Current financial assets, not including current financial asstes in affiliated accounting entities (251A, 253A, 256A, 257A, 25XA)-/291A, 29XA/	068				
B.IV.3	Own shares and own ownership interests (252)	069				
B.IV.4	Acquisition of current financial assets (259, 314A)-/291A/	070				
B.V.	Financial accounts - total [72+..+73]	071	5,595,867.00 €		5,595,867.00 €	7,634,590.00 €
B.V.1.	Cash	072	8,049.00 €		8,049.00 €	22,424.00 €
B.V.2.	Bank accounts	073	5,587,818.00 €		5,587,818.00 €	7,612,166.00 €
C	Accruals/deferrals - total [75+..+78]	074	3,990,093.00 €		3,990,093.00 €	5,645,914.00 €
C.1	Prepaid expenses - long-term	075	556,076.00 €		556,076.00 €	2,150,146.00 €
C.2	Prepaid expenses - short-term	076	3,434,017.00 €		3,434,017.00 €	3,495,768.00 €
C.3	Accrued income - long-term	077				
C.4	Accrued income - short-term	078				

Balance sheet Liabilities

	Balance sheet Liabilities	Num-ber.	Current accounting period	Preceding accounting period
	Total equity and liabilities [80+101+141]	079	57,062,809.00 €	32,636,875.00 €
A	Equity [81+85+86+87+90+93+97+100]	080	8,954,122.00 €	5,919,560.00 €
A.I	Share capital - total [82+..+84]	081	159,600.00 €	159,600.00 €
A.I.1	Share capital	082	159,600.00 €	159,600.00 €
A.I.2	Change in share capital	083		
A.I.3	Unpaid share capital	084		
A.II	Share premium (412)	085		
A.III	Other capital funds (413)	086		
A.IV	Legal reserve fund [88+89]	087	31,920.00 €	31,920.00 €
A.IV.1	Legal reserve fund and non-distributable fund	088	31,920.00 €	31,920.00 €
A.IV.2	Reserved fund for own shares and own ownership interests	089		
A.V	Other Funds created from profit [91+92]	090		
A.V.1	Statutory funds	091		
A.V.2	Other funds	092		
A.VI	Differences from revaluation - total [94+95+96]	093		
A.VI.1	Differences from revaluation of assets and liabilities	094		
A.VI.2	Investment revaluation reserves	095		
A.VI.3	Differences from revaluation in the event of a merger, amalgamation into a separate accounting entity or demerger	096		
A.VII	Net profit/loss of previous years [98+99]	097	4,245,632.00 €	3,445,632.00 €
A.VII.1	Retained earnings from previous years	098	4,245,632.00 €	3,445,632.00 €
A.VII.2	Accumulated losses from previous years	099		
A.VIII	Net profit/loss for the accounting period after tax [01-(81+85+86+87+90+93+97+101+141)]	100	4,516,970.00 €	2,282,408.00 €
B.	Liabilities [102+118+121+122+136+139+140]	101	47,756,333.00 €	25,210,666.00 €
B.I	Non-current liabilities - total [103+107+..+117]	102	493,148.00 €	360,031.00 €
B.I.1	Non-current trade liabilities - total [104+105+106]	103	28,300.00 €	66,033.00 €
B.I.1.a	Trade liabilities to affiliated accounting entities	104		
B.I.1.b	Trade liabilities within participating interest, except for liabilities to affiliated accounting entities	105		
B.I.1.c	Other trade liabilities	106	28,300.00 €	66,033.00 €
B.I.2	Net value of contract	107		
B.I.3	Other liabilities to affiliated accounting entities	108		
B.I.4	Other liabilities within participating interest, except for liabilities to affiliated accounting entities	109		
B.I.5	Other non-current liabilities	110		4,230.00 €
B.I.6	Long-term advance payments received	111		
B.I.7	Long-term bills of exchange to be paid	112		

	Balance sheet Liabilities	Num-ber.	Current accounting period	Preceding accounting period
B.I.8	Bonds issued	113		
B.I.9	Liabilities related to social fund	114	114,904.00 €	104,579.00 €
B.I.10	Other non-current liabilities	115	349,944.00 €	185,189.00 €
B.I.11	Non-current liabilities related to derivative transactions	116		
B.I.12	Deferred tax liability	117		
B.II	Long-term provisions [119+120]	118		
B.II.1	Legal provisions	119		
B.II.2	Other provisions	120		
B.III	Long-term bank loans	121	391,657.00 €	1,958,287.00 €
B.IV	Current liabilities - total [123+127+..+135]	122	42,708,265.00 €	20,277,233.00 €
B.IV.1	Trade liabilities - total [124+125+126]	123	33,078,860.00 €	14,724,709.00 €
B.IV.1.a	Trade liabilities to affiliated accounting entities	124		
B.IV.1.b	Trade liabilities within participating interest, except for liabilities to affiliated accounting entities	125		
B.IV.1.c	Other trade liabilities	126	33,078,860.00 €	14,724,709.00 €
B.IV.2	Net value of contract	127		
B.IV.3	Other liabilities to affiliated accounting entities	128		
B.IV.4	Other liabilities within participating interest, except for liabilities to affiliated accounting entities	129		
B.IV.5	Liabilities to partners and association	130		
B.IV.6	Liabilities to employees	131	3,708,438.00 €	2,682,605.00 €
B.IV.7	Liabilities related to social security	132	1,185,203.00 €	982,804.00 €
B.IV.8	Tax liabilities and subsidies	133	4,272,283.00 €	1,745,085.00 €
B.IV.9	Liabilities related to derivative transactions	134		
B.IV.10	Other liabilities	135	463,481.00 €	142,030.00 €
B.V	Short-term provisions [137+138]	136	1,990,563.00 €	711,845.00 €
B.V.1	Legal provisions	137	1,990,563.00 €	711,845.00 €
B.V.2	Other provisions	138		
B.VI	Current bank loans	139	2,172,700.00 €	1,572,436.00 €
B.VII	Short-term financial assistance	140		330,834.00 €
C.	Accruals/deferrals - total [142+..+145]	141	352,354.00 €	1,506,649.00 €
C.1	Accrued expenses - long-term	142		
C.2	Accrued expenses - short-term	143		
C.3	Deferred income - long-term	144	15,000.00 €	
C.4	Deferred income - short-term	145	337,354.00 €	1,506,649.00 €

Profit and Loss statement

		Number	Current accounting period	Preceding accounting period
*	Net turnover (part of account class 6 according to the Act)	01	107,738,588.00 €	71,743,659.00 €
**	Operating income - total [03+...+09]	02	107,773,800.00 €	72,085,947.00 €
I.	Revenue from the sale of merchandise	03	23,786,669.00 €	13,289,330.00 €
II.	Revenue from the sale of own products	04		
III.	Revenue from the sale of services	05	83,951,919.00 €	58,454,329.00 €
IV.	Changes in internal inventory	06	-243,372.00 €	154,600.00 €
V.	Own work capitalized	07		
VI.	Revenue from the sale of non-current intangible assets, property, plant and equipment, and raw materials	08	168,184.00 €	80,767.00 €
VII.	Other operating income	09	110,400.00 €	106,921.00 €
**	Operating expenses - total [11+12+13+14+15+20+21+24+25+26]	10	101,997,047.00 €	69,104,876.00 €
A.	Cost of merchandise sold	11	18,030,511.00 €	10,179,907.00 €
B.	Consumed raw materials, energy consumption, and consumption of other non-inventory supplies	12	23,457,535.00 €	666,725.00 €
C.	Value adjustments to inventory	13		
D.	Services	14	36,693,017.00 €	33,695,772.00 €
E.	Personnel expenses total [16+...+19]	15	21,561,079.00 €	20,611,894.00 €
E.1.	Wages and salaries	16	17,012,228.00 €	16,283,446.00 €
E.2.	Remuneration of board members of company or cooperative	17		
E.3.	Social security expenses	18	4,208,137.00 €	4,017,397.00 €
E.4.	Social expenses	19	340,714.00 €	311,051.00 €
F.	Taxes and fees	20	19,831.00 €	17,663.00 €
G.	Amortization and value adjustments to non-current intangible assets and depreciation and value adjustments to property, plant and equipment	21	1,884,030.00 €	2,957,725.00 €
G.1.	Amortization to non-current intangible assets and depreciation of property, plant and equipment	22	1,884,030.00 €	2,957,725.00 €
G.2.	Value adjustments to non-current intangible assets and property, plant and equipment	23		
H.	Carrying value of non-current assets sold and raw materials sold	24	40,614.00 €	43,621.00 €
I.	Value adjustments to receivables	25		50,718.00 €
J.	Other operating expenses	26	310,430.00 €	880,851.00 €
***	Profit/loss from operations [02-10]	27	5,776,753.00 €	2,981,071.00 €
*	Added value [(03+04+05+06+07)-(11+12+13+14)]	28	29,314,153.00 €	27,355,855.00 €
**	Income from financial activities - total [30+31+35+39+42+43+44]	29	200,581.00 €	205,863.00 €
VIII.	Revenue from the sale of securities and shares	30	15,000.00 €	
IX.	Income from non-current financial assets [32+33+34]	31	146,234.00 €	72,530.00 €
IX.1.	Income from securities and ownership interests in affiliated accounting entities	32	146,234.00 €	72,530.00 €

		Number	Current accounting period	Preceding accounting period
IX.2.	Income from securities and ownership interests within participating interest, except for income of affiliated accounting entities	33		
IX.3.	Other income from securities and ownership interests	34		
X.	Income from current financial assets - total [36+37+38]	35		
X.1.	Income from current financial assets in affiliated accounting entities	36		
X.2.	Income from current financial assets within participating interest, except for income of affiliated accounting entities	37		
X.3.	Other income from current financial assets	38		
XI.	Interest income [40+41]	39	186.00 €	53.00 €
XI.1.	Interest income from affiliated accounting entities	40		
XI.2.	Other interest income	41	186.00 €	53.00 €
XII.	Exchange rate gains	42	39,161.00 €	133,280.00 €
XIII.	Gains on revaluation of securities and income from derivative transactions	43		
XIV.	Other income from financial activities	44		
**	Expenses related to financial activities - total [46+47+48+49+52+53+54]	45	253,630.00 €	275,889.00 €
K.	Securities and shares sold	46	56,550.00 €	
L.	Expenses related to current financial assets	47		
M.	Value adjustments to financial assets	48		
N.	Interest expense [50+51]	49	88,871.00 €	110,387.00 €
N.1.	Interest expenses related to affiliated accounting entities	50		
N.2.	Other interest expenses	51	88,871.00 €	110,387.00 €
O.	Exchange rate losses	52	67,597.00 €	133,768.00 €
P.	Loss on revaluation of securities and expenses related to derivative transactions	53		
Q.	Other expenses related to financial activities	54	40,612.00 €	31,734.00 €
***	Profit/loss from financial activities [29-45]	55	-53,049.00 €	-70,026.00 €
****	Profit/loss for the accounting period before tax [27+55]	56	5,723,704.00 €	2,911,045.00 €
R.	Income tax [58+59]	57	1,206,734.00 €	628,637.00 €
R.1.	Income tax - current	58	1,453,847.00 €	654,189.00 €
R.2.	Income tax - deferred	59	-247,113.00 €	-25,552.00 €
S.	Transfer of net profit/net loss shares to partners	60		
****	Profit/loss for the accounting period after tax [56-57-60]	61	4,516,970.00 €	2,282,408.00 €

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 27 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.

Thank you!

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