

Zwack Unicum Plc. (the "**Company**") hereby publishes in accordance with the Corporate Governance Recommendations issued by the Budapest Stock Exchange and Section 11.15 of its Statutes 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 2015-2016 financial year (1 April 2015 - 31 March 2016). The remuneration to be paid to the members of the Board of Directors and the Supervisory Board of the Company with respect to the 2016-2017 financial year will be defined by the Annual General Meeting of the Company to be held on June 29, 2017.

#### Board of Directors

Name	Position	Duration of the present mandate	Title of the compensation	Amount of the remuneration after the 2015-2016 business year (HUF/year)
Sándor Zwack	Chairman	August 1, 2013 - July 31, 2017 <sup>1</sup>	remuneration	3 700 000
Mag. Wolfgang Spiller	Deputy chairman	August 1, 2014 - July 31, 2017 <sup>1</sup>	remuneration	3 100 000
Isabella Veronika Zwack	member	August 1, 2013 - July 31, 2017 <sup>1</sup>	remuneration	2 500 000
Kalina Plamenova Tsanova	member	June 25, 2015 - July 31, 2018	remuneration	Renounced the remuneration amounting to HUF 2 500 000, the amount was used for other business purpose.
Pavel Reyes Lyubushkin	member	June 25, 2015 - July 31, 2018	remuneration	Renounced the remuneration amounting to HUF 2 500 000, the amount was used for other business purpose.
Frank Odzuck	member	August 1, 2013 - July 31, 2017 <sup>1</sup>	remuneration	2 500 000
Tibor Dörnyei	member	August 1, 2013 - July 31, 2017 <sup>1</sup>	remuneration	2 500 000

<sup>1</sup> Also member of the BoD before that period.

## Supervisory Board

Name	Position	Duration of the present mandate	Title of the compensation	Amount of the remuneration after the 2015-2016 business year (HUF/year)
Dr. Hubertine Underberg-Ruder	Chair	August 1, 2013 - July 31, 2017 <sup>2</sup>	remuneration	3 700 000
Dr. Rudolf Kobatsch	Deputy chairman	June 28, 2012 – March 29, 2016 <sup>2</sup>	remuneration	3 100 000
Mag. Karin Trimmel	Deputy chair	June 28, 2016 - June 28, 2020	remuneration	Remuneration to be defined by the Annual General Meeting to be held on June 29, 2017.
Dr. György Geiszl	member	August 1, 2013 - June 28, 2016 <sup>2</sup>	remuneration	Renounced the remuneration amounting to HUF 2 500 000, the amount was used for other business purpose.
Renato Juric	member	June 25, 2015 - July 31, 2018	remuneration	Renounced the remuneration amounting to HUF 2 500 000, the amount was used for other business purpose.
Gábor Zeisler	member	June 28, 2016 - June 28, 2020	remuneration	Remuneration to be defined by the Annual General Meeting to be held on June 29, 2017.
Dr. András Szecskay	member	August 1, 2013 - July 31, 2017 <sup>2</sup>	remuneration	2 500 000
Dr. István Salgó	member	August 1, 2013 - July 31, 2017 <sup>2</sup>	remuneration	2 500 000

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<sup>2</sup> Also member of the SB before that period.