



Supervisory Board of Zwack Unicum Plc.

Dr. Hubertine Underberg-Ruder
Thomas Mempel
Nándor Szakolczai
Dr. György Geiszl
Dr. András Szecskay
Dr. István Salgó

chair



Dr. Hubertine Underberg-Ruder chair of the supervisory board since 2006

Born: 1962, biologist (Degree 1988, Eberhard-Karls-Universität, Tübingen/Germany) Scientist for the Ministry of Agriculture and Fisheries in the Netherlands in 1989 and 1990. In 1991 Doctor in Science. In the same year joining the Underberg-Group. Responsible for strategic development (Research & Development, Quality Management, Marketing) Today: Various BoD positions in the Underberg-Group.

According to the applicable rules of Act V of 2013 on Civil Code and the Corporate Governance Recommendations published by the Budapest Stock Exchange, Hubertine Underberg-Ruder shall be considered independent.



Thomas Mempel member of the supervisory board since 2021

Born: 1967, Bachelor of Trade and Commerce (Degree 1990, Chamber of Commerce and Industry, Kassel / Germany).

Thomas started his career with the Daimler Benz AG in 1990 and had various Sales / Marketing / General Management positions at Saint Gobain SA, Masterfoods GmbH and H. J. Heinz GmbH.

He joined the Underberg group in 2014 and is working today as Member of the Board of Semper Idem Underberg AG in Rheinberg, Germany.

According to the applicable rules of Act V of 2013 on Civil Code and the Corporate Governance Recommendations published by the Budapest Stock Exchange, Thomas Mempel shall be considered independent.



Nándor Szakolczai member of the Supervisory Board since 2020

Was born in 1978 in Kecskemét, economist (degree 2002: University of Szeged). Qualified chartered accountant (FCCA) from 2007. Obtained Masters in Business Administration at the Budapest Faculty of University of Lyon in 2008.

Started his career at PricewaterhouseCoopers in Hungary as auditor. From 2004 to 2006 he was seconded as senior associate to PwC's Montreal office in Canada.

Working at Diageo since 2007 where firstly he was treasury accounting leader then he was leading the foreign exchange risk management at the Group's treasury department. From 2010 he spent two years in London as the responsible leader to recreate the Group's treasury strategy. Returning to Hungary he became the Regional Treasurer responsible for the North American and European regions. He works at European Financial Controlling since 2014. First, he was the leader of the United Kingdom Financial Controlling department, then he became the leader of the Continental Europe Financial Controlling consisting of 60 countries where he ensured the efficient operation of the financial control activities of the region. From 2018, he is working as Europe performance director ensuring the region's efficient financial operation. Currently he holds the Diageo Group Reporting Director position.

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Dr. György Geiszl member of the Supervisory Board since 2020

Born in 1968 in Nagykanizsa, graduated at Janus Pannonius Tudományegyetem (Pécs) as economist and IT specialist where he also obtained his PhD in economics. He obtained an international chartered accountant degree (FCCA) 1995 and his Hungarian chartered auditor degree in 1996.

He started his career in 1991 with Price Waterhouse in Budapest as an auditor. Between 1997 and 2004 he worked for K&H Bank as senior managing director in Finance and later in Operations. In 2005-2006 he was Finance Director for Malév Hungarian Airlines.

He has been working for Diageo since 2006 in various roles. He spent seven years in the Budapest Finance centre where amongst others he was leading the group's management and financial reporting globally, In 2013-2015 he was Diageo's Finance Director for Russia & Eastern Europe in Moscow and in 2015-2020 for East Africa. In May 2020 he moved to London to become the Group Controller of Diageo.

He was a member of Zwack Unicum's Supervisory Board between 2007 and 2016. Currently he is the Group Controller at Diageo.

According to the applicable rules of Act V of 2013 on Civil Code and the Corporate Governance Recommendations published by the Budapest Stock Exchange, dr. György Geiszl shall be considered independent.



Dr. András Szecskay member of the Supervisory Board since 1993

Dr. Szecskay is a Hungarian attorney admitted to the Budapest Bar Association, founder and managing partner of Szecskay Attorneys at Law.

Dr. Szecskay currently specializes in litigation and arbitration, M&A transactions, corporate and project finance and IP law.

Dr. Szecskay received his JD, summa cum laude, at the József Attila University (Szeged), Faculty of State and Legal Science in 1973. In 1990 he participated in the Canada-Eastern European Lawyers Internship program (Ottawa, Canada).

He was a partner at the SBG&K Patent and Law Office between 1975 and 1992 and at the international law office of the French firm of Moquet Borde & Associés between 1992 and 2004. He has been an active member of the Budapest Bar Association, first as its secretary, then as a member of the Executive Board during several cycles and, since March 2002, he has served as Vice-President responsible for International Relations. In 2010 Dr. Szecskay was also made Vice President of the Hungarian Bar Association. Besides his activities with the Bar Associations, he is also an active member of various professional organizations (the Council of Bars and Law Societies of Europe (CCBE) - Head of the Hungarian Delegation; the Union Internationale des Avocats (UIA) - Member of the Executive Committee; the Union des Avocats Européens (UAE); the International Bar Association (IBA); the Licensing Executives Society (LES); the International Association for the Protection of Intellectual Property (AIPPI); the International League of Competition Law (LIDC); and the Hungarian Private Equity and Venture Capital Association (HVCA)). Since 2010, Dr. Szecskay has also been the President of the Hungarian Association for the Protection of Industrial Property and Copyright (MIE).

In 2000 he was presented with the "Eötvös Award" by the Budapest Bar Association, in 2003 he was recognized as an "Exemplary Lawyer" by the Hungarian Bar Association and in 2011 he received the award "Pro Collegium Advocatorum" from the Hungarian Bar Association. In 2014 he received the highest joint award of all legal professions, the "Deák Ferenc Award" ("Pro Meritis De Iuris Peritia"). In 2008, the President of Hungary awarded Dr. Szecskay with the "Knight's Cross Order of Merit of the Republic of Hungary".

He is a listed arbitrator on the Roll of Arbitrators of the Arbitration Court of the Hungarian Chamber of Commerce and Industry.

Dr. Szecskay regularly lectures at domestic and international conferences and is the author / co-author of several articles and publications appearing in both Hungarian and foreign legal books and papers.

He is fluent in English.

According to the applicable rules of Act V of 2013 on Civil Code and the Corporate Governance Recommendations published by the Budapest Stock Exchange, András Szecskay shall not be considered independent.



Dr. István Salgó member of the Supervisory Board since 2006

Dr. Salgó is a highly qualified financial expert. Honorary Chairman, Business Council for Sustainable Development Hungary. Until 2016 he was the General Manager for ING Bank Zrt. Between 2002 and April 2006 he was a Deputy State Secretary at the Hungarian Ministry of Finance. Before that he held senior positions at MeesPierson EurAmerica Ltd., Indosuez Capital Budapest and BNP-KH-Dresdner Bank Co. Ltd. Dr. Salgó has taken a specialist examination covering Hungarian public administration, an examination in investment management, and an examination covering the operation of the Stock Exchange. He has a PhD and a University Doctorate in Economic Sciences.

According to the applicable rules of Act V of 2013 on Civil Code and the Corporate Governance Recommendations published by the Budapest Stock Exchange, István Salgó shall be considered independent.