

**Proxy and voting instructions form**

for the annual general meeting of shareholders (the **General Meeting**) of Universal Music Group N.V. (the **Company**) to be held on Thursday, May 16, 2024 at 2:00 p.m. CEST at Capital C, Weesperplein 4B, 1018 XA Amsterdam, the Netherlands.

The undersigned:

Name	
Address	
Postal code and city	
Country	
Number of shares <sup>1</sup> (the <b>Shares</b> )	

hereinafter referred to as the **Shareholder**, hereby grants a power of attorney to:

- the following third party:

Name	
Address	
Postal code and city	
Country	

**OR**

- Mr. D.J. Smit, civil law notary at Freshfields Bruckhaus Deringer LLP in Amsterdam (or his substitute, (deputy) civil law notary)

to represent it at the annual General Meeting and to address the General Meeting and exercise the voting rights attached to the Shares in the manner set out below under 'Voting instructions' on its behalf. If no specific voting instructions are given to the attorney in respect of one or more of the voting items on the

---

<sup>1</sup> Please include the number of Shares held on the record date, i.e., Thursday, April 18, 2024, after the processing of all entries and deletions on that date, with which the Shareholder wishes to be represented and vote at the annual General Meeting.



UNIVERSAL MUSIC GROUP

agenda, the attorney shall exercise his/her discretion as to whether and how to exercise the voting rights attached to the Shares.

**Voting instructions**

Agenda item (voting items only)		For	Against	Abstain
4.	Advisory vote on the remuneration report 2023	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.	Adoption of the financial statements 2023	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.b.	Adoption of the dividend proposal	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7.a.	Discharge of the Executive Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7.b.	Discharge of the Non-Executive Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8.	Re-appointment of Vincent Vallejo as Executive Director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9.a.	Re-appointment of Bill Ackman as Non-Executive Director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9.b.	Re-appointment of Cathia Lawson-Hall as Non-Executive Director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9.c.	Re-appointment of Cyrille Bolloré as Non-Executive Director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9.d.	Re-appointment of James Mitchell as Non-Executive Director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9.e	Re-appointment of Manning Doherty as Non-Executive Director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9.f	Re-appointment of Margaret Frerejean-Taittinger as Non-Executive Director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9.g	Re-appointment of Nicole Avant as Non-Executive Director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9.h	Appointment of Eric Sprunk as Non-Executive Director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9.i	Appointment of Mandy Ginsberg as Non-Executive Director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



UNIVERSAL MUSIC GROUP

<b>10.a</b>	Adoption of the Non-Executive Directors' Remuneration Policy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>10.b</b>	Authorization to issue shares and grant rights to subscribe for shares to Non-Executive Directors under the Non-Executive Directors' Remuneration Policy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>11.a</b>	Authorization of the Board as the competent body to repurchase own shares	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>11.b</b>	Cancellation of shares	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Signature: \_\_\_\_\_  
Place: \_\_\_\_\_  
Date: \_\_\_\_\_

This proxy and voting instructions form must be received by the Corporate Broking team of ABN AMRO Bank N.V. via email at [ava@nl.abnamro.com](mailto:ava@nl.abnamro.com) by no later than on Thursday, May 9, 2024 at 5:30 p.m. CEST and must be accompanied by the registration confirmation, as referred to in the Notice convening the annual General Meeting under 'Registration Procedure'.

For further information, please visit the Company's website at <https://investors.universalmusic.com/> or contact Investor Relations via email at [investorrelations@umusic.com](mailto:investorrelations@umusic.com).

This power of attorney is governed by the laws of the Netherlands.