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ESR GROUP LIMITED

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 1821)

VOLUNTARY ANNOUNCEMENT

CHANGE OF CHIEF FINANCIAL OFFICER

The Board announces that Mr. Ivan Lim has resigned as the Chief Financial Officer of the Company and Mr. Matthew Lawson, ESR's Group Chief Operating Officer, has been appointed as the Chief Financial Officer of the Company, both with effect from 1 June 2025.

RESIGNATION OF CHIEF FINANCIAL OFFICER

The board of directors (the "**Board**") of ESR Group Limited (the "**Company**", along with its subsidiaries, the "**Group**" or "**ESR**") announces that Mr. Ivan Lim has tendered his resignation as the Chief Financial Officer of the Company with effect from 1 June 2025. Mr. Lim will remain with the Group in an advisory capacity until the end of the year to assist with the transition.

The Board would like to express its sincere gratitude to Mr. Lim for his valuable contributions to the Company during his tenure as the Chief Financial Officer.

APPOINTMENT OF CHIEF FINANCIAL OFFICER

The Board is pleased to announce that Mr. Matthew Lawson, ESR's Group Chief Operating Officer, has been appointed as the Chief Financial Officer of the Company with effect from 1 June 2025. Mr. Lawson will initially retain oversight of group operations and existing departments that report to him.

Mr. Lawson was appointed Group Chief Operating Officer on 11 July 2023. In this role, he has supported the Group Co-CEOs and worked closely with the ESR business unit leadership in the delivery of key growth initiatives and performance across the Group. He has also been responsible for optimising the Group's operating capabilities. Additionally, he oversaw the information technology and the insurance and business resilience functions.

Prior to his appointment as Group Chief Operating Officer, Mr. Lawson was responsible for managing the finance, corporate development, treasury and information technology functions at ESR Australia as its Chief Financial Officer.

Mr. Lawson brings with him over 20 years of experience in leading global real estate investment and financial services companies across the Asia Pacific region. Prior to joining ESR in 2020, he was an Executive Director and Chief Financial Officer of Hongkong and Shanghai Hotels Limited. Before this, he was a Managing Director at JPMorgan and head of their real estate investment banking practice in Asia, based in Hong Kong.

Mr. Lawson holds a Bachelor of International Business Relations from Griffith University, a Bachelor of Commerce from The University of Queensland and holds a certificate in Chinese Studies from Johns Hopkins School of Advanced International Studies (SAIS) and Nanjing University.

By order of the Board
ESR Group Limited
Jinchu Shen
Director

Hong Kong, 30 May 2025

As at the date of this announcement, the Board of Directors of the Company comprises Mr. Jinchu Shen and Mr. Stuart Gibson as Executive Directors, Mr. Jeffrey David Perlman, Mr. Charles Alexander Portes, Mr. Rajeev Veeravalli Kannan and Ms. Joanne Sarah McNamara as Non-executive Directors, Mr. Brett Harold Krause as the Chairman and Independent Non-executive Director, Mr. Simon James McDonald and Ms. Serene Siew Noi Nah as Independent Non-executive Directors.