



ESG STRATEGY

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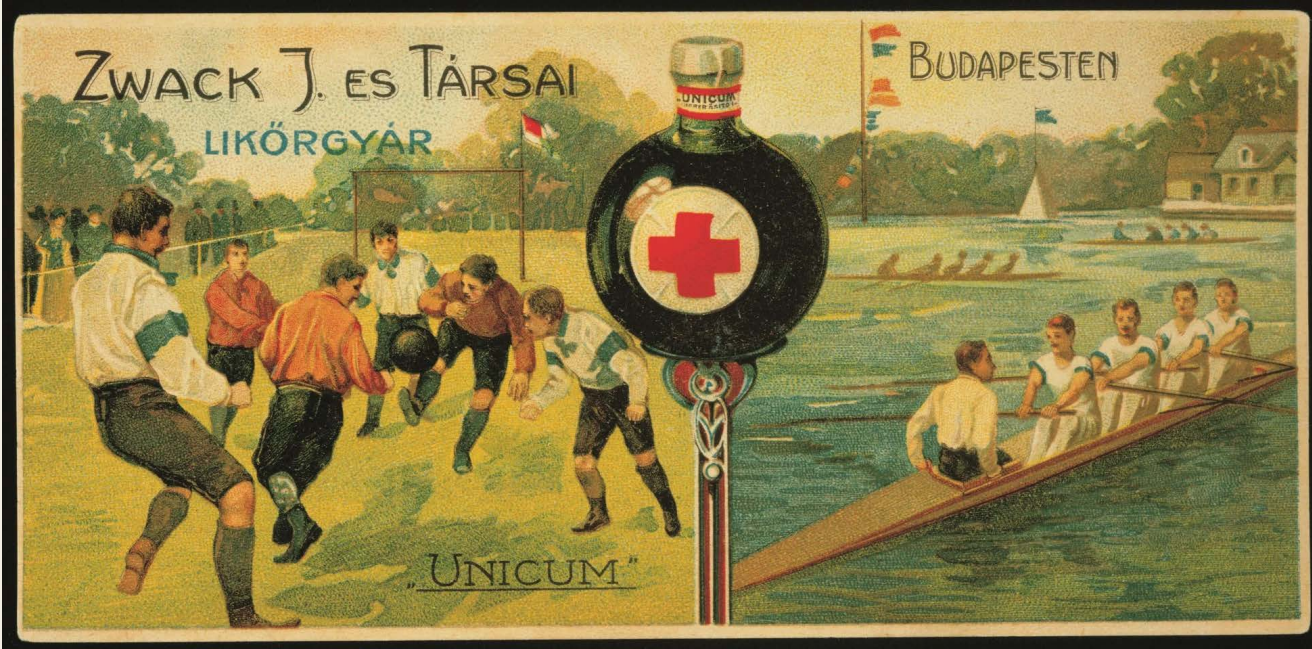
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01. ABOUT OUR COMPANY

The history of Zwack Unicum is closely intertwined with its iconic product, Unicum, whose origins date back to the late 18th century. The company was founded in 1840, when József Zwack established his first factory and officially registered Unicum as a brand name. The company played a pioneering role in liqueur production, particularly in the use of natural ingredients. József Zwack was forward-thinking not only in terms of production: one of his outstanding initiatives was to set up a pension fund for the factory's workers, thereby supporting their financial security in old age. He also used his own wealth to educate children and regularly helped those in need.

By the end of the 19th century, Unicum had become a registered trademark, and the Zwack company was developing dynamically, expanding not only in Hungary but also into international markets. The brand and the recipe – based on a secret blend of more than 40 herbs – have been passed down from generation to generation, and this family tradition continues to shape the company's operations to this day.

This history, spanning more than two hundred years, clearly illustrates how a family business has become one of Hungary's best-known and most influential brands. Our long-term vision and commitment to preserving tradition have laid a solid foundation for sustainable, responsible operations – we have become a model company.



02. OUR VISION

Our aim is to further develop Zwack Unicum PLC into a modern, forward-thinking company of the 21st century, where, alongside maintaining outstanding financial performance and our market-leading position, environmental, social and governance (ESG) principles are also integrated into the organisation's day-to-day life and operations.

We see it as our mission to achieve sustainable business results in the long term, whilst ensuring a balance between responsible alcohol consumption and business operations. We see the foundation of this in the production and distribution of high-quality beverages, as well as in serving discerning, conscious adult consumers.

Whilst we have limited influence over the external environment – be it geopolitical, macroeconomic or regulatory factors – we consistently build on stable values in our operations. We believe in our company, our products and our colleagues; we comply fully with the relevant regulations and, to the best of our ability, contribute to shaping responsible and conscious consumer behaviour.



01.

03. WHERE ARE WE NOW?

02.

What does sustainability mean to you?

Sustainability, first and foremost, means taking responsibility for the impact our actions have as individuals and as business leaders. It is about ensuring that what we do leaves a positive imprint on society—creating value that goes beyond purely economic results and benefits all stakeholders involved. This also requires measuring our impact, setting clear goals, and reporting transparently on our progress. Although sustainability is often considered a relatively modern concept, the Zwack company has embodied its principles since its earliest days. The company has a long tradition of supporting employee welfare and education together with playing close attention to the environmental impact – **Unicum from nature to nature.**

04.

What are you most proud of in the company lately?

I am particularly proud of our recent investments in geothermal and solar energy, which represent a concrete and measurable step towards reducing our environmental footprint – our Scope 1-2 carbon emissions have decreased by 61% compared to 2016, and this investment plays a significant role in this. At the same time, I am equally proud of our ongoing efforts to make Zwack Unicum a workplace where people can feel happy, healthy, and fulfilled—where they are encouraged to grow not only as employees, but as human beings. In parallel, we continue to strengthen our responsibility as a producer by promoting a culture of mindful and responsible consumption. Last but not least, I am proud of the role women have historically played in the company and continue to play today—as shareholders, managers, and employees.

06.

As a member of the Zwack family, what do you expect from Zwack Unicum PLC in terms of sustainability?

As a family business, I believe Zwack Unicum has a unique opportunity—and responsibility—to bring into the broader business world the values that sustain a family across generations. These include caring for one another, fostering collaboration and trust, thinking long term, and prioritizing the collective good over individual interests. At the same time, I expect the company to continue translating these values into concrete actions: reducing its environmental impact, strengthening its ties with local communities and suppliers, and continuing to uphold the high standards of transparency and accountability that already define the company.



IZABELLA
ZWACK

MEMBER OF THE BOARD

03. WHERE ARE WE NOW?

To what extent does the Supervisory Board address ESG matters?

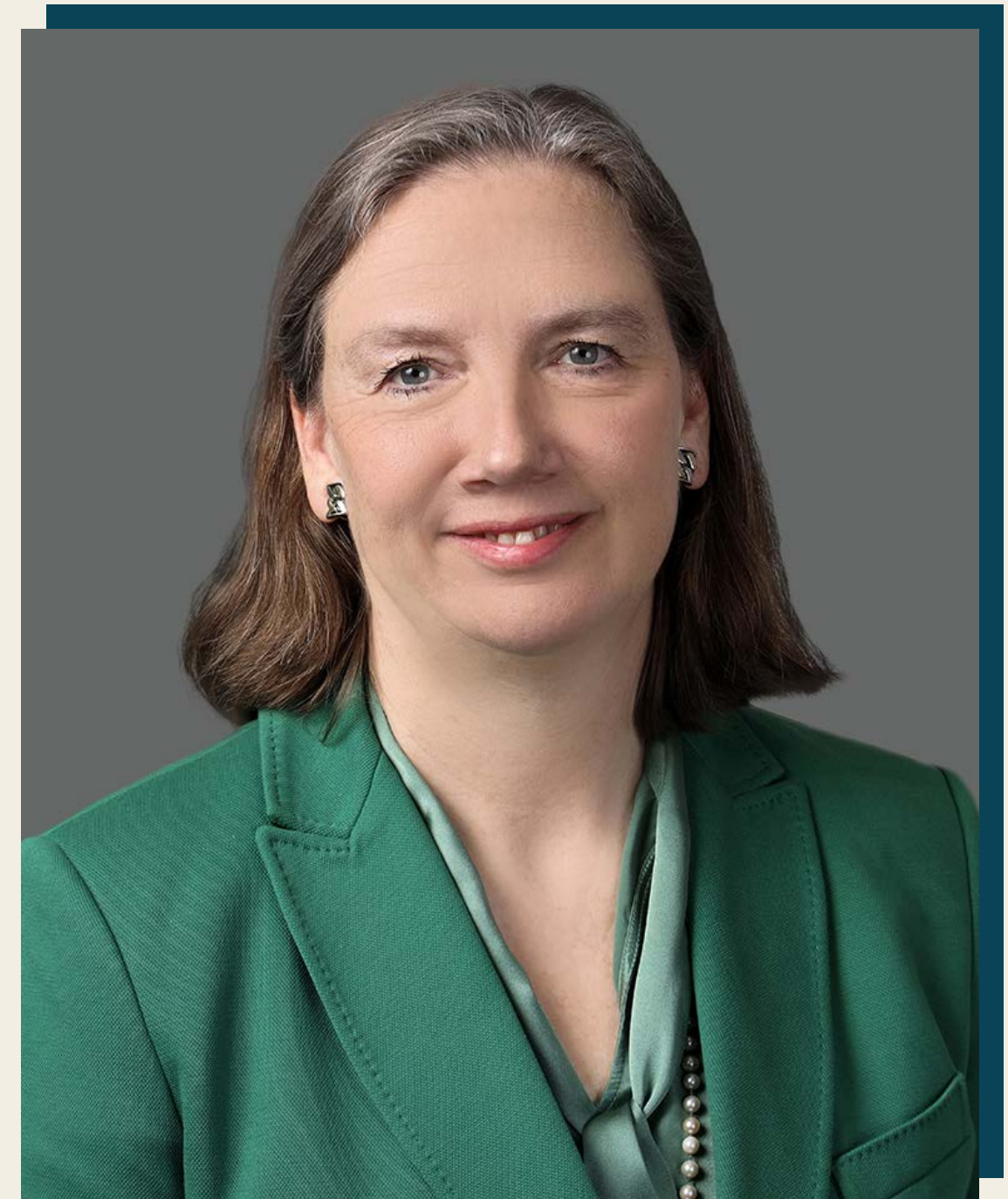
The Supervisory Board sees ESG Matters as an integrated part of the corporate business model and strategy. We group all related topics under the term “Sustainability”. Given the history we are convinced that this type of long-term thinking is part of our companies DNA. In the last two decades we have guided to make this approach more explicit – as can be seen by the reporting - and a team effort which has been given regular and increasing attention by the Supervisory Board.

How do you assess the Company's ESG performance?

The process described above has substantially enhanced quality and quantity of the respective matters. The company – being a relevant player in our industry in Hungary – is aware of its role. All activities need to constantly be embedded into the ever-changing, challenging business environment. We see the broad and deep approach that the management needs to and also does apply.

What are the key challenges facing the industry and the Company?

In the scope of the Food & Beverage industry our company is a middle size player. In order to execute an efficient and affective ESG strategy the ambitious and skilful selection of those fields of activities is key – especially now as the business environment is increasingly stressful.



**DR. HUBERTINE
UNDERBERG-RUDER**
CHAIRMAN OF THE SUPERVISORY BOARD

04. KEY SUSTAINABILITY TOPICS AT ZWACK UNICUM PLC

2026-2040

ESG STRATEGY

ZWACK UNICUM PLC

ESRS TOPIC	SUB-TOPIC	OCCURRENCE OF IMPACT			MATERIALITY	
		ZWACK	UP-STREAM	DOWN-STREAM	IMPACT MATERIALITY	FINANCIAL MATERIALITY
Climate change	Adaptation to climate change	x			x	x
	Climate change mitigation	x	x		x	
	Energy	x	x		x	
Pollution	Water pollution	x			x	
Water and marine resources	Water	x	x		x	
Circular economy	Resource inflow, including resource use	x			x	
	Waste	x	x		x	
Own workforce	Working conditions/Secure employment	x			x	
	Working conditions/Working hours	x			x	
	Working conditions/Health and safety	x			x	
Workers in the value chain	Working conditions		x	x	x	
Consumers and endusers	Information-related impacts on consumers and/or end-users / Access to information / Responsible market practices	x			x	
	Personal safety of consumers and/or end-users/Health and safety	x			x	
	Personal safety of consumers and/or end-users/Protection of children	x		x	x	
Business conduct	Management of relationships with suppliers, including payment practices	x			x	
	Tax payment	x			x	

05. WHAT DOES SUSTAINABILITY MEAN TO US?

SUSTAINABLE OPERATIONS

- ➔ Sustainability is part of every business decision and the day-to-day operations of the entire company.
- ➔ The operation has a tangible positive impact:
 - minimising environmental impact, using available resources responsibly, and
 - supporting the well-being of employees and communities.

A COOPERATIVE ORGANISATION

- ➔ Sustainability is not an isolated element, but is based on the cooperation of all stakeholders – employees, suppliers, sales partners, and civil society organisations.
- ➔ Zwack has believed in long-term cooperation and partnerships for decades.

WHAT DRIVES US AND
DEFINES HOW WE OPERATE:

ESG-BASED DECISIONS

Sustainability is part of decision-making and day-to-day operations

EQUALITY AND DIVERSITY AS CORE VALUES

Maintaining and developing an open and inclusive corporate culture

06. ESG STRATEGIC FOCUS AREAS

The sustainability strategy has been drawn up for the period 2025–2040. For the targets set, the base year is 2025. The 15-year period represents a foreseeable timeframe in the company’s life, and 2040 marks an important milestone.

1840

The establishment of the first plant, and the registration of Unicum as a commercial brand

2040

200th anniversary: long-term, specific commitments in relation to the ESG pillars

(G) ESG-DRIVEN GOVERNANCE AND ROLE-MODEL BUSINESS CULTURE

THE BASIS OF OUR DECISIONS
A RESPONSIBLE, LONG-TERM,
VALUE CHAIN-BASED APPROACH

(E) ENVIRONMENTAL RESPONSIBILITY

- Efficient use of resources
- Circular economy: renewable, recycled, recyclable

(S) POSITIVE SOCIAL CHANGE

- Responsible alcohol consumption: education, accurate information, non-alcoholic alternatives
- Responsibility for our employees: health protection and growth-supporting workplace
- Community engagement at all sites

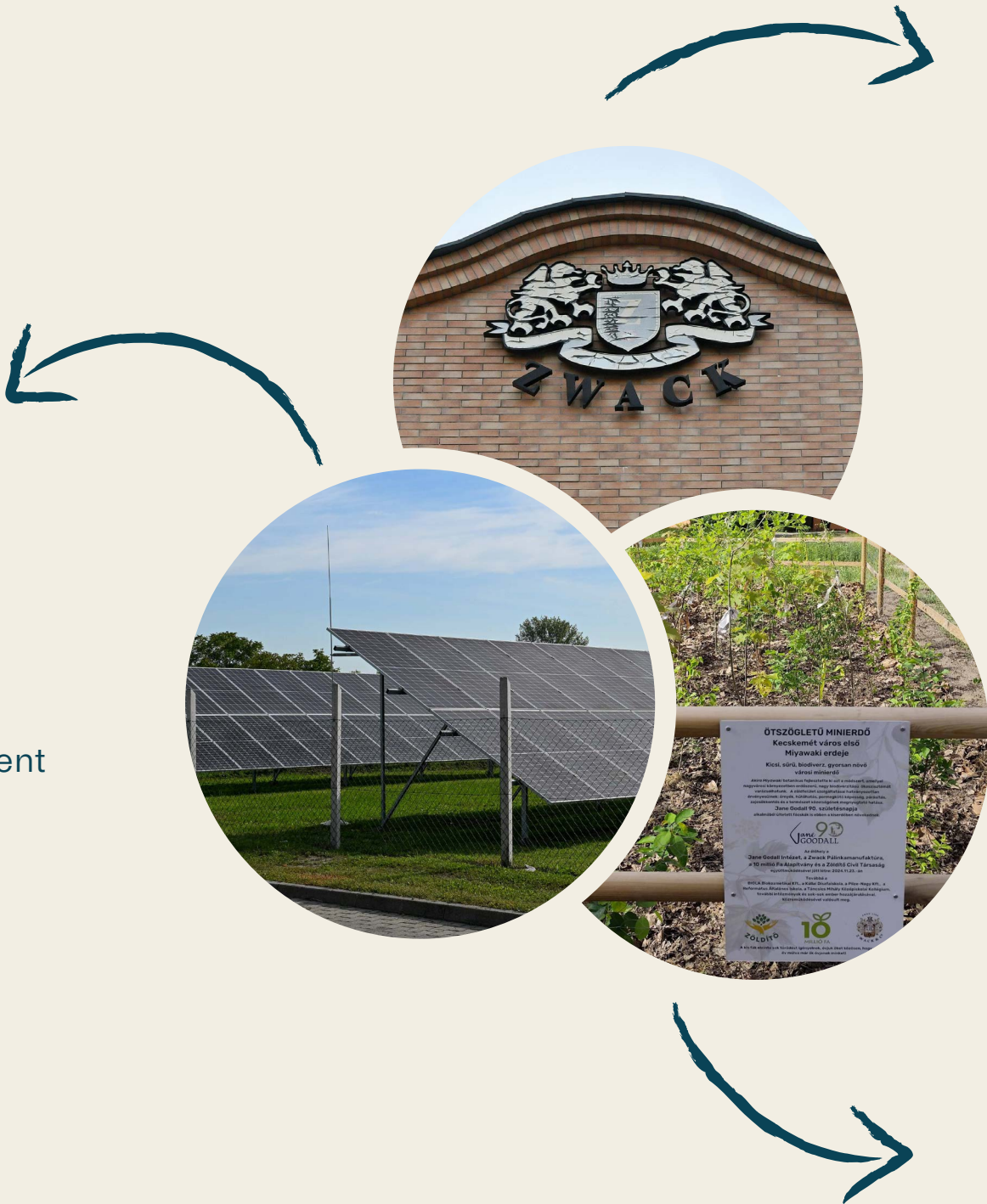
06. ESG STRATEGIC FOCUS AREAS

**ENVIRONMENTAL
RESPONSIBILITY**
[3 strategic objectives]

Ensuring resource efficiency

Circular operations: more renewables
and recycling

ESG-conscious operations and engagement



**ESG-DRIVEN GOVERNANCE AND
ROLE-MODEL BUSINESS CULTURE**
[4 strategic objectives]

- Sustainability is part of decision-making and
day-to-day operations
- responsible procurement • biodiversity
- Maintaining and developing an open and inclusive
corporate culture
- Ensuring ethical operations throughout the value chain
- Prudent corporate governance

POSITIVE SOCIAL CHANGE
[3 strategic objectives]

Responsible alcohol consumption: education, accurate
information, development of non-alcoholic alternatives

Maintaining a safe, health-conscious and growth-
supporting workplace

ESG-conscious operations and engagement

07. IMPLEMENTATION OF THE STRATEGY



„The implementation of the strategy is ensured by making sustainability considerations an integral part of all our future business decisions. I am counting on every member of the organisation to contribute to the implementation and to provide ideas and projects related to ESG. We assign clear KPIs to the set targets, with baseline and target values, defining the expected impacts, specific deadlines and the necessary resource requirements. In this way, the strategy not only provides direction but also offers a measurable and accountable framework for implementation.”

CSABA BELOVAI

CEO - ZWACK UNICUM PLC



“Implementation is supported by regular monitoring and a structured review process. We track progress against half-yearly, annual and five-year milestones, which ensures transparency, the ability to intervene in a timely manner and continuous improvement. This approach guarantees that the ESG strategy is implemented consistently and effectively in practice.”

ERZSÉBET PUSKEL

*HEAD OF QUALITY MANAGEMENT
SYSTEMS AND ESG - ZWACK UNICUM PLC*

1790
ZWACK



REGISTERED TRADEMARK
UNICUM[®]
BUDAPEST

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ZWACK UNICUM PLC

2026-2040

Please send any comments or questions regarding the strategy to fenntarthatosag@zwackunicum.hu.

Further information: zwackunicum.hu/sustainability