



UNIVERSAL MUSIC GROUP

RETIREMENT SCHEDULE FOR NON-EXECUTIVE DIRECTORS

UNIVERSAL MUSIC GROUP N.V.

1. Background

1.1 Pursuant to best practice provision 2.2.4 of the Dutch Corporate Governance Code, the board of directors (the **Board**) of Universal Music Group N.V. (**UMG** or the **Company**) has established this retirement schedule for non-executive directors of the Board (the **Retirement Schedule**).

1.2 The Retirement Schedule applies to the non-executive directors of the Board (the **Non-Executive Directors**). The Non-Executive Directors shall retire periodically in accordance with this Retirement Schedule. A Non-Executive Director shall resign early in the event of inadequate functioning or structural incompatibility of interests, and may be requested to resign in other instances where resignation is deemed necessary at the reasonable discretion of the Board.

2. Retirement schedule

2.1. The (initial) (re-)appointment dates and expected dates of retirement of the Non-Executive Directors are as follows:

Name	Age	Date of (re-)appointment	Term	End of current term
Sherry Lansing	80	May 11, 2023	Second term	Until annual general meeting to be held in 2025
Bill Ackman	58	May 16, 2024	Second term	Until annual general meeting to be held in 2026
Cathia Lawson-Hall	53	May 16, 2024	Second term	Until annual general meeting to be held in 2026
Cyrille Bolloré	39	May 16, 2024	Second term	Until annual general meeting to be held in 2026
Eric Sprunk	60	May 16, 2024	First term	Until annual general meeting to be held in 2026
Haim Saban	80	May 11, 2023	First term	Until annual general meeting to be held in 2025
James Mitchell	51	May 16, 2024	Second term	Until annual general meeting to be held in 2026
Luc van Os	58	May 11, 2023	Second term	Until annual general meeting to be held in 2025
Mandy Ginsberg	55	May 16, 2024	First term	Until annual general meeting to be held in 2026
Margaret Frerejean-Taittinger	39	May 16, 2024	Second term	Until annual general meeting to be held in 2026
Nicole Avant	57	May 16, 2024	Second term	Until annual general meeting to be held in 2026



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2.2. In line with the best practices of the Dutch Corporate Governance Code, the Board shall strive to get to or safeguard a position that not all Non-Executive Directors shall retire at the same time.
