

# Key management



**Lincoln Pan**  
Chief Executive Officer

Please refer to information in the Board of Directors section on page 40.



**Graham Baker**  
Chief Financial Officer

Please refer to information in the Board of Directors section on page 40.



**Matthew Bland**  
General Counsel

Matthew Bland is the General Counsel of Jardine Matheson. Prior to joining Jardine Matheson in 2022, he was a senior partner with Linklaters LLP, specialising in corporate M&A. He has many years' experience working with businesses across multiple sectors, including financial services, digital infrastructure, pharmaceuticals, consumer industries, utilities and real estate. He first joined Linklaters in 1998 and has worked in London and Tokyo.

He received his Bachelor of Arts degree in Law from Girton College, University of Cambridge. He is a Solicitor of the Senior Courts of England and Wales.



**Stephen Gore**  
Managing Director, Investments

Stephen Gore is the Managing Director, Investments for Jardine Matheson. Having joined the Group in 2017, he was group finance director of Jardine Cycle & Carriage and previously served as the chief financial officer of Jardine Pacific and Jardine Motors Group. He is also a commissioner for Astra International.

Prior to joining Jardine Matheson, Mr Gore was managing director, head of mergers & acquisitions and financial sponsors group, Asia Pacific at Bank of America Merrill Lynch from 2012 to 2017. Before that, he was managing director, head of mergers & acquisitions and corporate finance, Asia at UBS AG's Investment Bank Division.

He obtained a Bachelor of Arts (Honours) degree in Philosophy, Politics and Economics from the University of Oxford.



**Elton Chan**  
Chief Executive of Jardine Pacific

Elton Chan is chief executive of Jardine Pacific (JP), overseeing the portfolio of JP businesses, and first joined the Group in 2004. Prior to his current role, he has worked in a range of senior management roles across the Group, including chief executive of Jardine Schindler and managing director of Zung Fu China.

He holds his Bachelor of Social Science degree in the Chinese University of Hong Kong, Bachelor of Arts degree in Philosophy, Politics and Economics from the University of Oxford and Master of Science degree in Real Estate from the University of Hong Kong.



**Raymond Co**  
Chief People & Culture Officer

Raymond Co is the Chief People & Culture Officer at Jardine Matheson. He joined Jardine Matheson in 2023 after spending ten years with IHG Hotels and Resorts, where he most recently served as senior vice president for HR – Americas, leading the HR function for the largest region in IHG's portfolio. Prior to IHG, he spent 28 years with the Procter and Gamble Company where he worked in a variety of roles in HR in the Americas and Asia region.

He has a Bachelor of Science degree in Industrial Management Engineering from the De La Salle University.

He has also completed Executive Program in Leading Change and Organisation Renewal and Human Resources Executive Program in Stanford University.