

Quick Report

on the results of the **Zwack Unicum Plc.**

in the first half of the 2019–2020 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 half of the 2019–2020 business year.

The data have not been audited.

1. Analysis of the Report

Total gross sales of the Company were HUF 12 223 million, a year-on-year increase of 0.6%. Net sales (sales revenues excluding excise tax and public health product tax [NETA]) were HUF 6 467 million, a year-on-year decrease of 12% (by HUF 881 million).

There was a considerable decrease in the net domestic sales (–HUF 959 million; –14.6%). The net sales of own produced goods decreased in the domestic market by HUF 841 million (by 16.2%) (HUF 4 340 million instead of HUF 5 181). Broken down, sales of premium products decreased by 16% and those of quality products by 16.8%.

The amendment of the Act on Public Health Product Tax (NETA), effective as of January 2019, was the cause of the considerable difference between the gross and net sales. In the wake of the amendment each and every type of alcoholic drinks has been taxed (as from 2019, pálinkas and bitter liqueurs also), and the tax categories have been raised by 20%. The Company has shifted the massive tax hike into its gross prices but – just as we had predicted – that has radically reduced the volume sold. As a consequence of those contrasting processes, the gross domestic sales have levelled off. As proportionally the combined excise tax and Public Health Product Tax levied on the smaller volume was higher than a year before (+HUF 959 million; +20%), the net sales took a steep dive.

The net sales revenue of traded products had a year-on-year decrease of 8.4%. Broken down, the revenue of the Diageo portfolio went up by 8.7%, while the revenue of the other traded products decreased by 43.4%. That the Zwack Unicum Plc. has not been the official distributor of the Moët-Hennessy products since 1 March 2019 explains the latter decrease; excluding this effect revenues of the other traded products went up by 12.1%.

Market research data for the April–September period in off-trade indicate that the Hungarian taxed spirits markets had a year-on-year increase in volume by 2.2% and in value by 12.2%.

Export earnings were HUF 843 million – a year-on-year increase of 10.2% (+HUF 78 million). The brunt of increase was derived from sales in the Company's two major export

Company name: Company address:

Period

Zwack Unicum Plc. 1095 Bp. Soroksári út 26

Business branch

Food

2019-20. business I. half year (01.04.2019-30.09.2019)

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Investor Relations Balázs Szűcs

markets: Italy and Germany, however revenues from the duty-free sector have decreased (the NETA tax has also affected sales in Budapest's international airport).

The material-type expenses decreased by HUF 243 million (-9.6%). As that figure is lower than the decrease of net sales – the latter being -12% – the gross margin ratio has a year-on-year decrease of 1 percentage point (64.5% instead of 65.5%). An unfavourable change in the product mix is the main factor behind that change (the sales of own-produced high-margin goods decreased faster than those of traded products).

Employee benefit expense increased by HUF 8 million (0.6%). Bearing changes in the labour market in mind, the Company granted a wage and salary increase of between 5 and 10% by differentiating it for the various payment levels. In lower payment categories the hike was a higher percentage while in higher ones it was lower. That the employee benefit expense increase was lower than the wage and salary increase was due to several factors: the headcount was lower than in the previous business year, the social contribution tax was lowered as of July 2019 and, during the previous business year, several one-off expense items were posted.

The other operating expenses decreased by HUF 42 million (2.2%) – due mainly to spending less for advisory services. The marketing expenses were practically unchanged. In compliance with the original plans, the domestic marketing expenses were cut back, while our investments grew in the export markets. That was because in Italy Unicum's television campaign was held in August and September while in the previous business year it took place during the Christmas season. In the third quarter of this business year that spike in marketing expense will not reoccur.

The profit from operations was HUF 849 million - a year-on-year decrease of 38.6%. The taxes levied on the operating income decreased by 24.9% (that is to say, by HUF 63 million). The income tax expense includes also the local business tax and the innovation contribution - whose basis is the gross profit. Due to the different bases of taxation, the income tax expense only decreased by 24.9% while the profit before taxation decreased by 38.5%.

The Company's profit after taxation was HUF 660 million – a year-on-year decrease of 41.5% (previous: HUF 1 129 million).

The Company has had more time to analyse the effects of the amendment of the Public Health Product Tax (NETA). Overall, the changes in the market have been more or less as we predicted. After the shelf prices jumped, consumption plummeted in the product categories concerned — as forecasted. We predict that in the rest of the year the volume sold will somewhat climb back. That prediction is made looking at the July—September market research findings and the Company's own sales figures. During the last quarter the Company's net sales decreased by 9% as compared to the decrease of 15.1% in April—June. The Management still believes that it is possible to realize the 2019—20 business plan (which foresees over 10% decrease in net sales; and profit after taxation at HUF 1.4 billion — which is by 46% lower than that in the previous business year.)

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The HUF 311 million increase in inventories (+10.5%) was due mainly to growth in the amount of traded products. It is our policy to keep a higher than usual stock of products imported from the United Kingdom in view of the Brexit-related uncertainties.

Liquid assets are lower than this time last year by HUF 814 million (60.3%). That is because in the first half of the business year the Company's profit after taxation showed a year-on-year decrease and the level of inventories showed a year-on-year increase.

2. Business Environment of the Company

The Zwack Unicum Plc. is the biggest player in Hungary's spirits market. As nearly 90% of its revenues are domestically generated, trends in domestic consumption are crucial for its wellbeing. Domestic consumption of branded spirits has increased in Hungary in recent years and the tendency is expected to continue in the near future. See the first chapter of this report for concrete market figures.

3. Objectives and Strategy of the Company

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

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

Product innovation and successful product launch are crucial means of keeping and strengthening the market leader position. The Company has the objective of deriving at least 12 % of its gross sales from exports and has the ambition to increase it.

From 1st of September the Company is using 100% green electricity. A similar step with green gas is actually not possible in Hungary.

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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. The Dunaharaszti plant takes care of additional maturation and bottling of the Unicum liquor, and also the bottling of the majority of the other products produced by the Company. The fruit palinka distillery operates in Kecskemét, and this is where the small series products are bottled.

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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.

At the plant in Dunaharaszti a major modernization project for bottling began in 2015. Machinery of two bottling lines is being replaced by new machine units. The project is expected to run until 2020, and in that period capital expenditures will exceed annual depreciation figures.

• 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.

Human Resources

The Company's headcount stands at 241 (at the end of the 2018–2019 business year it was 237 and in the corresponding period of the previous business year it was 244).

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

The most important risk factor affecting our Company is the change of the regulatory environment that may have a negative effect on domestic consumption and caused by this also on the sales volume.

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. In line with the accounting policy, the Company also applies derivative financial tools to counter certain financial risks.

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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 necessary amount of forex on its bank accounts. Furthermore, the Company completes derivative transactions to reduce the same risks. Therefore the changes in exchange rate within the financial year have no significant implications on the statement of comprehensive income, nor on shareholders' equity.

The Company is not exposed to significant commodity market and other price risks either, nor to interest risks because the Company also has fixed interest assets whose book value is, by the order of magnitude, the same as their market value; the Company has no interest-bearing loans either.

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 90% of single liabilities. The Company applies no other credit rating methods since this credit guarantee method is deemed to be effective enough to manage credit risks.

Company financial assets and fixed deposits are mostly in Hungarian 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 (consisting of the undrawn credit line and the financial assets) based on the expected cash flow.

As an additional market risk we are going to monitor and evaluate the possible impact of Brexit process. Zwack has a limited risk in case of a "hard Brexit" as only a small number of products are sourced from the United Kingdom. Zwack export activities to the United Kingdom are insignificant to the whole business. Zwack is prepared to manage the occasional risk of a "hard Brexit".

This Quick 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 business report gives a reliable picture also of the Zwack Unicum Plc.'s situation, development and performance.

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Additional information:

There was no change in the ownership structure of the Company.

- During the first quarter of the 2019–2020 business year there was no change in the organization of the Company.
- The Company does not possess shares of its own, just as before.

7 November 2019

On behalf of the Board of Directors of the

- Zwack Unicum Plc.,

Frank Odzuck
Chief Executive Officer

Chief Financial Officer

Data sheet heading (general) Company name: Company address: Business branch Zwack Unicum Plc. 1095 Bp. Soroksári út 26 Food

Period

2019-20. business I. half year (01.04.2019-30.09.2019)

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Financial Statements

PK3. Statement of financial position (according to IFRS)

	30.09.2018	31.03.2019	30.09.2019	Change to 30.09.2018	%	Change to 2019.03.31	%
ASSETS							
Non-current assets							
Property, plant and equipment	3 107	3 330	3 274	167	5,4%	-56	-1,7%
Intangible assets	87	84	94	7	8,0%	10	11,9%
Returnable packaging materials	19	18	22	3	15,8%	4	22,2%
Investment in associate	16	16	16	0	0,0%	0	0,0%
Employee loans	18	10	5	-13	-72,2%	-5	-50,0%
Deferred tax asset	117	124	113	-4	-3,4%	-11	-8,9%
	3 364	3 582	3 524	160	4,8%	-58	-1,6%
Current assets							
Inventories	2 970	2 386	3 281	311	10,5%	895	37,5%
Trade and other receivables	3 253	2 115	3 327	74	2,3%	1 212	57,3%
Cash and cash equivalents	1 349	3 064	535	-814	-60,3%	-2 529	-82,5%
	7 572	7 565	7 143	-429	-5,7%	-422	-5,6%
TOTAL ASSETS	10 936	11 147	10 667	-269	-2,5%	-480	-4,3%
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	3 421	4 915	2 975	-446	-13,0%	-1 940	-39,5%
	5 586	7 080	5 140	-446	-8,0%	-1 940	-27,4%
Liabilities							
Non-current liabilities							
Other liabilities	632	472	472		-25,3%	0	0,0%
	632	472	472	-160	-25,3%	0	0,0%
Current liabilities							
Trade and other liabilities	4 667	3 567	4 865	198	4,2%	1 298	36,4%
Borrowings	0	0	183	183		183	
Provisions	51	28	7	-44	-86,3%	-21	-75,0%
	4 718	3 595	5 055	337	7,1%	1 460	40,6%
Total liabilities	5 350	4 067	5 527	177	3,3%	1 460	35,9%
TOTAL EQUITY & LIABILITIES	10 936	11 147	10 667	-269	-2,5%	-480	-4,3%
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Data sheet heading (general) Company name: Zwack Unicum Plc. Company address: 1095 Bp. Soroksári út 26 Business branch Food

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PK4. Statement of comprehensive income (according to IFRS)

	2018-2019.	2019-2020.	Variance	%
	I. half year	I. half year		
Gross Sales	12 145	12 223	78	0,6%
Excise Tax	4 013	3 538	-475	-11,8%
Public Health Product Tax (PHPT)	784	2 218	1 434	182,9%
Sales net of taxes	7 348	6 467	-881	-12,0%
Material-type expenses	2 537	2 294	-243	-9,6%
Gross Margin	4 811	4 173	-638	-13,3%
	65,5%	64,5%		-1,0%
Employee benefits expense	1 421	1 429	8	0,6%
Depreciation and amortization	264	255	-9	-3,4%
Other operating expenses	1 927	1 885	-42	-2,2%
Operating expenses	3 612	3 569	-43	-1,2%
Other operating income	183	245	62	33,9%
Profit from operations	1 382	849	-533	-38,6%
Interest income	0	1	1	
Interest expense and other similar charges	0	0	0	
Net financial income/loss	0	1	1	
Profit before tax Income tax expense (corporate income, deferred, local business tax and innovation	1 382	850	-532	-38,5%
contribution)	253	190	-63	-24,9%
Profit for the year	1 129	660	-469	-41,5%

Data sheet heading (general) Company name: Zwack Unicum Plc. Company address: 1095 Bp. Soroksári út 2

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PK4/2. Statement of comprehensive income, II. quarter (according to IFRS)

	2018-2019.	2019-2020.	Variance	%
	II. quarter	II. quarter		
Gross Sales	6 169	6 499	330	5,3%
Excise Tax	2 048	1 906	-142	-6,9%
Public Health Product Tax (PHPT)	387	1 196	809	209,0%
Sales net of taxes	3 734	3 397	-337	-9,0%
Material-type expenses	1 288	1 194	-94	-7,3%
Gross Margin	2 446	2 203	-243	-9,9%
	65,5%	64,9%		-0,7%
Employee benefits expense	700	691	-9	-1,3%
Depreciation and amortization	130	129	-1	-0,8%
Other operating expenses	967	1 022	55	5,7%
Operating expenses	1 797	1 842	45	2,5%
Other operating income	120	176	56	46,7%
Profit from operations	769	537	-232	-30,2%
Interest income	0	1	1	
Interest expense and other similar charges	0	0	0	
Net financial income/loss	0	1	1	
Profit before tax Income tax expense (corporate income, deferred, local business tax and innovation	769	538	-231	-30,0%
contribution)	134	109	-25	-18,7%
Profit for the quarter	635	429	-206	-32,4%

Data sheet heading (general)
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PK5. Cash flow statement (according to IFRS)

	2018-19. I. half year	2019-20. I. half year	Variance	%
Profit before tax	1 382	850	-532	-38,5%
Net financial income	0	0	0	
Depreciation and amortization	264	255	-9	-3,4%
(Gain)/loss on disposal of fixed assets	(23)	(4)	19	-82,6%
Increase\(decrease\) in trade creditors and other liabilities	1 319	1 364	45	3,4%
(Increase)\decrease in inventories	(782)	(900)	-118	15,1%
(Increase)\decrease in trade and other receivables	(819)	(1 031)	-212	25,9%
(Gain)/loss on unrealized foreign exchange rate difference	0	(7)	-7	
Increase\(decrease\) in other liabilities	(6)	(20)	-14	233,3%
Cash generated from operations	1 335	507	-828	-62,0%
Interest paid	0	0	0	
Income tax paid	(432)	(354)	78	-27,9%
Cash flow from operating activities	903	153	-750	-83,1%
Capital expenditures	(280)	(281)	-1	0,4%
Sales \ (purchase) of investments	0	0	0	
Dividends received	0	0	0	
Interest received	1	1	0	
Proceeds from sale of property, plant and equipment	55	8	-47	-85,5%
Proceeds from other financial assets	0	0	0	
Cash flow used in investing activities	(224)	(272)	-48	21,4%
Dividends paid	(2 100)	(2 600)	-500	23,8%
Payment of finance lease liabilities	0	0	0	
Cash flow used in financing activities	(2 100)	(2 600)	-500	23,8%
Change in cash and cash equivalents	(1 421)	(2 719)	-1 298	91,3%
Cash and cash equivalents, beginning of the period	2 770	3 064	294	10,6%
Exchange gains/(losses) on cash and cash equivalents	0	7	7	
Cash and cash equivalents, end of the period	1 349	352	-997	-73,9%
Consists of:	^	(102)	102	
Overdraft	0 1 349	(183) 535	-183 -814	-60,3%
Cash in banks and on hand	1 349	333	-814 0	-00,3%
Balance end of the period	1 349	352	-997	-73,9%

Company name: Company address: Business branch

Zwack Unicum Plc. 1095 Bp. Soroksári út 26

branch Food

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

	Share Capital	Share premium	Retained Earnings	Total
Balance at 1 April 2018	2 000	165	4 392	6 557
Profit for the I, half year	-	-	1 129	1 129
Other comprehensive income	-	-	-	0
Total comprehensive income for the I. half year	0	0	1 129	1 129
Dividend related to financial year 2017/2018	_	-	(2 100)	(2 100)
Transactions with owners in their capacity as owners Balance at 30 September 2018	0	0	(2 100)	(2 100)
Datance at 50 September 2016	2 000	165	3 421	5 586
Balance at 1 April 2019	2 000	165	4 915	7 080
Profit for the I. half year	-		660	660
Other comprehensive income	-	-	-	0
Total comprehensive income for the I. half year	0	0	660	660
Dividend related to financial year 2018/2019	-	-	(2 600)	(2 600)
Transactions with owners				· ,
in their capacity as owners	0	0	(2 600)	(2 600)
Balance at 30 September 2019	2 000	165	2 975	5 140

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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	2018-2019.	2019-2020.	Variance	%
	I. half year	I. half year		
Gross Sales	2 167	2 098	-69	-3,2%
Excise Tax	505	493	-12	-2,4%
Public Health Product Tax (PHPT)	260	321	61	23,5%
Sales net of taxes	1 402	1 284	-118	-8,4%
Profit from operations	89	104	15	16,9%

Own produced	2018-2019.	2019-2020.	Variance	%
	I. half year	I. half year		
Gross Sales	9 978	10 125	147	1,5%
Excise Tax	3 508	3 045	-463	-13,2%
Public Health Product Tax (PHPT)	524	1 897	1 373	262,0%
Sales net of taxes	5 946	5 183	-763	-12,8%
Profit from operations	1 293	745	-548	-42,4%

Total	2018-2019. I. half year	2019-2020. I. half year	Variance	%
Gross Sales	12 145	12 223	78	0,6%
Excise Tax	4 013	3 538	-475	-11,8%
Public Health Product Tax (PHPT)	784	2 218	1 434	182,9%
Sales net of taxes	7 348	6 467	-881	-12,0%
Profit from operations	1 382	849	-533	-38,6%

Company address:

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Data Sheets related to the Financial Statements

PK1. General information on financial data

Audited [Consolidated [Yes No X			
Accounting principles	Hungarian	IFRS X	Other	
PK2. Companies	included in consoli	dation		
Name	Registered capital/Equity	Share in ownership (%)	Voting right ¹	Class ²
Non evistent				

PK7. Off Balance Sheet significant items ¹

Name	Value (HUF)
Non existent	

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Data sheets related to shares structure and shareholders

RS1. Ownership structure and shareholders' shares

Name of shareholders	Total registered capital					
Ordinary shares	Beginni	ng of busine	ess year	End of period		
		(on 1 April)		·····		
	% ²	% ³	pieces	% ²	% ³	pieces
Domestic institutional/company	2.35%	2.39%	47 876	1.33%	1.35%	27 117
Foreign institutional/company	75.93%	77.25%	1 545 077	75.75%	77.08%	1 541 531
Domestic private individual	13.13%	13.36%	267 242	14.44%	14.70%	293 938
Foreign private individual	6.79%	6.91%	138 249	6.67%	6.78%	135 661
Employees, top managers	0.08%	0.09%	1 556	0.09%	0.09%	1 753
TOTAL	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
TOTAL	1.72%	0.00%	35 000	1.72%	0.00%	35 000
ALTOGETHER						
	% ²	% ³	pieces	% ²	% ³	pieces
Domestic institutional/company	2.35%	2.39%	47 876	1.33%	1.35%	27 117
Foreign institutional/company	75.93%	77.25%	1 545 077	75.75%	77.08%	1 541 531
Domestic private individual	13.13%	13.36%	267 242	14.44%	14.70%	293 938
Foreign private individual	6.79%	6.91%	138 249	6.67%	6.78%	135 661
Employees, top managers	1.80%	0.09%	36 556	1.81%	0.09%	36 753
TOTAL	100.00%	100.00%	2 035 000	100.00%	100.00%	2 035 000

² Shareholder's share

RS2. Number of own shares in the business year

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

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.

Company name: Zwack Unicum Plc.

Company address: Business branch

Period

1095 Bp. Soroksári út 26

Food 2019-20. business I. half year

(01.04.2019-30.09.2019)

Telephone 456-5218 Telefax 216-4981

E-mail szucs@zwackunicum.hu

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 &	Foreign	Financial	1 000 001	49.14	50.00	Professional
Consorten H.AG.		Company				
Diageo Holdings	Foreign	Financial	520 000	25.55	26.00	Professional
Netherlands B.V.	1	Company				

Domestic (B), Foreign (K)

TSZ2/1. Number of full time employees

	End of base period	Beginning of business year	End of reported period
At Company level	244	237	241

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

Туре	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	31.07.2021	-	-
FB	Mag. Karin Trimmel	•	28.06.2016	28.06.2020	-	-
FB	Zeisler Gábor		28.06.2016	28.06.2020	-	-
FB	Kalina Plamenova Tsanova		26.06.2019	26.06.2023	-	-
FB	Dr. Szecskay András		30.09.1992	31.07.2021	651	_
FB	Dr. Salgó István		29.06.2006	31.07.2021	-	-
IT	Zwack Sándor	Chairperson	26.06.2008	31.07.2021	-	
IT	Wolfgang Spiller		28.06.2012	31.07.2021	_	-
IT	Zwack Isabella Veronika		26.06.2008	31.07.2021	-	-
IT	Szakolczai Nándor		01.08.2018	31.07.2022	-	
IT	Kresimir Crnjevic		26.06.2019	26.06.2023	-	-
IT	Frank Odzuck		22.04.2004	31.07.2021	-	16 000
IT	Dörnyei Tibor András		24.04.2002	31.07.2021	-	10 500
SP	Frank Odzuck	Conord Manager	01.11.2003			16,000
SP	Dörnyei Tibor András	General Manager Financial Director	01.11.2003		-	16 000
SP	Belovai Csaba	Commercial Director	26.01.2004	****	-	10 500
SP	Palcsó Sára	Marketing Director	01.04.2016		200	8 500
SP		Human Resources				-
ЭF	Virágh Orsolya	Director	01.08.2018			-
SP	Seprős László	Production and Technical Director	01.04.2009		-	-

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

² Custodian (L), Central Budget (Á), Nemetközi 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.

