



Interim Management Report

on the results of the

Zwack Unicum Plc.

in the first quarter of the 2020–2021 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 quarter of the 2020–2021 business year.

The data have not been audited.

1. Analysis of the Report

Total gross sales of the Company were HUF 4 381 million – a year-on-year decrease of 23.5% (-HUF 1 343 million). Net sales (sales revenues excluding excise tax and public health product tax [NETA]) were HUF 2 319 million, a year-on-year decrease of 24.5% (-HUF 751 million).

There was a year-on-year decrease of HUF 641 million in the net domestic sales (-24.1%). The net sales of own produced goods decreased in the domestic market by HUF 402 million (by 20%; it was HUF 1 602 million instead of HUF 2 004 million). Broken down, sales of premium products decreased by 29.5% while those of quality products increased by 9.2%.

The net sales revenue of traded products had a year-on-year decrease of 36.5%. Broken down, the revenue of the Diageo portfolio decreased by 30.5%, while the revenue of the other traded products shrank by 62.9%.

The net revenue of domestic sales decreased due to governmental measures taken in connection with the COVID-19 epidemic. On-trade units, which account for about a half of the Company's revenues, were closed for two months during that quarter. That fact accounts for the dominant part of the shrinkage of revenue. The Company's sales to off-trade retail partners were not different from that a year before in magnitude.

Total domestic sales steadily improved during the quarter. While in April the year-on-year decrease stood at close to 40%, in May the decline was 25%, and by June the comparable figure had almost been identical with that a year before (-1%).

Market research data for the April–June 2020 period indicate that the Hungarian taxed spirits in retail trade grew in volume by 1.5% and by 5.6% in value.

Data sheet heading (general)

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Business branch	Food	E-mail	szucs@zwackunicum.hu
Period	2020-21. business year, I. quarter (01.04.2020-30.06.2020)	Investor Relations	Balázs Szűcs

Export earnings were HUF 301 million – a year-on-year decrease of 26.8% (-HUF 110 million). Among the key markets, sales in Italy were halved, but those in Germany showed a major year-on-year increase. In that increase the export of distillates played the most significant role. During the quarter under review our sales to Romania and the duty-free shops in Budapest airport were practically zero.

The material-type expenses decreased by HUF 22 million (-20.2%). As that figure is lower than the decrease in net sales – the latter being -24.5% – the gross margin ratio has a year-on-year decrease of 2.1 percentage point (64.2% instead of 62.1%). The weakening of the Hungarian currency, the forint, mainly accounted for the rise in per-unit material cost.

Employee benefits expense decreased by HUF 31 million (4.2%). At the beginning of the business year, the Company granted a wage and salary increase of between 5 and 10%, differentiating it for the various payment levels. The average pay hike was 6.5%. In lower payment categories the rise was higher while in higher ones it was lower. That the employee benefit expense figure showed a year-on-year decrease despite the wage hike was due to several factors. First, the social contribution tax was lowered by 2 percentage points as of July 2019. Second, under the IFRS, the dividends paid after liquidation preference shares has to be posted as a personnel type of cost. In contrast to the previous business year when dividend of HUF 1 300 was paid per share, this year the Annual General Meeting resolved that only HUF 300 can be paid by share. The decision reduced employee benefit expense by HUF 35 million.

The other operating expenses decreased by HUF 214 million (-24.8%). The cost reduction was due mainly to a significant slashing on marketing expense. Many of the marketing events planned for the first quarter (for instance, consumer promotion events in gastronomy and festivals) could not take place because of the epidemic-related restrictions, and other marketing activities were also revised and scaled down.

The other operating income decreased by HUF 17 million (24.6%). That was because the brand owners of traded products decreased their marketing expenditure reimbursement. They did so as the year-on-year marketing expenditure was lower also for those products.

The operating income was HUF 22 million – a year-on-year decrease of 92.9%.

During the quarter under review the Company had to pay HUF 8 million as interest on its loan of HUF 2.5 billion. During the epidemic the loan gave enhanced financial security for the Company. (See our previous Report about details of the loan.)

The income tax expense decreased by 42% (that is to say, by HUF 34 million). The local business tax accounts for the bulk of the calculated tax of HUF 47 million.

As a consequence of the above-mentioned developments, the Company's profit after taxation was a deficit of HUF 32 million, as opposed to a profit of HUF 231 million a year before. However, the first quarter's profit after taxation is much better, on a time-proportionate basis,

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than our plan for the year, which we drew up when the epidemic struck. (We foresaw a small profit after taxation for the entire business year but we forecast a loss of over HUF 200 million for the first quarter.)

The inventories increased by HUF 476 million (+18.4%). The value of the stock of raw materials shows a year-on-year increase of HUF 200 million. When the epidemic began, the continuous supply of raw materials (for instance, rectified spirit and bottles) became uncertain. That is why the Management decided to have a higher level of inventories. We plan to maintain that higher level as there might be a second wave of the epidemic. The value of the stock of own-produced finished products also rose by HUF 200 million. That is the result of the following consideration: the epidemic might cause disruptions in operations (our plants might become idled for weeks). To protect the Company from such contingencies, we have created from strategic products a stock that is by far bigger than usually. We plan to maintain that increased level of stock throughout 2020. It is needed because in this year it is especially difficult to make a calculable forecast of customer demand, also because there are unforeseeable fluctuations there.

The value of inventories is also higher than before because a weakened forint has pushed purchase prices up.

Trade and other liabilities decreased by HUF 2 251 million (34.5%). That was mainly because the dividend to be paid is lower (see above), so the liabilities went down by HUF 2 billion.

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.

Though in Hungary in recent years the consumption of premium alcoholic drinks had increased, during the first wave of the epidemic there was a drastic fall. If there is no further crisis, it takes at least a year to reach the pre-epidemic level of consumption.

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, Fűtűlős, Vilmos, St. Hubertus and Kalinka), 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.

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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. Our core export markets are Italy, Germany and Romania.

As from 1 September 2019, the Company has been using 100% green electricity. Other measures are under evaluation.

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.

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. That capital project is to be completed during the 2020–2021 business year, and in that period capital expenditures will exceed annual depreciation figures.

The Hungarian Ministry of Foreign Affairs and Trade (KKM) awarded the Company a non-repayable subvention to increase competitiveness to the tune of HUF 106 million on 9 June 2020. The award follows from the Ministry's invitation to proposals, which was entitled "Invigorating the Economy amidst the Current COVID-19 Epidemic". The invitation to proposals was promulgated in Decree 7/2020 (16 April) of the Ministry of Foreign Affairs and Trade.

The Decree provides that the subvention to increase competitiveness must be spent on fixed assets. Our Company is going to use it as a co-financing instrument to purchase a packaging and palletizing machine to be installed in our plant at Dunaharaszti. The subvention covers 50% of that capital investment. The investment project is to be completed during the first quarter of 2021 but by 30 June 2021 at the latest.

• 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.

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▪ Human Resources

During the first quarter the Company's average statistical headcount was 239 (in first quarter of the previous business year it was 241).

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 above-mentioned decrease in consumption will have a major impact on the Company's profitability during the 2020-2021 business year. The Management forecasts a significant decrease in the Company's profit (the decrease might even run to more than 80%)

Important risk factor affecting our Company is the possible 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.

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. Having said that, if the exchange rate changes during the business year, that can have a major impact on the Company's comprehensive income and the Shareholders' equity.

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 significant interest risks because the Company also has loans whose interest is linked to the BUBOR. The book value of the loans is, by the order of magnitude, the same as their market value.

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 95% 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.

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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 based on the expected cash flow.

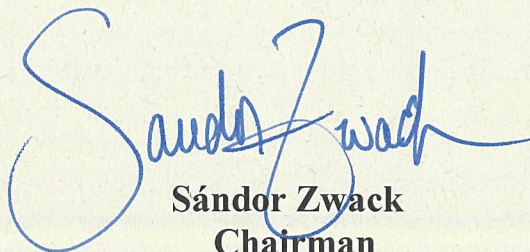
This Management Report has been made according to the relevant accounting regulations and the financial statements made on the basis of our best knowledge. It gives a truthful and reliable account of the assets, liabilities, financial standing and profits of Zwack Unicum Plc. This business report gives a reliable picture also of the Zwack Unicum Plc.'s situation, development and performance.

Additional information:

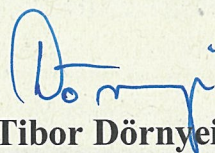
- On 25 June 2020, acting in compliance with relevant legislation, the Board of Directors of the Company met in session acting with the authority of the General Meeting. The resolutions made there were made public on the same day, and they can be read on the Company's website.
- There was no change in the ownership structure of the Company.
- During 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.

6 August 2020

*On behalf of the Board of Directors of the
Zwack Unicum Plc.,*



Sándor Zwack
Chairman



Tibor Dörnyei
Deputy
Chief Executive Officer

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Financial Statements

PK3. Statement of financial position (according to IFRS)

data in HUF million

	30.06.2019	31.03.2020	30.06.2020	Change to 30.06.2019	%	Change to 31.03.2020	%
ASSETS							
Non-current assets							
Property, plant and equipment	3 228	3 336	3 257	29	0,9%	-79	-2,4%
Intangible assets	87	102	100	13	14,9%	-2	-2,0%
Returnable packaging materials	20	22	21	1	5,0%	-1	-4,5%
Investment in associate	16	16	16	0	0,0%	0	0,0%
Employee loans	14	1	3	-11	-78,6%	2	200,0%
Deferred tax asset	116	108	105	-11	-9,5%	-3	-2,8%
	3 481	3 585	3 502	21	0,6%	-83	-2,3%
Current assets							
Inventories	2 586	2 661	3 062	476	18,4%	401	15,1%
Trade and other receivables	3 129	3 007	2 853	-276	-8,8%	-154	-5,1%
Cash and cash equivalents	2 535	2 709	3 369	834	32,9%	660	24,4%
	8 250	8 377	9 284	1 034	12,5%	907	10,8%
TOTAL ASSETS	11 731	11 962	12 786	1 055	9,0%	824	6,9%
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	2 546	4 011	3 379	833	32,7%	-632	-15,8%
	4 711	6 176	5 544	833	17,7%	-632	-10,2%
Liabilities							
Non-current liabilities							
Other liabilities	472	453	454	-18	-3,8%	1	0,2%
	472	453	454	-18	-3,8%	1	0,2%
Current liabilities							
Trade and other liabilities	6 527	4 071	4 276	-2 251	-34,5%	205	5,0%
Short term loans	0	1 250	2 500	2 500		1 250	100,0%
Provisions	21	12	12	-9	-42,9%	0	0,0%
	6 548	5 333	6 788	240	3,7%	1 455	27,3%
Total liabilities	7 020	5 786	7 242	222	3,2%	1 456	25,2%
TOTAL EQUITY & LIABILITIES	11 731	11 962	12 786	1 055	9,0%	824	6,9%

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PK4. Statement of comprehensive income (according to IFRS)

data in HUF million

	2019-2020.	2020-2021.	Variance	%
	I. quarter	I. quarter		
Gross Sales	5 724	4 381	-1 343	-23,5%
Excise Tax	1 632	1 277	-355	-21,8%
Public Health Product Tax (PHPT)	1 022	785	-237	-23,2%
Sales net of taxes	3 070	2 319	-751	-24,5%
Material-type expenses	1 100	878	-222	-20,2%
Gross Margin	1 970	1 441	-529	-26,9%
	64,2%	62,1%		-2,1%
Employee benefits expense	738	707	-31	-4,2%
Depreciation and amortization	126	115	-11	-8,7%
Other operating expenses	863	649	-214	-24,8%
Operating expenses	1 727	1 471	-256	-14,8%
Other operating income	69	52	-17	-24,6%
Profit from operations	312	22	-290	-92,9%
Interest income	0	1	1	
Interest expense	0	8	8	
Net financial income/loss	0	-7	-7	
Profit before tax	312	15	-297	-95,2%
Income tax expense (corporate income, deferred, local business tax and innovation contribution)	81	47	-34	-42,0%
Profit for the year	231	-32	-263	-113,9%

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PK5. Cash flow statement (according to IFRS)

data in HUF million

	2019-2020. I. quarter	2020-2021. I. quarter	Variance	%
Profit before tax	312	16	-296	-94,9%
Net financial income	0	6	6	
Depreciation and amortization	126	115	-11	-8,7%
(Gain)/loss on disposal of fixed assets	2	(5)	-7	-350,0%
Increase\decrease in trade creditors and other liabilities	3 028	241	-2 787	-92,0%
(Increase)\decrease in inventories	(204)	(398)	-194	95,1%
(Increase)\decrease in trade and other receivables	(877)	316	1 193	-136,0%
(Gain)/loss on unrealized foreign exchange rate difference	(1)	(7)	-6	600,0%
Increase\decrease in other liabilities	(2 606)	(600)	2 006	-77,0%
Cash generated from operations	(220)	(316)	-96	43,6%
Interest paid	0	(8)	-8	
Income tax paid	(215)	(209)	6	-6,3%
Cash flow from operating activities	(435)	(533)	-98	22,5%
Capital expenditures	(96)	(77)	19	-19,8%
Sales \ (purchase) of investments	0	0	0	
Dividends received	0	0	0	
Interest received	1	2	1	100,0%
Proceeds from sale of property, plant and equipment	0	11	11	
Proceeds from other financial assets	0	0	0	
Cash flow used in investing activities	(95)	(64)	31	-32,6%
Dividends paid	0	0	0	
Loan acquired	0	1 250	1 250	
Payment of loans	0	0	0	
Payment of lease liabilities	0	0	0	
Cash flow used in financing activities	0	1 250	1 250	
Change in cash and cash equivalents	(530)	653	1 183	-223,2%
Cash and cash equivalents, beginning of the period	3 064	2 709	-355	-11,6%
Exchange gains/(losses) on cash and cash equivalents	1	7	6	
Cash and cash equivalents, end of the period	2 535	3 369	834	32,9%

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

data in HUF million

	Share Capital	Share premium	Retained Earnings	Total
Balance at 1 April 2019	2 000	165	4 915	7 080
Profit for the I. quarter	-	-	231	231
Other comprehensive income	-	-	-	0
Total comprehensive income for the I. quarter	0	0	231	231
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 June 2019	2 000	165	2 546	4 711
Balance at 1 April 2020	2 000	165	4 011	6 176
Profit for the I. quarter	-	-	(32)	(32)
Other comprehensive income	-	-	-	0
Total comprehensive income for the I. quarter	0	0	(32)	(32)
Dividend related to financial year 2019/2020	-	-	(600)	(600)
Transactions with owners in their capacity as owners	0	0	(600)	(600)
Balance at 30 June 2020	2 000	165	3 379	5 544

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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	2019-2020.	2020-2021.	Variance	%
	I. quarter	I. quarter		
Gross Sales	1 067	685	-382	-35,8%
Excise Tax	250	163	-87	-34,8%
Public Health Product Tax (PHPT)	162	106	-56	-34,6%
Sales net of taxes	655	416	-239	-36,5%
Profit from operations	39	-33	-72	-184,6%

Own produced	2019-2020.	2020-2021.	Variance	%
	I. quarter	I. quarter		
Gross Sales	4 657	3 696	-961	-20,6%
Excise Tax	1 382	1 114	-268	-19,4%
Public Health Product Tax (PHPT)	860	679	-181	-21,0%
Sales net of taxes	2 415	1 903	-512	-21,2%
Profit from operations	273	55	-218	-79,9%

Total	2019-2020.	2020-2021.	Variance	%
	I. quarter	I. quarter		
Gross Sales	5 724	4 381	-1 343	-23,5%
Excise Tax	1 632	1 277	-355	-21,8%
Public Health Product Tax (PHPT)	1 022	785	-237	-23,2%
Sales net of taxes	3 070	2 319	-751	-24,5%
Profit from operations	312	22	-290	-92,9%

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Data Sheets related to the Financial Statements

PK1. General information on financial data

Audited Yes No
Consolidated Yes No
Accounting principles Hungarian IFRS Other

PK2. Companies included in consolidation

Name	Registered capital/Equity	Share in ownership (%)	Voting right ¹	Class ²
Non existent				

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					
	Beginning of business year (on 1 April)			End of period		
Ordinary shares	% ²	% ³	pieces	% ²	% ³	pieces
Domestic institutional/company	1.33%	1.35%	27 117	6.38%	6.49%	129 815
Foreign institutional/company	75.75%	77.08%	1 541 531	75.74%	77.07%	1 541 312
Domestic private individual	14.44%	14.70%	293 938	14.29%	14.54%	290 875
Foreign private individual	6.67%	6.78%	135 661	1.79%	1.82%	36 382
Employees, top managers	0.09%	0.09%	1 753	0.08%	0.08%	1 616
T O T A L	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
T O T A L	1.72%	0.00%	35 000	1.72%	0.00%	35 000
ALTOGETHER						
	% ²	% ³	pieces	% ²	% ³	pieces
Domestic institutional/company	1.33%	1.35%	27 117	6.38%	6.49%	129 815
Foreign institutional/company	75.75%	77.08%	1 541 531	75.74%	77.07%	1 541 312
Domestic private individual	14.44%	14.70%	293 938	14.29%	14.54%	290 875
Foreign private individual	6.67%	6.78%	135 661	1.79%	1.82%	36 382
Employees, top managers	1.81%	0.09%	36 753	1.80%	0.08%	36 616
T O T A L	100.00%	100.00%	2 035 000	100.00%	100.00%	2 035 000

² Shareholder's share

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.

RS2. Number of own shares in the business year

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

Data sheet heading (general)

Company name : Zwack Unicum Plc.
 Company address: 1095 Bp. Soroksári út 26
 Business branch Food
 Period 2020-21. business year, I. quarter
 (01.04.2020-30.06.2020)

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

¹ Domestic (B), Foreign (K)

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.

TSZ2/1. Number of full time employees

	End of base period	Beginning of business year	End of reported period
At Company level	233	238	241

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

Type	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	31.07.2023	-	-
FB	Mag. Karin Trimmel		28.06.2016	31.07.2023	-	-
FB	Gábor Zeisler		28.06.2016	26.06.2020	-	-
FB	Kalina Plamenova Tsanova		26.06.2019	24.06.2020	-	-
FB	Dr. András Szecskay		30.09.1992	31.07.2023	651	-
FB	Dr. István Salgó		29.06.2006	31.07.2023	-	-
FB	Nándor Szakolczai		27.06.2020	31.07.2023		
FB	Dr. György Geiszt		25.06.2020	31.07.2023		
IT	Sándor Zwack	Chairperson	26.06.2008	31.07.2023	-	-
IT	Wolfgang Spiller		28.06.2012	31.07.2023	-	-
IT	Isabella Veronika Zwack		26.06.2008	31.07.2023	-	-
IT	Nándor Szakolczai		01.08.2018	26.06.2020	-	-
IT	Kresimir Crnjec		26.06.2019	26.06.2020	-	-
IT	Frank Odzuck		22.04.2004	31.07.2023	-	16 000
IT	Tibor András Dörnyei		24.04.2002	31.07.2023	-	10 500
IT	Zoran Maksic		27.06.2020	31.07.2023		
IT	Bozidar Bozic		27.06.2020	31.07.2023		
SP	Frank Odzuck	General Manager	01.11.2003		-	16 000
SP	Tibor András Dörnyei	Financial Director	01.03.2001		-	10 500
SP	Csaba Belovai	Commercial Director	26.01.2004		-	8 500
SP	Sára Palcsó	Marketing Director	01.04.2016		200	-
SP	Orsolya Virágh	Human Resources Director	01.08.2018		-	-
SP	László Seprős	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)