

| Section  | Indicator  | Page(s) in this report          |
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| <b>1 Vision and Strategy</b>                         |  |                                 |
| 1.1  | Statement of the organisation's vision and strategy regarding its contribution to sustainable development  | 2-3,6-7                         |
| 1.2  | Statement from the CEO (or equivalent senior manager) describing key elements of the report  | 2-3                             |
| <b>2 Profile</b>                                     |  |                                 |
| <b>Organisational Profile</b>                        |  |                                 |
| 2.1  | Name of reporting organisation   | 5                               |
| 2.2  | Major products and/or services, including brands if appropriate  | 20,22-23,24-25                  |
| 2.3  | Operational structure of the organisation  | 5,16-17                         |
| 2.4  | Description of major divisions, operating companies, subsidiaries, and joint ventures  | 5,20                            |
| 2.5  | Countries in which the organisation's operations are located   | 5                               |
| 2.6  | Nature of ownership; legal form  | 5                               |
| 2.8  | Scale of the reporting organisation  | 5,19,20-21,26                   |
| 2.9  | List of stakeholders, key attributes of each, and relationship to the reporting organisation   | 4,6,19,21,26                    |
| <b>Report Scope</b>                                  |  |                                 |
| 2.10   | Contact person(s) for the report, including e-mail and web addresses   | 41                              |
| 2.11   | Reporting period (e.g., fiscal/calendar year) for information provided   | 4                               |
| 2.12   | Date of most recent previous report (if any)   | 18                              |
| 2.13   | Boundaries of report (countries/regions, products/services, divisions/facilities/joint ventures/subsidiaries) and any specific limitations on the scope  | 4-5                             |
| <b>Report Profile</b>                                |  |                                 |
| 2.18   | Criteria/definitions used in any accounting for economic, environmental, and social costs and benefits   | 21,31                           |
| 2.20   | Policies and internal practices to enhance and provide assurance about the accuracy, completeness, and reliability that can be placed on the sustainability report   | 4,18-19                         |
| 2.21   | Policy and current practice with regard to providing independent assurance for the full report   | 38-39                           |
| 2.22   | Means by which report users can obtain additional information and reports about economic, environmental, and social aspects of the organisation's activities, including facility-specific information (if available) | 18-19                           |
| <b>3 Governance Structure and Management Systems</b> |  |                                 |
| <b>Structure and Governance</b>                      |  |                                 |
| 3.1  | Governance structure of the organisation, including major committees under the board of directors that are responsible for setting strategy and for oversight of the organisation                                    | 16-17                           |
| 3.2  | Percentage of the board of directors that are independent, non-executive directors   | 16-17                           |
| 3.4  | Board-level processes for overseeing the organisation's identification and management of economic, environmental, and social risks and opportunities   | 16-17                           |
| 3.5  | Linkage between executive compensation and achievement of the organisation's financial and non-financial goals (e.g., environmental performance, labour practices)   | 16                              |
| 3.6  | Organisational structure and key individuals responsible for oversight, implementation, and audit of economic, environmental, social, and related policies   | 12,16-17                        |
| 3.7  | Mission and values statements, internally developed codes of conduct or principles, and policies relevant to economic, environmental, and social performance and the status of implementation                        | 6-7                             |
| 3.8  | Mechanisms for shareholders to provide recommendations or direction to the board of directors  | 17,19                           |
| <b>Stakeholder Engagement</b>                        |  |                                 |
| 3.9  | Basis for identification and selection of major stakeholders   | 4,6-7                           |
| 3.11   | Type of information generated by stakeholder consultations   | 36-37                           |
| 3.12   | Use of information resulting from stakeholder engagements  | 4,19,24-25,36-37, Questionnaire |
| <b>Overarching Policies and Management Systems</b>   |  |                                 |
| 3.13   | Explanation of whether and how the precautionary approach or principle is addressed by the organisation  | 12-15                           |
| 3.15   | Principal memberships in industry and business associations, and/or national/international advocacy organisations  | 22-23,31                        |
| 3.19   | Programmes and procedures pertaining to economic, environmental, and social performance  | 24,33-35                        |
| <b>4 GRI Content Index</b>                           |  |                                 |
| 4.1  | A table identifying location of each element of the GRI Report Content, by section and indicator   | 41                              |

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| Section                                     | Indicator  | Page(s) in this report |
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| <b>Economic Performance Indicators</b>      |  |                        |
| <b>Core Indicators</b>                      |  |                        |
| <b>Customers</b>                            |  |                        |
| EC1   | Net sales  | 20                     |
| <b>Employees</b>                            |  |                        |
| EC5   | Total payroll and benefits (including wages, pension, other benefits, and redundancy payments) broken down by country or region  | 16,21                  |
| <b>Providers of Capital</b>                 |  |                        |
| EC6   | Distributions to providers of capital broken down by interest on debt and borrowings, and dividends on all classes of shares, with any arrears of preferred dividends to be disclosed  | 20-21                  |
| <b>Public Sector</b>                        |  |                        |
| EC10  | Donations to community, civil society, and other groups broken down in terms of cash and in-kind donations per type of group   | 21,30                  |
| <b>Environmental Performance Indicators</b> |  |                        |
| <b>Core Indicators</b>                      |  |                        |
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| <b>Water</b>                                |  |                        |
| EN5   | Total water use  | 32                     |
| <b>Emissions, Effluents, and Waste</b>      |  |                        |
| EN8   | Greenhouse gas emissions (CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> )  | 32                     |
| EN11  | Total amount of waste by type and destination  | 33                     |
| <b>Social Performance Indicators</b>        |  |                        |
| <b>[Labour Practices and Decent Work]</b>   |  |                        |
| <b>Core Indicators</b>                      |  |                        |
| <b>Employment</b>                           |  |                        |
| LA1   | Breakdown of workforce, where possible, by region/country, status (employee/non-employee), employment type (full time/part time), and by employment contract (indefinite or permanent/fixed term or temporary). Also identify workforce retained in conjunction with other employers (temporary agency workers or workers in co-employment relationships), segmented by region/country | 26                     |
| LA2   | Net employment creation and average turnover segmented by region/country   | 26                     |
| <b>Training and Education</b>               |  |                        |
| LA9   | Average hours of training per year per employee by category of employee  | 28                     |
| <b>Diversity and Opportunity</b>            |  |                        |
| LA10  | Description of equal opportunity policies or programmes, as well as monitoring systems to ensure compliance and results of monitoring  | 26-27                  |
| LA11  | Composition of senior management and corporate governance bodies (including the board of directors), including female/male ratio and other indicators of diversity as culturally appropriate   | 17,26-27               |
| <b>Additional Indicators</b>                |  |                        |
| <b>Employment</b>                           |  |                        |
| LA12  | Employee benefits beyond those legally mandated  | 27,30                  |
| <b>Training and Education</b>               |  |                        |
| LA16  | Description of programmes to support the continued employability of employees and to manage career endings   | 28-29                  |
| <b>[Human Rights]</b>                       |  |                        |
| <b>Core Indicators</b>                      |  |                        |
| <b>Strategy and Management</b>              |  |                        |
| HR1   | Description of policies, guidelines, corporate structure, and procedures to deal with all aspects of human rights relevant to operations, including monitoring mechanisms and results  | 26-27                  |
| <b>Additional Indicators</b>                |  |                        |
| <b>Strategy and Management</b>              |  |                        |
| HR8   | Employee training on policies and practices concerning all aspects of human rights relevant to operations  | 26                     |
| <b>Disciplinary Practices</b>               |  |                        |
| HR10  | Description of non-retaliation policy and effective, confidential employee grievance system (including, but not limited to, its impact on human rights)  | 12                     |
| <b>[Society]</b>                            |  |                        |
| <b>Core Indicators</b>                      |  |                        |
| <b>Community</b>                            |  |                        |
| SD1   | Description of policies to manage impacts on communities in areas affected by activities, as well as description of procedures/programmes to address this issue, including monitoring systems and results of monitoring  | 22-23,30-31            |
| <b>[Product Responsibility]</b>             |  |                        |
| <b>Additional Indicators</b>                |  |                        |
| <b>Customer Health and Safety</b>           |  |                        |
| PR6   | Voluntary code compliance, product labels or awards with respect to social and/or environmental responsibility that the reporter is qualified to use or has received   | 22-23,Back cover       |
| <b>Products and Services</b>                |  |                        |
| PR8   | Description of policy, procedures/management systems, and compliance mechanisms related to customer satisfaction, including results of surveys measuring customer satisfaction. Identify geographic areas covered by policy  | 24-25                  |