



SME 100 Awards 2016

FAST MOVING COMPANIES™

Organised by Business Media International

THE ULTIMATE RECOGNITION FOR SMEs

SINGAPORE'S FAST MOVING COMPANIES



sme100.asia

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BEHIND
EVERY
ENTREPRENEUR
THERE'S A
STORY
TO BE TOLD

SME 100 AWARDS 2016 - SINGAPORE'S FAST MOVING COMPANIES

Honours for Singapore's top SMEs

SME100™ Awards, a regional award for SMEs, was organised for a second year in Singapore. The awards are now present in Singapore, Indonesia, Malaysia and the Philippines, making it one of the most extensive for SMEs across South-east Asia.

SME100™ is organised by the SME Magazine – published in Malaysia and Singapore and distributed in South-east Asia. The awards identify and recognise Asia's fast moving small & medium enterprises (SMEs) with a focus on growth (turnover, profit and market share) and resilience (best practices, sustainability and vision).

Independently researched, ranked and published by SME Magazine, SME100™ ranks the top 100 fast moving companies in selected countries in Asia based on both quantitative and qualitative criteria. Questionnaires/participation forms are sent to pre-selected SMEs in each country based on a proportionate representation of the 20 industry grouping using the SME100™ Scorecard. After extensive compilation and analysis, the final 100 are de-

termined by the highest weighted average score with heavy weightage on growth and resilience.

To be eligible, SMEs need to fulfil the following criteria:

- Annual turnover of S\$500,000 and above, or full-time employees between 20 and 200 for manufacturing-related and agro-based industries (varies by country, please contact us for more information), and between 10 and 150 for services, primary agriculture and ICT industries.

- Must not be listed on any stock exchange.

- Can either be a holding company or a subsidiary. If the holding company participates, all subsidiaries will not be eligible.

Unlike other awards, the SME100™ comprises two components: the survey and the recognition programme. The survey of 2,000 top SMEs in Singapore took place between February and April this year. A total of 292 companies responded to the programme, with the top 100 selected among the respondents based on quantitative criteria such as revenue growth and profit, and qualitative criteria such as business outlook, investment in training, and R&D

efforts, to receive the SME100™ Awards. Singapore Commercial Credit Bureau provided the data on the participating companies while Nexia TS is the official auditor. The Awards is supported by Singapore Malay Chamber of Commerce and Industry (SMCCI).

Among the award recipients this year are CHASSAsia (Singapore) Pte Ltd, Conergy Asia & ME Pte Ltd, Ila Technologies Pte Ltd, Sauter Singapore Pte Ltd, Sozoluz Clinique, Trendmaker Pte Ltd, Vanguard Fire Systems Pte Ltd and Yang Kee Logistics Pte Ltd.

As a regional award for SMEs, the SME100™ offers winners something that no other award can: regional opportunities and recognition. Award winners join an elite club of fast moving companies across the region, and gain access to by-invitation only networking events and business matching.

STRINGENT CRITERIA

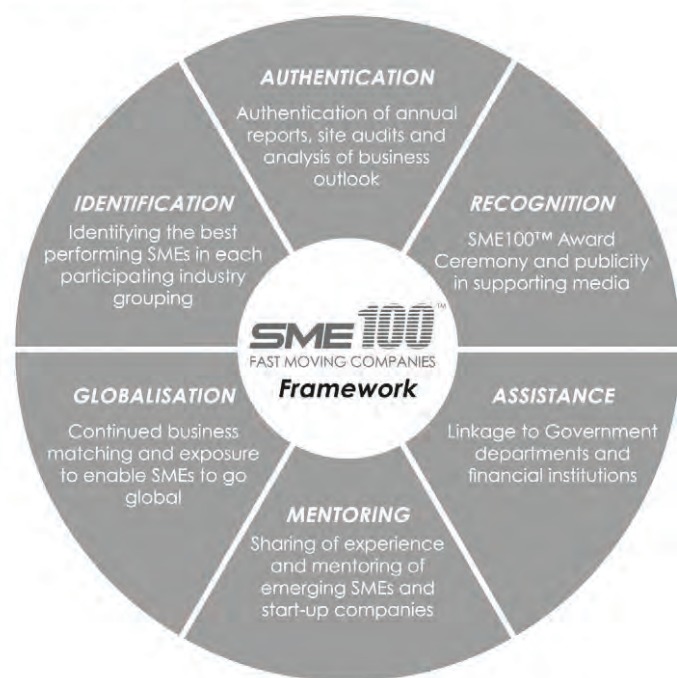
SME100™ Awards' judging criteria are, and have always been, very stringent since its inception almost a decade ago. As part of the five-stage evaluation process, the or-

ganisers implemented a 100 per cent audit mandate where 90 per cent of the nominees were subjected to physical site audits. The other 10 per cent were vetted through phone interviews and further background research. This exacting procedure ensures that nomination submissions are validated and accompanied with relevant business intelligence and data analytics for the final judging stage. As one winner said, competing for SME100™ is like running in the Olympics.

According to William Ng, group publisher and editor-in-chief of the organisers, Business Media International: "What sets credible awards and award mills apart is the judging process. As organisers, we have been offered all sorts of incentives to favour certain companies, but like everything else we do, the programme's integrity is everything."

He added: "SME100™ is one award you can't buy. The process itself is lengthy and broken into multiple stakeholders. We have a credit rating component built into it. We have a financial authentication module, a compulsory site audit, and many more elements to ensure the winners are truly deserving."

ABOUT SME100™



INDUSTRY GROUPINGS

The Awards is given in 20 selected industry groupings, and is ranked across all groupings in 1 to 100 order, with no more than 20 winners from any of the industry groupings.

- 1 Agriculture, Livestock, Plantations & Commodities
- 2 Automotive
- 3 Chemical and Plastics
- 4 Construction, Property Development & Building Materials
- 5 Consumer Goods
- 6 Education and Training
- 7 Electrical and Electronics
- 8 Financial Services
- 9 Food & Beverage
- 10 Furniture and Woodbased Manufacturing
- 11 Healthcare, Pharmaceutical & Biotechnology
- 12 Hospitality, Food Service & Tourism
- 13 Industrial & Commercial Products
- 14 Oil & Gas, Mining and Energy
- 15 Personal Services
- 16 Professional and Business Services
- 17 Retail
- 18 Telecommunications and ICT
- 19 Trading and Wholesaling
- 20 Transportation and Logistics

JUDGING BENCHMARKS – SME100™ SCORECARD™

Both quantitative and qualitative benchmarks are used to determine the winners and their rankings within the list.

60%
Quantitative Criteria

- Net Operating Profit Before Tax
- Annual Turnover
- Growth in Operating Profit
- Growth in Turnover
- Return on Assets
- Export Revenue/Turnover
- Investments in Capital / Training and Research & Development

40%
Qualitative Criteria

- Management Outlook
- Major Innovations
- Market Presence and Share
- Information Technology Usage
- Corporate Social Responsibility Activities
- Export Activities



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CARROTS CONSULTING PTE LTD

Carrots Consulting was found in 2000, at the time of the dot.com mania – as a management consultancy, specializing in people-pay-performance management strategies.

Our first clients were new-wave dot.com businesses - two e-banks. Barely six months into the set-up, the dot.com bubble burst - luckily the bricks-and-mortars were still around.

As a reputable company in the region, we have in-depth experience in today's Asian human capital market. Our highly specialised team has a vast wealth of knowledge and expertise that enables us to provide an efficient, effective and value-added service for our clients.

Our core strength is executive compensation for senior management teams as well as board remuneration.

Carrots pioneered the conversion of stock option plans for mature companies to performance-based share grant plans which are more efficient in share use and more effective in driving company and individual performance.

We also provide valuation services to determine the fair value of share plans under accounting standards.

Our extensive client base spans across all industries and includes some of the region's largest and most respected companies. Over the years, many of our clients have grown from mere local SME venture to regional and then global businesses.

We are fast expanding our operations to strengthen and establish our reputation as a leading specialist management consulting firm in Asia.

“Carrots” is a synonym for rewards to drive motivation and shape desired behaviours which support the delivery of business objectives. We specialise in total rewards design and implementation. Total rewards include both intrinsic and extrinsic values.

Intrinsic include the call-to-purpose of the business (the “why”), the work environment, the work-life balance factors as well as personal and professional growth.



Extrinsics, on the other hand, focus on base salaries, cash allowances, variable bonuses, equity-based incentives and benefits programmes (including flexible benefits and retirement benefit plans).

Today, we operate as a portfolio of related-companies each with a specialisation area in human capital management and development:

- **Align SMA** (formerly “Steve Morris Associates”) focuses on developing glorious leaders, teams, organisation and self.
- **Align HR Consulting** focuses on talent management and performance appraisal system development and implementation
- **Carrots For Financial Services (CFFS)** provides pay, performance and productivity consulting to banks, insurers and the investment community
- **Talent Owl** focuses on e-HR solutions to help our clients transform their HR divisions from a digital perspective

Since our inception, we have steadily built a list of local companies and count some of Singapore’s largest and most respected companies amongst our clients.

In addition, we have also been appointed remuneration consultant to several listed companies including amongst others Singapore Airlines, Starhub, SIA Engineering Company, Courts Asia, Telechoice and Singapore Press Holdings.

Our leadership development business provides 360 degree assessments, coaching and facilitation services to many of the Singapore Ministries and statutory boards. Our contents are based on the leadership philosophies of Dr Steve Morris (author of “Glorious Leadership” and “Glorious Living”), our chief coach.

The group enjoys turnover of at least SGD5m annually, employs some 20 full time staff and some 20 associates coaches / facilitators in the leadership development business

We have been digitising the business over the last two years, having implemented e-HR and e-accounting systems as well as e-productivity solutions for our consultants.

We have also expanded our client base regionally including clients in Malaysia, Thailand, Myanmar, Brunei, Indonesia and India.

We are a partner firm in the global network of executive compensation and governance firms called the GECN (see www.gecn.com), with partner firms in Australia, United States, United Kingdom, Switzerland and China. The GECN partner firms are committed to:

- independence of advice
- high quality of service delivery
- tailored advice that takes into account cutting edge developments in executive compensation and governance matters.

We look to the future with confidence.

Johan and the team can be contacted at:
johan@carrotsconsulting.com

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