



Interim Management Report

*on the results of the
Zwack Unicum Plc.*

in the first quarter of the 2022–2023 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 2022–2023 business year.

The data have not been audited.

1. Analysis of the management report

Total gross sales of the Company were HUF 9 900 million – a year-on-year increase of 56.0% (HUF 3 555 million). Net sales (sales revenues excluding excise tax and public health product tax [NETA]) were HUF 5 596 million, a year-on-year increase of 56.1% (HUF 2 010 million).

In the net domestic sales there was a year-on-year increase of HUF 1 882 million (59.8%). The net sales of own produced goods increased in the domestic market by HUF 1 393 million (55.4%) (HUF 3 905 million instead of HUF 2 512 million). Broken down, sales of premium products increased by 48.3% and those of quality products grew by 79.6% – and each of the categories contributed to growth. In the premium segment, Kalumba rose more steeply than the average, and that was thanks to the introduction of two new flavours (blood orange and mango). In the quality segment, Hubertus grew at par with the segment's average, while Kalinka nearly doubled sales.

The net sales revenue of traded products had a year-on-year increase of 77.0%. Broken down, the revenue of the Diageo portfolio increased by 78.7%, and the revenue of the other traded products grew by 67.3%. In the latter category, sales of wines and Champagnes grew considerably but mineral waters accounted to the greater part of growth.

The greater part of that spectacular increase in domestic sales was generated by the consequences of the change in taxation, which became operative on 1 July 2022. From that date the excise tax of alcohol increased by nearly 70% (HUF 5 658.4 per litre of pure alcohol (LPA))

Data sheet heading (general)

Company name :	Zwack Unicum Plc.	Telephone	456-5218
Company address:	1095 Bp. Soroksári út 26	Telefax	216-4981
Business branch	Food	E-mail	szucs@zwackunicum.hu
Period	2022-23. business year, I. quarter (01.04.2022-30.06.2022)	Investor Relations	Balázs Szűcs

instead of HUF 3 333 per LPA), while the public health product tax (NETA) was abolished. Put together, those changes increased the Company's tax burden as related to alcohol on average by 6%. Coupled by steadily increasing costs of raw materials and packaging materials, the Company's overall costs rose to such a degree that would have affected the Company's expected profits. To avoid that the Company decided to bring about a mid-year hike of its prices by 7% on average with immediate effect in its entire portfolio. As a result of the price increase, which the Company announced in June, demand for the Company's products considerably increased especially among the wholesalers towards the end of the quarter. Furthermore, especially by the second half of the year, on-trade partners anticipate a serious raw-material shortage and resultant shortages of finished products at numerous producers due to disruptions in supply chains.

Market research data about the retail turnover for the April 2022–June 2022 period indicate that the Hungarian taxed retail trade of spirits decreased by 1.3% in volume and increased by 6.5% in value. In the same period the sales of Zwack Unicum Plc. grew by 27.3% in off-trade. Overall, the domestic sales by Zwack Unicum Plc. went up by nearly 56.1%, which was primarily caused by our wholesaler partners efforts to expand their stocks prior to the changes in taxes.

Export earnings were HUF 566 million, a year-on-year increase of 29.3% (HUF 128 million). Among our major export markets our sales jumped in Italy, due to an increase in marketing activities and the introduction of Unicum Riserva. Thanks to the rebounding of tourism, duty-free sales had an impressive, some fourfold year-on-year growth in that quarter.

Material-type expenses increased by HUF 886 million (74.6%). As that figure is lower than the increase in net sales – the latter being 56.1% – the gross margin ratio has a year-on-year decrease of 4.0 percentage points (62.9% instead of 66.9%). The increase in the per-unit material cost was due to a steady growth of raw material prices and a weakening local currency, the forint.

Employee benefits expense increased by HUF 181 million (23.8%). At the beginning of the business year, the Company granted an average pay hike of 10%. The Annual General Meeting of 29 June 2022 decided to pay HUF 1 500 in dividend per share instead of HUF 700 a year before. Under the IFRS, the dividend payable after liquidation preference shares and any change in related liabilities have to be posted as a personnel type of costs. The higher dividend pushed up the personnel type of costs by HUF 34 million. Increase in other personnel expenses (attendance of conferences, the cost of training courses), plus the related payable taxes, increased the employee benefits expense by about 5.5%.

The depreciation charge showed a year-on-year increase of HUF 9 million (6.6%). Broken down, the depreciation figure for real estate, machinery and equipment hardly changed at all (+0.6%). Accelerated depreciation posted for pallets mainly accounted for the increment.

The other operating expenses showed a year-on-year increase of HUF 181 million (19.0%). Transport costs went up by HUF 54 million due to higher sales. In the first quarter of this business year, we posted exchange rate loss at HUF 57 million as a result of the steady weakening of the forint. Warehouse costs went up by nearly HUF 20 million as the inventories were expanded to make our operation more robust. Maintenance costs have also showed a

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considerably year-on-year increase. There was no noteworthy change in marketing costs because brand promotion was roughly as active as in the corresponding previous period.

The other operating income increased by HUF 14 million (13.9%). Revenues from marketing expenditure reimbursement levelled off, yet the Company sold six of its motorcars in the first quarter, and the related profit can be seen in that line of the balance.

The operating income was HUF 1 418 million, which exceeded that a year before by HUF 767 million.

During the period under review the Company gained a net financial income of HUF 76 million, all of which was interest on our fixed deposits.

The taxes levied on the Company's profits showed a year-on-year increase of HUF 115 million. The corporation tax payable was by HUF 76 million higher. The balance of the two sums is accounted for by increase in both the local business tax payable on the gross margin and the innovation contribution.

All in all, the Company's profit after taxation was HUF 1 254 million, which shows a year-on-year increase of HUF 683 million (119.6%) and is considerably above the target. We predict for the second half of the business year significant drop in consumption due to deterioration in purchasing power as a result of the above-mentioned purchases brought forward, and inflation. That said, we still state that the profit target of HUF 2.2 billion as indicated in our Annual Report for 2021/22 is deliverable.

Taking a look at lines of the balance sheet, inventories went up by HUF 419 million (14%), which is due to the increase in the inventories of self-manufactured products and their raw materials. The bulk of that increase can be ascribed to the strong rise in the cost of raw materials in recent months and unpredictable disruption in supply chains. In view of those circumstances, the Company has been forced to stockpile more than usual raw materials to avoid temporary shortages in its finished products.

Trade and other receivables showed a year-on-year increase of HUF 1 547 million, and that complies with the considerable increase in sales in that quarter.

Trade and other liabilities showed a year-on-year increase of HUF 4 171 million. The higher sales value incurred a higher excise tax and VAT obligation; and the higher volume of products manufactured pushed up the Company's liabilities to suppliers. The higher payment of dividend also increased the Company's liabilities.

Apart from the changes described above, there were no other major changes in the balance sheet.

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2. Business Environment of the Company

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. The consumption of premium alcoholic drinks had grown in Hungary in the past few years, but that tendency drastically changed due to the pandemic in 2020. From the beginning of this calendar year newly growing trend of consumption is jeopardised by high inflation.

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 international brands like the Diageo portfolio. Thus, in addition to the self-manufactured premium brands of outstanding importance in the Hungarian market (Unicum, Fűtölös, 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.

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 autumn 2019 the Company has been exclusively using green electricity. In the current business year, utilization of geothermic energy will begin in our plant at Dunaharaszti, and we will take further steps towards moving to circular economy. Further environment protection projects are underway and being evaluated. To see our Sustainability Report, please visit our website. (<https://zwackunicum.hu/en/cegunk/fenntarthatosag-napjainkban/>)

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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 liqueur, 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.

The Company started ambitiously revamping its bottling technology in its Dunaharaszti plant in 2015. Old machines in two bottling lines have been replaced by new ones. The plan was completed during the 2020/21 business year. As for planned capital expenditure in forthcoming years, energy-efficiency investments are prioritized.

▪ 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 average statistical headcount figure in first quarter of the business year 2022/23 was 255 (241 a year before).

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 difficult part of the pandemic is behind us. However, due to the dynamic post-pandemic bounce-back of the economy, inflation has shot up both in Hungary and elsewhere. The factors that are strengthening this tendency include the weakness of the Hungarian domestic currency, the forint, a rise in the consumption of the population as stimulated by government measures, and further inflationary effects as a result of the war in the Ukraine and the sanctions against Russia. The sum total of those factors is due to have a strong impact on the purchase

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price of raw materials and, indirectly, the consumer prices of the products of our Company additional to the impacts of these factors on the general purchasing power of domestic households. All in all, the domestic demand for spirits, and so the growth prospects of the Company, are difficult to predict.

Important risk factor affecting our Company is the possible change of the regulatory environment that may have a negative effect on domestic consumption and consequent sales volume decrease.

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 our accounting policy, the Company has been using also derivative financial instruments to cushion 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. Occasionally the Company enters derivative transactions to reduce said 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.

In the present, post-pandemic period there have been uncertainties in the supply chains. Inflation is considerable; there has been an energy crisis, and the forint has been weakening. As a consequence, the prices of raw materials and packaging materials have been increasing – and that is posing market risks for the Company. It is those risks that the Company sought to reduce when it decided to go ahead with an unprecedented, mid-year increase in the prices of its products.

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.

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.

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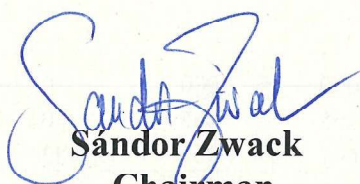
This management report has been made according to the relevant accounting regulations and the financial statements made on the basis of our best knowledge. It gives a truthful and reliable account of the assets, liabilities, financial standing and profits of Zwack Unicum Plc. This report gives a reliable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

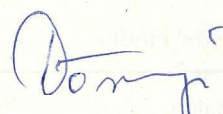
Additional information:

- The Company held its Annual General Meeting on 29 June 2022. 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 first quarter of the 2022–2023 business year there was no change in the organization of the Company.
- The Company does not possess shares of its own, just as before.

9 August 2022

*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

	30.06.2021	31.03.2022	30.06.2022	Change to 30.06.2021	%	Change to 31.03.2022	%
ASSETS							
Non-current assets							
Property, plant and equipment	3 385	3 309	3 587	202	6,0%	278	8,4%
Intangible assets	93	78	78	-15	-16,1%	0	0,0%
Investment in associate	0	0	0	0		0	
Employee loans	2	1	1	-1	-50,0%	0	0,0%
Deferred tax asset	107	103	101	-6	-5,6%	-2	-1,9%
	3 587	3 491	3 767	180	5,0%	276	7,9%
Current assets							
Inventories	3 002	3 140	3 421	419	14,0%	281	8,9%
Trade and other receivables	3 153	3 382	4 700	1 547	49,1%	1 318	39,0%
Cash and cash equivalents	4 591	5 079	6 016	1 425	31,0%	937	18,4%
	10 746	11 601	14 137	3 391	31,6%	2 536	21,9%
TOTAL ASSETS	14 333	15 092	17 904	3 571	24,9%	2 812	18,6%
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	4 018	6 647	4 901	883	22,0%	-1 746	-26,3%
	6 183	8 812	7 066	883	14,3%	-1 746	-19,8%
Liabilities							
Non-current liabilities							
Other liabilities	531	558	558	27	5,1%	0	0,0%
	531	558	558	27	5,1%	0	0,0%
Current liabilities							
Trade and other liabilities	6 109	5 722	10 280	4 171	68,3%	4 558	79,7%
Short term loans	1 500	0	0	-1 500	-100,0%	0	
Provisions	10	0	0	-10	-100,0%	0	
	7 619	5 722	10 280	2 661	34,9%	4 558	79,7%
Total liabilities	8 150	6 280	10 838	2 688	33,0%	4 558	72,6%
TOTAL EQUITY & LIABILITIES	14 333	15 092	17 904	3 571	24,9%	2 812	18,6%

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PK4. Statement of comprehensive income (according to IFRS)

data in HUF million

	2021-2022.	2022-2023.	Variance	%
	I. quarter	I. quarter		
Gross Sales	6 345	9 900	3 555	56,0%
Excise Tax	1 721	2 672	951	55,3%
Public Health Product Tax (PHPT)	1 038	1 632	594	57,2%
Sales net of taxes	3 586	5 596	2 010	56,1%
Material-type expenses	1 188	2 074	886	74,6%
Gross Margin	2 398	3 522	1 124	46,9%
	66,9%	62,9%		-4,0%
Employee benefits expense	759	940	181	23,8%
Depreciation and amortization	136	145	9	6,6%
Other operating expenses	953	1 134	181	19,0%
Operating expenses	1 848	2 219	371	20,1%
Other operating income	101	115	14	13,9%
Profit from operations	651	1 418	767	117,8%
Financial income	50	76	26	52,0%
Financial expenses	5	0	-5	-100,0%
Net financial income/loss	45	76	31	68,9%
Profit before tax	696	1 494	798	114,7%
Income tax expense (corporate income, deferred, local business tax and innovation contribution)	125	240	115	92,0%
Profit for the year	571	1 254	683	119,6%

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PK5. Cash flow statement (according to IFRS)

	data in HUF million			
	2021-2022. I. quarter	2022-2023. I. quarter	Variance	%
Profit before tax	697	1 494	797	114,3%
Net financial income	(45)	(76)	-31	68,9%
Depreciation and amortization	136	145	9	6,6%
(Gain)/loss on disposal of fixed assets	5	(30)	-35	-700,0%
Increase/(decrease) in trade creditors and other liabilities	1 871	4 605	2 734	146,1%
(Increase)/decrease in inventories	(201)	(280)	-79	39,3%
(Increase)/decrease in trade and other receivables	(385)	(1 182)	-797	207,0%
(Gain)/loss on unrealized foreign exchange rate difference	8	0	-8	-100,0%
Increase/(decrease) in other liabilities (dividend)	(1 400)	(3 000)	-1 600	114,3%
Cash generated from operations	686	1 676	990	144,3%
Interest paid	(4)	0	4	-100,0%
Income tax paid	(276)	(380)	-104	37,7%
Cash flow from operating activities	406	1 296	890	219,2%
Purchases of property, plant and equipment	(99)	(455)	-356	359,6%
Purchases of intangible assets	(16)	(8)		
Sales \ (purchase) of investments	0	0	0	
Dividends received	0	0	0	
Interest received	5	82	77	1540,0%
Proceeds from sale of property, plant and equipment	3	22	19	633,3%
Payment received from the sale of investment in associate	61	0	-61	-100,0%
Cash flow used in investing activities	(46)	(359)	-313	680,4%
Dividends paid	0	0	0	
Loan acquired	1 500	0	-1 500	-100,0%
Payment of loans	(1 250)	0	1 250	-100,0%
Payment of lease liabilities	0	0	0	
Cash flow used in financing activities	250	0	-250	-100,0%
Change in cash and cash equivalents	610	937	327	53,6%
Cash and cash equivalents, beginning of the period	3 989	5 079	1 090	27,3%
Exchange gains/(losses) on cash and cash equivalents	(8)	0	8	-100,0%
Cash and cash equivalents, end of the period	4 591	6 016	1 425	31,0%

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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 2021	2 000	165	4 847	7 012
Profit for the I. quarter	-	-	571	571
Other comprehensive income	-	-	-	0
Total comprehensive income for the I. quarter	0	0	571	571
Dividend related to financial year 2020/2021	-	-	(1 400)	(1 400)
Transactions with owners in their capacity as owners	0	0	(1 400)	(1 400)
Balance at 30 June 2021	2 000	165	4 018	6 183
Balance at 1 April 2022	2 000	165	6 647	8 812
Profit for the I. quarter	-	-	1 254	1 254
Other comprehensive income	-	-	-	0
Total comprehensive income for the I. quarter	0	0	1 254	1 254
Dividend related to financial year 2021/2022	-	-	(3 000)	(3 000)
Transactions with owners in their capacity as owners	0	0	(3 000)	(3 000)
Balance at 30 June 2022	2 000	165	4 901	7 066

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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	2021-2022.	2022-2023.	Variance	%
	I. quarter	I. quarter		
Gross Sales	975	1 680	705	72,3%
Excise Tax	205	337	132	64,4%
Public Health Product Tax (PHPT)	134	218	84	62,7%
Sales net of taxes	636	1 125	489	76,9%
Profit from operations	4	56	52	1300,0%

Own produced	2021-2022.	2022-2023.	Variance	%
	I. quarter	I. quarter		
Gross Sales	5 370	8 220	2 850	53,1%
Excise Tax	1 516	2 335	819	54,0%
Public Health Product Tax (PHPT)	904	1 414	510	56,4%
Sales net of taxes	2 950	4 471	1 521	51,6%
Profit from operations	647	1 362	715	110,5%

Total	2021-2022.	2022-2023.	Variance	%
	I. quarter	I. quarter		
Gross Sales	6 345	9 900	3 555	56,0%
Excise Tax	1 721	2 672	951	55,3%
Public Health Product Tax (PHPT)	1 038	1 632	594	57,2%
Sales net of taxes	3 586	5 596	2 010	56,1%
Profit from operations	651	1 418	767	117,8%

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Data Sheets related to the Financial Statements

PK1. General information on financial data

	Yes	No	
Audited	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Consolidated	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Accounting principles	Hungarian <input type="checkbox"/>	IFRS <input checked="" type="checkbox"/>	Other <input type="checkbox"/>

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					
Ordinary shares	Beginning of business year (on 1 April)			End of period		
	% ²	% ³	pieces	% ²	% ³	pieces
Domestic institutional/company	1,17%	1,19%	23 805	1,17%	1,19%	23 763
Foreign institutional/company	75,75%	77,07%	1 541 437	80,67%	82,08%	1 641 559
Domestic private individual	14,96%	15,22%	304 412	14,87%	15,13%	302 556
Foreign private individual	6,33%	6,44%	128 830	1,50%	1,53%	30 606
Employees, top managers	0,07%	0,08%	1 516	0,07%	0,07%	1 516
TOTAL	98,28%	100,00%	2 000 000	98,28%	100,00%	2 000 000
Redeemable liquidation preference shares						
	% ²	% ³	Db	% ²	% ³	Db
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	Db	% ²	% ³	Db
Domestic institutional/company	1,17%	1,19%	23 805	1,17%	1,19%	23 763
Foreign institutional/company	75,75%	77,07%	1 541 437	80,67%	82,08%	1 641 559
Domestic private individual	14,96%	15,22%	304 412	14,87%	15,13%	302 556
Foreign private individual	6,33%	6,44%	128 830	1,50%	1,53%	30 606
Employees, top managers	1,79%	0,08%	36 516	1,79%	0,07%	36 516
TOTAL	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 2022-23. business year, I. quarter
 (01.04.2022-30.06.2022)

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), Nemzetközi 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	239	247	252

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	Thomas Mempel		30.06.2021	31.07.2024	-	-
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 Geiszl		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	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	28.06.2022		
IT	Bozidar Bozic		27.06.2020	31.07.2023		
IT	Zoltán Hangodi		29.06.2022	31.07.2025		
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	31.08.2022	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)