

SANDON CAPITAL

May 2026

Compiled Skills Matrix

SNC Director Skills Matrix	
SKILLS	AVERAGE RATING SCALE
Leading & Managing	3.5
Governance	3.75
Strategy	3.5
Finance and Audit	3.0
Risk Management / Compliance	3.25
Investment Management Industry Experience	3.75
Communications & Issues Management	3.5
Financial Services	3.75

4 -	[VERY STRONG] Very considerable experience, demonstrated capability in this area at highest professional level
3 -	[STRONG] Considerable experience, strong knowledge/capability in this area
2 -	[MEDIUM] Reasonable working knowledge/reasonably experienced
1 -	[SOME] Some experience/capability in this area
0 -	[NO] Not knowledgeable/no significant experience in this area [BLANK]