



**Quick Report**  
*on the results of the*  
**Zwack Unicum Plc.**  
*in the first half of the 2015–2016 business year*

The Board of the Directors of the Zwack Unicum Plc. has approved the Management's report about the results of the Company in the first half of the 2015–2016 business year.

The data are not audited (neither those prepared according to the IFRS standards nor those according to the Hungarian accounting rules).

The Company gross revenues amounted to HUF 9,435 million, which is 2.0% higher than in the previous year. Net sales (sales revenues excluding excise and public health product tax) were HUF 5,525 million, a year-on-year decrease of 1.3% (-HUF 72 million).

Net domestic sales were down from the previous year by 1.7% (-HUF 83 million). That is a year-on-year decrease from HUF 4,965 million to HUF 4,882 million.

Within domestic sales the turnover of own-produced goods had a year-on-year decrease of 1.2%. Domestic sales of premium products increased by 2.9%; the net sales of quality products decreased by 11.4%.

In the net earnings from traded products there was a year-on-year decrease of 3.6%. In detail, sales of the Diageo portfolio dropped by 9.5%, while those of other products traded went up by 5.8%.

Market research as of April–July 2015 indicates that, expressed in volume, the Hungarian market of spirits decreased by 8.7%. The market of premium products decreased by 1.1%, the quality segment decreased by 0.3% and that of the non-branded products decreased by 16.9%.

The market tendencies in product segments (premium and quality segments) that really matter for the Zwack Unicum Plc. - the public health product tax (NETA) was levied on a wide range of spirits as of January 1<sup>st</sup> 2015 – were a little bit less harmful than expected.

Export earnings were HUF 643 million, which is a year-on-year increase of 1.7% (+HUF 11 million).

The decrease of 6.3% (-HUF 152 million) in material costs of goods sold was due to several factors. Purchase prices went down (affecting, for instance, pure alcohol and bottles), and changes in volumes and the product mix also played a role.

The gross margin of sales improved by 2.2 percentage points (from 56.9% to 59.1%) owing to higher sales prices, decrease in the prices of raw materials and favourable changes in the product mix.

## Data sheet heading (general)

Company name : Zwack Unicum Nyrt.  
Company address: 1095 Bp. Soroksári út 26  
Business branch Food  
Period 2015-2016. I. half year  
(01.04.2015-30.09.2015)

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Investment Relations György Guttengéber

Employee benefits expense decreased by HUF 108 million (8.3%). The Annual General Meeting of the Company, held on 25 June 2015, decided to pay dividend at HUF 1200 per share (as compared to the previous year's outstanding dividend of HUF 2500 / share). According to IFRS, dividends paid after liquidation preference shares is a personnel type of cost; consequently, the lower dividend brought down payment to personnel by HUF 45 million. In July 2014 the Company paid an unscheduled bonus to its employees, which increased payment to personnel by about HUF 70 million that time. Those two factors were behind said year-on-year decrease in payment to personnel.

The other operating expenses increased by HUF 96 million (8.3%) due to increase in marketing expenditure. As compared to the first half of the previous business year, marketing expenditure went up on Unicum (in Hungary and in Italy) and on St. Hubertus and the brands of Diageo.

The other operating income increased by HUF 91 million (32.4%). Of the increase, HUF 64 million was due to the higher cost reimbursements because the brand owners of the distributed products increased their marketing expenditures compared to the last year. The remaining HUF 27 million was due to increase in the exchange rate gain.

The net financial income decreased by HUF 26 million (64.6%). In July 2014 the Company paid HUF 5 billion in dividend. Thus in the first quarter of the previous business year Cash and cash equivalents was considerably bigger than in the first quarter of this year. Besides, presently the deposit interest rate is considerably lower than a year before.

The Company's profit after taxation according to the International Financial Reporting Standards (IFRS) stood at HUF 711 million, a year-on-year increase of 21.2% (previous: HUF 587 million).

The HUF 561 million (15.5%) drop in the profit reserves mainly is the result of the higher dividend payment than the last year's profit.

Nearly half of the increase in trade and other liabilities is due to tax liabilities.

In the first half of the business year the Zwack Unicum Plc. spent HUF 387 million on fixed assets. Spending in this category was higher than in previous years because the Company has started two major technological projects. The Company spent HUF 174 million on the purchase of a new bottling machine and HUF 35 million was spent for the installation a new extracting technology. Both investment projects support the technological upgrade and the effectiveness of production.

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The Company has 219 employees (at the end of the 2014/2015 business year it had 218, and in the corresponding period of last year it had 227 persons).

This Quick Report for the first half of business year has been made according to the relevant accounting regulations and the financial statements made on the basis of our best knowledge, and they are in accordance with both the Hungarian and the international standards. It gives a truthful and reliable account of the assets, liabilities, financial standing and profits of Zwack Unicum Plc. This business report gives a reliable picture about the Company's situation, development and performance and it includes the major risks and factors of uncertainties. To make this report comparable with earlier ones, it carries figures in compliance with the International Financial Reporting Standards.

### Additional information:

- There was no change in the ownership structure of the Company.
- During the first half of the 2015–2016 business year there was no change in the organization of the Company.
- The Company does not possess shares of its own, just as before.

3 November 2015

*On behalf of the Board of Directors of  
Zwack Unicum Részvénytársaság*



**Sándor Zwack**  
Chairman



**Frank Odzuck**  
Chief Executive Officer

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## Financial Statements

### PK3. Balance Sheet (according to IFRS)

data in HUF million

	30.09.2014	31.03.2015	30.09.2015	Change to 30.09.2014	%	Change to 31.03.2015	%
<b>ASSETS</b>							
<b>Non-current assets</b>							
Property, plant and equipment	2 902	2 731	2 829	-73	-2,5%	98	3,6%
Intangible assets	82	84	95	13	16,1%	11	13,1%
Returnable packaging materials	39	22	26	-13	-32,4%	4	20,3%
Investments in associates	65	50	50	-15	-23,1%	0	0,0%
Available-for-sale financial assets	2	0	0	-2	-100,0%	0	
Employee loans	35	26	33	-2	-4,5%	7	28,9%
Deferred tax asset	161	177	175	15	9,2%	-1	-0,7%
	<b>3 285</b>	<b>3 090</b>	<b>3 209</b>	<b>-76</b>	<b>-2,3%</b>	<b>120</b>	<b>3,9%</b>
<b>Current assets</b>							
Inventories	2 305	1 509	2 411	107	4,6%	902	59,8%
Trade and other receivables	2 575	1 836	2 839	264	10,3%	1 003	54,6%
Cash and cash equivalents	1 113	3 242	923	-190	-17,0%	-2 318	-71,5%
	<b>5 993</b>	<b>6 587</b>	<b>6 174</b>	<b>181</b>	<b>3,0%</b>	<b>-414</b>	<b>-6,3%</b>
<b>TOTAL ASSETS</b>	<b>9 278</b>	<b>9 677</b>	<b>9 383</b>	<b>105</b>	<b>1,1%</b>	<b>-294</b>	<b>-3,0%</b>
<b>Shareholders' equity</b>							
Share capital	2 000	2 000	2 000	0	0,0%	0	0,0%
Share premium	165	165	165	0	0,0%	0	0,0%
Retained earnings	3 624	4 751	3 063	-561	-15,5%	-1 689	-35,5%
	<b>5 788</b>	<b>6 916</b>	<b>5 227</b>	<b>-561</b>	<b>-9,7%</b>	<b>-1 689</b>	<b>-24,4%</b>
<b>Liabilities</b>							
<b>Non-current liabilities</b>							
Other financial liabilities	367	383	391	24	6,5%	8	2,0%
	<b>367</b>	<b>383</b>	<b>391</b>	<b>24</b>	<b>6,5%</b>	<b>8</b>	<b>2,0%</b>
<b>Current liabilities</b>							
Trade and other liabilities	3 109	2 310	3 758	649	20,9%	1 448	62,7%
Provisions for other liabilities and charges	13	68	7	-7	-50,8%	-61	-90,2%
	<b>3 123</b>	<b>2 378</b>	<b>3 765</b>	<b>642</b>	<b>20,6%</b>	<b>1 387</b>	<b>58,3%</b>
<b>Total liabilities</b>	<b>3 489</b>	<b>2 761</b>	<b>4 156</b>	<b>666</b>	<b>19,1%</b>	<b>1 394</b>	<b>50,5%</b>
<b>TOTAL EQUITY &amp; LIABIL.</b>	<b>9 278</b>	<b>9 677</b>	<b>9 383</b>	<b>105</b>	<b>1,1%</b>	<b>-294</b>	<b>-3,0%</b>

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## PK4. Profit and Loss (P/L) Statement (according to IFRS)

data in HUF million

	2014-2015.	2015-2016.	Variance	%
	I. half year	I. half year		
Gross Sales	9 249	9 435	186	2,0%
Excise Tax	3 652	3 344	-308	-8,4%
Public Health Product Tax (PHPT)	0	566	566	
<b>Sales net of taxes</b>	<b>5 597</b>	<b>5 525</b>	<b>-72</b>	<b>-1,3%</b>
Material cost of goods sold	2 410	2 259	-152	-6,3%
<b>Gross Margin</b>	<b>3 187</b>	<b>3 266</b>	<b>79</b>	<b>2,5%</b>
	56,9%	59,1%		2,2%
Employee benefits expense	1 306	1 198	-108	-8,3%
Depreciation and amortization	241	246	5	2,0%
Other operating expenses	1 158	1 254	96	8,3%
<b>Operating expenses</b>	<b>2 705</b>	<b>2 698</b>	<b>-7</b>	<b>-0,3%</b>
Other operating income	281	371	91	32,4%
<b>Profit from operations</b>	<b>762</b>	<b>939</b>	<b>177</b>	<b>23,3%</b>
Interest income	40	14	-26	-64,6%
Interest expense and other similar charges	0	0	0	700,0%
<b>Net financial income</b>	<b>40</b>	<b>14</b>	<b>-26</b>	<b>-64,6%</b>
Share of profit of associates	0	0	0	
<b>Profit before tax</b>	<b>802</b>	<b>953</b>	<b>151</b>	<b>18,8%</b>
Tax (corporate, deferred and local industrial)	215	242	27	12,3%
<b>Profit after tax</b>	<b>587</b>	<b>711</b>	<b>125</b>	<b>21,2%</b>

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### PK5. Cash-flow Statement (according to IFRS)

	data in HUF million
Cash-Flow	2015-2016. I. half year
<b>Profit before tax</b>	<b>953</b>
Net financial income	(14)
Share of profit of associates	0
Depreciation and amortization	246
(Gain)/loss on disposal of fixed assets	(3)
(Gain)/loss on unrealized foreign exchange rate difference	0
Increase\decrease in trade creditors	1 476
(Increase)\decrease in inventories	(907)
(Increase)\decrease in trade and other receivables	(842)
Impairment of investments in associates	0
Other changes	(62)
<b>Cash generated from operations</b>	<b>847</b>
Interest paid	0
Tax paid	(414)
<b>Cash flow from operating activities</b>	<b>433</b>
Capital expenditures	(387)
Sales \ (purchase) of investments	0
Interest received	19
Proceeds from sale of fixed assets	16
Proceeds from other financial assets	0
<b>Cash flow from investing activities</b>	<b>(352)</b>
Dividends paid	(2 400)
<b>Cash flow from financing activities</b>	<b>(2 400)</b>
<b>Change in cash and cash equivalents</b>	<b>(2 319)</b>
Cash and cash equivalents, beginning of the period (01.04.2014)	3 242
Exchange gains/(losses) on cash and bank	0
<b>Cash and cash equivalents, end of the period</b>	<b>923</b>
Consists of:	
Overdraft	0
Cash in banks and on hand	923
<b>Balance end of the period</b>	<b>923</b>

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## Data FYI – Group of Products Report

data in HUF million

According to IFRS 8 all activities of the Zwack Unicum Plc. belong to the same segment. To make comparison easier with previous reports and to retain additional data, the Company publishes former product range information in the following reports too.

<b>Traded products</b>	<b>2014-2015.</b>	<b>2015-2016.</b>	<b>Variance</b>	<b>%</b>
	<b>I. half year</b>	<b>I. half year</b>		
Gross Sales	1 327	1 402	75	5,6%
Excise Tax	389	334	(55)	-14,2%
Public Health Product Tax (PHPT)	0	164	164	
<b>Sales net of taxes</b>	<b>939</b>	<b>904</b>	<b>(34)</b>	<b>-3,6%</b>
<b>Profit from operations</b>	<b>31</b>	<b>65</b>	<b>33</b>	<b>107,1%</b>

<b>Own produced</b>	<b>2014-2015.</b>	<b>2015-2016.</b>	<b>Variance</b>	<b>%</b>
	<b>I. half year</b>	<b>I. half year</b>		
Gross Sales	7 922	8 033	111	1,4%
Excise Tax	3 263	3 010	(253)	-7,7%
Public Health Product Tax (PHPT)	0	402	402	
<b>Sales net of taxes</b>	<b>4 659</b>	<b>4 621</b>	<b>(38)</b>	<b>-0,8%</b>
<b>Profit from operations</b>	<b>731</b>	<b>874</b>	<b>144</b>	<b>19,7%</b>

<b>Total</b>	<b>2014-2015.</b>	<b>2015-2016.</b>	<b>Variance</b>	<b>%</b>
	<b>I. half year</b>	<b>I. half year</b>		
Gross Sales	9 249	9 435	186	2,0%
Excise Tax	3 652	3 344	(308)	-8,4%
Public Health Product Tax (PHPT)	0	566	566	
<b>Sales net of taxes</b>	<b>5 597</b>	<b>5 525</b>	<b>(72)</b>	<b>-1,3%</b>
<b>Profit from operations</b>	<b>762</b>	<b>939</b>	<b>177</b>	<b>23,3%</b>

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### PK3. Balance Sheet (according to the Hungarian accounting principles)

data in HUF million

	30.09.2014	31.03.2015	30.09.2015	Change to 30.09.2014	%	Change to 31.03.2015	%
<b>Non-current assets</b>	<b>3 576</b>	<b>3 473</b>	<b>3 573</b>	<b>-3</b>	<b>-0,1%</b>	<b>100</b>	<b>2,9%</b>
Intangible assets	79	80	90	12	14,8%	10	12,5%
Tangible assets	3 435	3 343	3 426	-9	-0,3%	83	2,5%
Financial investment	63	50	57	-6	-9,4%	7	13,7%
<b>Current assets</b>	<b>6 340</b>	<b>6 640</b>	<b>6 570</b>	<b>230</b>	<b>3,6%</b>	<b>-70</b>	<b>-1,1%</b>
Inventories	2 623	1 743	2 763	140	5,3%	1 021	58,6%
Receivables	2 604	1 656	2 881	277	10,7%	1 225	74,0%
Securities	0	0	0	0		0	
Liquid assets	1 113	3 242	926	-187	-16,8%	-2 316	-71,4%
<b>Prepaid expenses and accrued income</b>	<b>119</b>	<b>144</b>	<b>104</b>	<b>-15</b>	<b>-12,8%</b>	<b>-40</b>	<b>-27,9%</b>
<b>TOTAL ASSETS</b>	<b>10 036</b>	<b>10 258</b>	<b>10 247</b>	<b>212</b>	<b>2,1%</b>	<b>-10</b>	<b>-0,1%</b>
<b>Shareholders' equity</b>	<b>6 650</b>	<b>5 291</b>	<b>6 101</b>	<b>-548</b>	<b>-8,2%</b>	<b>810</b>	<b>15,3%</b>
Share capital	2 035	2 035	2 035	0	0,0%	0	0,0%
Capital reserve	264	264	264	0	0,0%	0	0,0%
Retained earnings	3 667	2 992	2 992	-674	-18,4%	0	0,0%
Profit per balance sheet	684	0	810	126	18,4%	810	
<b>Provisions</b>	<b>194</b>	<b>257</b>	<b>196</b>	<b>2</b>	<b>1,2%</b>	<b>-61</b>	<b>-23,8%</b>
<b>Liabilities</b>	<b>2 191</b>	<b>3 829</b>	<b>2 678</b>	<b>488</b>	<b>22,3%</b>	<b>-1 150</b>	<b>-30,0%</b>
Subordinated liabilities	0	0	0	0		0	
Long term liabilities	0	0	0	0		0	
Short term liabilities	2 191	3 829	2 678	488	22,3%	-1 150	-30,0%
<b>Accrued expenses and prepaid income</b>	<b>1 002</b>	<b>881</b>	<b>1 272</b>	<b>270</b>	<b>27,0%</b>	<b>391</b>	<b>44,4%</b>
<b>TOTAL LIABILITIES &amp; SHAREHOLDERS' EQUITY</b>	<b>10 036</b>	<b>10 258</b>	<b>10 247</b>	<b>212</b>	<b>2,1%</b>	<b>-10</b>	<b>-0,1%</b>



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## PK4. Profit and Loss (P/L) Statement (according to the Hungarian accounting principles)

data in HUF million

	2014-2015. I. half year	2015-2016. I. half year	Variance	%
<b>Net sales revenues</b>	<b>10 360</b>	<b>10 671</b>	<b>312</b>	<b>3,0%</b>
Capitalized value of own performance	304	624	320	105,5%
Other income	72	122	50	69,6%
Material type expenditures	4 233	4 466	233	5,5%
Payments to personnel	1 298	1 248	-50	-3,9%
Depreciation charge	218	226	8	3,6%
Other expenditures	4 210	4 572	362	8,6%
<b>TRADING PROFIT</b>	<b>776</b>	<b>906</b>	<b>129</b>	<b>16,7%</b>
Revenues from financial transactions	62	70	7	11,8%
Expenditures of financial transactions	9	15	6	70,0%
<b>FINANCIAL PROFIT</b>	<b>53</b>	<b>54</b>	<b>1</b>	<b>1,8%</b>
<b>PROFIT ON ORDINARY BUSINESS</b>	<b>829</b>	<b>960</b>	<b>130</b>	<b>15,7%</b>
<b>PROFIT / (LOSS) ON EXTRAORDINARY ITEMS</b>	<b>-12</b>	<b>-20</b>	<b>-8</b>	<b>62,9%</b>
<b>PROFIT BEFORE TAXATION</b>	<b>817</b>	<b>939</b>	<b>123</b>	<b>15,0%</b>
Tax liability	133	130	-3	-2,5%
<b>PROFIT AFTER TAX</b>	<b>684</b>	<b>810</b>	<b>126</b>	<b>18,4%</b>
Dividends paid out of accumulated profit reserve				
Dividends paid				
<b>NET PROFIT PER BALANCE SHEET</b>	<b>684</b>	<b>810</b>		

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## Data Sheets related to the Financial Statements

### PK1. General information on financial data

	Yes	No		
Audited	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
Consolidated	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
Accounting principles		Hungarian <input checked="" type="checkbox"/>	IFRS <input checked="" type="checkbox"/>	Other <input type="checkbox"/>

### PK2. Companies included in consolidation

Name	Registered capital/Equity	Share in ownership (%)	Voting right <sup>1</sup>	Class <sup>2</sup>
Non existent				

### PK6. Off Balance Sheet significant items <sup>1</sup>

Name	Value (HUF)
Non existent	

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## Data sheets related to shares structure and shareholders

### RS1. Ownership structure and shareholders' shares

Name of shareholders	Total registered capital					
	Beginning of business year (on 1 April)			End of period		
Ordinary shares	% <sup>2</sup>	% <sup>3</sup>	pieces	% <sup>2</sup>	% <sup>3</sup>	pieces
Domestic institutional/company	10,62%	10,81%	216 100	0,88%	0,89%	17 841
Foreign institutional/company	80,09%	81,49%	1 629 850	83,30%	84,75%	1 695 099
Domestic private individual	7,37%	7,50%	149 957	8,21%	8,36%	167 102
Foreign private individual	0,17%	0,17%	3 442	5,86%	5,97%	119 307
Employees, top managers	0,03%	0,03%	651	0,03%	0,03%	651
<b>T O T A L</b>	<b>98.28%</b>	<b>100.00%</b>	<b>2 000 000</b>	<b>98.28%</b>	<b>100.00%</b>	<b>2 000 000</b>
<b>Redeemable liquidation preference shares</b>						
	% <sup>2</sup>	% <sup>3</sup>	pieces	% <sup>2</sup>	% <sup>3</sup>	pieces
Domestic institutional/company						
Foreign institutional/company						
Domestic private individual						
Foreign private individual						
Employees, top managers	1.72%	0.00%	35 000	1.72%	0.00%	35 000
<b>T O T A L</b>	<b>1.72%</b>	<b>0.00%</b>	<b>35 000</b>	<b>1.72%</b>	<b>0.00%</b>	<b>35 000</b>
<b>ALTOGETHER</b>						
	% <sup>2</sup>	% <sup>3</sup>	pieces	% <sup>2</sup>	% <sup>3</sup>	pieces
Domestic institutional/company	10,62%	10,81%	216 100	0,88%	0,89%	17 841
Foreign institutional/company	80,09%	81,49%	1 629 850	83,30%	84,75%	1 695 099
Domestic private individual	7,37%	7,50%	149 957	8,21%	8,36%	167 102
Foreign private individual	0,17%	0,17%	3 442	5,86%	5,97%	119 307
Employees, top managers	1,75%	0,03%	35 651	1,75%	0,03%	35 651
<b>T O T A L</b>	<b>100.00%</b>	<b>100.00%</b>	<b>2 035 000</b>	<b>100.00%</b>	<b>100.00%</b>	<b>2 035 000</b>

<sup>2</sup> Shareholder's share

<sup>3</sup> Voting right assuring participation in decision making at the Issuer's General Meeting

The 2 000 000 ordinary shares are listed on the Budapest Stock Exchange (BÉT), and the 35 000 redeemable liquidation preference shares are not listed on BÉT.

### RS2. Number of own shares in the business year

	1 April	30 June	30 September	31 December	31 March
At Company level	0	0	0		

## Data sheet heading (general)

Company name : Zwack Unicum Nyrt.  
 Company address: 1095 Bp. Soroksári út 26  
 Business branch Food  
 Period 2015-2016. I. half year  
 (01.04.2015-30.09.2015)

Telephone 476-2315  
 Telefax 455-7845  
 E-mail guttengiber@Zwackunicum.hu  
 Investment Relations György Guttengéber

### RS3/2. List of shareholders with more than 5% share, their standing (at the end of the period) in relation to the total registered capital

Name	Nationality <sup>1</sup>	Activity <sup>2</sup>	No of shares	Share (%) <sup>3</sup>	Voting right (%) <sup>3,4</sup>	Notes <sup>5</sup>
Peter Zwack & Consorten H.AG.	Foreign	Financial Company	1 000 001	49,14	50,00	Professional
Diageo Holdings Netherlands B.V.	Foreign	Financial Company	520 000	25,55	26,00	Professional
Intrinsic Value Investors (IVI) LLP	Foreign	Financial Company	120 549	5,92	6,03	Financial

<sup>1</sup> Domestic (B), Foreign (K)

<sup>2</sup> Custodian (L), Central Budget (Á), Nemetközi Fejlesztési Intézet (National Development Institution - F), Institutional (I), Financial Company (T) Private (M), Employee, top manager (D)

<sup>3</sup> To be rounded to two decimals

<sup>4</sup> Voting right assuring participation in decision making at the Issuer's General Meeting

<sup>5</sup> E.g.: professional investor, financial investor, etc.

### TSZ2/1. Number of full time employees

	End of base period	Beginning of business year	End of reported period
At Company level	227	218	219

### TSZ3. (Strategic) top managers and employees affecting the operations of the Issuer

Jelleg	Name	Position	Beginning of appointment	End of appointment	Own ordinary shares (no.)	Own redeemable liquidation preference shares (no.)
FB	Dr. Hubertine Underberg-Ruder	Chairperson	2006.06.29	2017. 07. 31.	-	-
FB	Dr. Rudolf Kobatsch		2012.06.28	2017. 07. 31.	-	-
FB	Renato Juric		2015.06.25	2018. 07. 31.	-	-
FB	Dr. Geiszt György		2007.06.30	2017. 07. 31.	-	-
FB	Dr. Szecskay András		1992.09.30	2017. 07. 31.	651	-
FB	Dr. Salgó István		2006.06.29	2017. 07. 31.	-	-
IT	Zwack Sándor	Chairperson	2008.06.26	2017. 07. 31.	-	-
IT	Wolfgang Spiller		2012.06.28	2017. 07. 31.	-	-
IT	Zwack Isabella Veronika		2008.06.26	2017. 07. 31.	-	-
IT	Pavel Reyes Lyubushkin		2015.06.25	2018. 07. 31.	-	-
IT	Kalina Plamenova Tsanova		2015.06.25	2018. 07. 31.	-	-
IT	Frank Odzuck		2004.04.22	2017. 07. 31.	-	16 000
IT	Dörnyei Tibor András		2002.04.24	2017. 07. 31.	-	10 500
SP	Frank Odzuck	General Manager	2003. 11. 01		-	16 000
SP	Dörnyei Tibor András	Financial Director	2001. 03. 01		-	10 500
SP	Belovai Csaba	Commercial Director	2004. 01. 26		-	8 500
SP	Márfi Márta	Marketing Director	2004. 09. 01		-	-
SP	Dr.Segesváry Gábor	Human Resources Director	1999. 12. 01		-	-
SP	Seprős László	Production and Technical Director	2009. 04. 01		-	-

<sup>1</sup> Employee in strategic position (SP), Member of the Board of Directors (IT), Member of the Supervisory Board (FB)