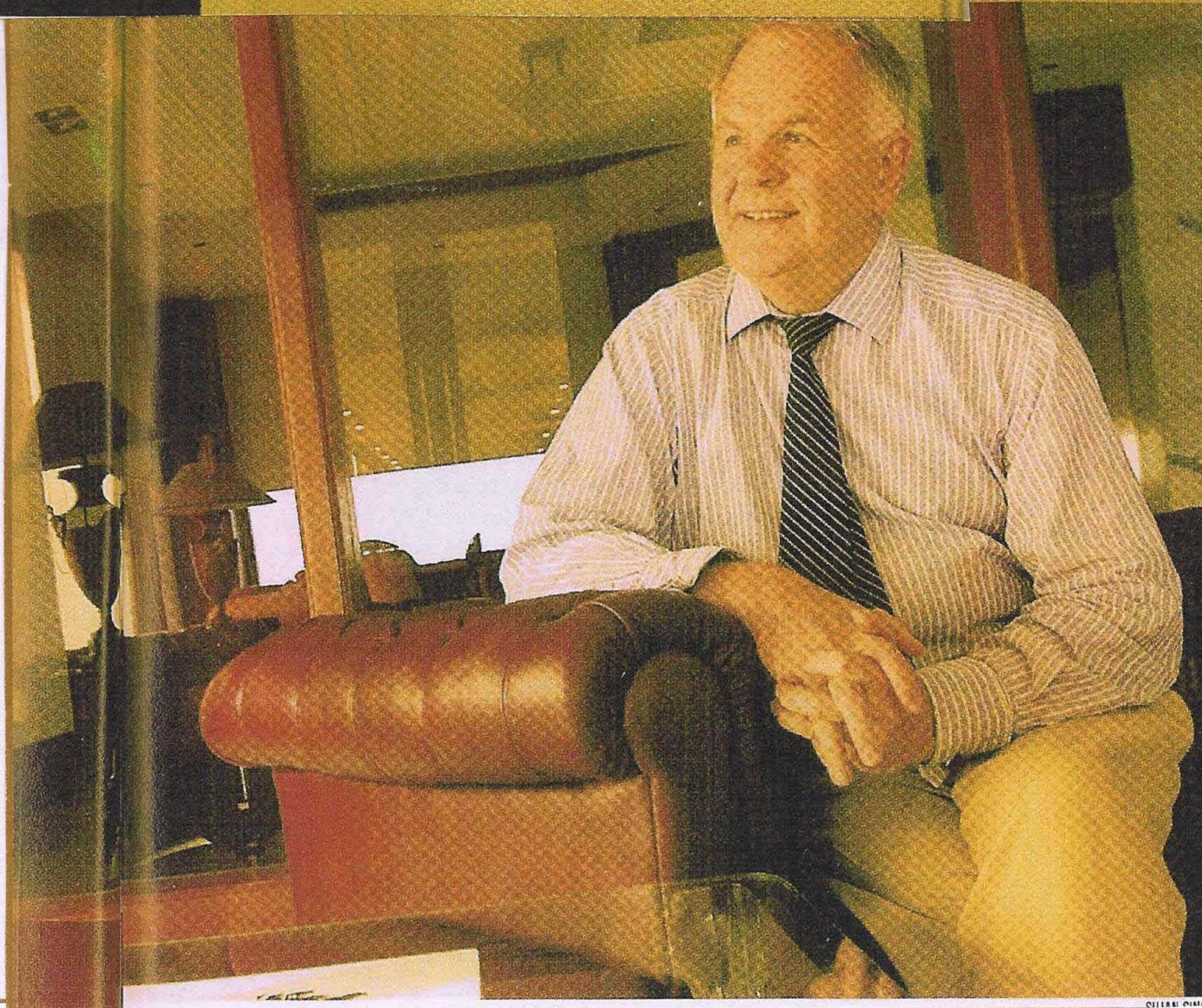


BRIAN TEMPEST...

Chief Mentor & Executive Vice Chairman, Ranbaxy

When Ranbaxy needed a surgeon, they got one!

When Brian W. Tempest took over as CEO and MD of Ranbaxy in 2004, it sounded contrarian. Contrarian to the long established fact that in the context of the Indian family business, it's always a family member who ends up as the leader. But indeed, there were reasons strong enough to justify D.S. Brar's move to allow a professional to run his family business... Two years, and Brian proved himself worth the salt. And as expected, when he stepped down as the CEO in 2006 to give charge to Malvinder Singh (to take up responsibilities as Chief Mentor & Exec. Vice Chairman of the Board), he had lot of credentials to speak for him. Sure enough, all credit for the high frequency at which Ranbaxy hits the headlines today for all the right reasons goes to Brian. He single-handedly converted a small pharma company focused on the India domestic market into the present form of a global pharma behemoth, currently reigning tall through a management team of 45 different country managers! It was his winning desires that propelled Ranbaxy to such great heights as he shares with 4Ps B&M, "For me, not only my stint



in India has been one of the best in my career graph. But personally as well it has been a very fulfilling and enjoyable experience, and I am sure this bond will keep bringing me back to India in the future..." A fan who admires the practices of Jack Welch, a global manager who has managed pharmaceutical businesses across all continents, a leader who believes in team building and operational effectiveness and an Honorary Professor at the Management School at Lancaster (with a PhD in Chemistry from Lancaster University, UK), he had proved the real surgeon for many problems of Ranbaxy. One of the few fair-skinned individuals to hold a leadership position in an Indian MNC, Brian with his extraordinary insight into the Indian heartland has proved why professional management beyond the first generation is a boon indeed...