

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 2018-2019 financial year (1 April 2018 - 31 March 2019). The remuneration to be paid to the members of the Board of Directors and the Supervisory Board of the Company with respect to the 2019-2020 financial year will be defined by the *Annual General Meeting of the Company (or the Board of Directors acting on behalf of the Annual General Meeting)\** of the Company to be held on June 25, 2020.

#### Board of Directors

Name	Position	Duration of the present mandate	Title of the compensation	Amount of the remuneration after the 2018-2019 business year (HUF/year)
Sándor Zwack	Chairman	August 1, 2017 - July 31, 2021 <sup>1</sup>	remuneration	4 200 000
Mag. Wolfgang Spiller	Deputy chairman	August 1, 2017 - July 31, 2021 <sup>1</sup>	remuneration	3 600 000
Isabella Veronika Zwack	member	August 1, 2017 - July 31, 2021 <sup>1</sup>	remuneration	3 000 000
Kalina Plamenova Tsanova	member	August 1, 2018 - June 25, 2019 <sup>1</sup>	remuneration	Renounced the remuneration amounting to HUF 3 000 000, the amount was used for other business purpose.
Nándor Szokolczai	member	August 1, 2018 - July 31, 2022	remuneration	Renounced the remuneration amounting to HUF 3 000 000, the amount was used for other business purpose.
Frank Odzuck	member	August 1, 2017 - July 31, 2021 <sup>1</sup>	remuneration	3 000 000
Tibor Dörnyei	member	August 1, 2017 - July 31, 2021 <sup>1</sup>	remuneration	3 000 000

\*see Public Announcement 20.05.2020

<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 2018-2019 business year (HUF/year)
Dr. Hubertine Underberg-Ruder	Chair	August 1, 2017 - July 31, 2021 <sup>2</sup>	remuneration	4 200 000
Mag. Karin Trimmel	Deputy chair	June 28, 2016 - June 28, 2020	remuneration	3 600 000
Gábor Zeisler	member	June 28, 2016 - June 28, 2020	remuneration	Renounced the remuneration amounting to HUF 3 000 000, the amount was used for other business purpose.
Pavel Reyes Lyubushkin	member	August 1, 2018 - June 25, 2019 <sup>3</sup>	remuneration	Renounced the remuneration amounting to HUF 3 000 000, the amount was used for other business purpose.
Dr. András Szecskay	member	August 1, 2017 - July 31, 2021 <sup>2</sup>	remuneration	3 000 000
Dr. István Salgó	member	August 1, 2017 - July 31, 2021 <sup>2</sup>	remuneration	3 000 000

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.

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

<sup>3</sup> Also member of the BoD before that period.