



Board of Directors Zwack Unicum Plc.

Sándor Zwack
Wolfgang Spiller
Isabella Zwack
Zoltán Hangodi
Gabriella Harkai-Józsa
Frank Odzuck
Tibor Dörnyei

chairman
vice-chairman



Sándor Zwack chairman of the Board of Directors since 26 June, 2008

Sándor Zwack was born in 1974 in Florence, Italy, where he lived and went to school until he was fourteen. He then spent a year at high school in Hungary before moving to Washington with his father when Peter Zwack became ambassador. He graduated from high school in Boston and completed his studies at the Western Maryland College under its Hungarian-American programme with two years in Hungary and two in the USA, obtaining a degree in Political Sciences and International Relations. He is quadrilingual in Hungarian, English, Italian and German. He is also fluent in French and Portuguese.

Sándor started working in 1998 in the wine business in London with Berkmann Wine Cellars Ltd. before moving to Genova and Milan where he worked with Allied Domecq Italia, eventually becoming Brand Manager of Unicum. He joined the Zwack Company in 2002, as Superpremium Category Manager and was later put in charge of the Palinka division, launching the Zwack Sándor Nemes Palinka line. He was to become a Member of the Board in 2005.

Sándor Zwack was elected Chairman of the Board of Directors of Zwack Unicum Plc during the Annual General Assembly of the Zwack Company on June 26, 2008.

According to the applicable rules of Act V of 2013 on Civil Code and the Corporate Governance Recommendations published by the Budapest Stock Exchange, Sándor Zwack shall not be considered independent.



Wolfgang Spiller vice-chairman of the Board of Directors since 2012

Born 1967, economist (degree 1994: University of Economics, Vienna). After 2 years as a consultant for Controlling and Strategic Development he joined Kraft Foods in 1996. There he held various finance, sales and strategic positions in Vienna, Warsaw and London. In 2007 he joined Schlumberger Plc. in Vienna as CFO and CIO. He is appointed to Board of Directors positions in the Schlumberger Plc. group of companies. He currently holds positions as CEO & Owner of Gastro Consulting GmbH of Daniel Moser Products. CEO of Gurktaler Plc.

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Isabella Zwack member of the Board of Directors since 2008

Izabella Zwack was born in Florence in 1976. She went to Italian and French schools before the family moved to Hungary in 1987 when she attended the Radnóti Gymnasium in Budapest. When her father became ambassador to the United States, she went to the Maret school in Washington and eventually graduated from the American School of Florence. She studied languages, literature and philosophy at the University of Florence. She became interested in wine at an early age and followed stages in Chianti, Burgundy, Australia and New Zealand, including a marketing course at the Davis University of California and a FISAR sommelier course in Florence.

Izabella joined the Zwack Company in 2003 as head of the Wine Department where she created the Izabella Zwack Wine Selection which was the first company in Hungary to focus on the small, upcoming, high quality, new generation Hungarian wine makers.

Izabella also travels the world extensively as the Unicum Global Brand Ambassador in charge of establishing new markets, while working side by side with existing partnerships. Since 2008 she is a Member of the Board of Zwack Unicum.

Since 1995 Izabella is also the proud owner of the Dobogó winery in Tokaj which has won many international awards thanks to its fresh and dynamic approach to wine making. Izabella is quadrilingual in Hungarian, English, Italian and French. She also speaks German and Spanish.

According to the applicable rules of Act V of 2013 on Civil Code and the Corporate Governance Recommendations published by the Budapest Stock Exchange, Isabella Zwack shall not be considered independent.



Zoltán Hangodi member of the Board of Directors since 2022

Zoltán Hangodi qualified as an Economist specialized at Finance and Accounting from the Szent István University in 2001. He also obtained a Master of International Relations and Economics Degree from the Corvinus University of Budapest.

He started his professional career at Budapest Marriott Hotel as finance analyst in 1999 before moving to Diageo in 2002 where he has been working since then.

During his 20 years career at Diageo Zoltán has held several financial leadership positions in the areas of Order to Cash, Group Financial Reporting, IS Finance, Shared Services BPM as well as Financial Controlling.

Currently He is the Head of Financial Planning and Reporting for the Global Travel Market responsible for broad range of finance and commercial activities including performance management, financial & commercial analysis, reporting, risk management, controlling & accounting.

According to the applicable rules of Act V of 2013 on Civil Code and the Corporate Governance Recommendations published by the Budapest Stock Exchange, Zoltán Hangodi shall be considered independent.



Gabriella Harkai-Józsa member of the Board of Directors since 2023

Gabriella Harkai-Jozsa graduated at Corvinus University of Budapest, Faculty of Economics, specialized in International Economics and Public-Sector Management.

She started her professional career at GE (General Electric) Consumer & Industrial as Commercial Finance Analyst in 2006 than worked as a Controlling Manager at Hungarian Telekom T-Systems (reporting to German Telekom).

In 2008 she moved to Diageo and since then held a great variety of specialist and leadership positions in various parts of the business such as IS Finance, Innovation & Marketing Finance, Supply Finance & Controlling and in the past 5 years she has been building the strategy of Europe & lately Eastern Europe. Currently she is the Head of Marketing Finance, Strategy & Innovation.

According to the applicable rules of Act V of 2013 on Civil Code and the Corporate Governance Recommendations published by the Budapest Stock Exchange, Gabriella Harkai-Jozsa shall be considered independent.



Frank Odzuck member of the Board of Directors since 2004

Born: 1959, economist (Degree 1983, Marx Károly University of Economics). At the beginning of his career he worked in the former DDR as a foreign trader and as a scientist at the University. From 1990, Managing Director of Eduscho Hungary; from 1998, Managing Director of Schöller and Nestlé-Schöller; from November 2003, CEO of Zwack Unicum Plc. From November 2006 member of the board of directors of Magyar Telekom Plc.

According to the applicable rules of Act V of 2013 on Civil Code and the Corporate Governance Recommendations published by the Budapest Stock Exchange, Frank Odzuck shall not be considered independent.



Tibor Dörnyei deputy CEO, Member of the Board of Directors since 2002

Born: 1956. Mechanical engineer and economist (Technical University, 1979 and College of Finance and Accountancy, 1992), chartered accountant. He started his career at Videoton Co. Ltd. in Székesfehérvár as a workflow organizer and later the head of Organization Department.

1991 controller at Philips Video Hungary Co. Ltd., from 1993 CFO and Managing Director at the same company.

1997 CFO at Bestfoods Hungary (Knorr) Co. Ltd.

2001 February CFO, 2004 January CFO and deputy General Manager at Zwack Unicum Plc.

According to the applicable rules of Act V of 2013 on Civil Code and the Corporate Governance Recommendations published by the Budapest Stock Exchange, Tibor Dörnyei shall not be considered independent.