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**Implementation of the General Data Protec-
tion Regulation (GDPR)**

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To whom it may concern,

Tempest GmbH (hereinafter referred to as "Tempest") has engaged Jank Weiler Operenyi Rechtsanwälte GmbH | Deloitte Legal Austria with the legal implementation of the EU Data Protection Regulation (hereinafter referred to as "GDPR") and successfully implemented it:

When processing the personal data of Tempest customers, the principles of Article 5 GDPR, in particular fairness, transparency, purpose limitation, data minimisation, accuracy, storage limitation, are being taken into account. These requirements can be individually adapted and adjusted by Tempest customers.

The app developed and used by Tempest is structured in such a way that the requirements for data security and data protection are met by technology and data protection-friendly default settings. In addition, for security reasons Tempest has implemented appropriate and state of the art technical and organisational measures.

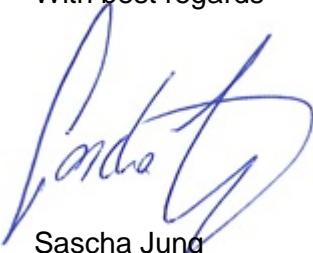
Personal data is being stored and managed on Amazon Web Services servers in the EU.

Tempest has compiled a record of processing activities in accordance with the provisions of Article 30 GDPR. Furthermore, Tempest has concluded all necessary contracts for the processing of personal data in accordance with data protection regulations with its employees on the one hand and with its data processors on the other hand.

In conclusion, in our opinion Tempest's app, processes, data processing and data streams in their current status are set up in accordance with data protection regulations. Nevertheless, Tempest's customers, as data controllers according to Article 4 No. 7 GDPR, are responsible for checking and

complying with data protection regulations with respect to their own employee data and must independently ensure that the lawfulness of the processing of personal data is observed.

With best regards



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