

January 19, 2012

# Mr. A. M. Naik Ranked One of India's Top Two CEOs from 1995 to 2011

*Study by: Business Today, INSEAD & Harvard Business Review*

Our Chairman & Managing Director, Mr. A.M. Naik, was rated as one of the top two of India's Best CEOs in a study conducted by India's leading business magazine *Business Today* (part of the India Today Group), leading international business school - INSEAD, and the *Harvard Business Review* ([please click here for more details](#)).

The *Business Today* issue dated February 5, 2012 carries an extensive report, featuring a profile of Mr Naik and an account of his numerous achievements that have had a decisive influence on the transformation of our company.

While media recognition of Mr. Naik's accomplishments have been regular, the *Business Today* recognition puts his list of accomplishments in a long-term perspective and recognises him as an exceptional value-creating industry leader.

Mr. Naik's mantra has always been 'value creation' – this study reaffirms his success in putting his concepts into practice.

The study stands out among other surveys for the rigour of the processes used and because it was carried out by internationally recognised professionals. The ranking was based on a comparison of 374 CEOs of 202 publically traded companies on the Indian stock markets, drawn from the S&P CNN 500 since 1998. The CEOs were ranked based on the shareholder returns that they generated during their tenures.

The ranking combined three measures: country-adjusted company returns, industry-adjusted company returns and market capitalization change.

Mr. Naik's most notable achievements that resulted in value creation include:

- Setting up the L&T Employees Welfare Foundation, which, for the first time, gave the company some protection from predators, preserving its independence, and retaining its professional character.
- Issue of ESOPS that gave employees a strong sense of participation & ownership
- Emphasizing meritocracy within the Company to retain top talent
- Adding an international dimension to L&T's operations
- Restructuring the company for increased business effectiveness

