

Annual Report | TEMPEST, a.s. | **2008**



Business name: **TEMPEST**, a.s.

Registered office: Plynárenská 7/B, 821 09 Bratislava, Slovak Republic

Share capital: SKK 4,800,000, incorporation date: 24.6.1992, company reg. no.: 31 326 650, VAT payer no.: SK2020327716

The company is registered with the Companies Register of the District Court of Bratislava 1, Bratislava, section SA, dossier no. 3771/B

www.tempest.eu

Content

04 *Introduction*
Content, Key numbers

09 *Company*
Statement of the CEO, Company profile

14 *Projects*
Solutions and Services, Partnerships and Awards, Key projects

22 *Clients*
References, Communication

26 *People*
Company structure, Human resources in figures

30 *Finance*
Trends, Balance sheet, Profit and loss account, Cash flow

46
Independent auditor's report, Our thanks, Contact

TRUST
FUTURE
DYNAMICS
STABILITY
LHDISNI
EFFICIENCY
SUPPORT
MANAGEMENT
WVLSYS
GROWTH
COMMUNICATION
GUARANTEE
STRATEGY
SOLUTION
DEVELOPMENT
RESULTS
PROMPTNESS
SCIMVANYD
COOPERATION
NOISNAPXE

We have been operating on the Slovak market for demanding clients for *17 years* already and we employ an *excellent team of people*. Thanks to their ingenuity and high level of professionalism, we are growing consistently each year.

06

+19,7%

TOTAL REVENUE

+67,3%

PROFIT AFTER TAX

+33,7%

ADDED VALUE

+46,1%

SALES FROM FINISHED
GOODS AND SERVICES

Statement *of the CEO*

The year 2008 was another in a string of successful years. In terms of customer and employee satisfaction, and also growth in economic results, I view last year as one of our best. To the end of the year our professional team comprised 202 full-time employees and over 30 permanent external partners. We managed to implement various interesting projects, by which our customers resolved a whole spectrum of issues. Once again we managed to smash the one billion koruna threshold in sales revenues (over EUR 33 million) and so affirmed our place among the most successful IT companies in Slovakia. An unpleasant surprise came at the end of the year with the first signs of the world economic crisis, which although partially affecting us in 2008, will have a much greater impact on us in the future.

Yet we should always look for the silver lining of the cloud. I personally believe that the crisis will produce new opportunities, whether in the sense of looking for resources within the company, or for space created on the market. This really does pose a huge challenge to survive and become even stronger. Everything comes to an end sometime, and we are all hopeful that the end of the crisis will come very soon.

We would like to utilise this crisis period to advance ourselves. We have many plans, but time will tell what real life presents us with. Once things start moving full speed ahead again after the crisis, there will be no time for contemplation, which is why it has to be done now.

In conclusion I would like to thank our customers for their faith, which works both ways, and also my colleagues for making an excellent team together.

Peter Krásny
Chief Executive Officer



09

ELEMENTS
COMMUNICATION
VALUE
ELEMENTS
RESPONSIBILITY
GROWTH
SKILLS
FLEXIBILITY
SYSTEM
SUPPORT
INSIGHT
STABILITY
GUARANTEE
INSIGHT
FLEXIBILITY
QUALITY
RESPONSIBILITY
FUTURE
SKILLS
EXPERIENCE
MANAGEMENT
ABILITY
DYNAMICS
STABILITY
MISSION
EFFICIENCY
AUTHENTICATION

ELEMENTS
COMMUNICATION
VALUE
ELEMENTS
RESPONSIBILITY
GROWTH
SKILLS
FLEXIBILITY
SYSTEM
SUPPORT
INSIGHT
STABILITY
GUARANTEE
INSIGHT
FLEXIBILITY
QUALITY
RESPONSIBILITY
FUTURE
SKILLS
EXPERIENCE
MANAGEMENT
ABILITY
DYNAMICS
STABILITY
MISSION
EFFICIENCY
AUTHENTICATION
COMMUNICATION
GROWTH
RESULTS
PROTECT
VALUE
TRUST
MISSION
ABILITY
GUARANTEE
STRATEGY
SUPPORT
SYSTEMS
SKILLS
EXPANSION
MANAGEMENT
GROWTH
STABILITY
RESULTS
QUALITY
FUTURE
AUTHENTICATION
MISSION
DYNAMICS
FUTURE
MISSIONS
SYSTEM
SOLUTIONS
PROTECT
TRUST
FLEXIBILITY
COOPERATION

Company *profile*

HISTORY

The history of the company TEMPEST on the Slovak information technologies market started to be written back in 1992. TEMPEST has now expanded beyond the borders of Slovakia and started offering quality services and solutions to customers also in the region of Central Europe. An important event in the life of the company took place in 2004, when we successfully took over the company Protect e-Data, s.r.o. A key accelerator that moved the company forward in the past was the merger of the companies TEMPEST, s.r.o., UNIT, spol. s r.o. and Computel, s.r.o. in 2005. Following the transformation to a joint stock company, this created a strong leading system integrator in the shape of TEMPEST, a.s. We reaped the fruits of this fusion already in the same year. By combining the potentials of the companies we produced a synergic effect and came to the sym-

bolic conclusion that $1 + 1 = 3$. In 2006 we continued in our upward trend and at the end of September we saw the merger of the company LOGIN, a.s. with TEMPEST, a.s. At the beginning of 2007 we took over the Czech company ADT Systems and established the branch TEMPEST Czech. In the same year we implemented an information security management system according to ISO/IEC 27001:2005. For our company a highlight of 2008 was when it joined the elite list of IT companies that have generated sales revenue in excess of one billion Slovak koruna.

Company *profile*

MISSION

The mission of our company is to deliver high added value for business customers in the form of info-communication solutions and services. The added value has a direct impact on enhancing the key economic indicators of our clients. We accomplish the mission of the company by providing technological tools and solutions that are essential to speeding up the business activities of an organisation. Thanks to co-operation of the company's technological divisions focusing on various fields of ICT, TEMPEST ensures the comprehensiveness of its solutions and services, while also combining know-how and observations from a broad range of IT fields.

QUALITY MANAGEMENT

TEMPEST is one of the first IT companies in Slovakia to have an **INTEGRATED MANAGEMENT SYSTEM (IMS)** established in line with the international standards ISO 9001:2000 (quality management systems), ISO 14001:2004 (environmental management systems) and ISO/IEC 27001:2005 (information security management systems). We were awarded the IMS certification by the renowned certification company TÜV NORD CERT GmbH based in Essen, Germany. TEMPEST is also one of the first Slovak IT companies to have implemented the information security management system ISO/IEC 27001.

By integrating the established management systems the company increased the overall effectiveness of their management with the aim of boosting the level of customer satisfaction even further. All three systems have been adopted for the fields of information and communications solutions, services, software development, sales, installations, consulting and the servicing of information and communication systems. The established IMS means TEMPEST can be classed as a responsible company with a comprehensive range of top quality services.

COMPANY STRUCTURE

In addition to the Sales Division and Operations Division, the company also comprises four technological divisions: **Services, NetSec, INdev and Ambit.**

Services Division

The Services Division provides a full range of solutions and services with added value for IT infrastructures, systems, network and communication technologies, and also secures ICT operation and outsourcing. The division also comprehensively covers the area of network security.

NetSec Division

The NetSec Division has developed a focus on complex solutions for information system security. This area is comprehensive with a focus on services and solutions for the management of information security and management systems. It also focuses on the implementation of technological solutions in the field of application security, and related support for these solutions.

INdev Division

The INdev Division boasts an experienced team for specialised development of software and applications on Java, Oracle, .NET and other platforms. The division develops and integrates portals for clients that are intended for presentation purposes, e-shops, reservations systems or intranet systems.

Ambit Division

The Ambit Division specialises in the provision of comprehensive solutions in the field of IT services management, consulting activities and complex solutions for central administration of IT operations. The comprehensive ICT management solutions we provide are based on ITIL and/or eTOM recommendations.

Solutions and Services

IT SYSTEMS AND INFRASTRUCTURE

The company's core competencies include infrastructure projects from consultation and design through to integration and subsequent support for heterogeneous IT infrastructures.

In terms of systems and infrastructures we provide the following:

- > datacenter build-out
- > backup and archiving solutions
- > IT environment and storage consolidation
- > virtualisation solutions for infrastructure and desktops
- > thin client technologies
- > high availability (HA) and disaster recovery (DR) solutions

We use the RayMote management suite – developed by us in-house – for managing thin clients and infrastructure virtualisation. The services Tempest provides in this area include implementation and migration services, support, maintenance and outsourcing. Tempest's key platforms for systems and infrastructure implementation and integration are Sun Microsystems, Hewlett-Packard, IBM, Symantec, Microsoft, Oracle and VMware.

NETWORKS AND NETWORK COMMUNICATIONS

Tempest provides comprehensive solutions in the field of networks and network communications, with attention given to security, mobility and high availability. These are based on routing and switching technologies, wireless solutions and converged solutions for data, voice and video transmission.

In the field of network security, we are ready to provide:

- > firewall solutions
- > Intrusion Detection and Prevention Solutions (IDS/IPS)
- > comprehensive server security administration
- > solutions to manage both content and security for websites and portals
- > vulnerability scanning and penetration testing systems
- > security and technology audits
- > security monitoring solutions

Our key technology partners in the network communications and security field are Cisco, Check Point, Crossbeam, IBM Internet Security Services, McAfee, Enterasys, Trend Micro, Secure Computing, Sophos, HP and Network General.

SOFTWARE AND APPLICATIONS DEVELOPMENT

Tempest has experienced teams devoted to the development of specialised software and applications on Java, Oracle, .NET and other platforms. For our clients we develop and integrate portals intended for public presentation of their organisations, e-shops, reservation systems and intranet solutions. Tempest has developed its own ECM system, dubbed Romboid. In this field, Tempest is broadly focused upon:

- > portal, extranet and intranet solutions development
- > ECM solutions for portal content management and administration
- > middleware systems development
- > IT environment integration according to SOA principles
- > OSS/BSS development
- > mobile device applications development

At Tempest, we create technology-independent solutions based on the Java/J2EE, .NET, MOSS and PHP platforms. In doing so, we make use of the most-utilised third-party frameworks, in dependence on customer requirements or their suitability to a given solution. A rather large sphere in the Java field includes SOA consulting and implementation based on the Oracle SOA Suite.

PROCESS MANAGEMENT

Tempest has long engaged itself with solutions and services for improving process efficiency and management. The main fields here include:

- > implementation of quality management systems according to ISO 9001:2000
- > implementation of environmental management systems according to ISO 14001:2004
- > implementation of information security management systems according to ISO/IEC 27001:2005

We offer client the option of integrating deployed management systems into a unified whole. In addition to implementing the requirements of standards and preparing for certification, we also offer our clients optimisation services for deployed management systems, independent audits, consultation on the maintenance of already-deployed systems, environment analysis and training. Technological tools for process management support also fall into this area.

ICT SERVICES MANAGEMENT

Providing consulting within the ITIL (IT Infrastructure Library) and eTOM (enhanced Telecommunications Operations Map) process frameworks is among Tempest's core competencies. We are ready to provide solutions and tools for:

- > Infrastructure management
- > IT process management
- > HelpDesk

Key ICT services management software products deployed by Tempest include IBM Tivoli & Netcool, HP BTO Software and BMC Software & Remedy.

INFORMATION SYSTEMS SECURITY

We are conscious of the importance of information security and the value of information assets. We provide comprehensive solutions in the field of applications and analytical security, which cover:

- > identity and access management
- > single sign-on
- > strong authentication
- > data protection
- > PKI/ZEP

We have extensive experience with solutions secured by digital signatures, and we have developed and certified our own applications to generate and certify them. These fields are complemented by:

- > information security management
- > security projects and risk analyses
- > business continuity planning and emergency procedures
- > audits, conformity with security standards
- > security administration outsourcing

Another field is support in order to meet legal requirements for the protection of classified information, including in particular the creation of security projects for the contractor and for the technological environment.

The key platforms utilised for information systems security solutions include technologies from ActivIdentity, Check Point (Pointsec), Clearswift, Entrust, IBM, nCipher, RSA, SafeNet, Sun Microsystems and Symantec.

SERVICES

A key component of the services we provide is outsourcing in various forms, such as staff leasing and the outsourcing of infrastructure, processes and information security. Our qualified professionals will provide you with measurable added value.

Tempest operational services:

- > IT support and maintenance
- > IT operations management
- > consulting
- > education and training

Tempest transformation services:

- > implementation and migration services
- > software development
- > process implementation
- > auditing and measurement of compliance to standards

Quality service with high availability and rapid fault mitigation remains the primary goal. We also provide our clients with tools for systems and process administration.

Partnerships *and Awards*

Sun Microsystems

company TEMPEST is „Sun partner of the year“, this certificate being awarded to us each year since 1996. Short list of certifications and competences:

- > Sun Executive Partner - TEMPEST is the only partner with this highest level of certification in Slovakia
- > Sun System Provider Partner (StorageTek Specialty and Sun Java System Specialty)
- > Certifications in the area System administration, Networking, Security, Sun Java, Storage a Clustering
- > TEMPEST is Sun ServiceProSM service partner with RESORT certification (provision of Sun branded support) and Infrastructure Delivery Option (IDO) certification (Sun branded installation)

IBM

Certifications and competences of TEMPEST:

- > IBM Business Partner for System x and BladeCenter Products
- > IBM Business Partner for System p Products
- > IBM Business Partner for Storage Products
- > IBM Premier Business Partner for Software

Awards:

- > IBM Authorized Business and Service Partner of year 2005 for xSeries Products
- > IBM Storage Partner of year 2005
- > IBM Partner of Year 2006 for eServer and pSystem
- > STG Partner of year 2008 - Storage Systems
- > Service Partner 2008

The highest certified team of professionals for software IBM Tivoli

Hewlett-Packard

Certifications and competences of TEMPEST:

- > Gold Preferred Partner 2008
- > HP BTO Business Partner/premier silver
- > Authorized Management Solutions Partner
- > HP BTO Authorized Service Integrator Business Partner
- > Resource alliance partnership agreement
- > Authorized Business Solutions Partner (servers and storage)

Awards:

- > Software Business Partner 2007
- > HP OpenView partner of the year 2006
- > The Best Partner 2005, 2006, 2008 for Software

Symantec

Certifications and competences of TEMPEST:

- > Symantec Platinum Partner
- > high-end specializations like high availability, data protection and others
- > TEMPEST is the only company on Slovakia certified for enterprise products

Cisco

Company TEMPEST is Cisco Premier Partner with following technical specializations:

- > Express Foundation
- > Advanced Security
- > Advanced Wireless LAN
- > Cisco Storage Specialization

Checkpoint

TEMPEST is Checkpoint GOLD Partner with prestigious status of CCSP (Certified Collaborative Support Provider).

Oracle

TEMPEST received the award Oracle Partner of the Year in the years of 2006 and 2007.

Microsoft

TEMPEST is a Microsoft Gold Certified Partner.

Enterasys

TEMPEST is an Enterasys Professional Security Partner.

SAP

TEMPEST is a SAP Service Partner.

EMC

TEMPEST is a Velocity Affiliate Partner.

VALUE
MISSION
STRATEGY
PROJECT
SYSTEMS
RESPONSIBILITY
STABILITY
ELEMENTS
SOLUTIONS
EFFICIENCY
FUTURE
GROWTH
ABILITY

COMMUNICATION
AUTHENTICITY
DYNAMICS
EFFICIENCY
FUTURE
QUALITY
STABILITY
TRUST
SYSTEMS
MISSION
SOLUTIONS
GROWTH
RESPONSIBILITY
STABILITY
ELEMENTS
SOLUTIONS
EFFICIENCY
FUTURE
GROWTH
ABILITY

APPRECIATION
MISSION
RESULTS
AUTHENTICITY
STABILITY
EFFICIENCY
PROTECT
ABILITY
GUARANTEE
COMMUNICATION
SYSTEMS
ELEMENTS
MANAGEMENT
INSIGHT
FUTURE
GUARANTEE
SKILLS
AUTHENTICITY
EXPERIENCE
QUALITY

GROWTH
MISSION
EXPERIENCE
STABILITY
FUTURE
VALUE
SKILLS
ABILITY

APPRECIATION
MISSION
STABILITY
DYNAMICS
EXPERIENCE
WELFARE
STABILITY
NOBILITY
DYNAMICS
GROWTH
PROMPTNESS
PROTECT
VALUE
GUARANTEE
COMMUNICATION
FLEXIBILITY
MANAGEMENT
RESULTS
ELEMENTS
TRUST

SATISFACTION
GUARANTEE
DYNAMICS
PROTECT
TRUST
SUPPORT
STABILITY
QUALITY
STRATEGY
STABILITY
FUTURE
STABILITY
MISSION
STABILITY
DYNAMICS
GROWTH
PROMPTNESS
PROTECT
VALUE
GUARANTEE
COMMUNICATION
FLEXIBILITY
MANAGEMENT
RESULTS
ELEMENTS
TRUST

MISSION
EXPANSION
INTEROPERATION
GUARANTEE
ABILITY
PROTECT
RESULTS
STABILITY
QUALITY
SYSTEMS
STABILITY
MISSION
DYNAMICS
EXPANSION
GUARANTEE
INSIGHT
FLEXIBILITY
RESPONSIBILITY
DYNAMICS

Total Sales
revenue

Key projects

Key projects in 2008

Ministry of Culture of the Slovak Republic

Provision of a central disk array and servers for the Ministry's needs, including configuration and integration.

National Bank of Slovakia

Provision of computer systems, accessories, software and related services.

Slovak National Library

Active elements for the Library's network, including configuration and integration.

Slovenské elektrárne, a. s.

Support for HP XP storage systems.

Slovenské elektrárne, a. s.

Supply and support of storage solutions based on HP EVA disk arrays.

Slovenský plynárenský priemysel, a. s.

Archiving and data movement project for an MS Exchange domain.

Slovenský plynárenský priemysel, a. s.

Comprehensive implementation of a new SOA platform, process migration, training, customer support and consulting on the further expansion of the SOA concept within the client's environment.

SLOVNAFT, a. s.

LAN infrastructure consolidation.

Stredoslovenská energetika, a. s.

Expansion of IBM System p595 and DS8300 servers.

T-Mobile Slovensko, a. s.

Provision and implementation of HW/SW infrastructure.

UNIPHARMA PRIEVIDZA – 1. slovenská lekárnická akciová spoločnosť

Implementation and integration for server infrastructure, convergent LAN network and virtual desktops at the Prievidza Medical Centre.

References

Industry

Bratislavská teplárenská, a.s.
E.ON IS Slovakia, spol. s r.o.
ESA LOGISTIKA, s.r.o.
EVPU, a.s.
Grafolbal, a.s.
HB REM, spol. s r.o.
Heineken Slovensko, a.s.
Johnson Controls International, spol. s r.o.
JURKI - HAYTON, s.r.o.
Linde Gas k.s.
Mondi SCP, a.s.
Slovalco, a.s.
Slovenská elektrizačná prenosová sústava, a.s.
Slovenské elektrárne, a.s.
Slovenské energetické strojárne, a.s.
Slovenský plynárenský priemysel, a.s.
Slovnaft, a.s.
Stredoslovenská energetika, a.s.
U.S. Steel Košice, s.r.o.
Unipharma Prievidza - 1. slovenská lekárnická, a.s.
Volkswagen Slovakia, a.s.
Zentiva, a.s.
Železiarne Podbrezová, a.s.

Commerce and media

COOP Jednota Slovensko, consumer cooperative
Forza, a.s.
HB Reavis Group, a.s.
In Time, s.r.o.
Interpress Slovakia, spol. s r.o.
Markiza – Slovakia, s.r.o.
Pressburg Centrum, a.s.
Rempo, s.r.o.
RINGIER SLOVAKIA, a.s.
Slovak Parcel Service, s.r.o.
Slovenský rozhlas
ŠKODA AUTO Slovensko, s.r.o.

Finance

Aegon, d.s.s., a.s.
Aegon životná poisťovňa, a.s.
Allianz - Slovenska poisťovňa, a.s.
Cetelem Slovensko, a.s.
ČSOB Leasing, a.s.
ČSOB Poisťovňa, a.s.
Dexia banka Slovensko, a.s.
GE Money, a.s.
ING Bank N.V.
ING DSS, a.s.
Istrobanka, a.s.
J&T
Penta Investments, s.r.o.
Poštová banka, a.s.
Slavia Capital Group, a.s.
Slovenská sporiteľňa, a.s.
Sparkasse Haslach-Zell
Tatra banka, a.s.
Tatra - Leasing, s.r.o.
TIPOS, národná lotériová spoločnosť, a.s.
UniCredit Bank Slovakia, a.s.
Union poisťovňa, a.s.
VOLKSBANK Slovensko, a.s.
Volkswagen Finančné služby Slovensko, s.r.o.
VUB Asset Management, sprav. spol., a.s.
VÚB, a.s.

State agencies

Slovak Centre of scientific and technical information
Attorney Generalship of the Slovak Republic
European Parliament information office in Slovakia
National Council of the Slovak Republic Office
Municipality of Košice
Air operation services of the Slovak Republic
Ministry of transport, post and telecommunications of the Slovak republic
Ministry of Finance of the Slovak Republic
Ministry of Economy of the Slovak Republic
Ministry of Culture of the Slovak Republic
Ministry of Defence of the Slovak Republic
Ministry of Justice of the Slovak Republic
Ministry of Interior of the Slovak Republic
Ministry of Foreign Affairs of the Slovak Republic
Ministry of Health of the Slovak Republic
National Bank of Slovakia
National Labour Inspectorate
The Monuments Board of the Slovak Republic
Antimonopoly Office of the Slovak Republic
Regional Public Health Authority
Slovak Road Administration
Social Security Administration
Telecommunications Office of the Slovak Republic
Nuclear Regulatory Authority of the Slovak Republic
Industrial Property Office of the Slovak Republic
The Slovak Republic Government Office
Centre of Labour, Social Affairs and Family of the Slovak Republic
Embassy of the Federal Republic of Germany in Slovak Republic

Telecommunications and IT Science and Education

eTel Slovensko, spol. s r.o.
GTS Nextra, a.s.
Orange Slovensko, a.s.
Slovak Telekom, a.s.
Towercom, a.s.
Telenor Slovakia, spol s r.o.
T-Mobile Slovensko, a.s.
WiMAX Telecom Slovakia, s.r.o.

British International School Bratislava
Fakulta chemickej a potravinárskej technológie STU
Jesseniova lekárska fakulta UK
Slovenská národná knižnica
Trnavská univerzita
Univerzita Komenského v Bratislave
Univerzitná knižnica Bratislava
Výpočtové stredisko SAV

Communi- cation

One of the priorities of marketing communication in 2008 was to harmonise the perception of the TEMPEST brand with the actual performance of the company. We also focused on ensuring adequate positioning of the company. Over the past five years TEMPEST has grown organically, posting increasingly better economic results to become a major IT company today. We created a corresponding image for the positioning of the company on the market, the basis of which was the recent change of marketing strategy and the visual presentation of the company. In 2008 we executed every detail of marketing activities in a way that they corresponded to the strategy and image of the company.

Where PR is concerned, we focused on providing quality and regular information to target groups using various channels. We inform them about interesting projects from various branches, about the professional competences we have acquired together with distinguished awards from world-renowned IT producers, and about the activities of the company in the area of social responsibility. Using specialised media we published articles on various themes related to our portfolio of solutions and services. The WEB of the company is one of the basic communication tools and we prepared several new sections on it, from specialised sections or those for the media.

In terms of event marketing we organised several events focusing on boosting professional awareness about the company and we were partners to several expert conferences. We prepared tens of events aimed at boosting customer and partner relations, and as part of our endeavour to continually improve internal communication we organised teambuilding events and several other social events for our colleagues.

Social responsibility

In TEMPEST we understand social responsibility as an inseparable part of doing business. We perceive it as a continual commitment to help those who need help, a commitment to uphold ethical standards and contribute to improving the natural environment or working environment of our colleagues.

Key areas of social responsibility that we devote attention to include schooling, culture and sport. Last year we supported the pupils of the integrated elementary school in Nitra with a financial donation and the auction of works of art on the theme of information technologies through children's eyes. We supported the Faculty of Informatics and Information Technologies of the Slovak University of Technology in Bratislava by way of various rewards and prizes granted at student conferences or competitions. In the field of culture we supported several large music events, like the concert of famous Slovak band Elán, and the concert of Italian singer Zucchero, for example. We are also one of the sponsors of the theatre group WEST. We were present also at the re-release of the ever popular children's book *Maľovana abeceda* (Painted alphabet) from Ján Smrek.

Social responsibility is part of our work and comprises an intrinsic part of the values of TEMPEST.

Company structure



Human resources

in figures

We took on 41 new full-time employees in 2008 and released the same number. At the end of the evaluation period, the company therefore had 202 permanent staff, just as in the preceding year.

We recruited new colleagues based on the abilities of the candidates with respect to the required qualification of professional experience, language skills and personality traits. In TEMPEST, just like in other IT companies, most of the employees are male - accounting for 88.6% of all employees.

The average age of employees is 30.

Total workforce as of 31.12.2008	202	
women	23	11,4%
men	179	88,6%

age structure		
21 - 30	95	47,0%
31 - 40	89	44,1%
41 - 50	17	8,4%
over 51	1	0,5%

education		
secondary school	75	37%
university	127	63%

vocational classification		
management	11	5,4%
consultants	50	24,8%
technical staff	57	28,2%
programmers	46	22,8%
sales force	15	7,4%
administrative workers	23	11,4%
certified skills	80	39,6%

Trends

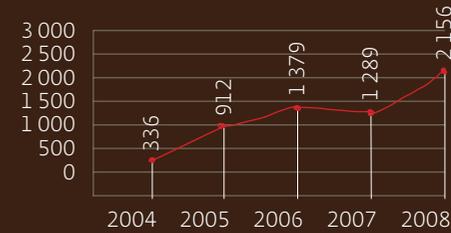
2004-2008

Thousands EUR	2004	2005	2006	2007	2008	delta 08/07
Total revenue	9 808	18 910	24 574	30 733	36 803	+19,75%
Profit after tax	336	912	1 379	1 289	2 156	+67,28%
Added value	2 671	4 768	7 377	10 298	13 770	+33,71%
Revenues from sales of goods	5 189	10 489	14 857	14 426	12 965	-10,12%
Sales from finished goods and services	4 625	8 421	9 717	16 308	23 838	+46,18%

TOTAL REVENUE
Thousands EUR



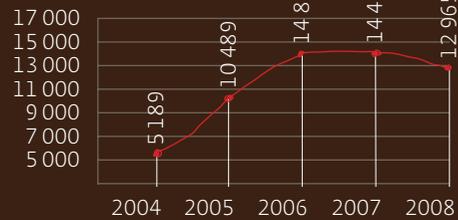
PROFIT AFTER TAX
Thousands EUR



ADDED VALUE
Thousands EUR



REVENUES FROM SALES OF
GOODS
Thousands EUR

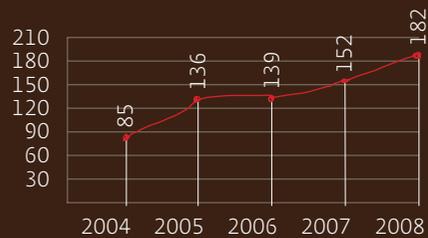


REVENUES FROM SALES OF
OWN PRODUCTS
Thousands EUR

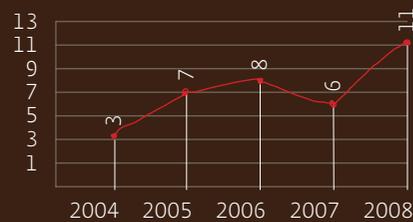


Thousands EUR per employee	2004	2005	2006	2007	2008	delta 08 07
Total revenue	85	136	139	152	182	+19,75%
Profit after tax	3	7	8	6	11	+67,28%
Added value	23	34	42	51	68	+33,71%
Revenues from sales of goods	45	75	84	71	64	-10,12%
Sales from finished goods and services	40	61	55	81	118	+46,18%
Human resources in figures	115	139	177	202	202	0,00%

TOTAL REVENUE
Thousands EUR per employee



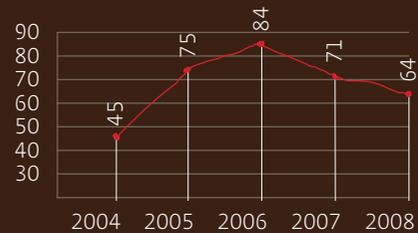
PROFIT AFTER TAX
Thousands EUR per employee



ADDED VALUE
Thousands EUR per employee



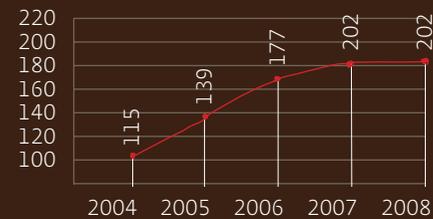
REVENUES FROM SALES OF GOODS
Thousands EUR per employee



REVENUES FROM SALES OF OWN PRODUCTS
Thousands EUR per employee



HUMAN RESOURCES IN FIGURES



STABILITY
ELEMENTS
SOLUTION
EFFICIENCY
PROTECT
MISSION
SYSTEMS
RESPONSIBILITY
SUPPORTS
STRATEGY
GROWTH
FUTURE
ABILITY

STRATEGY
AUTHENTICATION
SUPPORT
VALUES
SYSTEM
PROTECT
GROWTH
MISSION
STABILITY
ELEMENTS
SOLUTION
EFFICIENCY
PROTECT
MISSION
SYSTEMS
RESPONSIBILITY
SUPPORTS
STRATEGY
GROWTH
FUTURE
ABILITY

RESPONSIBILITY
AUTHENTICATION
SUPPORT
VALUES
SYSTEM
PROTECT
GROWTH
MISSION
STABILITY
ELEMENTS
SOLUTION
EFFICIENCY
PROTECT
MISSION
SYSTEMS
RESPONSIBILITY
SUPPORTS
STRATEGY
GROWTH
FUTURE
ABILITY

ABILITY
FUTURE
STABILITY
GROWTH
MISSION
SYSTEMS
RESPONSIBILITY
SUPPORTS
STRATEGY
GROWTH
FUTURE
ABILITY

Sales from finished goods and services

COMMUNICATION
AUTHENTICATION
DYNAMICS
EFFICIENCY
FUTURE
STABILITY
COOPERATION
PROTECT
GROWTH
MISSION
STABILITY
ELEMENTS
SOLUTION
EFFICIENCY
PROTECT
MISSION
SYSTEMS
RESPONSIBILITY
SUPPORTS
STRATEGY
GROWTH
FUTURE
ABILITY

SATISFACTION
GUARANTEE
DYNAMICS
PROTECT
TRUST
SUPPORT
STABILITY
QUALITY
STRATEGY
FUTURE
STABILITY
QUALITY
STRATEGY
FUTURE
STABILITY
QUALITY
STRATEGY

HIGHNESS
EXPANSION
GUARANTEE
DEVELOPMENT
PROTECT
TRUST
SUPPORT
STABILITY
QUALITY
STRATEGY
FUTURE
STABILITY
QUALITY
STRATEGY
FUTURE
STABILITY
QUALITY
STRATEGY

Balance sheet - Assets

Title	ASSETS	Number	Gross in current accounting period	Correction in current accounting period	Net in current accounting period	Net in previous accounting period
	TOTAL ASSETS I. 002 + 003 + 032 + 062	001	575 145 568,69 Sk	81 605 262,45 Sk	493 540 306,24 Sk	461 437 972,82 Sk
B.	Fixed assets I. 004 + 013 + 023	003	114 463 625,53 Sk	81 605 262,45 Sk	32 858 363,08 Sk	43 189 423,21 Sk
B.I.	Long-term intangible assets (I.005 to 012)	004	14 152 560,34 Sk	9 231 681,02 Sk	4 920 879,32 Sk	7 608 850,74 Sk
3.	Software (013) - (073, 091A)	007	1 850 467,00 Sk	1 583 109,62 Sk	267 357,38 Sk	339 508,80 Sk
5.	Goodwill (015) - (075, 091A)	009	12 130 389,94 Sk	7 476 868,00 Sk	4 653 521,94 Sk	7 269 341,94 Sk
6.	Other intangible assets (019, 01X) - (079, 07X, 091A)	010	171 703,40 Sk	171 703,40 Sk	0,00 Sk	0,00 Sk
B.II.	Long-term tangible assets - sum (I. 014 to 022)	013	99 652 061,19 Sk	72 373 581,43 Sk	27 278 479,76 Sk	34 921 568,47 Sk
3.	Machinery, equipment, ... (022) - (082, 092A)	016	97 270 809,36 Sk	69 992 329,60 Sk	27 278 479,76 Sk	34 921 568,47 Sk
6.	Other long-term tangible assets (029, 02X, 032) - (089, 08X, 092A)	019	2 381 251,83 Sk	2 381 251,83 Sk	0,00 Sk	0,00 Sk
B.III.	Long-term financial investments - sum (I. 024 to 031)	023	659 004,00 Sk	0,00 Sk	659 004,00 Sk	659 004,00 Sk
B.III.1.	Long-term investments in equity securities and shares in subsidiaries (061) - 096A	024	659 004,00 Sk	0,00 Sk	659 004,00 Sk	659 004,00 Sk
C.	Current assets I. 033 + 041 + 048 + 056	032	442 221 181,77 Sk	0,00 Sk	442 221 181,77 Sk	404 800 923,72 Sk

* table contains rows only with active values

Title	ASSETS	Number	Gross in current accounting period	Correction in current accounting period	Net in current accounting period	Net in previous accounting period
C.I.	Inventory (I. 034 to 040)	033	27 683 432,27 Sk	0,00 Sk	27 683 432,27 Sk	48 810 632,83 Sk
6.	Merchandise inventory (132, 13X, 139) - (196, 19X)	039	27 683 432,27 Sk	0,00 Sk	27 683 432,27 Sk	48 810 632,83 Sk
C.III.	Short-term receivables - sum (I. 049 to 055)	048	317 023 368,96 Sk	0,00 Sk	317 023 368,96 Sk	246 833 416,44 Sk
C.III.1.	Trade accounts receivable (311A, 312A, 313A, 314A, 315A, 31XA) - 391A	049	297 510 873,42 Sk	0,00 Sk	297 510 873,42 Sk	237 872 981,75 Sk
3.	Other receivables within consolidated unit (351A) - 391A	051	2 488 200,00 Sk	0,00 Sk	2 488 200,00 Sk	1 491 600,00 Sk
7.	Other receivables	055	17 024 295,54 Sk	0,00 Sk	17 024 295,54 Sk	3 068 617,69 Sk
C.IV.	Financial accounts - sum (I. 057 to 061)	056	97 514 380,54 Sk	0,00 Sk	97 514 380,54 Sk	109 156 874,45 Sk
C.IV.1.	Cash on hand (211, 213, 21X)	057	971 527,94 Sk	0,00 Sk	971 527,94 Sk	700 003,76 Sk
2.	Cash on bank accounts (t221A, 22X +/- 261)	058	96 542 852,60 Sk	0,00 Sk	96 542 852,60 Sk	108 456 870,69 Sk
D.	Accruals and deferrals (I. 063 to 064)	062	18 460 761,39 Sk	0,00 Sk	18 460 761,39 Sk	13 447 625,89 Sk
D.1.	Deferred expenses (381, 382)	063	18 460 761,39 Sk	0,00 Sk	18 460 761,39 Sk	13 447 625,89 Sk

* table contains rows only with active values

Balance sheet - Liabilities

Title	LIABILITIES	Number	Balance in current accounting period	Balance in previous accounting period
	TOTAL LIABILITIES I.066 + 086 + 116	065	493 540 306,24 Sk	461 437 972,82 Sk
A.	Shareholder's equity I. 067 + 071 + 078 + 082 + 085	066	132 313 350,62 Sk	117 086 084,82 Sk
A.I.	Share capital - sum (I. 068 to 070)	067	4 800 000,00 Sk	4 800 000,00 Sk
A.I.1.	Share capital (411 or +/- 491)	068	4 800 000,00 Sk	4 800 000,00 Sk
A.II.	Capital accounts - sum (I. 072 to 077)	071	-1 301 000,00 Sk	-1 301 000,00 Sk
3.	Statutory reserves (fund-reserves excluded from distribution) (417, 418)	074	30 000,00 Sk	30 000,00 Sk
4.	Adjusting entries - appraisal of assets (+/- 414)	075	-1 331 000,00 Sk	-1 331 000,00 Sk
A.III.	Retained earnings accounts (funds) (I. 079 to 081)	078	930 000,00 Sk	928 261,00 Sk
A.III.1.	Statutory reserves (421)	079	930 000,00 Sk	928 261,00 Sk
A.IV.	Retained earnings (losses) from previous years I. 083 + 084	082	79 857 311,41 Sk	79 857 311,41 Sk
A.IV.1.	Retained earning from previous years (accumulated item) (428)	083	79 857 311,41 Sk	79 857 311,41 Sk
A.V.	Income for current period (+ -) I.001 - (I. 067 + I. 071 + I. 078 + I. 082+ I. 086 + I. 116)	085	48 027 039,21 Sk	32 801 512,41 Sk
B.	Liabilities I. 087 + 091 + 102 + 112	086	297 083 545,32 Sk	272 580 877,77 Sk
B.I.	Reserves and provisions - sum (I. 088 to 090)	087	7 634 603,00 Sk	7 597 401,00 Sk
3.	Short - term reserves (323, 32X, 451A, 459A, 45XA)	090	7 634 603,00 Sk	7 597 401,00 Sk
B.II.	Long-term payables - sum (I. 092 to 101)	091	15 701 425,01 Sk	17 492 200,66 Sk

* table contains rows only with active values

34

Title	LIABILITIES	Number	Balance in current accounting period	Balance in previous accounting period
8.	Obligations toward social fund (472)	099	3 191 364,91 Sk	2 787 635,61 Sk
9.	Other long - term obligations (474A, 479A, 47XA, 372A, 373A, 377A)	100	12 510 060,10 Sk	14 704 565,05 Sk
B.III.	Short - term obligations - sum (l. 103 to 111)	102	273 669 923,58 Sk	247 463 365,18 Sk
B.III.1	Trade accounts payable (321, 322, 324, 325, 32X, 475A, 478A, 479A, 47XA)	103	174 146 221,01 Sk	174 193 946,16 Sk
2.	Unbilled supplies (326, 476A)	104	4 131 467,27 Sk	3 787 757,77 Sk
5.	Obligations towards partners and business union (364, 365, 366, 367, 368, 398A, 478A, 479A)	107	10 400 000,00 Sk	570 000,00 Sk
6.	Payables to employees (331, 333, 33X, 479A)	108	44 894 476,30 Sk	39 013 081,00 Sk
7.	Obligations toward social security (336, 479A)	109	6 025 690,00 Sk	4 748 261,00 Sk
8.	Tax obligations and subsidies (341, 342, 343, 345, 346, 347, 34X)	110	34 072 069,00 Sk	25 150 319,25 Sk
B.IV.	Bank loans / short - term financial transfers (l. 113 to 115)	112	77 593,73 Sk	27 910,93 Sk
2.	Short - term bank loans (221A, 231, 232, 23X, 461A, 46XA)	114	69 760,97 Sk	27 910,93 Sk
3.	Short - term financial transfers (241, 249, 24X, 473A, /-/255A)	115	7 832,76 Sk	0,00 Sk
C.	Timing differences (accruals) (l. 117 to 118)	116	64 143 410,30 Sk	71 771 010,23 Sk
C.1.	Accrued expenses (383)	117	6 696 478,47 Sk	0,00 Sk
2.	Deferred revenues (384)	118	57 446 931,83 Sk	71 771 010,23 Sk

* table contains rows only with active values

Profit and loss account

Title	Number	Actual in accounting period	Actual in previous accounting period
I. Revenues from goods sold (604)	01	349 174 243,36 Sk	439 586 937,17 Sk
A. Cost of goods sold (504)	02	302 762 625,84 Sk	368 660 601,66 Sk
+ Gross margin on sales I. 01-02	03	46 411 617,52 Sk	70 926 335,51 Sk
II. Gross output (finished goods and services) I. 05 + 06 + 07	04	626 287 278,79 Sk	546 737 968,07 Sk
II.1. Revenues from finished goods/services (601, 602)	05	626 287 278,79 Sk	546 737 968,07 Sk
B. Manufacturing (operating) expenses I. 09 + 10	08	288 279 932,78 Sk	284 781 541,42 Sk
B.1. Cost of materials and energy (501 to 503)	09	13 665 973,17 Sk	15 101 895,94 Sk
2. Services (acct. class 51)	10	274 613 959,61 Sk	269 679 645,48 Sk
+ Value added I. 03 + 04 - 08	11	384 418 963,53 Sk	332 882 762,16 Sk
C. Personnel expenses (sum I. 13 to 16)	12	301 714 069,70 Sk	264 606 076,85 Sk
C.1. Wages and salaries (521, 522)	13	253 832 176,00 Sk	227 014 414,40 Sk
3. Social insurance (524, 525, 526)	15	44 047 540,00 Sk	34 013 437,60 Sk
4. Mandatory social expenses (527, 528)	16	3 834 353,70 Sk	3 578 224,85 Sk
D. Taxes and fees (acct. class 53)	17	615 846,10 Sk	544 955,97 Sk
E. Amortisation and depreciation (551)	18	23 994 685,77 Sk	20 412 398,85 Sk
III. Rev. fm assets/mat. sold (641, 642)	19	2 095 235,29 Sk	1 590 943,70 Sk
F. NBV of assets/mat. sold (541, 542)	20	1 602 314,34 Sk	744 334,00 Sk

* table contains rows only with active values

Title	Number	Actual in accounting period	Actual in previous accounting period
IV. Other oper. revenues (644, 645, 646, 648)	21	3 283 716,32 Sk	783 876,33 Sk
G. Other oper. expenses (543 to 546, 548)	22	2 369 929,87 Sk	4 261 510,89 Sk
* Operating income I. 11 - 12 - 17 - 18 + 19 - 20 + 21 - 22 + 23 - 24 + 25 - 26 + 27 - 28	25	59 501 069,36 Sk	44 688 305,63 Sk
VII. Revs fm fin. investments I. 33 + 34 + 35	28	10 498 825,98 Sk	0,00 Sk
3. Revs fm other fin. investments (665A)	31	10 498 825,98 Sk	0,00 Sk
X. Interest revenues (662)	37	1 169 826,25 Sk	1 915 230,76 Sk
M. Interest expenses (562)	38	1 032 139,85 Sk	728 892,46 Sk
XI. Gain on foreign exchange (663)	39	7 483 728,27 Sk	8 962 158,76 Sk
N. Loss on foreign exchange (563)	40	16 042 882,93 Sk	9 306 588,60 Sk
XII. Other financial revenues (668)	41	1 710,40 Sk	1 493,23 Sk
O. Other financial expenses (568, 569)	42	3 041 596,27 Sk	3 105 125,91 Sk
* Income from financial operations, line 26 - 27 + 28 + 32 - 33 + 34 + 35 - 36 + 37 - 38 + 39 - 40 + 41 - 42 + (-43) - (-44)	45	-962 528,15 Sk	-2 261 724,22 Sk
R. Income tax from current operations I. 47 + I. 48	46	10 511 502,00 Sk	9 625 069,00 Sk
R.1. payable (591, 595)	47	10 511 502,00 Sk	9 625 069,00 Sk
** Net income from current and financial operations I. 25 + I. 45 - I.46	49	48 027 039,21 Sk	32 801 512,41 Sk
*** Net income after dividend paid (+/-) [I. 49 + I. 55 - I. 56]	57	48 027 039,21 Sk	32 801 512,41 Sk

* table contains rows only with active values

37

Cash flow

Title	Number	Actual in accounting period	Actual in previous accounting period
Z.			
Income from current operations before income tax-profit (+)	100	58 538 541,210 Sk	42 426 581,410 Sk
A.1.			
Non-cash charges to income from current operations before income tax (sum of A1.1 to A1.13) (+/-)	10100	26 582 794,250 Sk	44 461 334,080 Sk
A.1.1.			
Depreciation/amortisation of long-term intangible and long-term tangible assets (+)	10101	23 994 685,770 Sk	20 412 398,850 Sk
A.1.2.			
Residual value of long-term intangible assets and long-term tangible assets accounted when allocating these assets to current expenses, with the exception of their sale (+)	10102	25 000,000 Sk	3 000 000,000 Sk
A.1.6.			
Change in timing differences of revenues and expenses (+/-)	10106	-12 640 735,430 Sk	7 519 039,220 Sk
A.1.7.			
Dividends and other shares in profit charged to revenues (-)	10107	-10 500 536,380 Sk	-1 493,230 Sk
A.1.8.			
Interest charged to expenses (+)	10108	1 032 139,850 Sk	728 892,460 Sk
A.1.9.			
Interest charged to revenues (-)	10109	-1 169 826,250 Sk	-1 915 230,760 Sk
A.1.10.			
Exchange gain charged to cash and cash equivalents to the date when financial statements were compiled (-)	10110	-633 428,340 Sk	-1 944 336,400 Sk
A.1.11.			
Exchange loss charged to cash and cash equivalents to the date when financial statements were compiled (+)	10111	4 093 384,980 Sk	1 188 068,390 Sk
A.1.12.			
Income from sale of long-term assets, with the exception of assets regarded as cash equivalents (+/-)	10112	-492 920,950 Sk	-846 609,700 Sk
A.1.13.			
Other entries of non-monetary nature influencing the income from current operations, with the exception of those that are stipulated separately in other parts of cash flow statement (+/-)	10113	22 875 031,000 Sk	16 320 605,250 Sk
A.2.			
Effect of changes to the balance of working capital, which for the purposes of this measure is understood as the difference between current assets and short-term liabilities, with the exception of entries of current assets that are part of cash and cash equivalents, on current income (sum of A.2.1 to A2.4)	10200	-6 131 859,010 Sk	57 037 841,370 Sk
A.2.1.			
Change in balance of receivables from operations (-/+)	10201	-74 590 169,520 Sk	228 674 199,100 Sk
A.2.2.			
Change in balance of operating liabilities (+/-)	10202	47 331 109,950 Sk	-179 365 679,350 Sk
A.2.3.			
Change in balance of stocks (-/+)	10203	21 127 200,560 Sk	7 729 321,620 Sk
A*			
Cash flows from operating activities excluding receipts and payments stated separately in other parts of cash flow statement (+/-), (sum of Z/S + A1 + A2)	10249	78 989 476,450 Sk	143 925 756,860 Sk
A.3.			
Interest received, excepting that which is allocated to investment activities (+)	10300	1 169 826,250 Sk	1 915 230,760 Sk
A.4.			
Expenses for settled interest, excepting those allocated to financial operations (-)	10400	-1 032 139,850 Sk	-728 892,460 Sk

* table contains rows only with active values

Titile		Number	Actual in accounting period	Actual in previous accounting period
A**	Cash flows from operating activities (+/-), sum of A.1. to A.6.)	10669	20 588 621,640 Sk	102 685 513,750 Sk
A.7.	Income tax expenses of accounting entity, excepting those allocated to investment activities or financial operations (-/+)	10700	-10 511 502,000 Sk	-9 625 069,000 Sk
A.	Net cash flows from operating activities (sum of A.1+ A.8)	19999	68 615 660,850 Sk	135 487 026,160 Sk
B.1.	Payments to acquire long-term intangible assets (-)	20100	-86 440,200	0,000
B.2.	Payments to acquire long-term tangible assets (-)	20200	-15 179 500,780 Sk	-24 028 851,390 Sk
B.3.	Payments to acquire long-term securities and shares in other accounting entities, excepting securities regarded as cash equivalents and securities intended for sale or trading (-)	20300	0,000 Sk	-659 004,000 Sk
B.4.	Receipts from sale of long-term intangible assets (+)	20400	2 095 235,290 Sk	1 590 943,700 Sk
B.	Net cash flows from investment activities (sum of B1 to B20)	29999	-13 170 705,690 Sk	-23 096 911,690 Sk
C.2.	Cash flows arising from long-term and short-term liabilities from financial operations (sum of C 2.1 to C 2.10)	30200	41 850,040 Sk	-57 648,580 Sk
C.2.3.	Receipts from loans provided to the accounting entity by bank or foreign bank branch, excepting those loans that were granted to secure the core object of business (+)	30203	1 339 916,310 Sk	481 204,390 Sk
C.2.4.	Expenses for repayment of loans that were granted to accounting entity by bank or foreign bank branch, excepting those loans that were granted to secure the core object of activities (-)	30204	-1 298 066,270 Sk	-538 852,970 Sk
C.8.	Extraordinary receipts relating to financial operations (+)	30800	1 710,400 Sk	1 493,230 Sk
C.	Net cash flows from financial operations (sum of C1 to C9)	39999	43 560,440 Sk	-56 155,350 Sk
D.	Net increase or net decrease in cash (+/-) (sum of A+B+C)	40000	55 488 515,600 Sk	112 333 959,120 Sk
E.	Balance of cash and cash equivalents at beginning of accounting period (+/-)	50000	109 156 874,450 Sk	87 592 362,240 Sk
F.	Balance of cash and cash equivalents at end of accounting period before accounting for exchange differences calculated to the date on which the financial statements were compiled (+/-)	60000	100 974 337,180 Sk	108 400 606,440 Sk
G.	Exchange differences charged to cash and cash equivalents to the date on which financial statements were compiled (+/-)	70000	-3 459 956,640 Sk	756 268,010 Sk
H.	Balance of cash and cash equivalents at end of accounting period, adjusted by exchange differences calculated to the date on which the financial statements were compiled (+/-)	80000	97 514 380,540 Sk	109 156 874,450 Sk
K*	Check	99000	164 645 390,050 Sk	199 926 321,360 Sk
R*	Difference	99999	67 131 009,510 Sk	90 769 446,910 Sk

* table contains rows only with active values

STABILITY
ELEMENTS
SOLUTION
EFFICIENCY
PROTECT
RESPONSIBILITY
MISSION
PROMPTNESS
STRATEGY
SYSTEM
STIKS
GROWTH
FUTURE
ABILITY

RESULTS
NOTION
COOPERATION
STRATEGY
SKILLS
EXPERIENCE
TRUST
DYNAMICS
GROWTH
FUTURE
VALUE
SYSTEM
SUPPORT
MANAGEMENT
STABILITY
APPRECIATION
TRUST
STIKS
PROTECT
STRATEGY
SYSTEM
APPRECIATION

RESULTS
NOTION
COOPERATION
STRATEGY
SKILLS
EXPERIENCE
TRUST
DYNAMICS
GROWTH
FUTURE
VALUE
SYSTEM
SUPPORT
MANAGEMENT
STABILITY
APPRECIATION
TRUST
STIKS
PROTECT
STRATEGY
SYSTEM
APPRECIATION

ABILITY
FUTURE
EXPERIENCE
STIKS
GROWTH
VALUE

Added value

MISSION
WALSAS
STABILITY
DYNAMICS
NOTION
SUPPORT
STIKS
TRUST
GROWTH
PROMPTNESS
VALUE
PROTECT
EXPERIENCE
COMMUNICATION
GUARANTEE
FLEXIBILITY
RESULTS
MANAGEMENT
ELEMENTS
TRUST

SATISFACTION
GUARANTEE
DYNAMICS
PROTECT
TRUST
FUTURE
STABILITY
QUALITY
STRATEGY
TRUST
SYSTEM
GROWTH
EFFICIENCY
SKILLS
STABILITY
VALUE

INSIGHT
EXPANSION
PROMPTNESS
ADVANTAGE
QUALITY
ABILITY
RESULTS
DYNAMICS
MANAGEMENT
GUARANTEE
INSIGHT
VALUE
EFFICIENCY
DYNAMICS
RESPONSIBILITY

Financial statements IFRS

Assets

BALANCE sheet presented in accordance with IFRS

in thousands SKK	2008	2007
ASSETS		
TOTALASSETS	608 130	536 147
Non-Current Assets	36 581	47 006
Property, Plant and Equipment	27 369	35 106
Goodwill	8 945	11 561
Intangible Assets	267	339
Cost of Investment in Subsidiary		
Investments intended for sale		
Deffered Tax Receivable		
Cuurent Assets	571 549	489 141
Inventories	28 000	49 111
Trade and Other Receivables	392 202	305 117
Receivables - Construction Contracts		
Receivable - Government Grant		
Others Assets	18 583	13 680
Cash and Cash Equivalents	132 764	121 233

* table contains rows only with active values

Liabilities

LIABILITIES sheet presented in accordance with IFRS

in thousands SKK	2008	2007
LIABILITIES		
TOTAL EQUITY AND LIABILITIES	608 130	536 147
Total Liabilities	458 313	408 888
Non-Current Liabilities	11 572	14 008
Finance Lease Liabilities	11 572	14 008
Current Liabilities	446 741	394 880
Trade and Other Payables	421 059	372 780
Provisions	7 635	7 597
Bank Loans Short-Term	2 693	1 873
Finance Lease Short-Term Liability	938	697
Income Tax Payable	14 416	11 933
Equity	149 817	127 259
Share Capital	4 800	4 800
Reserves and Retained Earnings	79 635	79 250
Current Period Profit	65 382	43 209

* table contains rows only with active values

Profit and loss account

STATEMENT of profit and loss account in accordance with IFRS

in thousands SKK	2008	2007
Sales of Goods	388 411	484 997
Cost of Goods Sold	339 391	400 291
Sales from Services	714 602	559 121
Other Revenue	3 476	1 120
Government Grant Revenue		
Changes in Finished Products and Work		
Materials and Energy Costs	13 666	15 102
Services	335 350	278 312
Staff Costs	310 391	269 488
Depreciation	24 071	20 490
Net Profit /Loss/ on the Sale of	521	1 069
Sundry Costs	3 412	4 933
Financial Revenue-Expenses	-11 430	-2 460
Income from Subsidiaries	10 499	0
Profit before Tax	79 798	55 230
Income Tax	14 416	12 021
Profit after Tax	65 382	43 209

* table contains rows only with active values

Cash flow indirect

Cash flow statement based on indirect method of reporting	in thousands SKK
	2008
Net income before tax	79 798
Non cash operations impacting net income before tax	10 838
Depreciation and amortisation of non-current assets	24 070
Changes in accrual revenues and expenses	-5 567
Dividends and other profit shares paid	-10 499
Interest paid	1 032
Interest received	-1 137
Exchange rate gain on cash and cash equivalents as at the end of the accounting period	-633
Exchange rate loss on cash and cash equivalents as at the end of the accounting period	4 093
Gain/loss on sale of non-current assets excluding cash equivalents	-521
Working capital changes (i.e. difference between current assets and short term liabilities) excluding cash and cash equivalents items, impacting net income	-13 659
Changes in accounts receivable provided by operating activities	-87 085
Changes in accounts payable provided by operating activities	52 315
Changes in inventories	21 111
Cash provided by operating activities excluding income and expenses listed in the other sections of the cash flow statement	76 977
Interest income excluding interest income related to investing activities	1 137
Interest expenses excluding interest expenses related to financing activities	-1 032
Cash provided by operating activities	77 082

* table contains rows only with active values

Cash flow statement based on indirect method of reporting	in thousands SKK
	2008
Income tax paid, excluding income tax related to investing or financing activities	-14 416
Net cash provided by operating activities	62 666
Purchase of non-current tangible assets	-15 266
Income on sale of non-current tangible assets	2 141
Revenue from dividends and other shares in profit, excepting those classed to operational activities	10 499
Net cash provided by investing activities	-2 626
Equity cash flows	-917
Expenses linked to reducing funds formed by accounting entity	-917
Cash provided by long-term liabilities and short-term liabilities provided by financing activities	-2 226
Repayment of payables from use of assets under the purchase of leased asset agreement	-2 226
Expenses for payout of dividends and other shares in profit, excepting those that are classed to operational activities	-41 907
Net cash provided by financing activities	-45 050
Net increase/decrease in cash and cash equivalents	14 990
Beginning balance of cash and cash equivalents as at the beginning of the accounting period	121 233
Ending balance of cash and cash equivalents as at the end of the accounting period, before adjustments for exchange rate gain/loss	136 223
Exchange rate gain/loss on cash and cash equivalents as at the end of the accounting period	-3 460
Ending balance of cash and cash equivalents as at the end of the accounting period, after adjustments for exchange rate gain/loss	132 763

* table contains rows only with active values

Independent auditor's report



D.M.K. AUDIT s.r.o., Špitálska 53, 81101 Bratislava
IČO: 35 727 080, IČ DPH: SK2020268118 OR Okr. súdu Bratislava I.
Tel., fax.: 02 529 21319 odd. Sro. Vložka č. 15499/B
e-mail: dmk@chello.sk

INDEPENDENT AUDITOR'S REPORT to the shareholders of **TEMPEST a.s.**

We have audited the financial statements of TEMPEST a.s., which comprise the balance sheet as of 31 December 2008, the income statement and the notes for the year then ended, and also a summary of significant accounting policies and accounting methods and other explanatory notes.

Management's Responsibility for the Financial Statements

Company's management is responsible for the preparation and fair presentation of these financial statements in accordance with the Act on Accounting. This responsibility includes: designing, implementing and maintaining internal controls relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error, selecting and applying appropriate accounting policies and accounting methods, and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing. Those Standards require that we comply with ethical requirements, and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement.

An audit includes performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of the accounting policies and accounting methods used, and the reasonableness of accounting estimates made by the management, as well as the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects the financial position of TEMPEST a.s. as of 31 December 2008, and of its financial performance and the cash flows for the year then ended in accordance with the Act on Accounting.

Bratislava, March 25, 2009

D.M.K. AUDIT, Ltd.
License no. 176


Ing. Darina Kuratová
License SKAU no. 324

The Annual Report provides a summary of the basic facts about the life of our company in 2008. The team was boosted by new colleagues, and together with our business partners we carried out several projects for our customers and offered them our products and solutions.

When looking at the figures we can express our great satisfaction with 2008. We are achieving excellent results and moving forward, but that is not all. We realise that it is people that are behind the results. It is they who are behind each idea, development or product. Our partners and clients are represented by people, and so we feel a real need to say to them

Thank you!

Thank you to all those who played a part in the growth of TEMPEST last year, but not just then. We thank our business partners, whose co-operation, advice and experience is greatly appreciated, and conversely, their appreciation is of utmost importance to us. Thanks to our customers for their feedback, for their assistance in implementing services and resolving problems. Thanks to the project team who in a limited space of time not only have to find a way to produce a successful outcome, but also a way toward mutual respect and co-operation. Thanks to the employees, each and very individual, who converted their skills, experience and talents into values. We especially appreciate your work.

It is thanks to you all that we can be confident that together we will be able to prove the claim of our company – that IT really does make sense.

Contact

TEMPEST, a. s.
Plynárenská 7/B
821 09 Bratislava
Slovak Republic

Tel.: 00421 2 502 67 111
Fax: 00421 2 502 67 100

Information: info@tempest.sk
Sales dept.: obchod@tempest.sk

www.tempest.eu