

Zwack Unicum Plc. (the "**Company**") hereby publishes in accordance with Section 312/A of the Companies Act all the currently valid remuneration fees paid by cash and non-cash items to the members of the Board of Directors and the Supervisory Board of the Company in the 2012-2013 financial year (1 April 2012 - 31 March 2013). The remuneration to be paid to the members of the Board of Directors and the Supervisory Board of the Company with respect to the 2013-2014 financial year will be defined by the Annual General Meeting of the Company to be held on June 26, 2014.

Board of Directors

Name	Position	Duration of the present mandate	Title of the compensation	Amount of the remuneration after the 2012-2013 business year (HUF/year)
Sándor Zwack	Chairman	August 1, 2013 - July 31, 2017 ¹	remuneration	3 500 000
Wolfgang Spiller	Deputy chairman	June 28, 2012 - July 31, 2014	remuneration	2 900 000
Isabella Zwack	member	August 1, 2013 - July 31, 2017 ¹	remuneration	2 300 000
Jamie Clayton Alistair Anderson	member	June 29, 2011 - June 26, 2013	remuneration	Renounced to the remuneration amounting to HUF 2 300 000, the amount was used for other business purpose.
Lars Jörgen Andersson	member	August 1, 2013 - July 31, 2017 ¹	remuneration	Renounced to the remuneration amounting to HUF 2 300 000, the amount was used for other business purpose.
Ulrica Fearn	member	June 27, 2013 - July 31, 2016	remuneration	Remuneration to be defined by the Annual General Meeting to be held on June 26, 2014.
Frank Odzuck	member	August 1, 2013 - July 31, 2017 ¹	remuneration	2 300 000
Tibor Dörnyei	member	August 1, 2013 - July 31, 2017 ¹	remuneration	2 300 000

¹ Also member of the BoD before that period.

Supervisory Board

Name	Position		Title of the compensation	Amount of the remuneration after the 2012-2013 business year (HUF/year)
dr. Hubertine Underberg-Ruder	Chair	August 1, 2013 - July 31, 2017 ²	remuneration	3 500 000
dr. Rudolf Kobatsch	Deputy chairman	June 28, 2012 - July 31, 2014	remuneration	2 900 000
Stephen Charles Morley	member	June 28, 2012 - July 31, 2014	remuneration	Renounced the remuneration amounting to HUF 2 300 000, the amount was used for other business purpose.
dr. György Geiszl	member	August 1, 2013 - July 31, 2017 ²	remuneration	Renounced the remuneration amounting to HUF 2 300 000, the amount was used for other business purpose.
dr. András Szecskay	member	August 1, 2013 - July 31, 2017 ²	remuneration	2 300 000
dr. István Salgó	member	August 1, 2013 - July 31, 2017 ²	remuneration	2 300 000

Zwack Unicum Nyrt.

² Also member of the SB before that period.