

Report of Downsizing

Zwack Unicum Plc. has decided on laying off 14 employees in its Kecskemét site due to a significant decrease in the turnover of the spirits trade within which the pálinka trade and consequently production suffered the greatest loss. Redundancy time of employees starts on January 1st, 2015. Prior to the decision Zwack Unicum Plc. -in accord with legal practices – carried on negotiations with the Works Council, which resulted in signing an agreement that provides several additional benefits for employees affected besides the remuneration regulated by the Labour Law and the Collective Agreement in order to ameliorate the repercussions of group downsizing.

Budapest, 3 November, 2014

Zwack Unicum Plc.