

Good News

A N N U A L R E P O R T

**INTERVIEW BY
VIKTOR VINCZE**

It all depends on the younger generation and how they approach the topic of environmental protection

**TECHNOLOGIES
MAKE LIFE BETTER**

Information technologies have entered health care, the environment, transport and sport. They are the key to efficiency.

**CYBER SECURITY
CHALLENGES**

TEMPEST increases the level of cyber security in NAFTA, a.s.

Annual Report of TEMPEST a.s. 2019

Confidentiality level: public.

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

Business name:

TEMPEST a.s.

Registered seat:

TEMPEST a.s.
Einsteinova Business Center
Krasovského 14
851 01 Bratislava - mestská časť
Petržalka
Slovak Republic

Capital: € 159,600

Date of establishment: 24. 6. 1992

ID: 31 326 650

TAX ID: 2020327716

VAT ID: SK2020327716

This is just a shortened version of the Annual Report 2020.

In accordance with Section 23 of Act 421/2002 Coll. on Accounting, the full version is archived and issued in the Commercial Register.

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“The year 2020 was difficult for the whole world and brought challenges that we could not even imagine mere months ago. Negative news could not be avoided, and they piled on us from every side. Days went by, and it almost seemed that nothing good had happened throughout the whole year. That is, however, not true. People have shown how big their hearts are, nature has discovered new strengths and we have been able to help our clients simplify the transition to a new business. That is why we decided to fill this annual report with as much good news as we could.

We wish you pleasant reading and thank you for sticking with us during this year as well.”

Sales Director's commentary



2019 was one of the most successful years for TEMPEST in its history. Therefore we entered the subsequent period with optimistic expectations. However, when I look back I must say that 2020 was the most unusual year in the history of our company. In a very short time we had to adapt to a new reality and face a crisis which our generation had never faced before. In Japanese, the word "crisis" is composed of two signs; a character for danger and a character for opportunity. Looking back now, I have to say that we overcame the crisis with our heads up; we were

not scared of the danger and we tried to make the most of all opportunities. We successfully finished most of our planned projects; we managed to keep stability and, most importantly, also the high quality of services provided to our customers. 2020 was also full of challenges. The events which occurred during the year had a significant impact not only on 2021 but also on upcoming years. The current pandemic has changed the business reality of all companies in the market. Our task was to maintain the continuity of operations of not only our own

company but also of our customers. During this unfavourable situation, we were not idle at all; actually the opposite. The opposite actually. We took a lot of steps to mitigate the negative impacts of the current situation as much as we could. I am glad that we managed to switch to working from home quite smoothly and to set up online communication with our partners and existing customers. The more complicated part of that period of time was starting new contracts or looking for new opportunities. It was a real test for managers who had to maintain communication with teams working remotely and also to ensure maximum safety for the employees who stayed at their workplaces or at the workplaces of our customers.

I would not like the introduction to our Annual Report to sound pessimistic. In the end, its idea is to bring "good news". We are very well prepared to help our customers with digital services, automation and digitalization which are naturally at the centre of attention today. We are very well prepared to help our customers with digital services, automation and digitalization - which are all at the center of focus in today's world. Thank you all for your trust and I wish everyone stays in good health.

Ing. Andrej Bališ

Sales Director and member of the Board of Directors of TEMPEST a.s.



Technical Director's commentary

2020 was a tough year. The COVID-19 pandemic fully developed and affected almost all industries and lives. The IT sector was not an exception, even though it has certainly been one of those least affected ones. We can see a major shift of customer preferences towards automation, digitalization or opening of IT. I would like to thank our customers for their continuing trust. I am also very grateful to our employees; together we could respond quickly to the situation.

With the changes caused by the pandemic, our company fully transitioned to a new way of working - efficient home office. At the time of "hard lockdown" when life in our country almost came to a standstill, we managed to ensure continuous operation and service of customer systems exactly in accordance with our customers' expectations. We could deliver projects according to the plan, even though we had to overcome various unexpected obstacles caused by the new

situation. It is worth mentioning that we also organized testing for our employees when the state did not have the capacity to do so, and we did our best to work safely and to protect others. We measured the preferences of our employees and, based on this, we provided services focused on mental health of our colleagues and their families. We consider this topic to be very important. Only the effort to adapt to a new situation, as well as doing so as fast as possible, can move all of us forward. The ways of working and thinking are changing as well. The importance and the amount of successful projects confirms that our strongly technological competences and our ability to adapt are a guarantee of quality and satisfaction for you - our customers and partners. Let me thank my colleagues that, in spite of the challenging conditions, they were able to ensure continuity not only for our company, but also for our projects and all their related technological processes.

Ing. Branislav Baranovský

CTO and member of the Board of Directors of TEMPEST a.s.

Company history

1992

TEMPEST, s. r. o.
formation

2003-2004

Award Deloitte European
Technology Fast 50

2004

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

2006

Acquisition
of LOGIN, a. s.

2007

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

2004

Environmental Management
Certificate EN ISO 14001

2005

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

2002

Quality Management Certifica-
te according to EN ISO 9001
international standards

2004

environmental manage-
ment certificate EN ISO 14001

2010

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

2012

the company has
been on the market
for 20 years

2011

change of registered
seat

2014

introduction of the
quality management
system in projects
EN ISO 10006

2015

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

2019

introduction
of an anti-bribery
management
system ISO 37001

2009

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

**2010
2011**

Award „Big 5“ Deloitte
Technology Fast 50
Central Europe

2017

the company has
been on the market
for 25 years

2018

change of
registered seat
(Krasovského 14)

2020

the highest level of Safety
Certificate for Contractors
(SCCP)

About us

TEMPEST a.s. has been one of the best providers of IT services in Slovakia for 28 years. It consists of approximately 300 people with the highest professional competencies and many years of experience from complex projects in various industries.



Our competencies

With its products and services, TEMPEST addresses business areas that help customers grow and improve business results and activities. TEMPEST solutions cover automation and digitization of business, service management, mobility, business analytics, application integration, asset management, security, data management and IT performance. The company's clients include major organizations from the telecommunications, finance, industry, networking and government sectors. We are a company with socially responsible business and proper communication.

We work and think green

Our headquarters, Einsteinova Business Center in Bratislava, holds the prestigious BREEAM certificate with the rank of Excellent. This is the second highest evaluation of the quality and performance of buildings in terms of environmental friendliness. Only certified materials without harmful substances were used in its construction. The main suppliers were mandated to have an environmental management system certificate according to ISO 14001.



GOOD NEWS

Record year for renewables

Demand for renewable energy started growing before the pandemic and remained stable throughout 2020. Advances in green technologies have reduced the cost of wind and solar energy, making them highly competitive with fossil fuels. In April 2020, the United Kingdom broke the record for lasting the longest stretch of time since the industrial revolution without industrial coal production.

Vision and Mission of the Company

Company Vision

- To be a leader on the IT market.
- To be a competent strategic partner when doing business with our customers.
- To be a company with a socially responsible business and proper communication.

Company Mission

- To provide high added value for the growth of our customers.
- To contribute to improving the efficiency and business results of our customers using IT products and services.
- We fulfill the company's mission using technologies and services that accelerate or streamline the business activities of organizations.



Board of *Directors*



Record decrease in CO² emissions

Last year saw a record year-on-year decline in CO² emissions since World War II, up 8%. France and the United Kingdom saw the largest declines due to extensive outages in response to the ongoing pandemic.



Ing. Jozef Šipoš

Operations Director and member of the Board of Directors, born in 1967

Graduated from the Faculty of Electrical Engineering of the Slovak Technical University in Bratislava. He used to work in the company UNIT, spol. s r.o. as a Sales Manager and Executive Director since 1997. After the company merger in 2005, he became the Director of Services Division in the company TEMPEST. Currently, he holds the position of a Technical Director and is a member of the Board of Directors of TEMPEST. In 2021 he became the director of TEMPEST operations.

Ing. Miroslav Doležal, CSc.

Financial Director and Member of the Board of Directors, born 1961

A graduate of the Faculty of Electrical Engineering SVŠT in Bratislava, Department of Technical Cybernetics, specialization Robotics. He belongs to the founders of the company Datalan, which he joined from the position of pedagogical and scientific worker of the Department of Automation and Regulation of the FEI STU in Bratislava. He joined TEMPEST in 2006 and has held various positions in ISO management systems, logistics and finance. Since 2013 he has been the financial director of the company and since 2021 also a member of the Board of Directors.



Ing. Andrej Bališ

Sales Director and member of the Board of Directors, born in 1986

Andrej graduated from the Faculty of Business Management of the University of Economics in Bratislava. After completing his studies he worked as an IT project manager for several IT companies. Since 2015 he has been working at TEMPEST where he started as a project manager and later became a manager of the Project Management Division. In late 2020 he was appointed the Business Manager of the company, and in February 2021 he also became a member of the Board of Directors.

Ing. Branislav Baranovský

Technical Director and member of the Board of Directors, born in 1978

A graduate of the Faculty of Electrical Engineering and Informatics of the Slovak University of Technology in Bratislava. In addition to his studies, he worked at TEMPEST in positions covering mainly IT infrastructures and cyber security. During twenty years at TEMPEST, he held several senior positions, and in 2019 he became Director of the Services Division. From March 2021 he was appointed to the position of technical director and since May he has also been a member of the board of directors of TEMPEST. Brano is married and has two children.



Integrated Management System



GOOD NEWS

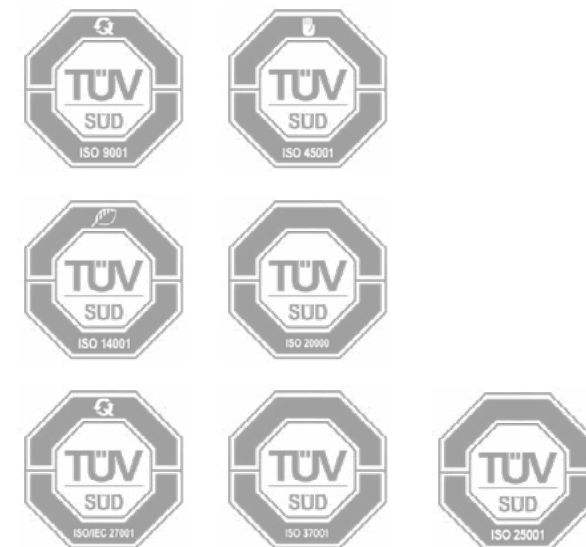
A SpaceX flight into space

On May 30, a SpaceX Falcon 9 rocket with two American astronauts took off from Cape Canaveral in Florida. A huge milestone for Americans, as they have not flown into space for the last 9 years. The crew returned safely, which could prove to be a turning point in space travel for regular civilians.

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), SCCP (OSH management system according to the SCC standard) and IS 25001 (management system for software engineering in the field of complex solutions). IMS was certified by the renowned certification company TÜV SÜD Slovakia.

TEMPEST, as the first IT company in Slovakia to have the highest level of SCCP certification, guar-

antees that it meets much higher standards of occupational safety, employee health and the environment than required by current legislation. SCCP declares an above-standard level of occupational safety and environmental protection at TEMPEST. TEMPEST is one of the first IT companies on the Slovak market to implement an information security management system. Certification according to ISO / IEC 27001 is a confirmation that TEMPEST systematically approaches the protection of its information and systems, as well as the protection of information and systems of customers and partners, thus minimizing the risk of serious financial and non-financial damages caused by possible breaches of information security. The certified IT services management system guarantees internal and external customers that the IT services provided by TEMPEST are of a high quality level and are constantly being improved.





It all depends on the younger generation and how they approach the topic *of environmental protection*

We at TEMPEST try to bring news not only from the world of technology, but also inspiring discussions with interesting personalities from different industries. Today we have invited popular presenter, journalist and enthusiastic environmentalist Viktor Vincze to answer our questions. You will learn more about the importance of recycling, about the state of the environment in Slovakia and how modern technology can help us fight against waste.

What is currently the number one environmental or climate issue on the planet and what can we do about it in?

If I should highlight the most important one from the point of urgency, then it is naturally greenhouse gas emissions. The solution is simple and extremely difficult at the same time - releasing much less of them into the air. Significant emissions are a part of almost every activity of a modern western civilization. Even activities which a layman would not think of, e.g. having meat for lunch.

What is the condition of the environment in Slovakia? How do we measure the quality of the environment in our country and how do we stand compared to the rest of the world?

Each year the Ministry of Environment publishes a report on the state of the environment, identifying the biggest challenges and problems we are facing in Slovakia. For a long time it has been waste - the growing volume of produced municipal waste, the high degree of landfilling... Then it is the state of the air - mainly in cities and towns where people use solid fuel for heating - and then the loss of biodiversity, e.g. poor protection of protected areas. But the report appreciates the evolution of our emissions.

What can we do about it not only as a society but also as individuals? How can the European Union, the state or an individual help the environment today?

I look at it from three perspectives. The direct impact of the small actions of an individual is, naturally, negligible to none. Even when all of us separate waste perfectly, the planet will hardly notice it. The point of those individual actions is to nourish one's own relationship with environmental protection as a topic. When my relationship is strong enough, it will be important for me and it will guide my decision at the polling booth, which is the most important ecological step. Major system changes are set by the politicians. Another approach is to be civically active - put pressure on governments, companies or

employers with our own environmental activity from "below" - this appears to be very efficient mainly in the era of social networks. And, thirdly, be interested. Where does the thing I am just about to buy come from? Is it produced from a material which may be recycled at the end of its life-time? In what conditions was this T-shirt sown? How did the animal which I am just about to eat live? Customer interest is an important signal which is still really underestimated in the public view.

Compared to the rest of the world, do we generate a lot of waste in Slovakia?

In 2019 we generated about 430 kg of waste per one inhabitant in Slovakia, while the EU average is around 500 kg. So, from the technical point of view only, we are in the better half. However, the pace of our growth is unmatched - in approximately the last ten years we have increased our waste production by as much as one third - which is the most from the entire Union.

What are the main waste processing trends in the world and in our country? Where may we draw some inspiration?

The use of waste for energy. Simply speaking, we will burn waste to produce electricity and heat. That is something that has long been neglected in Slovakia, mainly due to rejection by the lay public which, unfortunately, does not know much about the technology and about the cleanliness of such equipment. The result is that we landfill a half



GOOD NEWS

Germany uses more energy from renewable sources

For the first time, Germany has used more energy from renewable sources than from fossil fuels.

of all waste. In Denmark, a country comparable to Slovakia in terms of its size, there is a ban on land-filling. What they cannot recycle, they burn in about 30 facilities for energy use of waste. There is even a ski slope on the roof of one incineration plant. In Vienna they burn waste in five incineration plants; in our country there are only two of them – in Bratislava and Košice. Sure, burning is not ideal but there are materials which we may never be able to recycle. So we at least get some energy back from them which would otherwise remain buried forever in landfills under heaps of other waste.

What do you think should happen; what should we do to be better able to manage waste?

There are great expectations regarding the introduction of separating biological waste from kitchens since in certain regions it represents up to one half of mixed municipal waste. It is actually being launched on a broader scale in July so we must wait a while to see the first outputs. But I believe that there is nothing more important than constant awareness-raising. We have been talking about

separating for years and the main reason for poor separation figures is that many people still simply do not care about it.

How do you feel about the current proportion of renewable sources in the total energy production in Slovakia?

To be honest, I do not really monitor it because Slovakia is not in a position that it needs to replace its fossil resources with something clean quickly in order to meet the climate goals. More than a half of electricity in our sockets currently comes from the emission-free nuclear energy. After two Mochovce blocks are launched, it will be even more.

What is your opinion on the production of nuclear power?

I think it is the only reasonable alternative to energy production which we need more and more of, since we do not have much time for other climate solutions. If the wind is not blowing and the sun does not shine for a week in Winter, how will our plants produce energy? What will we use for light? And I am saying this in spite of the objective problems related to nuclear

energy. It is actually quite similar to vaccines in some points. The risks are far lesser than the benefits.

There are different opinions about electromobility – along with undisputable advantages, battery production and disposal represent a burden, there is also impact energy consumption during recharging or difficult containment of a fire of an electric vehicle. What is your opinion on electromobility?

Everything humans do is a burden for the environment. There is no ideal solution and electromobility is not ideal either, that's certain. But it seems as if the lay discussions completely disregarded the burden, energy intensity or risks of extraction, transport, refining and burning of oil and its products. We must compare combustion engines and electricity and choose a better solution. Passenger transport accounts for as much as 11 % of all global emissions compared to 2 % from air or water transport. So it is an important topic which now favours electricity. Electric vehicles have still many challenges to overcome but they will certainly be the future in the passenger transport sector; in the sector of heavy-duty vehicles, trucks and trains it will be hydrogen, I think.

These days you share your experiences with several models of electromobility on Instagram. Have you got any interesting insights? Has anything surprised you?

I was biased when I started the testing and I am coming out of it

with new knowledge. I was surprised how perfectly a half of drivers, I daresay, could live with an electric vehicle. Half of the population lives in houses so they can recharge it at home. If they have no garage, a lot of people have a recharging point at their work. And everyone who does fewer than 100 km per day can recharge at public points.

We can see that the role of IT is growing. IT is entering areas where it has never been before. Today, IT plays a major role in transport, healthcare, sport as well as the environment. To what extent is technology production or operation a burden on the environment?

Significantly, mainly with regard to high energy consumption. But this would not be a topic if we produced electricity as I stated a moment ago. Germany is closing all nuclear blocks next year but the coal ones will only be closed in 2038, and in the meantime they will also build gas power stations to have enough power when the wind is not blowing or the sun is not shining. In addition, they have also opened a new coal power plant. That is nonsense, isn't it?

Both of us probably agree that, when dealing with any problem, it is crucial to have relevant data. Do we have any "green data" available in Slovakia now? Is it sufficient from your point of view?

If I come back to the three areas of concern in Slovakia – air, protected areas and waste – we have quite good data regarding the first two areas. As for waste, we are wait-

ing for the Waste Management Information System. Do you know where I could find out when it will be ready? (laughing)

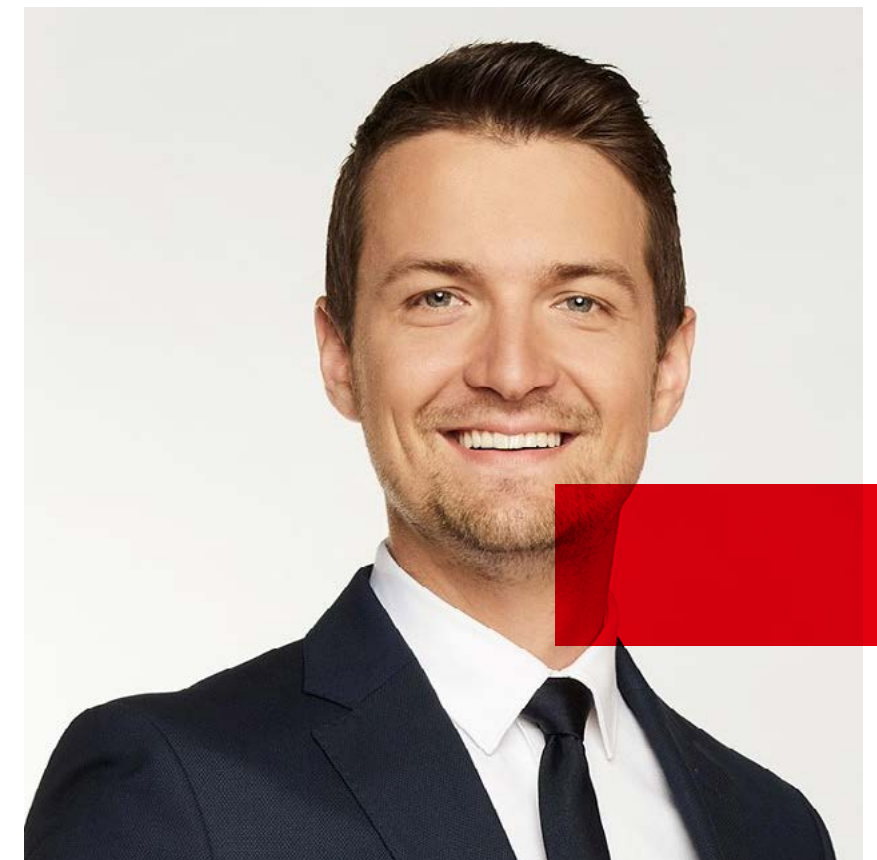
For some time now we have been able to see various applications and startups which facilitate or increase the quality of our treatment of waste or the environment. Which apps or technologies are attractive for you and do you recommend having a look at?

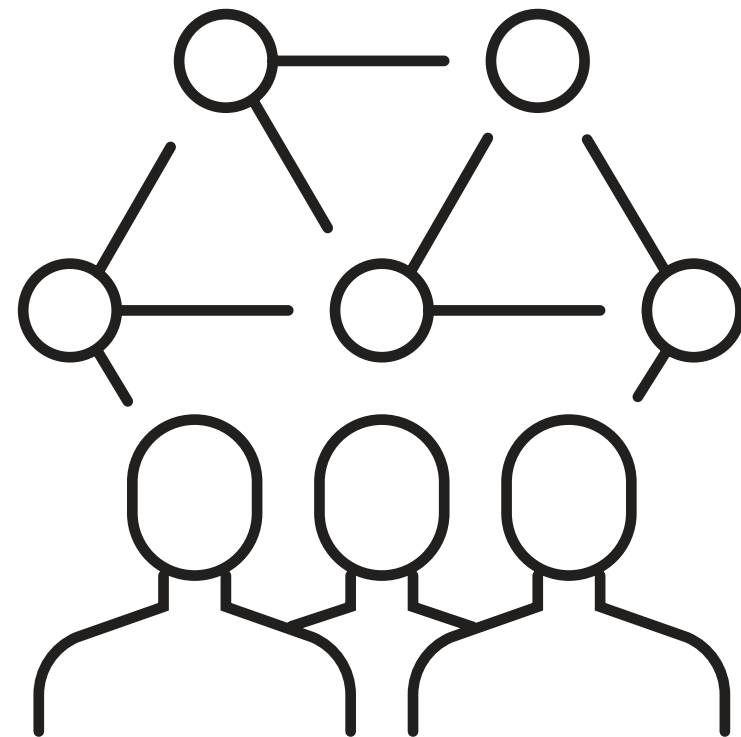
Recently I was impressed by an app of the student company Hero, run by secondary-school students from Košice, called Fridge Chef. You open your fridge, enter all food that you have at home into the app and the app will offer you a number of recipes using the food.

The aim is to minimize food waste. A great idea, currently available only for Android.

What more can technology companies do for the environment?

Exert pressure and demand fair working and environmental conditions in the extraction of raw materials for their products. Make sure that their products are sustainable from a material perspective also after the end of their life-times. Educate their employees as well as customers. And do none of that just for PR – greenwashing will soon start to be perceived by the public as an even bigger faux pas than if the companies had no green programme. It may look good at first, but at the end of the day, it will still be considered a fraud.

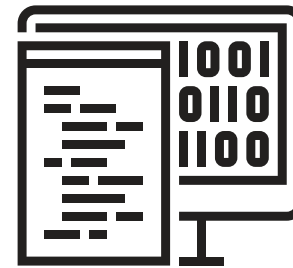




IT Business *View*

TEMPEST with its products and services focuses on business areas that help customers to grow and improve their business results. In addition to technology solutions intended to increase 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 only) 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.



GOOD NEWS

Decline in deaths due to terrorism

According to the Global Terrorism Index the number of deaths from terrorism in 2020 has been decreasing, for the fifth year in a row.

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

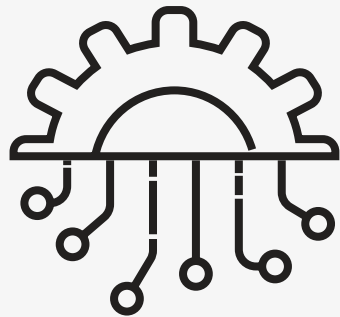
apply intelligence in processing information from production.

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.



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.

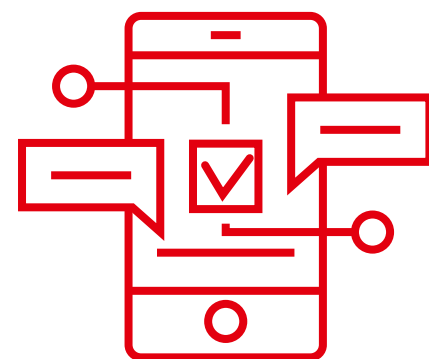
We provide application performance management on the Dynatrace platform and bring a new way of monitoring current technological ecosystems. We comprehensively and automatically help manage applications and improve services or UX using artificial intelligence. We

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.

Mobile Computing

Mobility appears to be one of the key technology priorities for business growth. It is valid also for efficiency. Productivity and motivation pushes 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 back-end infrastructure and resources. The solutions usually consist of middleware integrating multiple heterogeneous customer systems. These include access and identity controlling tools, security enforcement tools on specific types or for specific mobile owners and applications that interpret desired information to different target groups in different ways.



Business Analytics



Business analytics includes consulting, technology, applications and processes related to business performance statements. Business information analysis helps create new insights and circumstances, and also to understand real-time trends in your business. Business analytics uses

large amounts of data, statistical and quantitative analysis, predictive modeling and artificial intelligence to support decision-making. Merging data from several both structured and unstructured data and resources provides answers to questions about what and why something happens. In terms of architecture, business analytics cover 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

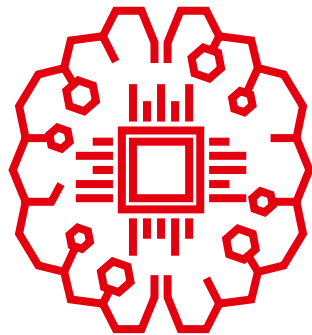
Enterprise Application Integration (EAI) is a framework consisting of technologies and services that integrate systems and applications of organizations through middleware. EAI is perceived in our company as the unlimited sharing of data and business processes across the organization's application and 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 infra-

structures interconnected via universal or tailored interfaces.



Asset Management



Enterprise Asset Management (EAM) is a life-cycle management system for all assets owned by the enterprise – from planning through purchase and subsequent operation up

to retirement. EAM is primarily a process system that is linked to ERP systems. Asset planning is very closely related to IT infrastructure 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.

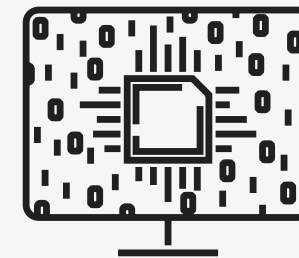
Business Protection & Security

Business safety and investment protection have become organization priorities. Protection against electronic crime from inside and outside 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 enlarged 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 deduplication 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 deduplication, 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.

Divisions

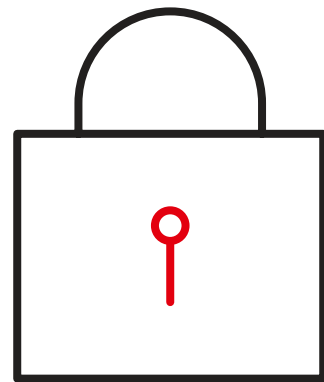
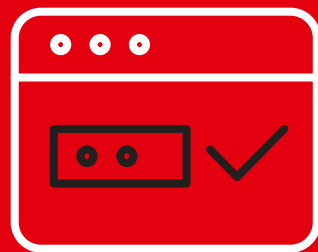


AMBIT

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 their internal or external services.

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.

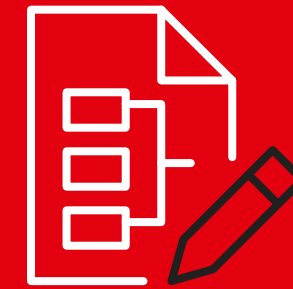


NetSec

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.

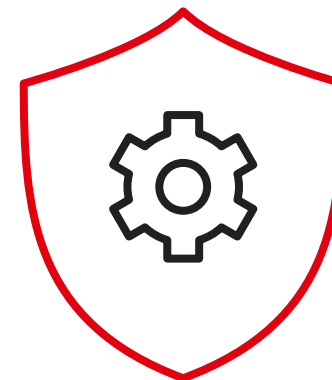
SERVICES

Provides products and services in the field of IT infrastructure, data management and enterprise application integration. It covers solution architecture, IT infrastructure delivery, implementation and security of complex systems across the needs of our customers and their business. We provide solutions based on key technologies of renowned global manufacturers and provide support and development throughout the entire life cycle of the solution.



IT Operations

The IT Operations division focuses on services in the area of information systems operation, outsourcing and body leasing. It provides support for IT infrastructure and provides services 24 hours a day, 7 days a week for the requirements of our customers. We provide services with a high emphasis on quality in accordance with ISO standard 20000 and especially for the satisfaction of our customers.

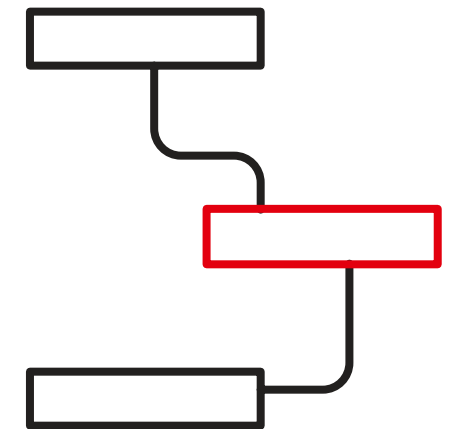


SAP

The SAP division focuses on the implementation of solutions in the "green field" approach, on reimplementations, intergenerational and platform migrations at the DB level or towards S4 / HANA, as well as the operation of SAP systems (ERP, CRM, SRM, BW, PO ...). We create concepts, strategies and customer roadmaps, we provide process and technological consultations. We analyze and implement comprehensive SAP architecture solutions, including integrations with third-party products, taking into account the life cycles of the proposed business processes.

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.





The ozone layer is closing over Antarctica

Climate change is often adversely affecting human lives. The country is constantly struggling for better conditions, and so many positive changes are indeed coming. One of them is the closure of the ozone hole and the restoration of the ozone layer over Antarctica. What is the ozone layer? The ozone layer is located in the stratosphere range of 20 to 30 km above the earth's surface. It creates a protective shell for the planet from high concentrations of ozone. It protects the Earth, but also us, especially from the harmfulness of ultraviolet sunlight. The first damage was highlighted at the turn of the 70s and 80s of the last century, especially in the area above Antarctica, where a narrowing of the ozone layer occurred. Scientists have confirmed its narrowing during the Antarctic spring, but over time it has taken on gigantic proportions and the size of the ozone hole has doubled the size of Antarctica.

What damages the ozone layer

The ozone layer is depleted by the use of artificial chemicals such as chlorofluorocarbons, halons, methyl bromide and other chlorine, bromine and fluorine compounds. These are used in refrigeration and air conditioning equipment, sprays and cleaning agents.

Ozone layer protection

On 16 September 1987, the General Assembly of the United Nations adopted the Montreal Protocol containing regulatory measures relating to the production and handling of substances that deplete the Earth's ozone layer. Its adoption has Banned the use of ozone-depleting chemicals. Measurements from 2020 show that the amount of pollutants in the atmosphere is decreasing and there is room for the recovery of the ozone layer. Although the state of the ozone layer is still not ideal, we can say that the measures taken are really working.



TEMPEST increases the level *of cybersecurity* at NAFTA, a.s.

NAFTA a.s. is an international company with extensive experience in the area of underground storage of natural gas and also a Slovak leader in exploration for and exploitation of hydrocarbons. As an operator of the basic service in the energy sector, it is fully aware of the importance of a comprehensive protection of the services it provides against cyber threats. In 2020 the company decided to build one

of the most important pillars of security – security monitoring. Deployment of the SIEM (Security Incident and Event Management) tool IBM QRadar enabled the organization to considerably increase the visibility of security events in the operation of its infrastructure and to enhance the efficiency of safety oversight in quite a short period of time. The solution was designed and implemented by TEMPEST.

Key goals of the project

The key goal was to protect the customer against information leaks, to protect investments and business activities and to decrease the risk of a loss of reputation by ensuring:

- › centralized collection and storage of audit data

- › monitoring the security of networks and information systems
- › analyses and solutions of security events and incidents

At the same time, implementation of IBM QRadar also complied with legislative requirements* to

address cyber security incidents and measures in the area of security monitoring and testing and security audits.

*Act No. 69/2018 Coll. on Cybersecurity and Decree of the National Security Authority No. 362/2018 Coll. laying down the content of security measures, the content and structure of security documentation, and the extent of general security measures.



Requirements

- › storage of events from pre-defined sources of logs of applications, operation systems and network hardware;
- › monitoring the security-relevant events of the operated infrastructure and information systems;
- › correlating security-relevant events;
- › assessing security-relevant events;
- › detecting and addressing security incidents;
- › complying with the requirements of Act No. 69/2018 Coll. on Cybersecurity and related Decree No. 362/2018 Coll., §§ 14,15

Solution description

Together with our competences and services, IBM QRadar technology represents a solution which ensured meeting the goals of the project as well as legislative requirements. The architecture of the solution was built on central data processing and collection at several sites. We placed an independent data collector at each site to collect data and optimize its transfer for centralized processing. SIEM was deployed with the customer as an on-premises installation.

In order to achieve the required level of safety oversight, it was crucial to ensure data for event evaluation. We look at such data on two levels, namely at the level of equipment and systems from which we get the data, and at the level of the content of logs defined by the determined logging level. At both levels it is necessary to take into consideration the architecture and topology of the operated infrastructure and legislative requirements that the solution is supposed to meet. To ensure that SIEM provides the required functionality in the shortest possible time, priorities were assigned

to the identified sources of logs according to the categorisation of networks and information systems.

The level of logging in the connected systems was set according to the customer's security requirements and the requirements of the Cybersecurity Act. Logs were divided into the below-stated categories in the analysis: They are monitored for success or failure of the event performed or any potential modification of records:

- › authorization events
- › authentication
- › privileged operations
- › access to logs
- › access to system resources
- › modification of authentication data
- › modification of authorization data
- › configuration changes to the system
- › activation/deactivation of security mechanisms
- › starting/stopping processes
- › starting/shutting down the system

Evaluation of events

We achieve an efficient use of data by configuring and fine-tuning the parameters that enter the logics of event evaluation. We made maximum use of the pre-prepared rules and related data sets and thresholds in order to "launch" the analysis of processed events in the shortest possible time. Clear displaying of the status and tendencies of parameter developments through dashboards increase the level of awareness of the current status of the monitored events and findings. The dashboards were adapted to display the events and activities that are related to the events identified in the analysis as well as those on which the requirements of the Cybersecurity Act primarily focus.

Benefits of SIEM's deployment

Deployment of SIEM enabled Nafta a.s. to:

- › integrate a uniform centralized view of the existing security infrastructure;
- › quickly and efficiently evaluate a high number of security-relevant events in real time;
- › adopt appropriate measures with minimum delays.

The currently deployed solution enabled a uniform platform for storing normalized logs/audit records, and their compressing and indexing, to be created. So the company has acquired a compact comprehensive view of the security of its IT infrastruc-

ture. Nafta a.s. realizes that SIEM is not only about deploying the tool; setting the processes and ensuring supervision are equally important.

"Cybersecurity is a very sensitive topic and that is the reason why we thank our customer for their trust even more. To address the needs of NAFTA as well as all applicable statutory requirements, we chose QRadar technology by IBM. We have an excellent experience with it. We at TEMPEST have competent experts in almost all areas of cybersecurity,"

Attila Fintor and Richard Beño comment on behalf of the supplier, TEMPEST a.s.

"Our project has met all determined goals. We mainly increased the degree of automation of cybersecurity in our company and ensured full compliance with the legislation. We protect both our customers' operations and our shareholders' investments at a higher level. We thank TEMPEST for efficient cooperation and valuable knowledge,"

says Ivan Mazán, Head of IT NAFTA, a.s., about the project.

Why TEMPEST?

TEMPEST's employees include certified experts deploying security solutions, introducing security processes and providing a comprehensive service of safety oversight for important organizations from various industries.

TEMPEST has extensive experience with security monitoring, identifying and addressing security incidents, implementing and operating various tools for ensuring the protection of IT infrastructure (IDS/IPS, firewalls, WAF, Vulnerability Management, DLP, MDM, etc.), tools for controlling and monitoring the activities of privileged users, tools for monitoring the operation of infrastructure, as well as with setting the security processes in accordance with the needs of customers, with legislative requirements and security standards.

Products *and services*

- › IT infrastructure
- › IT operation and outsourcing
- › Software development
- › Management systems
- › Security
- › Management of ICT services
- › 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

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



GOOD NEWS

Zero carbon footprint of the Dublin post office

The Irish capital, Dublin, has become the first capital in the world to have a zero carbon footprint post office.

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

Software development

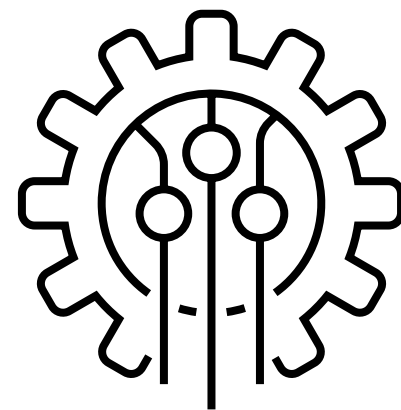
TEMPEST has a large amount of experience in creating software solutions and provides comprehensive services in this field, including consulting, architecture creation, design, development and integration. SW teams are able to cover the issue from small systems to large enterprise-wide solutions. TEMPEST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



GOOD NEWS

Access to electricity

More people had access to electricity than ever before. Efforts to improve access to electricity in developing countries are bearing fruit, according to a report by the International Energy Agency (IEA) published in October. The number of people without electricity was found to have fallen from almost 860 million in 2018 to 770 million in 2019, a record low.

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.



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

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)

Integrated security solutions:

TEMPEST has a long term experience with classical IT and can connect the world of object protection and personal protection with the world of information and cyber security. In addition to efficiency, it gives the customers greater data integrity, usability of information or compliance with legislation and norms. In connection with unique competencies, we can integrate, operate and develop integrated security systems and their components with regard to backup, archiving, storage, security or data analysis. We provide solutions in areas such as electrical security systems, perimeter protection, camera systems and thermal cameras, access control systems, parking management systems, electrical and vocal fire alarms, and protection of buildings from drones.

Security infrastructure

- › PKI, Electronic Signature (ES), Guaranteed Electronic Signature (GES)
- › hardware security modules (HSM)

Security assessment

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

These areas are complemented with the provision of the following services:

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

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

Main 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)

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.

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

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

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

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

Project Management

The success of project management is based on continuous communication with customers, project teams, business divisions, technical divisions and management committees (management). Project management and open communication play a significant role in form 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, orientation on detail, 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:

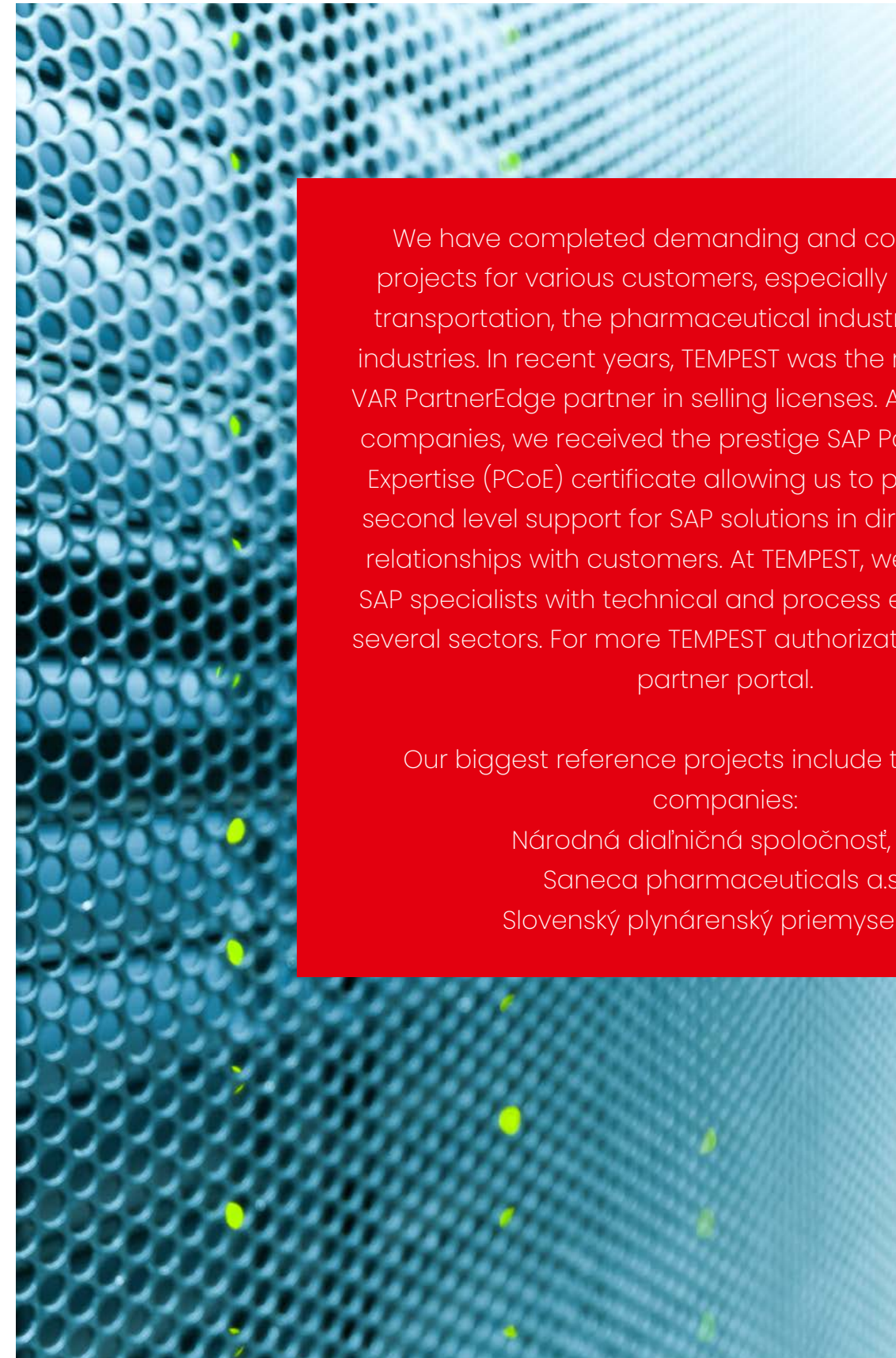
- › Implementation of "greenfield" solutions;
- › Reimplementation of the existing solutions focusing on process optimization or emphasizing the principles of "back to basics";
- › Interplatform or intergenerational migrations on the DB (DB Hana, ASE) level, or application solution migration towards 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 is 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.,
 Slovenský plynárenský priemysel, a.s.

Interesting Projects

TEMPEST has completed successful and demanding information 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.



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.



We are implementing three key projects, which are focused on the upgrade of CISCO Catalyst 6506 Core switches to CISCO Catalyst 6807 xl (due to end-of-life and due to replacement for advanced technology), WAN technology upgrade to iWAN technology and overall data center upgrade on CISCO platform. Nexus and Firepower. In this case, it is a generational change of equipment, which will increase the speed to 40G. At the same time, new technologies will be deployed, such as Converged Infrastructure (FCoe).



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.



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.



Implementation of ISOZ information system on SAP platform (CRM, ISU, BW). What comes next is the support of operation, maintenance and development of a system that supports the customer in business growth in the energy market. It is the key to serving SPP customers.



NAFTA, A.S.

Design, implementation and integration of security monitoring. Deployment of the SIEM solution of IBM QRadar has enabled the organization to significantly increase the visibility of security events in the infrastructure in a relatively short time, streamline security supervision and ensure compliance with current requirements of cyber security legislation.



Design, implementation, support and financing of the new Cisco infrastructure. The generational change of the skeletal network and data center has brought customers and employees of the bank an improvement in the "digital experience", as well as a reduction in the costs of operation, maintenance and administration of the equipment. The project took place during full operation and without disrupting the bank's business processes.



Deployment of a solution to support process management in IT. This solution, based on HP Service Manager, consists of support for incident and problem management, change management, and service level evaluation. This made it possible to increase the efficiency of the support staff, as well as the support of the IT services provided to customers.

Customers *and Partners*

TEMPEST's long-term strategy is characterized by the high professional level of its 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

- › Gold Solution provider

CISCO

- › Gold Partner

Specializations:

- › 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***

DYNATRACE

- › Master Partner

F5 Networks

- › Gold UNITY Partner

Dell EMC

- › Platinum Partner

Awards:

- › Best EMC Partner 2012, 2013, 2014, 2015, 2016, 2017, 2019
- › The best innovative solution 2013, 2014
- › IT Transformation Partner of the Year 2018

Flowmon Networks

- › Bronze Partner

Fortinet

- › Silver Partner

Hitachi

- › Value Added Reseller ,
Edge-to-Core-to-Cloud Infrastructure Competency

Hewlett Packard Enterprise

- › Gold Hybrid IT Partner, Aruba Business Partner
- Awards:
- › The best HPE partner in the area All Products & Services (HP) in 2014
 - › The best HPE partner in the category Printing & Personal Systems (HP) in 2014
 - › The best HPE partner in HW&SW sales for 2015
 - › The best HPE partner in strategic sales solution for 2018
 - › The best HPE partner in standard sales infrastructure 2019

IBM

- › Platinum Business Partner
- Awards:
- › IBM Partner of the Year in the Power Systems category for 2018

Microsoft

- › Gold Certified Partner

Oracle

- › Sell Expertise in Oracle Cloud Platform, Build, Sell, or Service Oracle License & Hardware Products

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

- › Data Center Virtualization, Cloud Management and Automation
- Awards:
- › Partner of the Year in the Data Center area Virtualization for 2019

Aveva (Wonderware)

- › System Integrator Partner

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



GOOD NEWS

Nobel Peace Prize for the food program

The World Food Program (WFP), world's largest humanitarian organization, has won the Nobel Peace Prize. In the previous year, it helped almost 100 million people during the pandemic.

References

Our clients include major organizations in 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.

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.

Industry, production and energy

- › Adient Slovakia, s.r.o.
- › Bratislavská teplárenská, a.s.
- › Eustream, a.s.
- › Foxconn Slovakia, spol. s r.o.
- › Jadrová a vyradovacia 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.

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

Sales, services and media

- › 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

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



GOOD NEWS

Extermination of polio

Four years after the last infection, the World Health Organization (WHO) has officially declared that the polio virus has been eradicated in Africa. Efforts to eliminate it have been going on since 1996 and according to the WHO, up to 1.8 million children have been saved from lifelong paralysis and about 180,000 deaths have been avoided.



Marketing

Our priority is quality and meaningful content in accordance with our communication strategy. We want to be creative, efficient, accurate and targeted. In technological areas in which we have unique competencies and experience, we want to be "top of mind". Our job is to bring technology topics that help customers grow strategically. We also build a relationship between TEMPEST and our target groups and try to identify potential business opportunities.

Marketing communication

TEMPEST's marketing communication focuses on several (digital) channels and, most recently, Spotify podcasts. We regularly inform our audience about technological innovations, news and activities of the

company. We also work with lifestyle topics and prepare interesting interviews with inspiring people from the fields of sports, cryptocurrencies, artificial intelligence, digital visual effects and the environment. Thanks to the set strategy, the number of fans on social networks is growing, and we are at leading positions on the Slovak IT market

in the number of followers. We communicate with our clients on a regular basis through a newsletter, which is opened by an average of more than a quarter of subscribers. For employee emails, the conversion is 85%.



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



GOOD NEWS

New home for "shelters"

During the lockdown, a record number of shelter dogs and cats found their new home.

Social responsibility

Our company has been trying to help people in need for a long time. As a part of our social responsibility, we run a **TEMPEST S.O.S.** programme which identifies people with health, financial, family or other problems threatening their existence. Most often they are disadvantaged individuals or groups that our employees are aware of and our company distributes the necessary financial means among them. In late 2020 we, together with our customers, partners and employees, selected the Children's Cardiology Centre Foundation to which we donated EUR 10,000. The money will help improve the comprehensive care for children with heart diseases and give them the possibility to live happy and fulfilled lives. Our aid also targeted Claudianum, a non-profit organization which provides daily social care for adults with mental and combined disabilities. Its main task is to create a room for

self-expression, comprehensive personality development, talent development and integration in the community. Also, we financially supported preparation of a junior world champion in target shooting, Filip Praj, and a former Slovak marathon champion, Gabriel Švajda, who, by-the-way, as a part of the corporate benefit looks after the sports and running preparation of our employees to ensure their best physical and mental condition. It is also worth mentioning that we supported publication of a beautiful book named "From Third World to First" which describes the modern history of Singapore since 1965 and is a great example of building a successful country.



Events

Every year we organise a few large events for our customers, partners and employees. As a result of the COVID-19 pandemic, most of our traditional events were cancelled or postponed. In spite of the challenging situation, we managed to organise several interesting events.



The OEE webinar – overall equipment efficiency

A hybrid event with a live demonstration of implementation of Industry 4.0 technology for customers, directly at a production line in a laboratory of the Faculty of Materials Science and Technology of the Slovak University of Technology in Trnava.

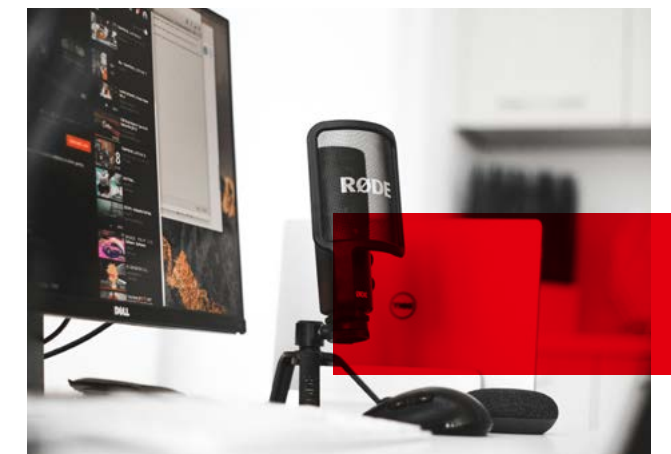


Company PCR testing and packages full of vitamins

We do care about the health of our employees. As a way of prevention against the coronavirus, we gave high-quality packages full of vitamins to our colleagues and also paid for PCR testing for them which was carried out directly on the company's premises.

TEMPEST online klub

Exclusively for our employees we organise a series of online discussions with interesting personalities. The guests included e.g. presenter and environmental activist Viktor Vincze, and neuropsychologist and doctor Robert Krause. Our employees could actively join the discussions and ask any questions they wish.



St. Nicholas' day

In December, we traditionally prepare an event for over 400 children and parents. This year, it was unfortunately not possible, so we prepared a funny video greeting from St. Nicholas and his friends to the children. Employees' children also received a few beautiful presents, toys as well as little natural trees which they could decorate and plant after the Christmas holidays.





Plastic recycling within a few hours

The French start-up has invented a revolutionary technology that allows the recycling of PET materials. It is a special enzyme found in compost.

An enzyme that breaks down the bottle in as little as 10 hours

The public was informed about the discovery of a special enzyme that helps in the decomposition of PET bottles as early as 2019. However, last year the enzyme was modified in the laboratory to a molecular champion in plastic decomposition. Scientists have succeeded in creating a variety that can remain stable even at high temperatures, such as 72 ° C, which allows the decomposition process to take place. In the experiments, up to 90% of the plastic bottles were decomposed in as little as 10 hours, while the PET bottle by itself is capable of decomposition in up to 450 years. The decomposed material was used to create new containers for food or liquids.

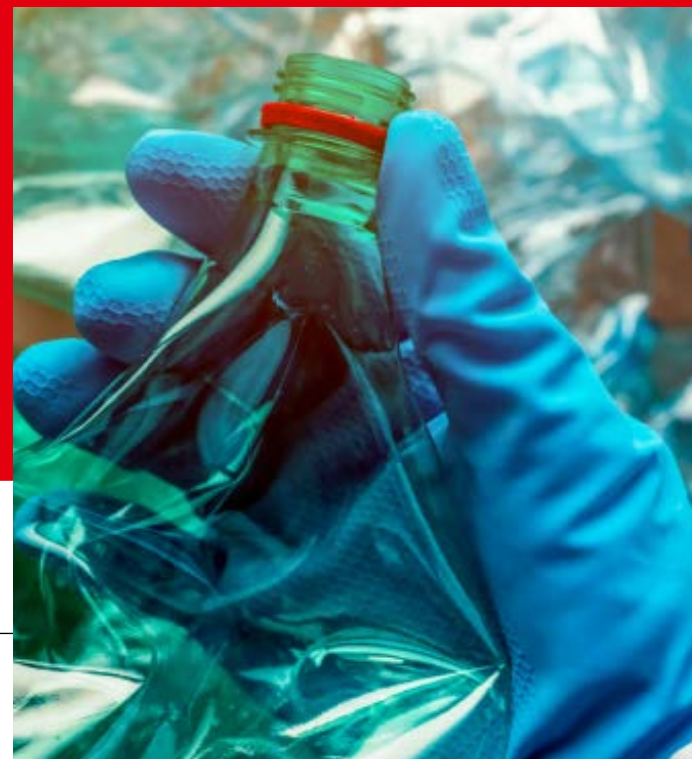
Plastics are a problem especially in the oceans

PET bottles and other plastics are a problem especially in the oceans and seas. Scientists led

by oceanographer Marcus Erikson have found that around 270,000 tons of plastic are floating in the world's oceans, representing more than 5.2 trillion plastic pieces. To give you a better idea, this amount could wrap the Earth up to 425 times along the equator. Plastics have already been found in the most desolate area of the Pacific Ocean, the Point Nemo area, from which the nearest inhabited area is up to 2,700 km.

Plastic recycling plants

Carbios has built a factory on the outskirts of Lyon that can currently recycle 2,000 tonnes of PET plastics. They plan to build another with a capacity of up to 100,000 tons within two years, and up to ten such factories should be added within 10 years.



Record year for renewables

At first glance, it might seem that nature and energy production do not fit together. However, the opposite is true. This was also confirmed in 2020, when the amount of electricity produced from renewable sources increased in the countries of the European Union.

Electricity and nature

The production of electricity from renewable sources means that non-fossil energy sources, such as wind, solar radiation or water with constantly renewable energy potential, are used in the production processes. These resources are substitutable alternatives to fossil fuels, the combustion of which produces high amounts of carbon dioxide (CO₂) and thus endangers and damages the environment.

2020 – a year of natural energy

In 2020, the production of electricity from fossil fuels (coal, oil and natural gas) decreased and at the same time its production from renewable sources increased. Some statistics show an increase of up to 10%. These facts are crucial on the way to achieving a low-carbon economy. Statistics show that if the current rate of use of alternative sources in electricity generation is maintained, renewables



will become the world's largest source of electricity generation by 2025.

Green future

Energy produced from alternative sources is cleaner and less demanding on the environment. The electricity generated in this way is becoming more and more available to anyone who also thinks about the health of our planet. Great results can be achieved every year.

Organizational Structure

Roman Kriško
General Director

Andrej Bališ
Sales Director

Sales
Sales Support
Marketing
Rastislav Chudík
PreSales
Roman Roštár

Jozef Šipoš
Operations Director

HR
Silvia Miklová
CIO
Peter Roth
Operations Department
Martin Fodor

Miroslav Doležal
ZIMS

Manager SMS
Martin Zúggó
Manager Security
Branislav Mitas
Anti-corruption manager

Branislav Baranovský
Technical Director

Ambit
Martin Jerga
Infrastructure Management
Rastislav Daniš
Process and Service Management
Radoslav Krochmal

INdev
Peter Laco
Consulting
Alojz Časný
Application Support
Miroslav Kišš
Development and Integration
eOffice
Marián Herzog

NetSec
Branislav Mitas
Analytical Safety
Branislav Mitas
Applicational Safety
Attila Fintor

Services
Lukáš Kraic
Network Security Department
Juraj Nemeček
Networks Department (NET)
Marián Štefanka
Physical Cabling Department
Róbert Franz
WIN
Peter Škreňo
UNIX
Juraj Ivaško

IT Operations
Matej Leško
Service Delivery
Igor Jankovič
SCADA MES
Pavol Miroslav
IT Support
Matej Leško

SAP
Juraj Ondič

Project Management
Michal Moravčík

Miroslav Doležal
Financial Director

Finance and Logistic
Peter Pásztor

Personnel Dpt
Lucia Vráblová

Kontroling
Dominika Ondrejková

IMS
Miroslav Doležal

Employee Structure

More than three quarters of employees are professionals with a university degree. At present, the company employs almost 300 experts and certified specialists.

Number of employees as of 31.12. 2020	278	100 %
Gender		
Women	33	11,87 %
Men	245	88,13 %
Education		
University	206	74,10 %
Secondary school	72	25,90 %
Age structure		
18-20	1	0,36 %
21-30	38	13,67 %
31-40	109	39,21 %
41-50	108	38,85 %
Over 51	22	7,91 %

Finance

In spite of the impact of COVID-19 on the entire Slovak economy, TEMPEST a.s. managed to make a profit. Even with a drop in the turnover of both monitored parameters - goods and services - the company saw a significant economic achievement and successfully managed to eliminate the negative effects of COVID-19.

Although the situation is not that simple, in the next marketing year TEMPEST a.s. plans to make a comparable or even higher profit than in 2020.

Additional information

In the period after the end of the accounting period for which the Annual Report 2020 has been prepared, there have been no other occurrences of special importance that would need to be disclosed or reported in the financial statements for 2020 or in this Annual Report. The company does not perform any activities which could have a significant negative impact on the environment. The company has not obtained its own stocks, temporary certificates or business shares. In 2020 the company was dealing with two R&D projects. The aim of the first one was to deploy and integrate industrial systems for data collection using the latest

Industry 4.0 standards. The aim of the second project was to create a unique solution enabling public regulated service activities interconnected with European structures to be performed.

At the time when the Report was being disclosed the company's management again considered all potential impacts of the global pandemic on the company's business activities and came to the conclusion that they had no significant impact on its ability to pursue its business as a going concern. It has been proposed not to allocate the profit for 2020 for the moment. The company has no branches abroad and it has a share in its subsidiary VT Group, a.s. and in its subsidiary Tempest

IT services, a.s.. The company prepared the consolidated financial statements as of 31 December 2020. The financial statements for 2020 have been audited by an independent auditor.



Ing. Miroslav Doležal, CSc.,
CFO and member of the
Board of Directors



Trends

	2020	2019	2018	2017	2016	2015
Total turnover	60 281 249 €	107 738 588 €	71 743 659 €	69 556 589 €	59 046 174 €	119 932 530 €
Sales of services	55 996 361 €	83 951 919 €	58 454 329 €	47 618 044 €	48 561 736 €	49 752 583 €
Revenues from merchandise	4 284 888 €	23 786 669 €	13 289 330 €	21 938 545 €	10 484 438 €	70 179 947 €
Profit after taxation	1 629 301 €	4 516 970 €	2 282 408 €	2 185 710 €	2 889 561 €	4 024 842 €
Added value	22 069 345 €	29 314 153 €	27 355 855 €	22 585 213 €	21 809 267 €	24 578 533 €

	2020	2019	2018	2017	2016	2015
EBITDA	2 560 400 €	7 533 213 €	5 901 650 €	5 866 562 €	6 367 155 €	7 003 145 €
Indebtedness indicators						
Total indebtedness	67,2%	84,3%	81,9%	88,9%	87,7%	85,3%
Total debt to total assets ratio	1,7%	4,5%	11,8%	13,1%	15,0%	0,0%
Level of self-financing	32,8%	15,7%	18,1%	11,1%	12,3%	14,7%
Financial leverage	3,04	6,37	5,51	8,97	8,11	6,80
Credit burden	3,0%	0,9%	11,8%	13,1%	15,0%	0,0%
Liquidity indicators						
Liquidity level 1	0,35	0,12	0,32	0,17	0,13	0,45
Liquidity level 2	1,44	1,19	1,15	1,03	0,99	1,15
Liquidity level 3	1,45	1,19	1,17	1,08	1,02	1,17
Profitability indicators						
Return on equity	18,1%	50,4%	38,6%	43,5%	50,5%	58,7%
Return on assets	6,0%	7,9%	7,0%	4,9%	6,2%	8,6%
Activity indicator						
Assets turnover time	165,60	193,32	166,04	236,42	287,01	142,04
Turnover of assets	2,20	1,89	2,20	1,54	1,27	2,57
Turnover of inventory	268,42	217,20	94,59	24,02	46,63	168,16
Inventory turnover time	1,36	1,68	3,86	15,19	7,83	2,17
Turnover of non-current assets	22,19	48,22	25,36	13,94	8,01	12,91
Turnover of current assets	2,72	2,12	2,97	2,25	2,05	3,41
Receivables turnover period	98,79	152,05	81,70	121,90	153,37	61,10

Assets

	Assets	Number	Current accounting period			Preceding accounting period
			Gross - Part 1	Gross - Part 1	Net 2	Net 3
	Total assets [02+33+74]	001	37,038,982.00 €	9,689,451.00 €	27,349,531.00 €	57,062,809.00 €
A	Non-current assets [03+11+21]	002	7,545,630.00 €	4,828,703.00 €	2,716,927.00 €	2,234,169.00 €
A.I.	Non-current intangible assets - total [04 to 10]	003	185,714.00 €	132,175.00 €	53,539.00 €	92,108.00 €
A.I.1	Capitalized development costs	004				
A.I.2	Software	005	185,714.00 €	132,175.00 €	53,539.00 €	92,108.00 €
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 to 20]	011	7,239,934.00 €	4,652,347.00 €	2,587,587.00 €	2,066,260.00 €
A.II.1	Land	012				
A.II.2	Structures	013	15,205.00 €	507.00 €	14,698.00 €	
A.II.3	Individual movable assets and sets of movable assets	014	7,032,681.00 €	4,651,840.00 €	2,380,841.00 €	2,066,260.00 €
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	192,048.00 €		192,048.00 €	
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 to 32]	021	119,982.00 €	44,181.00 €	75,801.00 €	75,801.00 €
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 €	75,801.00 €
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	27,047,853.00 €	4,860,748.00 €	22,187,105.00 €	50,838,547.00 €
B.I.	Inventory - total [35 to 40]	034	2,319,478.00 €	2,177,118.00 €	142,360.00 €	361,070.00 €
B.I.1	Raw material	035	118,020.00 €		118,020.00 €	303,590.00 €
B.I.2	Work in progress and semi-finished products	036	2,177,118.00 €	2,177,118.00 €		
B.I.3	Finished goods	037				
B.I.4	Animals	038				
B.I.5	Merchandise	039	24,340.00 €		24,340.00 €	57,480.00 €
B.I.6	Advance payments made for inventory	040				

Assets

	Assets	Number	Current accounting period			Preceding accounting period
			Gross - Part 1	Gross - Part 1	Net 2	Net 3
B.II.	Non-current receivables - total [42+46 to 52]	041	1,107,468.00 €		1,107,468.00 €	273,102.00 €
B.II.1	Trade receivables - total [43 to 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	510.00 €		510.00 €	3,415.00 €
B.II.8	Deferred tax asset	052	1,106,958.00 €		1,106,958.00 €	269,687.00 €
B.III.	Current receivables - total [54+58 to 065]	053	17,891,985.00 €	2,683,630.00 €	15,208,355.00 €	44,608,508.00 €
B.III.1	Trade receivables - total [55 to 57]	054	17,356,279.00 €	2,683,630.00 €	14,672,649.00 €	44,233,629.00 €
B.III.1.a.	Trade receivables from affiliated accounting entities (311A, 312A, 313A, 314A, 315A, 31XA)-/391A/	055	191,431.00 €		191,431.00 €	264,176.00 €
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	17,164,848.00 €	2,683,630.00 €	14,481,218.00 €	43,969,453.00 €
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	443,989.00 €		443,989.00 €	
B.III.8	Receivables related to derivatives transactions (373A, 376A)	064				
B.III.9	Other receivables	065	91,717.00 €		91,717.00 €	374,879.00 €
B.IV.	Current financial assets - total [67 to 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 assets 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	5,728,922.00 €		5,728,922.00 €	5,595,867.00 €
B.V.1.	Cash	072	1,378.00 €		1,378.00 €	8,049.00 €
B.V.2.	Bank accounts	073	5,727,544.00 €		5,727,544.00 €	5,587,818.00 €
C	Accruals/deferrals - total [75 to 78]	074	2,445,499.00 €		2,445,499.00 €	3,990,093.00 €
C.1	Prepaid expenses - long-term	075	23,218.00 €		23,218.00 €	556,076.00 €
C.2	Prepaid expenses - short-term	076	2,422,281.00 €		2,422,281.00 €	3,434,017.00 €
C.3	Accrued income - long-term	077				
C.4	Accrued income - short-term	078				

Liabilities and Equity

	Liabilities and Equity	Number	Current accounting period	Preceding accounting period
	Total equity and liabilities [80+101+141]	079	27,349,531.00 €	57,062,809.00 €
A	Equity [81+85+86+87+90+93+97+100]	080	8,983,423.00 €	8,954,122.00 €
A.I	Share capital - total [82 to 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 to 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	7,162,602.00 €	4,245,632.00 €
A.VIII.1	Retained earnings from previous years	098	7,162,602.00 €	4,245,632.00 €
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	1,629,301.00 €	4,516,970.00 €
B.	Liabilities [102+118+121+122+136+139+140]	101	17,854,875.00 €	47,756,333.00 €
B.I	Non-current liabilities - total [103+107 to 117]	102	818,648.00 €	493,148.00 €
B.I.1	Non-current trade liabilities - total [104 to 106]	103	436,005.00 €	28,300.00 €
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	436,005.00 €	28,300.00 €
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		
B.I.6	Long-term advance payments received	111		
B.I.7	Long-term bills of exchange to be paid	112		

	Liabilities and Equity	Number	Current accounting period	Preceding accounting period
B.I.8	Bonds issued	113		
B.I.9	Liabilities related to social fund	114	127,707.00 €	114,904.00 €
B.I.10	Other non-current liabilities	115	254,936.00 €	349,944.00 €
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 €
B.IV	Current liabilities - total [123+127 to 135]	122	15,334,412.00 €	42,708,265.00 €
B.IV.1	Trade liabilities - total [124 to 126]	123	10,780,449.00 €	33,078,860.00 €
B.IV.1.a	Trade liabilities to affiliated accounting entities	124	2,173,131.00 €	
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	8,607,318.00 €	33,078,860.00 €
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	1,672,229.00 €	3,708,438.00 €
B.IV.7	Liabilities related to social security	132	769,651.00 €	1,185,203.00 €
B.IV.8	Tax liabilities and subsidies	133	1,863,241.00 €	4,272,283.00 €
B.IV.9	Liabilities related to derivative transactions	134		
B.IV.10	Other liabilities	135	248,842.00 €	463,481.00 €
B.V	Short-term provisions [137+138]	136	1,245,911.00 €	1,990,563.00 €
B.V.1	Legal provisions	137	796,911.00 €	1,990,563.00 €
B.V.2	Other provisions	138	449,000.00 €	
B.VI	Current bank loans	139	395,226.00 €	2,172,700.00 €
B.VII	Short-term financial assistance	140	60,678.00 €	
C.	Accruals/deferrals - total [142 to 145]	141	511,233.00 €	352,354.00 €
C.1	Accrued expenses - long-term	142		
C.2	Accrued expenses - short-term	143		
C.3	Deferred income - long-term	144	103,823.00 €	15,000.00 €
C.4	Deferred income - short-term	145	407,410.00	337,354.00 €

Income statement

	Income statement	Number	Current accounting period	Preceding accounting period
*	Net turnover (part of account class 6 according to the Act)	01	60,281,249.00 €	107,738,588.00 €
**	Operating income - total [03 to 09]	02	60,968,116.00 €	107,773,800.00 €
I.	Revenue from the sale of merchandise	03	4,284,888.00 €	23,786,669.00 €
II.	Revenue from the sale of own products	04		
III.	Revenue from the sale of services	05	55,996,361.00 €	83,951,919.00 €
IV.	Changes in internal inventory	06		-243,372.00 €
V.	Own work capitalized	07		
VI.	Revenue from the sale of non-current intangible assets, property, plant and equipment, and raw materials	08	165,669.00 €	168,184.00 €
VII.	Other operating income	09	521,198.00 €	110,400.00 €
**	Operating expenses - total [11+12+13+14+15+20+21+24+25+26]	10	59,321,937.00 €	101,997,047.00 €
A.	Cost of merchandise sold	11	2,654,739.00 €	18,030,511.00 €
B.	Consumed raw materials, energy consumption, and consumption of other non-inventory supplies	12	7,734,779.00 €	23,457,535.00 €
C.	Value adjustments to inventory	13		
D.	Services	14	27,822,386.00 €	36,693,017.00 €
E.	Personnel expenses total [16 to 19]	15	17,178,864.00 €	21,561,079.00 €
E.1.	Wages and salaries	16	13,091,872.00 €	17,012,228.00 €
E.2.	Remuneration of board members of company or cooperative	17		
E.3.	Social security expenses	18	3,788,438.00 €	4,208,137.00 €
E.4.	Social expenses	19	298,554.00 €	340,714.00 €
F.	Taxes and fees	20	17,394.00 €	19,831.00 €
G.	Amortization and value adjustments to non-current intangible assets and depreciation and value adjustments to property, plant and equipment	21	997,083.00 €	1,884,030.00 €
G.1.	Amortization to non-current intangible assets and depreciation of property, plant and equipment	22	997,083.00 €	1,884,030.00 €
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	82,807.00 €	40,614.00 €
I.	Value adjustments to receivables	25	2,650,081.00 €	
J.	Other operating expenses	26	183,804.00 €	310,430.00 €
***	Profit/loss from operations [02-10]	27	1,646,179.00 €	5,776,753.00 €
*	Added value [(03+04+05+06+07)-(11+12+13+14)]	28	22,069,345.00 €	29,314,153.00 €
**	Income from financial activities - total [30+31+35+39+42+43+44]	29	529,722.00 €	200,581.00 €
VIII.	Revenue from the sale of securities and shares	30		15,000.00 €
IX.	Income from non-current financial assets [32 to 34]	31	400,448.00 €	146,234.00 €
IX.1.	Income from securities and ownership interests in affiliated accounting entities	32	400,448.00 €	146,234.00 €

	Income statement	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 to 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	525.00 €	186.00 €
XI.1.	Interest income from affiliated accounting entities	40		
XI.2.	Other interest income	41	525.00 €	186.00 €
XII.	Exchange rate gains	42	128,749.00 €	39,161.00 €
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	223,389.00 €	253,630.00 €
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	71,967.00 €	88,871.00 €
N.1.	Interest expenses related to affiliated accounting entities	50		
N.2.	Other interest expenses	51	71,967.00 €	88,871.00 €
O.	Exchange rate losses	52	113,155.00 €	67,597.00 €
P.	Loss on revaluation of securities and expenses related to derivative transactions	53		
Q.	Other expenses related to financial activities	54	38,267.00 €	40,612.00 €
***	Profit/loss from financial activities [29-45]	55	306,333.00 €	-53,049.00 €
****	Profit/loss for the accounting period before tax [27+55]	56	1,952,512.00 €	5,723,704.00 €
R.	Income tax [58+59]	57	323,211.00 €	1,206,734.00 €
R.1.	Income tax - current	58	1,160,482.00 €	1,453,847.00 €
R.2.	Income tax - deferred	59	-837,271.00 €	-247,113.00 €
S.	Transfer of net profit/net loss shares to partners	60		
****	Profit/loss for the accounting period after tax [56-57-60]	61	1,629,301.00 €	4,516,970.00 €

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 28 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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