

Everyday sustainability

Sustainable development has been the main principle of our Company's operations for more than twenty years. It is a harmonious and well-balanced combination of economic efficiency, social responsibility and our efforts to protect the environment, which we ensure with our innovative thinking, the preservation of our values and traditions and by our ethical conduct towards all our stakeholders.

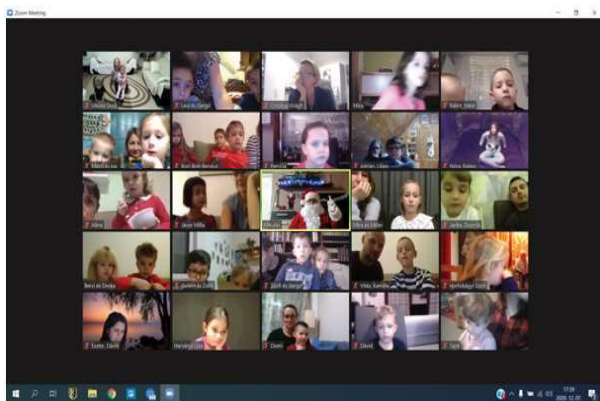
The appreciation of our employees and ensuring them a foreseeable future is the top priority for our Company. In addition, in 2020, the importance of health preservation jumped to the top of the priority list. In the last business year, the number of our employees did not change compared to the previous period, and outstanding seasonal demands of manpower were met by hiring people for a definite period. During the pandemic, we maintained the employment of all our employees.

The home office option introduced in previous years remained and ever since the virus started to spread, practically since March 2020, our office workers were provided a full-scale home office option. For the third year in a row, we organized one-week summer camps two times a year for the children of our employees with the help of some teachers of the Ferenc Molnár Primary School in our district.

In terms of screening, this year was unusual because of the pandemic. In addition to the standard complete blood count laboratory test, we provided vitamin D, zinc and COVID antibody screening to all our staff.

Due to the pandemic sport opportunities were unfortunately limited. In order to protect the health of our employees and prevent the spread of the virus, we have introduced Covid screenings and Covid medical care for our employees. We provided regular testing, masks and disinfectants for our factory workers and sales staff who are more exposed to possible infections.

The 2020/2021 business year also brought changes in terms of training. Questions from our colleagues directed our focus to three areas and we organized online lectures and training for each of these. For the first interactive presentation we were expecting the application of employees who have families, as the epidemiological situation posed several new challenges regarding raising children. We organized a stress management program, as well as an online training program for managers on how to manage hybrid teams.



The epidemic also determined our joint programs, unfortunately no opportunities were provided for team building and for meetings in person. Nevertheless, we were able to hold our trade conferences online, in fact we were even able to hold an online Santa and Christmas celebration. In this situation, we also prepared a lovely Christmas gift package for our staff.

In the field of social and cultural responsibility, we have strongly supported the strengthening of local communities for many years, including the development of children and the protection of their health, as well as outstanding achievements in the field of sport or culture.

Thus, the Molnár Ferenc Primary School of the IX. district, which has achieved significant results in the differentiated development and

talent management of children, was supported by us again in order to ensure continuity of the Complex Instruction Program (KIP) implemented by the school. The main aim of the program is to help the social integration of underprivileged children and to help them overcome their disadvantages. Our cooperation with the Children's Clinic in Tüzoltó street also dates back many years.

The board of trustees of the Ferencváros Community Foundation recently awarded our company the Sponsor of the Year prize. Supporting local communities has been a cornerstone of our support policy for years. In their laudation at the virtual awards ceremony, they especially thanked us for the donation, due to which they were able to provide crisis support to the poorest families in the district by purchasing them detergents and durable food during the first wave of the epidemic.

Our Company is committed to support volunteering and to embrace employee initiatives, so we provide our employees with various issues, programs that they can join: we organized a fundraiser within the „Christmas of 100 Children” program of Horizont Foundation and our



colleagues were able to fulfil the wishes of children living in our district.



Zwack Unicum Plc., as the market leader, considers the task of popularizing the notion of responsible and moderate alcohol consumption a top priority. Within the framework of various projects accomplished in collaboration with other member companies of the Moderate Alcohol Consumption Department of the Hungarian Spirit Association, we also promoted the main principles in the 2020/2021 business year. During our promotions we devoted a lot of energy and attention to spreading the principles of moderate alcohol consumption and the prevention of underage drinking. As a common practice, the catchy slogan “Zwack quality, but in moderation” can be found on all our communication tools

and our marketing activities respect the basic principles set by the Marketing Codex. We are in constant contact with the Self-Regulatory Advertising Board (ÖRT), we monitor our upcoming campaigns, and we always incorporate ÖRT's comments into the implementation of our next campaigns.

We continuously strive to ensure compliance with legal regulations. The authorities held 2 on-site inspections in areas closely related to our manufacturing activities and 13 inspections to check compliance of our products with legal requirements on the basis of samples taken from trade. No infringement was found in these cases.

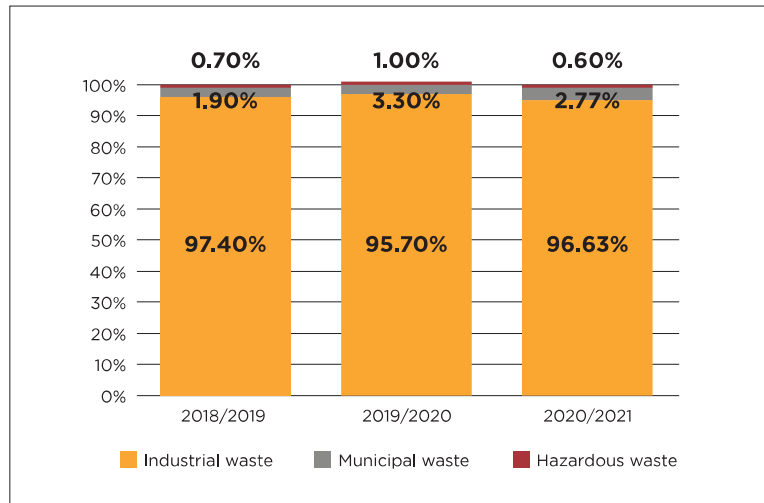


In the field of environmental protection, we focused on the three areas most affected by the Company's manufacturing activity also last year: waste management, energy efficiency and water management.

The amount of waste decreased significantly from the previous period, due to the pandemic and the production decrease. There is a slight change in the composition of waste generated, while the utilization of production waste remained at 95%.

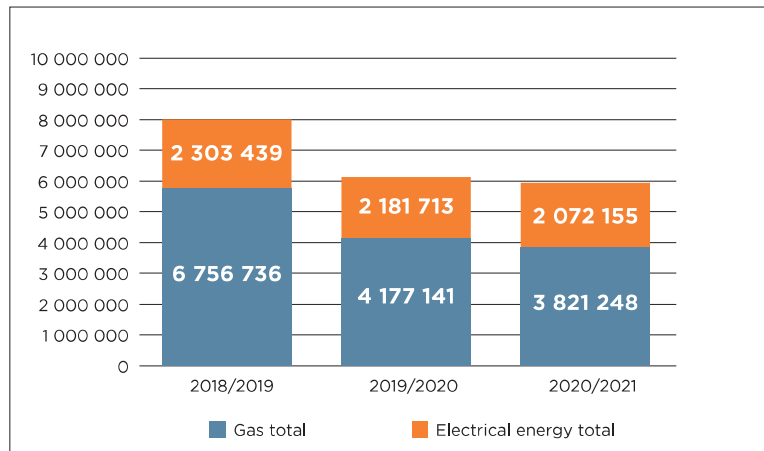
Energy consumption is another important field for us. In 2017, the Company's energy management system was certified according to ISO 50001 standard, and thanks to its operation the Company saves energy costs and improves its energy consumption, reducing the impact of rising energy costs on the Company's results. In the long run, the Company's carbon footprint and its dependence on fossil fuels will decrease, the Company's maintenance costs will also decrease, while at the same time its capacity will increase by the establishment of a framework for implementing new, energy-efficient technologies and measures. Our Company, operating on the basis of ISO 50001, assures its consumers, suppliers and partners that we comply with legal requirements and our own energy consumption and environmental regulations in the course of our activities, thus we can remain efficient, fast and competitive.

The proportion of generated waste by type (%)



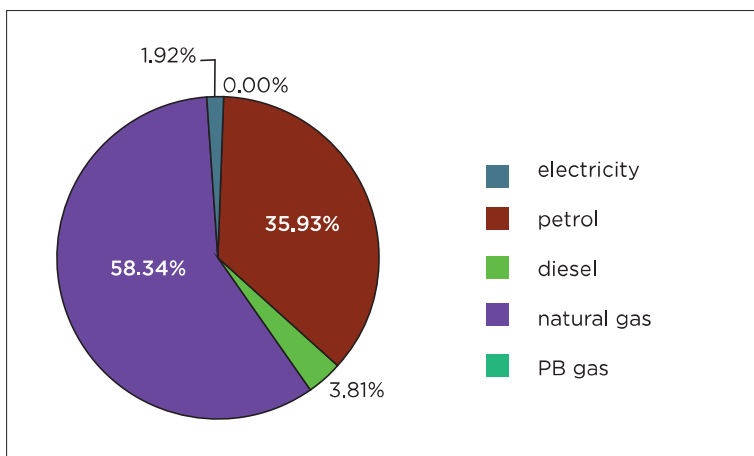
In the 2020/2021 business year, our corporate energy consumption (gas consumption and electricity), as a whole, decreased significantly compared to the previous year. This energy decrease is due to the extreme pandemic period (e.g., our office building not being in use) and the decline of production, however, we have to mention that investments and innovations aimed at continuous energy development greatly reduce our energy demand.

Corporate energy consumption (kWh)



The amount of water used by our Company was 21-22 thousand m³ per year as an average over the last three years. Compared to last year, water use has hardly changed. Well water use, on the other hand, has decreased. The value of specific water consumption was almost the same over the last 3 years: it was 1.5-1.6 litres / bottle. Waste water discharge limits are continuously monitored by us in accordance with control regulations.

2020 CO₂ (%)



The amount of electricity used from renewable sources was 100% in the 2020/2021 business year. Thus, we reduce the Company's ecological footprint and do not burden our environment with CO₂ emissions caused by electricity generation.