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MediaTitle	Focus Malaysia
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Datuk Chang Khim Wah
President/CEO, Eco World Development Group Bhd

Tan Eng Piow
Group MD, Mitrajaya Holdings Bhd

Yoong Hau Chun
Group MD, HeveaBoard Bhd

Paul Lim
Group CEO, Pestech International Bhd

Best CEOs

A leader can make or break a company. These nine head honchos have pushed their companies to greater heights despite the challenging economic conditions. 14-16

Datuk Rozabil Abdul Rahman
Group MD, Destini Bhd

Datuk Wong Kuo Hea
Group MD/CEO, Ta Ann Holdings Bhd

Tan Poay Seng
MD, Magni-Tech Industries Bhd

Chu Jenn Weng
President/CEO/MD, ViTrox Corp Bhd

Tan Kok Guan
CEO, LPI Capital Bhd

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Spirited corporate captains

IT is said that good leaders are made, not born. And it's a leader who often makes or breaks a listed company. In this year-end special issue, ***FocusM*** identifies the best CEOs and MDs of companies listed in nine sectors on Bursa Malaysia.

We looked at those with a market capitalisation above RM500 mil as at Dec 7, and which showed the best compound annual growth rate (CAGR) in the last three years.

The nine CEOs have been with their companies for over two years and are expected to continue helming them.

An important criterion is that the CEO has not only done well but will be able to continue steering the company to greater heights.

Topping the property sector on our list is Datuk Chang Khim Wah, 52, president/CEO of Eco World who led the company to higher profits despite soft market conditions.

Another property related company's group MD, Tan Eng Piow, 62, of Mitrajaya Holdings Bhd has done well. The controlling shareholder, he has driven the company for more than a decade. And in 2014, it secured a record RM1 bil in new jobs.

ViTrox president/CEO/MD Chu Jenn Weng, 46, is said to be a knowledgeable, hands-on and technically sound person who focuses on talent growth within his company.

While experience and age can be a factor in a CEO's success, the majority of them on our list are in their 40s.

The oldest is Mitrayaja's Tan, and the youngest, HeveaBoard Bhd's group MD Yoong Hau Chun, 40.

The combined market capitalisation of the nine companies they control is RM16.1bil. Read how they have steered their companies to success.

How their financials stack up

CEO/Company	CEO/MD	Sector	Market cap Dec 7 (RM mil)	Latest 3-Year Net Profit CAGR	Net Profit (RM mil) FY16	FY15	FY14
Eco World Development Group Bhd	Datuk Chang Khim Wah, CEO	Property & REITs	3,859.4	74.65%	129.28	43.95	7.18**
Mitrajaya Holdings Bhd	Tan Eng Piow, group MD	Construction/ Infrastructure	796.5	69.02%	-	86.58	53.77
HeveaBoard Bhd	Yoong Hau Chun, group MD	Industrial	710.4	68.14%	-	73.57	30.18
Pestech International Bhd	Paul Lim, group CEO	Trading/Services	1,205.9	52.05%	69.88	54.83 *	- ***
Ta Ann Holdings Bhd	Datuk Wong Kuo Hea, Group MD/CEO	Plantations & Timber	1,663	54.97%	-	191.49	125.43
Destini Bhd	Datuk Rozabil Abdul Rahman, Group MD	Oil & gas	808.7	44.26%	-	21.17	16.34
Magni-Tech Industries Bhd	Tan Poay Seng, MD	Consumer	675.2	31.84%	82.11	52.20	41.95
ViTrox Corp Bhd	Chu Jenn Weng, President/CEO/MD	Telcos & ICT	827.2	29.33%	-	44.32	49.11
LPI Capital Bhd	Tan Kok Guan, CEO	Banking/Finance	5,557.4	24.35%	-	320.99	283.02

* 18 months results ** 13 months results *** Change in accounting date

1 Datuk Chang Khim Wah, 52

President/CEO, Eco World Development Group Bhd

CHANG is seen as a maverick in the property world for doing things differently. He has overseen the company's rise from a new kid on the block to a major property player. He tops our list as Eco World achieved a three-year CAGR of 74.65%.

Under Chang, the company achieved RM3.2 bil in gross sales for FY14, FY15 (RM3.0 bil), and FY16 (RM3.8 bil).

It is targeting RM4 bil for FY17, mainly from domestic projects.

For FY16, ending Oct 31, the company posted a net profit of RM129.28 mil – up 194% over the same period last year. On Dec 2, Eco World's market capitalisation was RM3.88 bil.

AllianceDBS analysts have forecast a three-year earnings CAGR of 33% for Eco World throughout FY16-FY19, due to its relatively smaller profit base during the period.

This is supported by unbilled sales of RM4.9 bil as of last October, which will underpin earnings up to FY19.

In FY16, it met its sales target of RM4 bil, some 85% of which was from local projects. Revenue grew 49% year-on-year to RM2.55 bil due to ongoing recognition of Klang Valley projects.

This is quite an impressive feat, considering weak market sentiments in the property sector over the past few years.

AllianceDBS says Eco World had about 18% market share of property sales in FY15, holding its own against other well-known names.

MIDF Research is optimistic about Eco World's prospects and commends its excellent sales, superior earnings growth prospects and strong branding.

Chang tells ***FocusM*** the company's key strategies to sustain growth include developing strong branding, having loyal customers, and offering unique value propositions at each project.

"This year, we held over 400 events to engage customers, show what we offer, and listen to them so we can improve our products and service quality.

"We believe sales will follow if we work hard to connect with customers and intensify our efforts to create concepts and products that meet their lifestyle needs and aspirations," he says.

An analyst says Eco World's brand has gained higher traction through prominent developments such as the Bukit Bintang City Centre project.

It is also partnering the Employees Provident Fund to jointly develop a mixed project on 890ha in Kuala Selangor that has a RM15 bil gross development value.

Eco World will also control a 30% stake in Eco World International (EWI) when it goes for an initial public offering in the first quarter of next year. EWI is its business arm focusing on overseas projects.

The analyst says that although the Eco World brand is relatively new, the management's longstanding track record in the property industry "has been a major selling point". **- Khairul Khalid**

2 Tan Eng Piow, 62

Group MD, Mitrajaya Holdings Bhd

UNDER Tan, Mitrajaya has created an enviable track record of successful projects in construction and civil engineering-related fields. Its main construction arm is Pembinaan Mitrajaya Sdn Bhd.

He has been group MD since Sept 9, 1994, and has over 37 years of extensive technical and management experience in the construction industry.

A civil engineer, Tan is the single largest shareholder with a 40.67% stake as of July 13. He is actively involved in the management and operations of Mitrajaya, overseeing its development, growth and expansion.

Pembinaan Mitrajaya, of which Tan was one of the founding members, has, over the last three decades, evolved from being an infrastructure contractor to a construction company.

Among others, it has built high-rise and low-rise residential and commercial, industrial, and institutional buildings for education and healthcare.

Over the past decade, Tan has grown Mitrajaya from a company involved in small and subcontract work to the ranks of one securing more sizeable jobs.

Mitrajaya's new job wins from 2008 to 2010 amounted to less than RM100 mil a year. Then in 2011, the company secured new jobs worth close to RM200 mil.

The following year, it won over RM400 mil worth.

The company won jobs of about RM500 mil in 2013 and secured others worth over RM1 bil in 2014, a record high for Mitrajaya.

The company has played a significant role in major

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4 Paul Lim Pay Chuan, 46

Group CEO, Pestech International Bhd

PAUL Lim has been group CEO since 2008. He plays an instrumental role in the growth and development of Pestech's business from a small player in trading to an established homegrown integrated electric power technology company in the power transmission and distribution business. It has operations locally and abroad.

Lim joined Pestech as general manager in 2000 and was promoted to CEO in 2008. The company was listed on the main board of Bursa Malaysia in May 2012.

With Lim on board, Pestech's earnings and revenue grew fourfold since its listing. Along the way, it bagged contracts worth over RM1.5 bil.

For FY16 ended June 30, it posted earnings and revenue of RM69.9 mil and RM517.6 mil respectively.

In the year ended Dec 31, 2012 (prior to its financial year end change to June 30), it registered earnings of RM16.5 mil and revenue of RM136.1 mil.

A major breakthrough for Pestech under Lim's stewardship was in Cambodia last year, when the company procured its first independent power transmission project.

This moved Pestech from being an engineering, procurement and construction contractor to a power asset concession developer.

Lim says it is moving towards increasing technology and technical areas of power plant distributed control systems, assets optimisation and rail electrification.

"These activities are aimed at transforming Pestech into a competent regional service provider," he says.

The company has made inroads into 19 countries, including Sri Lanka, Papua New Guinea, Cambodia, Laos, Ghana and Mali.

This year, it penetrated two new markets – the Philippines and Kyrgyzstan – by securing contracts there.

Pestech's growth prospects appear bright with the company operating in an industry where demand is insatiable.

"Many underdeveloped and developing countries need to enhance their power supply infrastructure for social improvement and business cultivation.

"Even the transportation system, especially railways, require power connectivity.

"As such, Pestech focuses on upgrading itself to continue providing value-added services and products that meet regional demand," says Lim.

Pestech's order book stands at RM1.04 bil as of Sept 30. This will keep the company busy up to 2018.

"As reflected in our tender book, the group is constantly eyeing regional power infrastructure projects and actively participating in various tenders in relation to it.

"We have a keen interest in power transmission assets build-up and railway electrification projects," Lim says.

In addition to strong leadership and business competencies, he is the second largest shareholder in the company with a direct interest of 20.3% as of Oct 18.

Lim brings with him a strong technical background. He earned a degree in electrical engineering from the University of Mississippi, US, in 1993, and a master of engineering (electrical) from Cornell University in the US, in 1994. – **Clint Loh**

3 Yoong Hau Chun, 40

Group MD, HeveaBoard Bhd

HAU CHUN was groomed to lead the company by his father Tensoon Yoong Tein Seng since 2000, when he was appointed executive director of HeveaBoard.

The senior Yoong passed the reins to Hau Chun in June 2012, after the latter gained sufficient experience to lead the company. Yoong is also an alternate director to Hau Chun.

HeveaBoard and its group of subsidiaries are engaged in the manufacture and trading of particleboards and furniture. Under Hau Chun's four-year stewardship, HeveaBoard has grown by leaps and bounds.

A graduate of Sussex University in the UK, Hau Chun has a degree in mechanical engineering with business management and a Masters in wood industries technology from Universiti Putra Malaysia. He is responsible for the company's particleboard operations.

Back in 2012, revenue was merely RM372.59 mil. Three years later, it surpassed the RM500 mil mark.

The same applies to its bottom line. It posted a net profit of RM15.47 mil in FY12 versus RM73.57 mil in FY15. That translates to a remarkable CAGR of 68.13%.

Moving into FY16, HeveaBoard is set to refresh its earnings record. For the first nine months, revenue increased 12.29% year-on-year to RM394.82 mil from RM351.58 mil last year.

Net profit expanded 9.4% to RM52.66 mil. Increase in sales was mainly driven by higher demand for its ready-to-assemble (RTA) products, including furniture.

"The RTA sector's continuous effort to enhance and automate its processes resulted in higher productivity and efficiency.

"It also raised our capability to produce a higher value and wider range of products," says HeveaBoard in an announcement.

Commenting on its stellar performance, a head of research at a local research house says Hau Chun has the ability to assess risk and capitalise on opportunities.

"Having an engineering background, he realises the need for HeveaBoard to continue developing higher grade products for its upstream business.

"That will also ensure the company remains relevant to the industry. In FY16, it allocated RM20 mil to upgrade facilities for both particleboards and RTA to produce higher quality products," he says.

Also involved in the day-to-day operations of HeveaBoard is Li Yen, Hau Chun's younger sister.

She joined the company in 1998 as a marketing executive and has since gained extensive experience in sales and logistics as well. She was appointed executive director in 2013. – **Lim Cian Yai**

5 Datuk Wong Kuo Hea, 64

Group MD/CEO, Ta Ann Holdings Bhd

WONG has been with Ta Ann since 1999. He has a 16.33% indirect stake in the company via Mountex Sdn Bhd. With four decades of experience in the timber industry, he is credited with steering Ta Ann from a small trading company to a major timber and oil palm entity.

Though net profit for the first nine months, ended Sept 30, is down 26.83% year-on-year to RM93.61 mil, revenue increased by 7.65% to RM837.49 mil.

The company was impacted by lower sales and profit generated from the timber products division.

Its net profit has been consistently growing since FY12, giving it a CAGR of 48.5%.

Last year, it made RM191.49 mil in profit from revenue of RM1.04 bil. This was driven by high average selling prices of timber and plywood products and low unit costs of logs, plywood, fresh fruit bunch and palm oil.

The plants yielded 633,143 tonnes of fresh fruit bunches in FY15, 66,176 tonnes more than the previous year. Apart from overseeing the day-to-day operations, Wong is involved in forest management, timber harvesting, wood processing and plantation management.

Public Investment Bank Bhd plantation analyst Chong Hoe Leong picks Wong as CEO of the year for the plantation and timber sector, given his ability to manoeuvre Ta Ann to another phase by expanding its plantation business.

In October, Ta Ann proposed to buy Agrogreen Ventures Sdn Bhd for RM211.14 mil in exchange for 5,280ha of brownfield plantation land in Stungkor, Sarawak. "The company adheres to a high standard of corporate governance and rewards shareholders with attractive dividend yields," Chong tells *FocusM*. – **Lim Cian Yai**

national projects such as the KL International Airport, KL's Light Rail Transit System, the Cyberjaya Flagship Zone and the Putrajaya Federal Administrative Centre.

It was also involved in the East Coast Economic Region, the Iskandar Southern Development Corridor, Refinery and Petrochemical Integrated Development in Pengerang, Johor, and numerous other projects.

Year-to-date, Mitrajaya has secured four contracts totalling about RM577 mil.

Notable ones during the year include works for a mixed development complex at Section 13, Petaling Jaya, valued at RM293 mil.

Another is constructing Perumahan Penjawat Awam 1 Malaysia public apartments at Putrajaya for RM157.3 mil.

Moving forward, Mitrajaya's outstanding order book stands at RM1.35 bil.

It has various completion dates until 2019 that will provide earnings visibility over the short-term.

The company is also said to be tendering for jobs worth some RM2 bil.

An analyst who covers the stock says the bulk of Mitrajaya's tender book could be government related projects in which it has a strong track record.

He says key infrastructure projects that Mitrajaya could potentially participate in and benefit from, next year, include the LRT Line 3, Rapid, Setiawangsa-Pantai Expressway and Kajang Silk Highway. – **Clint Loh**

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6 Datuk Rozabil Abdul Rahman, 44

Group MD, Destini Bhd

SINCE becoming MD in 2011, Rozabil has turned Destini around by leveraging on its position as a defence and safety equipment maintenance, repair and overhaul (MRO) specialist.

Under him, the company, which was formerly known as Satang Holdings Bhd, expanded its portfolio to include oil & gas services and military shipbuilding.

Having a diversified income base helped the group mitigate the downward cycle of certain industries and bolster its bottom line.

"Destini has expanded its scope of services in the oil and gas business to bolster the downturn and stay afloat this year.

"Having an already diversified foothold in several industries, we hope the group is able to maintain its growth rate in the year to come," Rozabil says.

He bought into Satang Holdings in 2011 and remains one of its largest shareholders through BPH Capital Sdn Bhd.

The company already had a foundation in aircraft MRO services. But his presence, combined with the experience and connections of the people he recruited, helped the company gain a stronger financial footing.

In 2013, the company exited its PN17 status to become a contender in aircraft safety engineering.

A Penang native who had several oil palm plantations in Perak and Sabah, Rozabil holds a diploma in plantation management.

He also has a Bachelor's Degree in Business Administration from Preston University, US, and a Diploma in Business Administration from UiTM.

For the cumulative nine months ended Sept 30, Destini registered a net profit growth of 81% to RM21.02 mil.

This was driven by a 33% increase in revenue to RM238.98 mil from RM179.2 mil previously. Rozabil controls a 22.29% stake in Destini as at Nov 29. **- F Saad**

7 Tan Poay Seng, 49

MD, Magni-Tech Industries Bhd

TAN has been MD since February 2000. He has over 20 years' experience in various business sectors, including manufacturing, property development, retailing and healthcare services.

Tan, who holds a diploma in Hotel Management from Switzerland, also sits on the board of several other private limited companies.

He was appointed a director of Singapore-listed City Developments Limited (CDL) in February 2012 and re-elected to the position in April last year.

CDL is a real estate operating company with a global presence spanning almost 100 locations in 26 countries. It is controlled by the Kuek family.

Under Tan's stewardship, Magni-Tech recorded a formidable 57% rise in net profit to RM82 mil in FY16 ended April. In the same financial year, revenue grew 19% to RM854 mil.

The company was involved in packaging before diversifying into apparel manufacturing in November 2006, when it acquired the entire stake in South Island Garment Sdn Bhd.

The diversification reduced Magni-Tech's reliance on the packaging industry for growth.

The company has also benefited from the recent weakening of the ringgit, which is a catalyst for its growth.

Its FY16's impressive growth rates are not one off. Despite the stronger ringgit three to four years ago, the company recorded three-year and four-year net profit CAGR of 32% and 28% respectively.

There is no reason why Tan, who controls the company as the single largest shareholder with 18.56%, cannot ensure Magni-Tech stays on its high earnings growth path. **- Ng Wai Mun**

8 Chu Jenn Weng, 46

President/CEO, ViTrox Corporation Bhd

CHU has helmed ViTrox since 2005. Favoured by analysts, he is backed by its three-year net profit CAGR of 29.33%, as well as a 51.76% and 31.11% increase in revenue and net profit respectively for the nine months ended this year.

Maybank Investment Bank analyst Ivan Yap Boon Tiong says ViTrox has a strong management with a vision to take the business to the next level and build a world-renowned tech campus in Penang.

Another analyst says Chu possesses good leadership which focuses on talent growth. Besides being a knowledgeable and technically sound person, the analyst says Chu is a visionary and hands-on CEO.

ViTrox was co-founded by Chu and Siaw Kok Tong (ViTrox executive director and senior vice-president) in 2000. It is recognised as a world leading "automated machine vision inspection solution" provider.

Next year will be key to ViTrox's transition. In H2, it will move to its Campus 2.0 facility, which is located in Batu Kawan, Penang. The shift to Campus will see the company's manufacturing floor space triple to 450,000 sq ft.

"ViTrox is facing floor space constraints. Without moving to a bigger facility, it will be challenging for revenue to grow beyond the RM300 mil level," Maybank's Yap says.

Chu graduated from Universiti Sains Malaysia with a degree in Electrical and Electronics Engineering. He has more than 19 years' experience in machine vision and related fields.

Prior to ViTrox, he was employed as an instrumentation engineer in Hewlett-Packard Malaysia (now known as Agilent Technologies Sdn Bhd).

Chu was involved in every aspect of ViTrox's start-up phase. He now oversees the entire business operations, including company objectives, goals, and direction. As of Dec 2, he had a 27.81% stake in the company. **- Ho Chung Teng**

9 Tan Kok Guan, 60

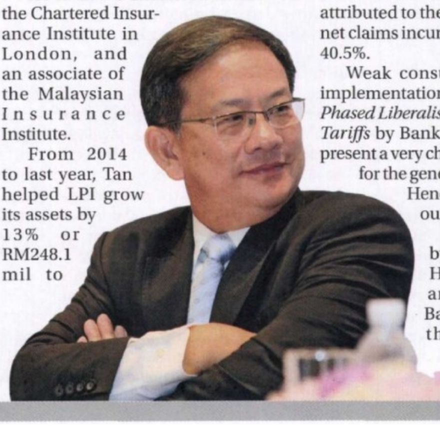
CEO, LPI Capital Bhd

TAN joined the insurance arm of LPI Capital, Lonpac Insurance Bhd, in 1994 as its deputy general manager. He became general manager in 1996.

He was appointed to the board of LPI Capital Bhd on Oct 29, 1996, and made its CEO in 2013.

Tan holds a Bachelor of Science degree from the University of London, UK, and has a master's in Business Administration from the University of Hawaii.

He is also a Chartered Insurer of the Chartered Insurance Institute in London, and an associate of the Malaysian Insurance Institute.



From 2014 to last year, Tan helped LPI grow its assets by 13% or RM248.1 mil to RM3.38 bil from RM3.2 bil.

Tan's strategies to grow LPI Capital's general insurance business through Lonpac has paid off.

For the nine months ended Sept 30, the group's revenue gained 8.2% or RM77.3 mil to RM1.02 bil from RM946 mil in the previous corresponding period. The increase is mainly attributed to growth in the general insurance segment.

Profit before tax grew 54.1% or RM144.6 mil to RM412.1 mil. This is attributed to the company lowering its net claims incurred ratio from 43.3% to 40.5%.

Weak consumer sentiment and implementation of the *Framework on Phased Liberalisation of Motor and Fire Tariffs* by Bank Negara Malaysia will present a very challenging environment for the general insurance industry.

Hence, Tan has his work cut out for him next year.

LPI is controlled by tycoon Tan Sri Teh Hong Piow, the founder and owner of Public Bank Bhd, the country's third-largest bank. **- F Saad**