

**SKILLS FRAMEWORK FOR FINANCIAL SERVICES  
TECHNICAL SKILLS AND COMPETENCIES (TSC) REFERENCE DOCUMENT**

|                                    |   |                |  |   |   |                |
|------------------------------------|---|----------------|--|---|---|----------------|
| <b>TSC Category</b>                | Investment and Financial Management   |                |  |   |   |                |
| <b>TSC</b>                         | Deal Syndication and Arrangement  |                |  |   |   |                |
| <b>TSC Description</b>             | Identify and assess syndication opportunity based on size and risk levels, invite other lenders for syndication and arrange for finalise loan syndication through legal means |                |  |   |   |                |
| <b>TSC Proficiency Description</b> | <b>Level 1</b>  | <b>Level 2</b> | <b>Level 3</b>   | <b>Level 4</b>  | <b>Level 5</b>  | <b>Level 6</b> |
|                                    |   |                | <b>FSE-FIN-3023-1.1</b>  | <b>FSE-FIN-4023-1.1</b>   | <b>FSE-FIN-5023-1.1</b>   |                |
|                                    |   |                | Identify potential syndication partners and design loan structures based on loan requirements and creditworthiness   | Manage loan syndication process to ensure agreement between borrowers and lenders   | Oversee loan syndication process to ensure adherence to internal control policies   |                |
| <b>Knowledge</b>                   |   |                | <ul style="list-style-type: none"> <li>• Credit analysis</li> <li>• Loan structuring and pricing</li> <li>• Credit proposals</li> <li>• Credit documentation</li> <li>• Underwriting</li> <li>• Financial regulations and policies</li> </ul>  | <ul style="list-style-type: none"> <li>• Credit proposals</li> <li>• Loan structuring and pricing</li> <li>• Legal documentation</li> <li>• Stakeholder management</li> <li>• Underwriting</li> <li>• Financial regulations and policies</li> </ul>   | <ul style="list-style-type: none"> <li>• Credit proposals</li> <li>• Loans markets and pricing</li> <li>• Stakeholder management</li> <li>• Financial judgement</li> <li>• Financial regulations and policies</li> <li>• Loan syndication best practices</li> </ul>   |                |
| <b>Abilities</b>                   |   |                | <ul style="list-style-type: none"> <li>• Identify potential lenders for syndication</li> <li>• Assess creditworthiness of borrowers</li> <li>• Develop credit proposals to ensure borrowers meet all requirements</li> <li>• Design loan structure for borrowers</li> <li>• Prepare term and legal documentation for loan syndication</li> </ul> | <ul style="list-style-type: none"> <li>• Propose potential lenders for syndication</li> <li>• Review credit proposals to ensure credit worthiness of borrowers</li> <li>• Evaluate loan structure for borrowers</li> <li>• Review term and legal documentation for agreement between lenders and borrowers</li> <li>• Align lenders and borrowers objectives to ensure compliance with the terms of the Credit Agreement and other governing documents</li> </ul> | <ul style="list-style-type: none"> <li>• Endorse organisation strategies for lender syndication</li> <li>• Oversee and develop loan market insights and guidance on syndicated financing</li> <li>• Drive adherence to internal control policies during loan structuring, term documentation and legal documentation</li> <li>• Lead teams' knowledge on loan syndication practices and policies</li> <li>• Establish network with prospective clients</li> </ul> |                |

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|  |  |  |  |  | <ul style="list-style-type: none"> <li>• Present syndicated loan products to prospective clients</li> <li>• Lead the due diligence process by answering financial, strategy-based and credit structure questions raised by lenders</li> </ul> |  |
|--|--|--|--|--|---|--|