

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 2020-2021 financial year (1 April 2020 - 31 March 2021). The remuneration to be paid to the members of the Board of Directors and the Supervisory Board of the Company with respect to the 2021-2022 financial year will be defined by the Annual General Meeting of the Company of the Company to be held on June 29, 2022.

Board of Directors

Name	Position	Duration of the present mandate	Title of the compensation	Amount of the remuneration after the 2020-2021 business year (HUF/year)
Sándor Zwack	Chairman	June 25, 2020 - July 31, 2023 ¹	remuneration	4 500 000
Mag. Wolfgang Spiller	Deputy chairman	June 25, 2020 - July 31, 2023 ¹	remuneration	3 900 000
Isabella Veronika Zwack	member	June 25, 2020 - July 31, 2023 ¹	remuneration	3 300 000
Bozidar Bozic	member	June 27, 2020 - July 31, 2023	remuneration	Renounced the remuneration amounting to HUF 3 300 000, the amount was used for other business purpose.
Zoran Maksic	member	June 27, 2020 - July 31, 2023	remuneration	Renounced the remuneration amounting to HUF 3 300 000, the amount was used for other business purpose.
Frank Odzuck	member	June 25, 2020 - July 31, 2023 ¹	remuneration	3 300 000
Tibor Dörnyei	member	June 25, 2020 - July 31, 2023 ¹	remuneration	3 300 000

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 2020-2021 business year (HUF/year)
Dr. Hubertine Underberg-Ruder	Chair	June 25, 2020 - July 31, 2023 ²	remuneration	4 500 000
Mag. Karin Trimmel	Deputy chair	June 29, 2020 - July 31, 2023 ²	remuneration	3 900 000
Nándor Szokolczai	member	June 27, 2020 - July 31, 2023 ³	remuneration	Renounced the remuneration amounting to HUF 3 300 000, the amount was used for other business purpose.
Dr. György Geiszl	member	June 25, 2020 - July 31, 2023	remuneration	Renounced the remuneration amounting to HUF 3 300 000, the amount was used for other business purpose.
Dr. András Szecskay	member	June 25, 2020 - July 31, 2023 ²	remuneration	3 300 000
Dr. István Salgó	member	June 25, 2020 - July 31, 2023 ²	remuneration	3 300 000

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.