



## **Board of Directors of Zwack Unicum Plc.**

**Sandor Zwack**  
**Wolfgang Spiller**  
**Isabella Zwack**  
**Zoltán Hangodi**  
**Gabriella Harkai-Józsa**  
**Csaba Belovai**  
**György Guttengeber**

**chairman**  
**vice-chairman**



### **Sandor Zwack** **chairman of the Board of Directors since 2008**

Sandor 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.

Sandor 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 Sandor 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, Sandor 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 and Managing Director of Peter Zwack&Consorten Handels-GmbH.

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



## **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 more than 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 Finance Director for the Eastern Europe and Central Asia market which covers 30 countries and a circa \$250m annual turnover.

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. Since 2020 she is working in the Eastern Europe Market of Diageo, she was leading Strategy, Marketing and Commercial Finance until May 2025 when she was promoted to the Supply Chain Director role.

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.



**Csaba Belovai**  
**member of the Board of Directors since 2025**

He was born 1970. Education: mechanical engineer (degree 1991, College for GATE Mezőtúr), marketing economist (degree 1994 Commercial College of Szolnok He was in different sales positions at Unilever (1992-2003): Sales representative, Area sales manager, Field sales manager, Customer relationship manager. From January 2024 Commercial Director, from April 2009 Commercial and Export Director at Zwack Unicum Plc. From 1st July 2025 Chief Executive Officer.

According to the applicable rules of Act IV of 2006 on Business Associations and the Corporate Governance Recommendations published by the Budapest Stock Exchange, Csaba Belovai shall not be considered independent.



**György Guttengeber**  
**member of the Board of Directors since 2025**

Born: 1970. Economist (College of Finance and Accountancy 1992, Budapest; Budapest Corvinus University MBA 2008).

Started his career at Deloitte&Touche in Hungary as auditor. From 1994 accountant at Globus Canning Plc.

He joined Zwack Unicum as a controller in 1996. From 2001 he was the Head of Controlling for nearly 20 years and Investor Relations Manager for more than a decade. From 2020 September Head of Logistics.

From 1st July 2025 Chief Financial Officer.

According to the applicable rules of Act IV of 2006 on Business Associations and the Corporate Governance Recommendations published by the Budapest Stock Exchange, György Guttengeber shall not be considered independent.