

HEIDRICK & STRUGGLES

## European Corporate Governance Report 2011

# Switzerland

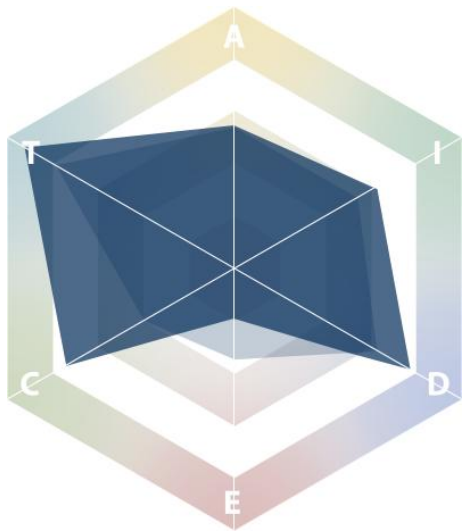
State and diversity of corporate governance

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The 2011 European Corporate Governance report provides a measured picture of the rising corporate governance standards in Europe by sharing, for the first time, qualitative insights into effective leadership within the boardroom.

This country report provides you with data collected and analysed on the Switzerland SMI publicly-listed companies that are not included within the full European report.

# The state of corporate governance in Switzerland



## Availability

Switzerland is slightly above European average on directors' availability (56% vs. 54% in Europe).

## Independence

Whilst there is much divergence on independence scores amongst European companies, companies in Switzerland are above European average though not reaching the highest standards (63% vs. 54% in Europe).

## Diversity of experience

Switzerland achieves the second highest score regarding the diversity of the profiles of board directors (78% vs. 63% in Europe). There is still potential for more diverse boards in the future.

## Evaluation

With the second lowest European score (19% vs. 35% in Europe), board evaluation has a significant potential for improvement in the future.

## Competitiveness of the remuneration

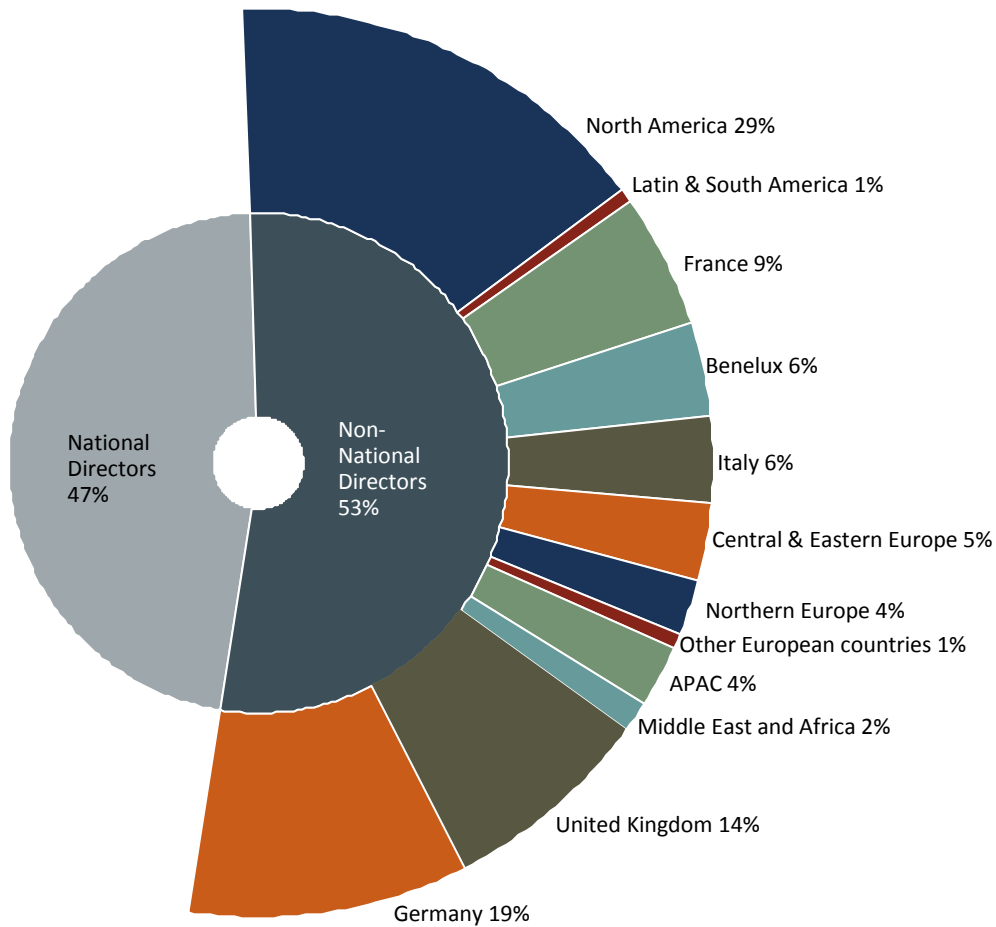
Director remuneration in Switzerland is the most attractive in Europe.

## Transparency

With the standardisation of information on corporate governance (93%), boards in Switzerland are amongst the most transparent in Europe.

# The value of diversity and achieving the right mix

## Switzerland



### Europe

- Two thirds of non-national directors are still **Europeans**, with a slight increase in the proportion of Americans.

### Switzerland

- 36% of non-nationals are non-Europeans, which is the 2nd highest proportion in Europe.
- The region most represented on the boards is North America (29%). The European country most represented is Germany (19%).



The full **European Corporate Governance Report 2011** "*Challenging board performance*", published by Heidrick & Struggles, contains 60 pages of data and comment on thirteen key areas of corporate governance.

You can download it from **[www.heidrick.com/cg11](http://www.heidrick.com/cg11)**

To order further copies of the European Corporate Governance Report 2011 please email **[cg2011@heidrick.com](mailto:cg2011@heidrick.com)**

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