

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 2017-2018 financial year (1 April 2017 - 31 March 2018). The remuneration to be paid to the members of the Board of Directors and the Supervisory Board of the Company with respect to the 2018-2019 financial year will be defined by the Annual General Meeting of the Company to be held on June 26, 2019.

Board of Directors

Name	Position	Duration of the present mandate	Title of the compensation	Amount of the remuneration after the 2017-2018 business year (HUF/year)
Sándor Zwack	Chairman	August 1, 2017 - July 31, 2021 ¹	remuneration	4 000 000
Mag. Wolfgang Spiller	Deputy chairman	August 1, 2017 - July 31, 2021 ¹	remuneration	3 400 000
Isabella Veronika Zwack	member	August 1, 2017 - July 31, 2021 ¹	remuneration	2 800 000
Kalina Plamenova Tsanova	member	August 1, 2018 - July 31, 2022 ¹	remuneration	Renounced the remuneration amounting to HUF 2 800 000, 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 2 800 000, the amount was used for other business purpose.
Nándor Szokolczai	member	August 1, 2018 - July 31, 2022	remuneration	Remuneration to be defined by the Annual General Meeting to be held on June 26, 2019.
Frank Odzuck	member	August 1, 2017 - July 31, 2021 ¹	remuneration	2 800 000
Tibor Dörnyei	member	August 1, 2017 - July 31, 2021 ¹	remuneration	2 800 000

¹ 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 2017-2018 business year (HUF/year)
Dr. Hubertine Underberg-Ruder	Chair	August 1, 2017 - July 31, 2021 ²	remuneration	4 000 000
Mag. Karin Trimmel	Deputy chair	June 28, 2016 - June 28, 2020	remuneration	3 400 000
Renato Juric	member	June 25, 2015 - July 31, 2018	remuneration	Renounced the remuneration amounting to HUF 2 800 000, the amount was used for other business purpose.
Gábor Zeisler	member	June 28, 2016 - June 28, 2020	remuneration	Renounced the remuneration amounting to HUF 2 800 000, the amount was used for other business purpose.
Pavel Reyes Lyubushkin	member	August 1, 2018 - July 31, 2022 ³	remuneration	Remuneration to be defined by the Annual General Meeting to be held on June 26, 2019.
Dr. András Szecskay	member	August 1, 2017 - July 31, 2021 ²	remuneration	2 800 000
Dr. István Salgó	member	August 1, 2017 - July 31, 2021 ²	remuneration	2 800 000

According to the Company's long established practice, the members of the Board of Directors receive fixed honoraria in consideration of their services, the amount of which is defined in a separate resolution of the General Meeting each year with respect to the previous business year.

The remuneration contains only fixed items and there are no other allowances.

The remuneration scheme did not change compared to the previous financial year.

Zwack Unicum Plc.

² Also member of the SB before that period.

³ Also member of the BoD before that period.