



Audit Committee of Zwack Unicum Plc.

Thomas Mempel

chair

Mónika Pais

Dr. Hubertine Underberg-Ruder



Thomas Mempel

chair of the Audit Committee since 2021

Born: 1967, Bachelor of Trade and Commerce (Degree 1990, Chamber of Commerce and Industry, Kassel / Germany).

Thomas started his career with the Daimler Benz AG in 1990 and had various Sales / Marketing / General Management positions at Saint Gobain SA, Masterfoods GmbH and H. J. Heinz GmbH.

He joined the Underberg group in 2014 and is working today as Member of the Board of Semper Idem Underberg AG in Rheinberg, Germany.

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



Mónica Pais
member of the Audit Committee since 2026

Mónica Pais was born in 1973 in Zalaegerszeg, Hungary. She is an economist and holds an MBA from Corvinus University of Budapest (1997). She obtained Chartered Accountant Qualification in Hungary (HCA, 1997) and in the US (CPA, 2001). She began her professional career at PricewaterhouseCoopers (PwC) Budapest in 1996. She worked as an auditor until 2007, including a two-year secondment in the United States, working as a manager in PwC's San Jose office. She joined Diageo in 2007 as Treasury Reporting Director and subsequently assumed responsibility for the Group's global cash management activities. Since 2013, she has been serving as Diageo's Chief Reporting Officer. In this role, she is responsible for the Group's financial statements, press releases, stock exchange filings (London and New York), ESG reporting, the Annual Report, and related regulatory compliance. In addition to her functional responsibilities, she is the CEO of Diageo's Budapest Competency Centre, where she leads approximately 1,300 employees. Since 2022, she is also a Board Member-at-Large of AmCham Hungary.

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



Dr. Hubertine Underberg-Ruder
member of the Audit Committee since 2025

Born: 1962, Biologist (Degree 1988, Eberhard-Karls-Universität, Tübingen/Germany) Scientist for the Ministry of Agriculture and Fisheries of The Netherlands in 1989 / 1990. In 1991 Doctor of Science. Joining the Underberg-Group in the same year. Since then, responsible for the strategic development of the Group in varying functions (Brand Building, Internationalization, Research & Development, Quality Management). Today: President of the Board of Underberg AG, Switzerland and other Board positions in the Underberg-Group. Chair of the Supervisory Board and Audit Committee in Gurktaler AG, listed at the Vienna Stock exchange. From 2006 chair of the Supervisory Board of 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, Hubertine Underberg-Ruder shall be considered independent.