



The CoSec
Recruitment Co.

THE RESEARCH

COSEC

-V-

GENERAL COUNSEL

WHO HOLDS THE TOP GOVERNANCE
JOB IN THE FTSE350?



KEY FINDINGS

35%

are held by GC's

35%

are held by CoSecs

28%

*have outsourced the role of
the Company Secretary*

1%

Unknown

1%

Other titles

Swipe

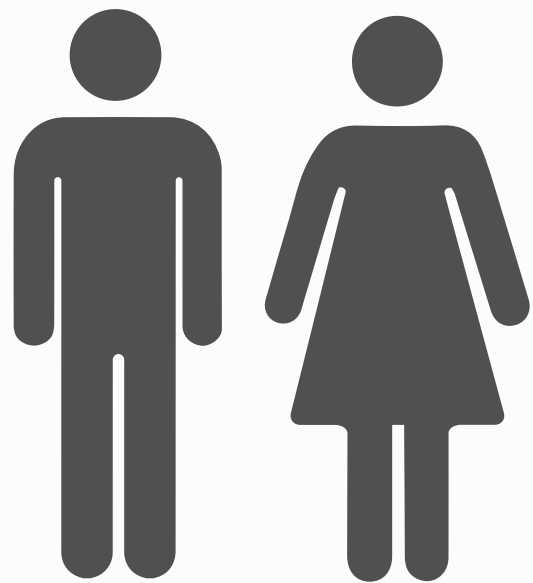


FTSE100

47%

*of roles are held
by GC's*

Gender diversity



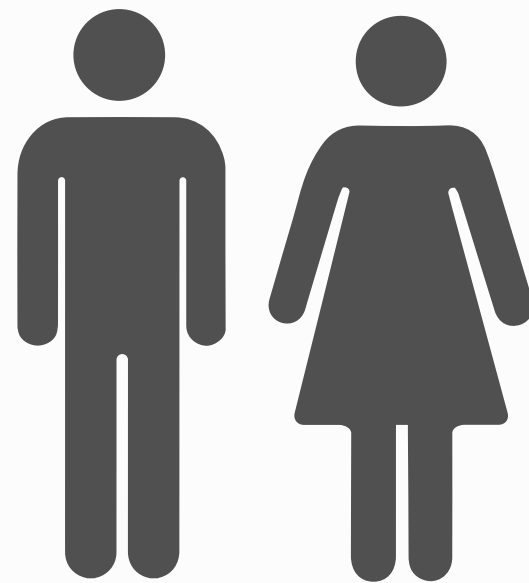
60% 40%

Ethnic diversity

2%

46%

*of roles are held by
CoSecs*



38% 62%

3%

Swipe



FTSE250

30%

*of roles are held
by GC's*

29%

*of roles are held by
CoSecs*

37%*

outsource the role of CoSec

Gender diversity



66% **34%**



37% **63%**

Ethnic diversity

4.1%

8.5%

*majority of companies are investment trusts and REITS

TOP 5 OUTSOURCE PROVIDERS

- **Apex Group**
- **JP Morgan Funds**
- **Ocorian**
- **Frostrow Capital**
- **Janus Henderson**

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HOW VISIBLE IS THE ROLE?



KEY FINDINGS

1

Significant **lack of visibility** of the CoSec role on corporate websites

2

Availability of information on corporate websites - many do not publish information on their ExCo/Senior management team

3

More likely to be a formal member of the ExCo/Senior Management Team if a GC & CoSec

Swipe



FTSE100

GC & CoSec

27%

have no visibility

CoSec

47%

have no visibility

With the Board

13%

40%

With ExCo/Snr Mgmt

52%

11%

With Board & ExCo

8%

Separate page

2%

13% do not publish senior management team information

Swipe



FTSE250

GC & CoSec

17%

have no visibility

CoSec

48%

have no visibility

With the Board

18%

24%

With Snr Mgmt

49%

25%

With Board & SM

16%

3%

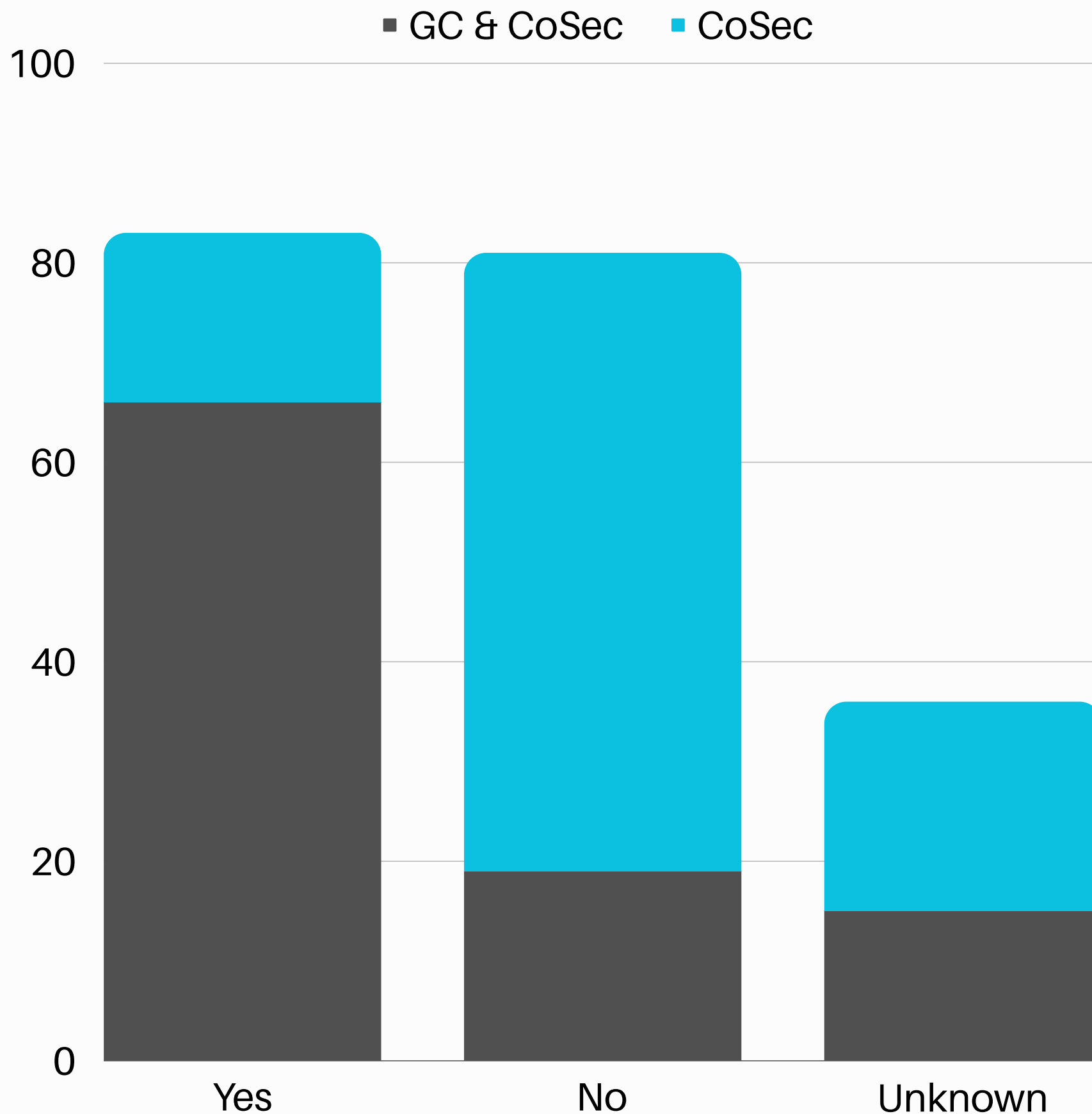
26% do not publish senior management team information

Swipe



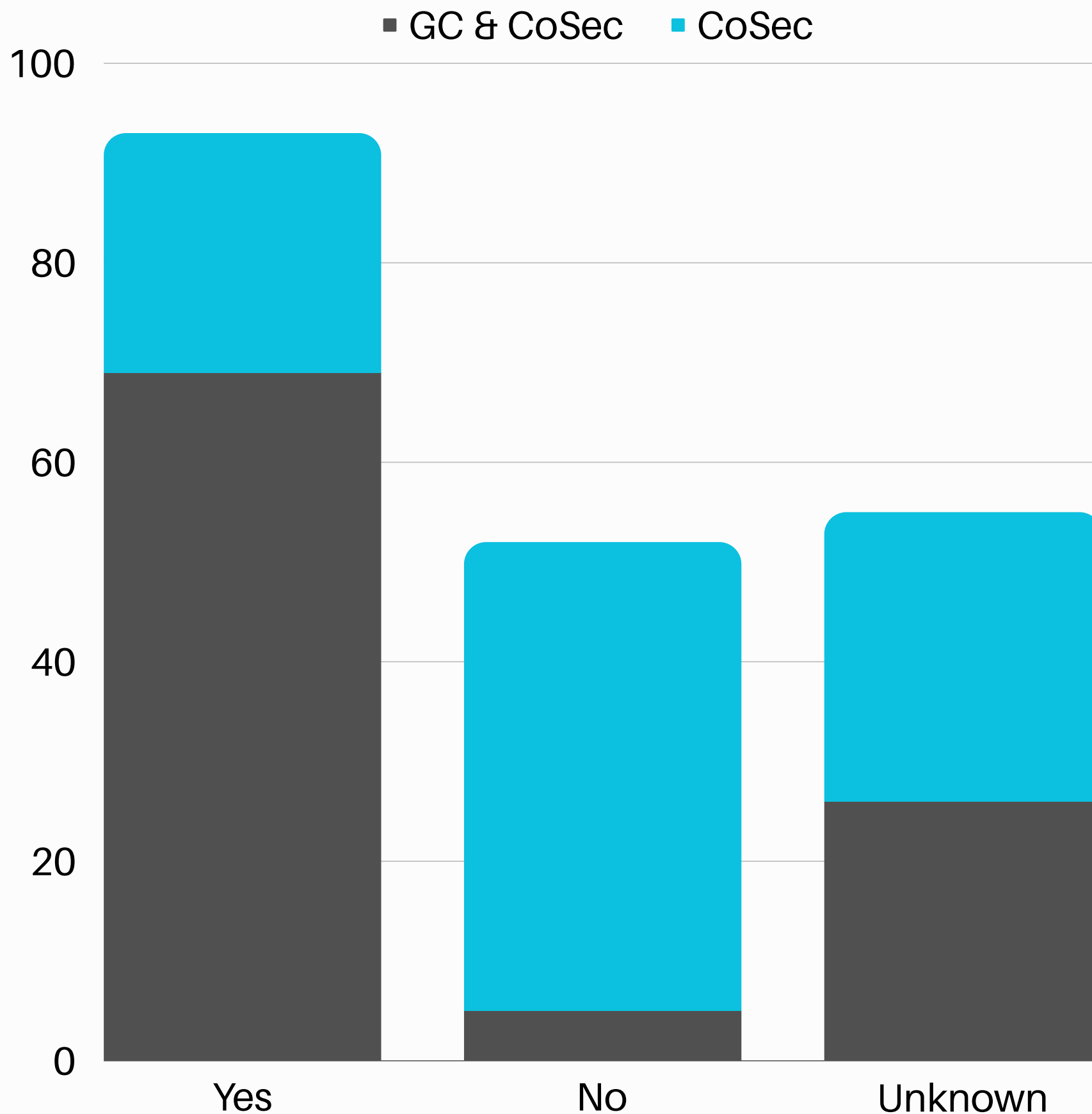
SENIOR LEADER?

FTSE100



SENIOR LEADER?

FTSE250



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