



Interim Management Report

*on the results of the
Zwack Unicum Plc.
in the first quarter of the 2024–2025 business year*

The Board of Directors of the Zwack Unicum Plc. has approved the Management's report about the results of the Company in the first quarter of the 2024–2025 business year.

The data have not been audited.

1. Analysis of the Management Report

Total gross sales of the Company were HUF 9131 million – a year-on-year increase of HUF 220 million (2.5%). The total gross sales include revenues from the deposit-refund system (DRS), which was introduced in Hungary on 1 January 2024. During the first quarter that figure was HUF 40 million. Net sales (sales revenues excluding excise tax, and revenue from DRS deposit fee) were HUF 5627 million, a year-on-year increase of 5.3% (HUF 283 million).

Net domestic sales of products had a year-on-year increase of HUF 217 million (4.6%). Net sales of own-produced goods in the domestic market had a year-on-year increase of HUF 164 million (4.6%) (HUF 3722 million instead of HUF 3557 million). Broken down in more detail, sales of premium products increased by 6.2%, while sales of the quality products levelled off. Within the premium category the sale of products belonging to the Unicum brand grew in excess of 10% but that of the drinks belonging to the Fűtyűlős brand tangibly decreased.

Net sales of traded products had a year-on-year increase of 4.7%. Broken down in more detail, the revenues of the Diageo portfolio increased by 10.4%, by contrast the revenues of the other traded products dropped by 22.5%. In the latter category the revenues of wines and champagnes decreased more sharply than the average for that category.

According to the April–June 2024 market research data for the retail turnover, the Hungarian country-wide taxed spirits market decreased by 2.7% in volume and increased by 1.0% in value.

Data sheet heading (general)

Company name :	Zwack Unicum Plc.	Telephone	456-5218
Company address:	1095 Bp. Soroksári út 26	Telefax	216-4981
Business branch	Food	E-mail	szucs@zwackunicum.hu
Period	2024-25. business year, I. quarter (01.04.2024-30.06.2024)	Investor Relations	Balázs Szűcs

In the same period, this Company's sales in the retail category had a year-on-year decrease of 3.0% in volume and a year-on-year increase of 3.5% in gross value.

Though during the past half a year, decrease of the domestic sales – which was caused by high inflation – has slowed down, it continues having a detrimental effect on the Company's profitability.

The grace period of the deposit-refund system (DRS), which was introduced in Hungary in January 2024, expired on 30 June 2024. The Company had to fulfil tough tasks: handle related administration and IT solutions, packaging, the procurement of labels, and organize related production. During the first quarter the Company managed to complete most of the task of introducing into the market its newly labelled, returnable bottles – carrying the label showing that consumers are entitled to a deposit of HUF 50. As the replacement of old labels with new ones was done efficiently and on time, the change-over to the DRS system did not have much of an impact on the Company's turnover during the first quarter.

As for the entire domestic market, the volume decreased by nearly 4% in the first quarter but the gross sales showed a year-on-year increase of 5.3%. The increase in gross sales was the combined result of a well-considered price hike and the favourable product mix change. The volume fell in all categories – save the discount segment, which has been expanding dynamically.

The export of products fetched HUF 578 million, a year-on-year increase of 17.8% (HUF 87 million). It has been decided to increase export's share in total revenue so in this business year the Unicum brand is being supported with television campaigns in several important target markets. During the first quarter country-specific television commercials of the Unicum brand were broadcast in Romania and Slovakia. That was a factor in raising gross sales in Romania by 22% and that in Slovakia the turnover was nearly twice as high as in the first quarter of the previous business year. Furthermore, in Italy, which is this Company's No. 1 export market, the export revenue jumped by as much as 36%. By contrast, revenues from the Duty-free category decreased despite the continuous rise in the number of passengers; and the year-on-year export figure was considerably lower for Germany.

The revenue from services was HUF 170 million – a year-on-year decrease of 10.5% (HUF 20 million). Within the revenue from services the biggest category that went down was revenues derived from marketing expenditure reimbursement paid by brand owners.

Material-type expenses decrease by HUF 96 million (4.5%) while the net sales went up by 5.3%. That is why the gross margin ratio was by 3.8 percentage points higher than a year before (63.6% instead of 59.8%). Decrease in the per unit price of materials was due to a favourable change in the prices of raw materials purchased.

The employee benefit expenditure rose by HUF 65 million (6.0%). At the beginning of the business year the Company gave an across-the-board pay hike averaging 12%. The Annual General Meeting of 26 June 2024 resolved to pay a dividend of HUF 1400 per share. Under the IFRS, the dividend payable after liquidation preference shares, and any change in related liabilities, have to be posted as a personnel type of cost. Consequently, the dividend that was

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lower than in the previous business year decreased the employee benefit expenditure by HUF 11 million and the change in related liabilities reduced the employee benefit expenditure by HUF 10 million. An additional HUF 6 million were saved in other personnel expenditure (longevity bonus, welfare payment, conference prices).

The cumulative figure of depreciation decreased by HUF 12 million (7.3%). Broken down in more detail, the depreciation of property, plant and equipment decreased by HUF 7 million, while the immediate depreciation of pallets showed a year-on-year decrease of HUF 5 million.

The other operating expenses had a year-on-year increase of HUF 312 million (28.8%). The expenses grew by a total of HUF 129 million due to the fee the Company paid when joining the extended producer responsibility (EPR) system and the fee paid when joining the deposit-refund system (DRS). The Company's expenditure on brand promotion had a year-on-year increase of nearly 21% (HUF 88 million). Furthermore, there was a year-on-year increase in expenditure in the following areas: transport charge (HUF 24 million), costs of maintenance (HUF 26 million), insurance fees (HUF 13 million), fees paid to experts (HUF 18 million) – adding up to HUF 81 million. In further operating expenses not mentioned above there was an increase of HUF 14 million. While in the first quarter of the previous business year the Company had an exchange-rate loss of HUF 16 million, during the current business year the Company has had an exchange-rate gain of HUF 16 million – which is posted in the Other operating income category.

The other operating income decreased by HUF 24 million (55.8%). Income from the sale of packaging materials went down by HUF 20 million because – unlike during the first quarter of the previous business year – unused pallets were not sold. So far in this business year the profit from the sale of motorcars has shown a year-on-year decrease of HUF 20 million. By contrast, during the first quarter the Company had an exchange-rate gain unlike the previous business year, which saw an exchange-rate loss.

Consequently, the profit from operations was HUF 887 million – lower than that a year before by HUF 10 million (1.1%).

During the period under review the Company gained a net financial income of HUF 50 million – the exact amount of interest income derived from the Company's fixed deposits in banks.

The sum total of taxes levied on profits is identical with that of the previous business year. The corporation tax the Company had to pay was by HUF 8 million (9.1%) lower. The local business tax and the innovation contribution went up by HUF 10 million (10.1%), however the deferred tax expenditure showed a year-on-year decrease of HUF 2 million (50.0%).

All in all, the Company's profit after taxation in the first quarter was HUF 746 million. Though it was lower than that a year before by HUF 59 million (7.3%), it was in line with the plan target.

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Looking at other lines of the balance, trade and other receivables increased by HUF 582 million (13.3%). Broken down in more detail, our receivables mostly affected our trade partners. Tax prepayment levied on profit was by HUF 122 million higher and receivables from brand owners went up by HUF 51 million.

Cash and cash equivalents dropped by HUF 474 million (12.6%), which was due especially to unfavourable changes in inventories in the first quarter and, to a lesser extent, increase in expenditure on fixed assets.

There were no further noteworthy changes in the lines of the balance sheet.

Zwack Unicum Plc. spent HUF 258 million on fixed assets during the first quarter. Investments related to maintaining the Company's fleet of motorcars and strengthening market promotion accounted for a considerable part of that sum with the rest having been spent on improving the efficiency of operation and promote the Company's manufacturing efforts. Purchase of a labelling machine for our plant in the town of Kecskemét is underway, and during the first quarter an advance of HUF 32 million was paid for that purchase.

2. Business Environment of the Company

Zwack Unicum Plc. is the biggest player in Hungary's spirit market. As the Hungarian domestic market accounts for nearly 90% of the Company's revenues from selling products, the domestic demand plays a decisive influence on the Company's results. In the pre-pandemic period, the consumption of premium alcoholic drinks increased in Hungary but in 2020 it sharply fell amid the pandemic conditions. Following the post-pandemic bounce-back, consumption considerably decreased, which in turn was caused by a steep inflation and a related drop in real wages. Then disinflationary measures were swiftly introduced, and in their wake, the decline in consumption was reduced in the past half a year.

3. Objectives and Strategy of the Company

The Company's primary activity is producing and selling branded premium and quality alcoholic drinks. The principal aim of Zwack Unicum Plc. is to maintain its market leading role in spirits in Hungary. Furthermore, we aim to strengthen the export markets.

In Hungary the Company is the official distributor of several international brands like the Diageo portfolio. Thus, in addition to the self-manufactured premium brands of outstanding importance in the Hungarian market (Unicum, Füttyülős, Vilmos, St. Hubertus, Kalumba and Kalinka), Zwack Unicum Plc.'s portfolio is enriched by world brands such as Johnnie Walker, Baileys, Captain Morgan and Tanqueray. With such a portfolio our Company offers an impressively rich assortment of branded products for consumers.

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Product innovation and successful product launch are crucial means of keeping and strengthening the market leader position. Regarding exports, we intend to increase their share in sales revenue of products from an actual 11% to 15% in the next three years. The Company's principal export markets are Italy, Germany, Romania and Slovakia.

As from autumn 2019 the Company has been exclusively using green electricity. Having completed a project to have a heat pump and solar panels installed in our plant at Dunaharaszti, the Company is planning further steps to introduce into its operation components of the circular economy. Assessment and design of further investments in green projects are underway (affecting our plants each in Kecskemét and Soroksári plant in Budapest). To see our Sustainability Report 2023/24, please visit our website.

(<https://zwackunicum.hu/en/fenntarthatosag/>)

4. Main Resources and Risks of the Company's Activities

▪ Material Resources

• Production and Plant

The Company has three production plants. Unicum production and part of early maturation are done in the Unicum plant in Soroksári út, Budapest. The Dunaharaszti plant takes care of additional maturation and bottling of Unicum, and also the bottling of the majority of the other products produced by the Company. The fruit palinka and gin distillery operates in Kecskemét, and this is where the small series products are bottled.

The Company intends to maintain those three production plants in the long run. The output capacities of the plants concerned are appropriate for bulk production and bottling.

The Company has started efforts to replace obsolete components in one of its bottling lines with new machines in the Kecskemét plant. As a first step, in this business year, the labelling machine will be replaced.

The Company continues being committed to the cause of environmental protection and will realize energy-efficiency projects with unabated enthusiasm. The value of investments in fixed assets will be nearly identical with the annual Depreciation and amortisation expense.

▪ Financial Position

The Company's financial position is stable and it always fulfils its financial obligations on time. Financial transactions were made by UniCredit, Erste and K&H Bank from among the largest commercial banks.

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▪ Human Resources

In the first quarter of the business year the Company's average statistical headcount was 253 (it was 255 in the corresponding period of last year).

The Company's Chief Executive Officer, Mr Frank Odzuck, is about to be retiring from his current post in summer 2025 after having spent more than twenty successful years in that position. The Company's responsible staff, the Board of Directors – acting with the participation of Mr Odzuck – have started making preparations for arranging his succession.

In the Hungarian spirits market the Zwack Unicum Plc. has the biggest human resources for sales and marketing. Indeed, the related competitive edge in distribution and innovation are among the Company's most important strengths.

▪ Risk factors

In Hungary, as well as in the rest of the world, the post-pandemic economic rebound has created an environment of high inflation. Other negative factors include a weak local currency, the war in Ukraine, and sanctions against Russia. Those factors have a strong impact on the purchase price of raw materials and, thereby, on the retail price of our products. Furthermore, reductions in the purchasing power of households in Hungary have made the domestic demand for spirits precarious.

Important risk factor affecting our Company are the possible changes of the regulatory environment that may have a negative effect on consumption and consequent sales volume decrease.

Company activities are exposed to various financial risks: market risks, credit risks and liquidity risks. Seen the high volatility and uncertainty of the current financial market, the Company seeks keeping the possible negative implications affecting Company finances at the minimum.

Regarding its market risks, to reduce the foreign exchange risks arising from the export and import activities and from the Euro deposits, the Finance Department monitors, in line with the hedging policy, the foreign exchange liabilities, and keeps the relevant amounts of forex on its bank accounts. Occasionally the Company can enter into derivative transactions to reduce said risks. Having said that, if the exchange rate changes during the business year, that can have a major impact on the Company's comprehensive income and the Shareholders' equity.

The environment of high inflation has generated a considerable rise in the prices of raw materials and packaging materials, which for the Company involves market risks.

The Company has no significant credit risks, nor related to accounts receivables, due to the diversity of its customers. Also, a significant portion of the accounts receivable is insured by financial institution up to 95% of single liabilities. The Company applies no other credit rating

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methods since this credit guarantee method is deemed to be effective enough to manage credit risks.

Most of the Company's cash and cash equivalents and fixed deposits are denominated in forints. The counterparty risk is low since Zwack Unicum Plc. placed its funds with reliable financial institutions.

Liquidity management of the Company covers the necessary number of financial tools and also the necessary credit lines. The Management continuously monitors the necessary liquidity provisions based on the expected cash flow.

This management report has been made according to the relevant accounting regulations and the financial statements made on the basis of our best knowledge. It gives a truthful and reliable account of the assets, liabilities, financial standing and profits of Zwack Unicum Plc. This report gives a reliable picture also of Zwack Unicum Plc.'s situation, development and performance.

Additional information:

- The Company held its Annual General Meeting on 26 June 2024. The resolutions made there were made public on the same day, and they can be read on the Company's website.
- There was no change in the ownership structure of the Company.
- During the first quarter of the 2024–2025 business year there was no change in the organization of the Company.
- The Company does not possess shares of its own, just as before.

6 August 2024

*On behalf of the Board of Directors of the
Zwack Unicum Plc.,*

Sándor Zwack
Chairman

Frank Odzuck
Chief Executive Officer

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Financial Statements

PK3. Statement of financial position (according to IFRS)

data in HUF million

	30.06.2023	31.03.2024	30.06.2024	Change to 30.06.2023	%	Change to 31.03.2024	%
ASSETS							
Non-current assets							
Property, plant and equipment	3 867	3 755	3 802	-65	-1.7%	47	1.3%
Intangible assets	73	77	73	0	0.0%	-4	-5.2%
Employee loans	1	0	1	0	0.0%	1	
Deferred tax asset	95	88	85	-10	-10.5%	-3	-3.4%
	4 036	3 920	3 961	-75	-1.9%	41	1.0%
Current assets							
Inventories	4 266	3 686	4 189	-77	-1.8%	503	13.6%
Trade and other receivables	4 392	3 735	4 974	582	13.3%	1 239	33.2%
Cash and cash equivalents	3 757	3 622	3 283	-474	-12.6%	-339	-9.4%
	12 415	11 043	12 446	31	0.2%	1 403	12.7%
TOTAL ASSETS	16 451	14 963	16 407	-44	-0.3%	1 444	9.7%
Shareholders' equity							
Share capital	2 000	2 000	2 000	0	0.0%	0	0.0%
Share premium	165	165	165	0	0.0%	0	0.0%
Retained earnings	4 500	6 601	4 547	47	1.0%	-2 054	-31.1%
	6 665	8 766	6 712	47	0.7%	-2 054	-23.4%
Liabilities							
Non-current liabilities							
Other liabilities	677	683	680	3	0.4%	-3	-0.4%
	677	683	680	3	0.4%	-3	-0.4%
Current liabilities							
Trade and other liabilities	9 109	5 507	9 015	-94	-1.0%	3 508	63.7%
Provisions	0	7	0	0		-7	-100.0%
	9 109	5 514	9 015	-94	-1.0%	3 501	63.5%
Total liabilities	9 786	6 197	9 695	-91	-0.9%	3 498	56.4%
TOTAL EQUITY & LIABILITIES	16 451	14 963	16 407	-44	-0.3%	1 444	9.7%

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PK4. Statement of comprehensive income (according to IFRS)

data in HUF million

	2023-2024.	2024-2025.	Variance	%
	I. quarter	I. quarter		
Gross Sales	8 911	9 131	220	2.5%
Excise Tax	3 567	3 464	-103	-2.9%
DRS deposit fee	0	40	40	
Sales net of excise tax and DRS deposit fee	5 344	5 627	283	5.3%
Material-type expenses	2 147	2 051	-96	-4.5%
Gross Margin	3 197	3 576	379	11.9%
	59,8%	63,6%		3.8%
Employee benefits expense	1 090	1 155	65	6.0%
Depreciation and amortization	165	153	-12	-7.3%
Other operating expenses	1 088	1 400	312	28.7%
Operating expenses	2 343	2 708	365	15.6%
Other operating income	43	19	-24	-55.8%
Profit from operations	897	887	-10	-1.1%
Financial income	99	50	-49	-49.5%
Financial expenses	0	0	0	
Net financial income/loss	99	50	-49	-49.5%
Profit before tax	996	937	-59	-5.9%
Income tax expense (corporate income, deferred, local business tax and innovation contribution)	191	191	0	0.0%
Profit for the year	805	746	-59	-7.3%

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PK5. Cash flow statement (according to IFRS)

data in HUF million

	2023-2024. I. quarter	2024-2025. I. quarter	Variance	%
Profit before tax	996	938	-58	-5.8%
Net financial income	(99)	(50)	49	-49.5%
Depreciation and amortization	165	153	-12	-7.3%
(Gain)/loss on disposal of fixed assets	(40)	1	41	-102.5%
Increase\decrease) in trade creditors and other liabilities	3 705	3 544	-161	-4.3%
(Increase)\decrease) in inventories	252	(502)	-754	-299.2%
(Increase)\decrease) in trade and other receivables	(817)	(989)	-172	21.1%
(Gain)/loss on unrealized foreign exchange rate difference	4	(6)	-10	-250.0%
Increase\decrease) in other liabilities (provision/dividend)	(3 413)	(2 807)	606	-17.8%
Cash generated from operations	753	282	-471	-62.5%
Interest paid	0	0	0	
Income tax paid	(401)	(448)	-47	11.7%
Cash flow from operating activities	352	(166)	-518	-147.2%
Purchases of property, plant and equipment	(167)	(258)	-91	54.5%
Purchases of intangible assets	(5)	(3)	2	-40.0%
Sales \ (purchase) of investments	0	0	0	
Dividends received	0	0	0	
Interest received	100	59	-41	-41.0%
Proceeds from sale of property, plant and equipment	48	23	-25	-52.1%
Cash flow used in investing activities	(24)	(179)	-155	645.8%
Dividends paid	0	0	0	
Loan acquired	0	0	0	
Payment of loans	0	0	0	
Payment of lease liabilities	0	0	0	
Cash flow used in financing activities	0	0	0	
Change in cash and cash equivalents	328	(345)	-673	-205.2%
Cash and cash equivalents, beginning of the period	3 433	3 622	189	5.5%
Exchange gains/(losses) on cash and cash equivalents	(4)	6	10	-3
Cash and cash equivalents, end of the period	3 757	3 283	-474	-12.6%

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PK6. Statement of changes in equity (according to IFRS)

data in HUF million

	Share Capital	Share premium	Retained Earnings	Total
Balance at 1 April 2023	2 000	165	7 095	9 260
Profit for the I. quarter	-	-	805	805
Other comprehensive income	-	-	-	0
Total comprehensive income for the I. quarter	0	0	805	805
Dividend related to financial year 2022/2023	-	-	(3 400)	(3 400)
Transactions with owners in their capacity as owners	0	0	(3 400)	(3 400)
Balance at 30 June 2023	2 000	165	4 500	6 665
Balance at 1 April 2024	2 000	165	6 601	8 766
Profit for the I. quarter	-	-	746	746
Other comprehensive income	-	-	-	0
Total comprehensive income for the I. quarter	0	0	746	746
Dividend related to financial year 2023/2024	-	-	(2 800)	(2 800)
Transactions with owners in their capacity as owners	0	0	(2 800)	(2 800)
Balance at 30 June 2024	2 000	165	4 547	6 712

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Data FYI – Group of Products Report

data in HUF million

According to IFRS 8 all activities of the Zwack Unicum Plc. belong to the same segment. To make comparison easier with previous reports and to retain additional data, the Company publishes former product range information in the following reports too.

Traded products	2023-2024. I. quarter	2024-2025. I. quarter	Variance	%
Gross Sales	1 592	1 644	52	3.3%
Excise Tax	486	484	-2	-0.4%
DRS deposit fee	0	2	2	0.0%
Sales net of excise tax and DRS deposit fee	1 106	1 158	52	4.7%
Profit from operations	38	27	-11	-28.9%

Own produced products	2023-2024. I. quarter	2024-2025. I. quarter	Variance	%
Gross Sales	7 129	7 317	188	2.6%
Excise Tax	3 081	2 980	-101	-3.3%
DRS deposit fee	0	38	38	0.0%
Sales net of excise tax and DRS deposit fee	4 048	4 299	251	6.2%
Profit from operations	837	838	1	0.1%

Services	2023-2024. I. quarter	2024-2025. I. quarter	Variance	%
Sales from services	190	170	-20	-10.5%
Profit from operations (from services)	22	22	0	0.0%

Total	2023-2024. I. quarter	2024-2025. I. quarter	Variance	%
Gross Sales	8 911	9 131	220	2.5%
Excise Tax	3 567	3 464	-103	-2.9%
DRS deposit fee	0	40	40	
Sales net of excise tax and DRS deposit fee	5 344	5 627	283	5.3%
Profit from operations	897	887	-10	-1.1%

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Data Sheets related to the Financial Statements

PK1. General information on financial data

	Yes	No		
Audited	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
Consolidated	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
Accounting principles	Hungarian <input type="checkbox"/>	IFRS <input checked="" type="checkbox"/>	Other <input type="checkbox"/>	

PK2. Companies included in consolidation

Name	Registered capital/Equity	Share in ownership (%)	Voting right ¹	Class ²
Non existent				

PK7. Off Balance Sheet significant items ¹

Name	Value (HUF)
Non existent	

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Period	2024-25. business year, I. quarter (01.04.2024-30.06.2024)	Investor Relations	Balázs Szűcs

Data sheets related to shares structure and shareholders

RS1. Ownership structure and shareholders' shares

Name of shareholders	Total registered capital					
	Beginning of business year (on 1 April)			End of period		
Ordinary shares	% ²	% ³	pieces	% ²	% ³	pieces
Domestic institutional/company	1.16%	1.18%	23 613	0.67%	0.68%	13 613
Foreign institutional/company	80.90%	82.32%	1 646 341	80.91%	82.33%	1 646 584
Domestic private individual	14.63%	14.88%	297 624	15.06%	15.33%	306 495
Foreign private individual	1.51%	1.54%	30 781	1.56%	1.58%	31 667
Employees, top managers	0.08%	0.08%	1 641	0.08%	0.08%	1 641
T O T A L	98.28%	100.00%	2 000 000	98.28%	100.00%	2 000 000
Redeemable liquidation preference shares						
	% ²	% ³	pieces	% ²	% ³	pieces
Domestic institutional/company						
Foreign institutional/company						
Domestic private individual						
Foreign private individual						
Employees, top managers	1.72%	0.00%	35 000	1.72%	0.00%	35 000
T O T A L	1.72%	0.00%	35 000	1.72%	0.00%	35 000
ALTOGETHER						
	% ²	% ³	pieces	% ²	% ³	pieces
Domestic institutional/company	1.16%	1.18%	23 613	0.67%	0.68%	13 613
Foreign institutional/company	80.90%	82.32%	1 646 341	80.91%	82.33%	1 646 584
Domestic private individual	14.63%	14.88%	297 624	15.06%	15.33%	306 495
Foreign private individual	1.51%	1.54%	30 781	1.56%	1.58%	31 667
Employees, top managers	1.80%	0.08%	36 641	1.80%	0.08%	36 641
T O T A L	100.00%	100.00%	2 035 000	100.00%	100.00%	2 035 000

² Shareholder's share

³ Voting right assuring participation in decision making at the Issuer's General Meeting

The 2 000 000 ordinary shares are listed on the Budapest Stock Exchange (BÉT), and the 35 000 redeemable liquidation preference shares are not listed on BÉT.

RS2. Number of own shares in the business year

	1 April	30 June	30 September	31 December	31 March
At Company level	0	0			

Data sheet heading (general)

Company name :	Zwack Unicum Plc.	Telephone	456-5218
Company address:	1095 Bp. Soroksári út 26	Telefax	216-4981
Business branch	Food	E-mail	szucs@zwackunicum.hu
Period	2024-25. business year, I. quarter (01.04.2024-30.06.2024)	Investor Relations	Balázs Szűcs

RS3/2. List of shareholders with more than 5% share, their standing (at the end of the period) in relation to the total registered capital

Name	Nationality ¹	Activity ²	No of shares	Share (%) ³	Voting right (%) ^{3,4}	Notes ⁵
Peter Zwack & Consorten H.AG.	Foreign	Financial Company	1 000 001	49.14	50.00	Professional
Diageo Holdings Netherlands B.V.	Foreign	Financial Company	520 000	25.55	26.00	Professional

¹ Domestic (B), Foreign (K)

² Custodian (L), Central Budget (Á), Nemzetközi Fejlesztési Intézet (National Development Institution - F), Institutional (I), Financial Company (T) Private (M), Employee, top manager (D)

³ To be rounded to two decimals

⁴ Voting right assuring participation in decision making at the Issuer's General Meeting

⁵ E.g.: professional investor, financial investor, etc.

TSZ2/1. Number of full time employees

	End of base period	Beginning of business year	End of reported period
At Company level	252	248	251

TSZ3. (Strategic) top managers and employees affecting the operations of the Issuer

Type	Name	Position	Beginning of appointment	End of appointment	Own ordinary shares (no.)	Own redeemable liquidation preference shares (no.)
FB	Dr. Hubertine Underberg-Ruder	Chairperson	29.06.2006	31.07.2026	-	-
FB	Thomas Mempel		30.06.2021	31.07.2027	-	-
FB	Dr. András Szecskay		30.09.1992	31.07.2026	651	-
FB	Dr. István Salgó		29.06.2006	31.07.2026	-	-
FB	Nándor Szokolczai		27.06.2020	31.07.2026		
FB	Dr. György Geiszt		25.06.2020	31.07.2026		
IT	Sándor Zwack	Chairperson	26.06.2008	31.07.2026	-	-
IT	Wolfgang Spiller		28.06.2012	31.07.2026	-	-
IT	Isabella Veronika Zwack		26.06.2008	31.07.2026	-	-
IT	Frank Odzuck		22.04.2004	31.07.2026	-	16 000
IT	Tibor András Dörnyei		24.04.2002	31.07.2026	-	10 500
IT	Zoltán Hangodi		29.06.2022	31.07.2025	-	-
IT	Gabriella Harkai-Józsa		28.06.2023	31.07.2026	-	-
SP	Frank Odzuck	General Manager	01.11.2003		-	16 000
SP	Tibor András Dörnyei	Financial Director	01.03.2001		-	10 500
SP	Csaba Belovai	Commercial Director	26.01.2004		-	8 500
SP	Dávid Gábor Kovács	Marketing Director	19.09.2022		-	-
SP	Orsolya Virágh	Human Resources Director	01.08.2018		-	-
SP	László Seprős	Production and Technical Director	01.04.2009		-	-

¹Employee in strategic position (SP), Member of the Board of Directors (IT), Member of the Supervisory Board (FB)