



Supervisory Board of Zwack Unicum Plc.

Dr. Hubertine Underberg-Ruder **chair**
Thomas Mempel
Mónika Pais
Dr. György Geiszl
Dr. András Szecskay
Frank Odzuck



Dr. Hubertine Underberg-Ruder **chair of the supervisory board since 2006**

Born: 1962, biologist (Degree 1988, Eberhard-Karls-Universität, Tübingen/Germany) Scientist for the Ministry of Agriculture and Fisheries in the Netherlands in 1989 and 1990. In 1991 Doctor in Science. In the same year joining the Underberg-Group. Responsible for strategic development (Research & Development, Quality Management, Marketing) Today: Various BoD positions in the Underberg-Group.

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.



Thomas Mempel

member of the supervisory board 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.



Mónika Pais

member of the Supervisory Board since 2026

Mónika 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, Mónika Pais shall be considered independent.



Dr. György Geiszl
member of the Supervisory Board since 2020

Born in 1968 in Nagykanizsa, graduated at Janus Pannonius Tudományegyetem (Pécs) as economist and IT specialist where he also obtained his PhD in economics. He obtained an international chartered accountant degree (FCCA) 1995 and his Hungarian chartered auditor degree in 1996.

He started his career in 1991 with Price Waterhouse in Budapest as an auditor. Between 1997 and 2004 he worked for K&H Bank as senior managing director in Finance and later in Operations. In 2005-2006 he was Finance Director for Malév Hungarian Airlines.

He has been working for Diageo since 2006 in various roles. He spent seven years in the Budapest Finance centre where amongst others he was leading the group's management and financial reporting globally, In 2013-2015 he was Diageo's Finance Director for Russia & Eastern Europe in Moscow and in 2015-2020 for East Africa. In May 2020 he moved to London to become the Group Controller of Diageo.

He was a member of Zwack Unicum's Supervisory Board between 2007 and 2016. Currently he is the Group Controller at Diageo.

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



Dr. András Szecskay
member of the Supervisory Board since 1993

Dr. Szecskay is a Hungarian attorney admitted to the Budapest Bar Association, founder and managing partner of Szecskay Attorneys at Law.

Dr. Szecskay currently specializes in litigation and arbitration, M&A transactions, corporate and project finance and IP law.

Dr. Szecskay received his JD, summa cum laude, at the József Attila University (Szeged), Faculty of State and Legal Science in 1973. In 1990 he participated in the Canada-Eastern European Lawyers Internship program (Ottawa, Canada).

He was a partner at the SBG&K Patent and Law Office between 1975 and 1992 and at the international law office of the French firm of Moquet Borde & Associés between 1992 and 2004. He has been an active member of the Budapest Bar Association, first as its secretary, then as a member of the Executive Board during several cycles and, since March 2002, he has served as Vice-President responsible for International Relations. In 2010 Dr. Szecskay was also made Vice President of the Hungarian Bar Association. Besides his activities with the Bar Associations, he is also an active member of various professional organizations (the Council of Bars and Law Societies of Europe (CCBE) - Head of the Hungarian Delegation; the Union Internationale des Avocats (UIA) - Member of the Executive Committee; the Union des Avocats Européens (UAE); the International Bar

Association (IBA); the Licensing Executives Society (LES); the International Association for the Protection of Intellectual Property (AIPPI); the International League of Competition Law (LIDC); and the Hungarian Private Equity and Venture Capital Association (HVCA)). Since 2010, Dr. Szecskay has also been the President of the Hungarian Association for the Protection of Industrial Property and Copyright (MIE).

In 2000 he was presented with the "Eötvös Award" by the Budapest Bar Association, in 2003 he was recognized as an "Exemplary Lawyer" by the Hungarian Bar Association and in 2011 he received the award "Pro Collegium Advocatorum" from the Hungarian Bar Association. In 2014 he received the highest joint award of all legal professions, the "Deák Ferenc Award" ("Pro Meritis De Iuris Peritia"). In 2008, the President of Hungary awarded Dr. Szecskay with the "Knight's Cross Order of Merit of the Republic of Hungary".

He is a listed arbitrator on the Roll of Arbitrators of the Arbitration Court of the Hungarian Chamber of Commerce and Industry.

Dr. Szecskay regularly lectures at domestic and international conferences and is the author / co-author of several articles and publications appearing in both Hungarian and foreign legal books and papers.

He is fluent in English.

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



Frank Odzuck

member of the Supervisory Board since 2025

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.