



Interim Management Report

*on the results of the
Zwack Unicum Plc.*

in the first three quarters of the 2021–2022 business year

The Board of Directors of the Zwack Unicum Plc. has approved the Management's report about the results of the Company in the first three quarters of the 2021–2022 business year.

The data have not been audited.

1. Analysis of the Report

Total gross sales of the Company were HUF 26 394 million – a year-on-year increase of 29.3% (that is, HUF 5 983 million). Net sales (sales revenues excluding excise tax and public health product tax [NETA]) were HUF 14 814 million, a year-on-year increase of 35.4% (HUF 3 873 million).

In the net domestic sales there was a year-on-year increase of HUF 3 483 million (36.0%). The net sales of own produced goods increased in the domestic market by HUF 2 463 million (by 33.4%) (it was HUF 9 836 million instead of HUF 7 373 million). Broken down, sales of premium products increased by 40.8% and those of quality products grew by 14.3%. As indicated in our earlier management reports, the introduction Unicum Barista – the youngest member of the Unicum line of products – was a key factor in the outstanding performance of the premium category. In addition, the sale of Zwack Unicum liqueur and Unicum Plum liqueur grew almost to the same degree, and the sale of super premium Unicum Riserva was also impressive.

The net sales revenue of traded products had a year-on-year increase of 44.2%. Broken down, the revenue of the Diageo portfolio increased by 41.7%, and the revenue of the other traded products grew by 71.2%. In the latter category wines and mineral waters contributed to growth in the same way.

Due to the Hungarian government's pandemic-related measures, during the first three quarters of the last (2020/21) business year, the Company's net domestic sales decreased by over 8%.

Data sheet heading (general)

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Company address:	1095 Bp. Soroksári út 26	Telefax	216-4981
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The major part of the decrease was due to plummeting sales in on-trade – which accounts for about half of the Company’s gross sales. Soon after the restrictive measures were lifted, as from spring 2021, on-trade bounced back to its usual level and has levelled off there. In the third quarter the increase in sales for retail trade units noticeably decelerated. That is why the outstanding overall sales figure was largely due to increase in our sales to wholesale companies.

Market research data about the retail turnover for the April–December period indicate that the Hungarian taxed retail trade of spirits grew by 9.7% in volume and by 16.7% in value. In the same period the sales of Zwack Unicum Plc. in the retail sector increased by 22.9%. Overall, the sales by Zwack Unicum Plc. went up by 36%, which was the combined effect of the successful introduction into retail of Unicum Barista and the bouncing back of on-trade.

Export earnings were HUF 1 650 million – a year-on-year increase of 30.9% (HUF 390 million). Exports to Italy continued being pivotal in the overall increase in that category. During the third quarter, sales to Italy showed a year-on-year increase of nearly 45%. Thanks to the bounceback of the air travel industry, duty-free sales continued growing during the third quarter and it is getting close to pre-pandemic levels.

The material-type expenses increased by HUF 1 175 million (27.4%). As that figure is lower than the increase in net sales – the latter being 35.4% – the gross margin ratio has a year-on-year increase of 2.3 percentage points (63.1% instead of 60.8%). The decrease in the per-unit material cost was due to a favourable change in the product mix (the sale of high-margin goods grew steeper).

Employee benefits expense increased by HUF 182 million (8.4%). At the beginning of the business year, the Company granted an average pay hike of 4%. The Annual General Meeting of 30 June 2021 resolved that a dividend of HUF 700 should be paid per share as compared to HUF 300 a year before. IFRS declares that dividend payable after liquidation preference shares is not a classical dividend, but it is a personnel type of cost. So the higher dividend payment raised the personnel type of cost by HUF 14 million. As our plants upped production to satisfy increased consumer demand, wage supplements had to be paid, which in turned increased our costs. Furthermore, other expenses, plus the taxes payable for them, increased the employee benefits expense by about 3.4%. (The other personnel expenses included attendance of conferences, long-service bonus, the cost of training courses and medical check-ups.)

The depreciation charge showed a year-on-year increase of HUF 62 million (17.3%). Broken down, the depreciation figure for real estate, machinery and equipment went up by HUF 30 million (by 10.3%). A considerable part of that was accounted for by the depreciation charge of the packaging and palletizing machine installed in our plant at Dunaharaszti at the beginning of the business year. Another factor that increased costs was that the Company now categorizes pallets in its books as “tangible assets of minor value” and posts for them immediate depreciation as opposed to three-year depreciation method applied until a year ago.

The other operating expenses showed a year-on-year increase of HUF 863 million (39.6%). A marked rise in marketing expenditure accounted for a considerable part of the rise. Unlike in

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the previous business year, many of the domestic marketing events did take place. The export marketing expenses went up steeply (by HUF 213 million) as our media campaign scheduled for autumn 2020 in Italy was transferred to the UEFA Euro 2020 Football Championship (held between 11 June and 11 July 2021). Other areas where there was higher year-on-year spending were maintenance and transport (the latter caused by increase in volumes to be transported).

The other operating income increased by HUF 288 million (by 95%). Our revenues from marketing expenditure reimbursement shot up (owners of brands that we trade doubled their payments as compared to the corresponding period of the previous business year). The Company sold its unused pallets – and in the previous business year that step was taken in the fourth quarter.

The operating income was HUF 4 132 million, which exceeded that a year before by HUF 1 879 million.

During the period under review the Company gained a net financial income of HUF 59 million. In April 2021 the Company sold Morello Kft. (Morello LLC) – which had been its associate entity. The revenue from that deal was higher than the book value of Morello. As the Company has a solid financial standing, in December 2021 the Owners of the Company decided that the entire loan of HUF 1.5 billion – which had been raised to cushion operation – should be repaid earlier than scheduled. The Company does not have any bank loans at present. In the first three quarters of the business year the balance of the interest that the Company had to pay on its loan and of the interests the Company received on its bank deposits was HUF 14 million.

The Company's total tax burden increased by HUF 255 million. In the first three quarters of this business year the Company had to pay corporation tax that was by HUF 169 million higher than that payable in the previous comparable period. The balance of the two sums is accounted for by increase in both the local business tax payable on the gross margin and in the innovation contribution.

All in all, the Company's profit after taxation was HUF 3 543 million. That is more than double the comparable figure of the previous business year. The first half of the business year was an all-time record period and the third quarter also did very well. The third quarter of this business year produced gross sales and profit after taxation nearly as high as that of the entire year of 2018. (Note that at the end of 2018 our clients stocked up heavily on Unicum liqueur and pálinka to offset the anticipated hike in January 2019 in the NETA tax – the public health product tax). The Company expects a further solid increase in sales for the last quarter, so we forecast results for the entire business year that are likely to clearly exceed the target.

Trade and other liabilities showed a year-on-year increase of HUF 969. As sales went up, the Company had to pay a higher excise tax and VAT. As the volume of own produced goods increased, our liabilities to our suppliers went up accordingly.

Apart from the changes described above, there were no other major changes in the balance sheet.

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2. Business Environment of the Company

The Zwack Unicum Plc. is the biggest player in Hungary's spirits market. As nearly 90% of its revenues are domestically generated, trends in domestic consumption are crucial for its wellbeing.

The consumption of premium alcoholic drinks had grown in Hungary in the past few years, but that tendency drastically changed due to the pandemic in 2020. For over half a year during the 2020-2021 business year in Hungary the on-trade sector was under lockdown, which sharply reduced consumption. Since then however in Hungary consumption has been bouncing back.

3. Objectives and Strategy of the Company

The Company's primary activity is producing and selling branded premium and quality alcoholic drinks. In Hungary the principal aim of Zwack Unicum Plc. is to maintain its market leading role in spirits. Furthermore, we aim to strengthen the export markets.

In Hungary the Company is the official distributor of several brands like Diageo portfolio. Thus, in addition to the self-manufactured premium brands of outstanding importance in the Hungarian market (Unicum, Füttyölös, Vilmos, St. Hubertus and Kalinka), Zwack Unicum Plc.'s portfolio is enriched by world brands such as Johnnie Walker, Baileys and Captain Morgan. With such a portfolio our Company offers an impressively rich assortment of branded products for consumers.

Product innovation and successful product launch are crucial means of keeping and strengthening the market leader position. The Company has the objective of deriving at least 12 % of its gross sales from exports and has the ambition to increase it. Our core export markets are Italy, Germany and Romania.

As from 1 September 2019, the Company has been using 100% green electricity. Other sustainability measures are constantly under evaluation and under execution – for the implemented sustainability measures, please, visit our sustainability report on our homepage. (<https://zwackunicum.hu/en/cegunk/fenntarthatosag-napjainkban/>)

4. Main Resources and Risks of the Company's Activities

- **Material Resources**
 - **Production and Plant**

The Company has three production plants. Unicum production and part of early maturation are done in the Unicum plant in Soroksári út. The Dunaharaszti plant takes care of additional maturation and bottling of the Unicum liquor, and also the bottling of the majority of the other

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products produced by the Company. The fruit palinka distillery operates in Kecskemét, and this is where the small series products are bottled.

The Company intends to maintain those three production plants in the long run. The output capacities of the plants concerned are appropriate for bulk production and bottling.

The Company started ambitiously revamping its bottling technology in its Dunaharaszti plant in 2015. Old machines in two bottling lines have been replaced by new ones. The scheme was completed during the 2020/21 business year. In forthcoming years we plan to invest in fixed assets nearly as much as the sum of the annual depreciation.

▪ Financial Position

The Company's financial position is stable and it always fulfils its financial obligations on time. Financial transactions were made by UniCredit, Erste and K&H Bank from among the largest commercial banks.

▪ Human Resources

In the first three quarters of the business year the Company's average statistical headcount figure was 252 (it was 246 a year before).

We have always paid special attention to protecting the health of our employees, and that has been doubly true during this pandemic. The Company can justifiably declare that it has so far handled the several waves of the pandemic effectively. That has been the compound result of a whole array of measures (face masks, gloves, hand disinfection, checking workers' temperature, regular tests, limitation of headcount in offices, allowing work from home and so on) and the fact that nearly 100% of the employees have been vaccinated. Some of the health-related measures are partly kept in force so as to minimize the effects potential further waves of the pandemic.

In the Hungarian spirits market the Zwack Unicum Plc. has the biggest human resources for sales and marketing. Indeed, the related competitive edge in distribution and innovation are among the Company's most important strengths.

▪ Risk factors

We hope that the toughest period of the pandemic is behind us. That said, there can be numerous long-term consequences of the pandemic that might in the medium term reduce domestic demand for spirits and so the Company's growth prospects. (Such consequences might include future Covid waves, further temporary lockdowns, losing some on-trade customers, increasing cautious consumer behaviour in a volatile environment, upturn in inflation, a relative decrease in purchasing power and an accelerated shrinking of the population of Hungary.)

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Important risk factor affecting our Company is the possible change of the regulatory environment that may have a negative effect on domestic consumption and caused by this also on the sales volume.

Company activities are exposed to various financial risks: market risks, credit risks and liquidity risks. Seen the high volatility and uncertainty of the current financial market, the Company seeks keeping the possible negative implications affecting Company finances at the minimum. In line with the accounting policy, the Company also applies derivative financial tools to counter certain financial risks.

Regarding its market risks, to reduce the foreign exchange risks arising from the export and import activities and from the Euro deposits, the Finance Department monitors, in line with the hedging policy, the foreign exchange liabilities, and keeps the necessary amount of forex on its bank accounts. Furthermore, the Company completes derivative transactions to reduce the same risks. Having said that, if the exchange rate changes during the business year, that can have a major impact on the Company's comprehensive income and the Shareholders' equity. Therefore, the changes in exchange rate within the financial year have no significant implications on the statement of comprehensive income, nor on shareholders' equity.

The pandemic has had effects on the economy, including anomalies in the supply chain. The prices of raw materials and packaging materials have steeply risen. That is posing risks for the Company in the goods market. During this business year those risks might affect as many as 2% of the value of the raw materials and packaging materials that we regularly purchase. On the long run however, the risks might affect as many as 12-13% of the materials we buy.

The Company has no significant credit risks, nor related to accounts receivables, due to the diversity of its customers. Also, a significant portion of the accounts receivable is insured by financial institution up to 95% of single liabilities. The Company applies no other credit rating methods since this credit guarantee method is deemed to be effective enough to manage credit risks.

Company financial assets and fixed deposits are mostly in Hungarian forints. The counterparty risk is low since Zwack Unicum Plc. placed its funds with reliable financial institutions.

Liquidity management of the Company covers the necessary number of financial tools and also the necessary credit lines. The Management continuously monitors the necessary liquidity provisions based on the expected cash flow.

This Report has been made according to the relevant accounting regulations and the financial statements made on the basis of our best knowledge. It gives a truthful and reliable account of the assets, liabilities, financial standing and profits of Zwack Unicum Plc. This Report gives a reliable picture also of the Zwack Unicum Plc.'s situation, development and performance.

Data sheet heading (general)

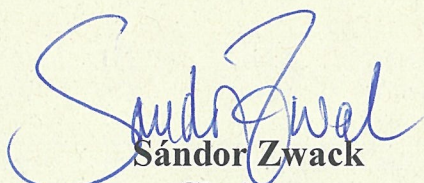
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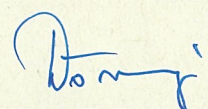
Additional information:

- There was no change in the ownership structure of the Company.
- During the first three quarters of the 2021–2022 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 February 2022

*On behalf of the Board of Directors of the
Zwack Unicum Plc.,*


Sándor Zwack
Chairman


Tibor Dörnyei
Deputy
Chief Executive Officer

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Financial Statements

PK3. Statement of financial position (according to IFRS)

	data in HUF million						
	31.12.2020	31.03.2021	31.12.2021	Change to 31.12.2020	%	Change to 31.03.2021	%
ASSETS							
Non-current assets							
Property, plant and equipment	3 281	3 442	3 230	-51	-1,6%	-212	-6,2%
Intangible assets	90	85	82	-8	-8,9%	-3	-3,5%
Returnable packaging materials	22	0	0	-22	-100,0%	0	
Investment in associate	16	16	0	-16	-100,0%	-16	-100,0%
Employee loans	4	0	2	-2	-50,0%	2	
Deferred tax asset	106	109	105	-1	-0,9%	-4	-3,7%
	3 519	3 652	3 419	-100	-2,8%	-233	-6,4%
Current assets							
Inventories	2 383	2 800	2 240	-143	-6,0%	-560	-20,0%
Trade and other receivables	4 412	2 617	4 861	449	10,2%	2 244	85,7%
Cash and cash equivalents	6 659	3 989	6 724	65	1,0%	2 735	68,6%
	13 454	9 406	13 825	371	2,8%	4 419	47,0%
TOTAL ASSETS	16 973	13 058	17 244	271	1,6%	4 186	32,1%
Shareholders' equity							
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	5 261	4 847	6 990	1 729	32,9%	2 143	44,2%
	7 426	7 012	9 155	1 729	23,3%	2 143	30,6%
Liabilities							
Non-current liabilities							
Other liabilities	501	531	576	75	15,0%	45	8,5%
	501	531	576	75	15,0%	45	8,5%
Current liabilities							
Trade and other liabilities	6 534	4 255	7 503	969	14,8%	3 248	76,3%
Short term loans	2 500	1 250	0	-2 500	-100,0%	-1 250	-100,0%
Provisions	12	10	10	-2	-16,7%	0	0,0%
	9 046	5 515	7 513	-1 533	-16,9%	1 998	36,2%
Total liabilities	9 547	6 046	8 089	-1 458	-15,3%	2 043	33,8%
TOTAL EQUITY & LIABILITIES	16 973	13 058	17 244	271	1,6%	4 186	32,1%

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PK4. Statement of comprehensive income (according to IFRS)

data in HUF million

	2020-2021.	2021-2022.	Variance	%
	I-III. quarters	I-III. quarters		
Gross Sales	20 411	26 394	5 983	29,3%
Excise Tax	5 869	7 191	1 322	22,5%
Public Health Product Tax (PHPT)	3 601	4 389	788	21,9%
Sales net of taxes	10 941	14 814	3 873	35,4%
Material-type expenses	4 288	5 463	1 175	27,4%
Gross Margin	6 653	9 351	2 698	40,6%
	60,8%	63,1%		2,3%
Employee benefits expense	2 166	2 348	182	8,4%
Depreciation and amortization	358	420	62	17,3%
Other operating expenses	2 179	3 042	863	39,6%
Operating expenses	4 703	5 810	1 107	23,5%
Other operating income	303	591	288	95,0%
Profit from operations	2 253	4 132	1 879	83,4%
Financial income	13	73	60	461,5%
Financial expenses	23	14	-9	-39,1%
Net financial income/loss	-10	59	69	-690,0%
Profit before tax	2 243	4 191	1 948	86,8%
Income tax expense (corporate income, deferred, local business tax and innovation contribution)	393	648	255	64,9%
Profit for the year	1 850	3 543	1 693	91,5%

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PK4/2. Statement of comprehensive income, III. quarter (according to IFRS)

data in HUF million

	2020-2021.	2021-2022.	Variance	%
	III. quarter	III. quarter		
Gross Sales	9 687	12 242	2 555	26,4%
Excise Tax	2 775	3 347	572	20,6%
Public Health Product Tax (PHPT)	1 695	2 046	351	20,7%
Sales net of taxes	5 217	6 849	1 632	31,3%
Material-type expenses	2 122	2 681	559	26,3%
Gross Margin	3 095	4 168	1 073	34,7%
	59,3%	60,9%		1,5%
Employee benefits expense	823	855	32	3,9%
Depreciation and amortization	126	145	19	15,1%
Other operating expenses	850	1 072	222	26,1%
Operating expenses	1 799	2 072	273	15,2%
Other operating income	127	297	170	133,9%
Profit from operations	1 423	2 393	970	68,2%
Financial income	7	18	11	157,1%
Financial expenses	8	4	-4	-50,0%
Net financial income/loss	-1	14	15	-1500,0%
Profit before tax	1 422	2 407	985	69,3%
Income tax expense (corporate income, deferred, local business tax and innovation contribution)	225	347	122	54,2%
Profit for the quarter	1 197	2 060	863	72,1%

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 Investor Relations Balázs Szűcs

PK5. Cash flow statement (according to IFRS)

data in HUF million

	2020-2021. I-III. quarters	2021-2022. I-III. quarters	Variance	%
Profit before tax	2 244	4 191	1 947	86,8%
Net financial income	10	(59)	-69	-690,0%
Depreciation and amortization	358	420	62	17,3%
(Gain)/loss on disposal of fixed assets	(16)	(42)	-26	162,5%
Increase\decrease in trade creditors and other liabilities	2 542	3 320	778	30,6%
(Increase)\decrease in inventories	278	562	284	102,2%
(Increase)\decrease in trade and other receivables	(1 092)	(1 921)	-829	75,9%
(Gain)/loss on unrealized foreign exchange rate difference	(13)	(35)	-22	169,2%
Increase\decrease in other liabilities (dividend)	(600)	(1)	599	-99,8%
Cash generated from operations	3 711	6 435	2 724	73,4%
Interest paid	(23)	(14)	9	-39,1%
Income tax paid	(707)	(968)	-261	78,1%
Cash flow from operating activities	2 981	5 453	2 472	82,9%
Purchases of property, plant and equipment	(334)	(221)	113	-33,8%
Purchases of intangible assets	(14)	(22)		
Sales \ (purchase) of investments	0	0	0	
Dividends received	0	0	0	
Interest received	13	28	15	115,4%
Proceeds from sale of property, plant and equipment	41	51	10	24,4%
Payment received from the sale of investment in associate	0	61	61	
Cash flow used in investing activities	(294)	(103)	191	-65,0%
Dividends paid	0	(1 400)	-1 400	
Loan acquired	1 250	1 500	250	20,0%
Payment of loans	0	(2 750)	-2 750	
Payment of lease liabilities	0	0	0	
Cash flow used in financing activities	1 250	(2 650)	-3 900	-312,0%
Change in cash and cash equivalents	3 937	2 700	-1 237	-31,4%
Cash and cash equivalents, beginning of the period	2 709	3 989	1 280	47,2%
Exchange gains/(losses) on cash and cash equivalents	13	35	22	169,2%
Cash and cash equivalents, end of the period	6 659	6 724	65	1,0%

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PK6. Statement of changes in equity (according to IFRS)

data in HUF million

	Share Capital	Share premium	Retained Earnings	Total
Balance at 1 April 2020	2 000	165	4 011	6 176
Profit for I-III. quarters	-	-	1 850	1 850
Other comprehensive income	-	-	-	0
Total comprehensive income for I-III. quarters	0	0	1 850	1 850
Dividend related to financial year 2019/2020	-	-	(600)	(600)
Transactions with owners in their capacity as owners	0	0	(600)	(600)
Balance at 31 December 2020	2 000	165	5 261	7 426
Balance at 1 April 2021	2 000	165	4 847	7 012
Profit for I-III. quarters	-	-	3 543	3 543
Other comprehensive income	-	-	-	0
Total comprehensive income for I-III. quarters	0	0	3 543	3 543
Dividend related to financial year 2020/2021	-	-	(1 400)	(1 400)
Transactions with owners in their capacity as owners	0	0	(1 400)	(1 400)
Balance at 31 December 2021	2 000	165	6 990	9 155

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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.

Traded products	2020-2021.	2021-2022.	Variance	%
	I-III.	I-III.		
	quarters	quarters		
Gross Sales	3 588	4 997	1 409	39,3%
Excise Tax	775	1 011	236	30,5%
Public Health Product Tax (PHPT)	505	658	153	30,3%
Sales net of taxes	2 308	3 328	1 020	44,2%
Profit from operations	122	468	346	283,6%

Own produced	2020-2021.	2021-2022.	Variance	%
	I-III.	I-III.		
	quarters	quarters		
Gross Sales	16 823	21 397	4 574	27,2%
Excise Tax	5 094	6 180	1 086	21,3%
Public Health Product Tax (PHPT)	3 096	3 731	635	20,5%
Sales net of taxes	8 633	11 486	2 853	33,0%
Profit from operations	2 131	3 664	1 533	71,9%

Total	2020-2021.	2021-2022.	Variance	%
	I-III.	I-III.		
	quarters	quarters		
Gross Sales	20 411	26 394	5 983	29,3%
Excise Tax	5 869	7 191	1 322	22,5%
Public Health Product Tax (PHPT)	3 601	4 389	788	21,9%
Sales net of taxes	10 941	14 814	3 873	35,4%
Profit from operations	2 253	4 132	1 879	83,4%

Data sheet heading (general)

Company name : Zwack Unicum Plc.
Company address: 1095 Bp. Soroksári út 26
Business branch Food
Period 2021-22. business year, I-III. quarters
(01.04.2021-31.12.2021)

Telephone 456-5218
Telefax 216-4981
E-mail szucs@zwackunicum.hu
Investor Relations Balázs Szűcs

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 IFRS Other

PK2. Companies included in consolidation

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

PK7. Off Balance Sheet significant items ¹

Name	Value (HUF)
Non existent	

Data sheet heading (general)

Company name : Zwack Unicum Plc.
 Company address: 1095 Bp. Soroksári út 26
 Business branch Food
 Period 2021-22. business year, I-III. quarters
 (01.04.2021-31.12.2021)

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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	% ²	% ³	pieces	% ²	% ³	pieces
Domestic institutional/company	1.21%	1.22%	24 519	1.16%	1.19%	23 805
Foreign institutional/company	80.89%	82.31%	1 646 197	75.75%	77.07%	1 541 437
Domestic private individual	14.63%	14.89%	297 756	14.96%	15.22%	304 362
Foreign private individual	1.47%	1.50%	29 912	6.33%	6.44%	128 830
Employees, top managers	0.08%	0.08%	1 616	0.08%	0.08%	1 566
T O T A L	98.28%	100.00%	2 000 000	98.28%	100.00%	2 000 000
Redeemable liquidation preference shares						
	% ²	% ³	pieces	% ²	% ³	Db
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
T O T A L	1.72%	0.00%	35 000	1.72%	0.00%	35 000
ALTOGETHER						
	% ²	% ³	pieces	% ²	% ³	Db
Domestic institutional/company	1.21%	1.22%	24 519	1.16%	1.19%	23 805
Foreign institutional/company	80.89%	82.31%	1 646 197	75.75%	77.07%	1 541 437
Domestic private individual	14.63%	14.89%	297 756	14.96%	15.22%	304 362
Foreign private individual	1.47%	1.50%	29 912	6.33%	6.44%	128 830
Employees, top managers	1.80%	0.08%	36 616	1.80%	0.08%	36 566
T O T A L	100.00%	100.00%	2 035 000	100.00%	100.00%	2 035 000

² Shareholder's share

³ 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	0	

Data sheet heading (general)

Company name :	Zwack Unicum Plc.	Telephone	456-5218
Company address:	1095 Bp. Soroksári út 26	Telefax	216-4981
Business branch	Food	E-mail	szucs@zwackunicum.hu
Period	2021-22. business year, I-III. quarters (01.04.2021-31.12.2021)	Investor Relations	Balázs Szűcs

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 ¹	Activity ²	No of shares	Share (%) ³	Voting right (%) ^{3,4}	Notes ⁵
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

¹ Domestic (B), Foreign (K)

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

³ To be rounded to two decimals

⁴ Voting right assuring participation in decision making at the Issuer's General Meeting

⁵ 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	246	233	248

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

Type	Name	Position	Beginning of appointment	End of appointment	Own ordinary shares (no.)	Own redeemable liquidation preference shares (no.)
FB	Dr. Hubertine Underberg-Ruder	Chairperson	29.06.2006	31.07.2023	-	-
FB	Thomas Mempel		30.06.2021	31.07.2024	-	-
FB	Dr. András Szecskay		30.09.1992	31.07.2023	651	-
FB	Dr. István Salgó		29.06.2006	31.07.2023	-	-
FB	Nándor Szakolczai		27.06.2020	31.07.2023		
FB	Dr. György Geiszt		25.06.2020	31.07.2023		
IT	Sándor Zwack	Chairperson	26.06.2008	31.07.2023	-	-
IT	Wolfgang Spiller		28.06.2012	31.07.2023	-	-
IT	Isabella Veronika Zwack		26.06.2008	31.07.2023	-	-
IT	Frank Odzuck		22.04.2004	31.07.2023	-	16 000
IT	Tibor András Dörnyei		24.04.2002	31.07.2023	-	10 500
IT	Zoran Maksic		27.06.2020	31.07.2023		
IT	Bozidar Bozic		27.06.2020	31.07.2023		
SP	Frank Odzuck	General Manager	01.11.2003		-	16 000
SP	Tibor András Dörnyei	Financial Director	01.03.2001		-	10 500
SP	Csaba Belovai	Commercial Director	26.01.2004		-	8 500
SP	Sára Palcsó	Marketing Director	01.04.2016		200	-
SP	Orsolya Virágh	Human Resources Director	01.08.2018		-	-
SP	László Seprős	Production and Technical Director	01.04.2009		-	-

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