

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 2019-2020 financial year (1 April 2019 - 31 March 2020). The remuneration to be paid to the members of the Board of Directors and the Supervisory Board of the Company with respect to the 2020-2021 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 30, 2021.

Board of Directors

Name	Position	Duration of the present mandate	Title of the compensation	Amount of the remuneration after the 2019-2020 business year (HUF/year)
Sándor Zwack	Chairman	June 25, 2020 - July 31, 2023 ¹	remuneration	4 400 000
Mag. Wolfgang Spiller	Deputy chairman	June 25, 2020 - July 31, 2023 ¹	remuneration	3 800 000
Isabella Veronika Zwack	member	June 25, 2020 - July 31, 2023 ¹	remuneration	3 200 000
Kresimir Crnjevic	member	June 26, 2019 - June 26, 2020	remuneration	Renounced the remuneration amounting to HUF 3 200 000, the amount was used for other business purpose.
Nándor Szokolczai	member	August 1, 2018 - June 26, 2020	remuneration	Renounced the remuneration amounting to HUF 3 200 000, the amount was used for other business purpose.
Frank Odzuck	member	June 25, 2020 - July 31, 2023 ¹	remuneration	3 200 000
Tibor Dörnyei	member	June 25, 2020 - July 31, 2023 ¹	remuneration	3 200 000

*see Public Announcement 26.05.2021

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 2019-2020 business year (HUF/year)
Dr. Hubertine Underberg-Ruder	Chair	June 25, 2020 - July 31, 2023 ²	remuneration	4 400 000
Mag. Karin Trimmel	Deputy chair	June 29, 2020 - July 31, 2023 ²	remuneration	3 800 000
Gábor Zeisler	member	June 28, 2016 - June 26, 2020	remuneration	Renounced the remuneration amounting to HUF 3 200 000, the amount was used for other business purpose.
Kalina Plamenova Tsanova	member	June 26, 2019 - June 24, 2020 ³	remuneration	Renounced the remuneration amounting to HUF 3 200 000, the amount was used for other business purpose.
Dr. András Szecskay	member	June 25, 2020 - July 31, 2023 ²	remuneration	3 200 000
Dr. István Salgó	member	June 25, 2020 - July 31, 2023 ²	remuneration	3 200 000

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.