

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 12, 2022 at 2:00 p.m. CEST at Hotel Okura Amsterdam, Ferdinand Bolstraat 333, 1072 LH Amsterdam, the Netherlands.

The undersigned:

Name	
Address	
Postal code and city	
Country	
Number of shares ¹ (the Shares)	

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 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

¹ Please include the number of Shares held on the record date, i.e. Thursday, April 14, 2022 after the processing of all entries and deletions on that date, with which the Shareholder wishes to be represented and vote at the General Meeting.



UNIVERSAL MUSIC GROUP

voting instructions are given to the attorney in respect of one or more of the voting items on the 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
3.	Advisory vote on the remuneration report 2021	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.	Adoption of the financial statements 2021	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.b.	Adoption of the dividend proposal	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.a.	Discharge of the Executive Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.b.	Discharge of the Non-Executive Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7.a.	Appointment of Bill Ackman as Non-Executive Director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7.b.	Appointment of Nicole Avant as Non-Executive Director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7.c.	Appointment of Cyrille Bolloré as Non-Executive Director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7.d.	Appointment of Sherry Lansing as Non-Executive Director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8.a.	Issuance of all such (rights to subscribe for) shares in the Company up to a maximum of 5% of the issued share capital of the Company as at the date of this annual General Meeting and, to the extent necessary, exclusion of the statutory pre-emptive rights with regard to such (rights to subscribe for) shares, in order to give effect to rights granted under the UMG LTIP to employees of the Group and to the Executive Directors and approval of the UMG LTIP	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8.b.	Approval to award (rights to subscribe for) shares in the Company to the Executive Directors as (i) annual Long-Term Incentive grants under the Remuneration Policy for Executive Directors and (ii) special grants to the Executive Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9.	Designation of the Board as the competent body to repurchase own shares	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



UNIVERSAL MUSIC GROUP

10.	Re-appointment of the external auditors for the financial year 2022	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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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 by no later than on Thursday, May 5, 2022 at 5:30 p.m. CEST and must be accompanied by a bank statement confirming the number of Shares held on the record date.

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

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