

ESG Data 2025

S: Social Data

Updated Aug. 2025

			Unit	2020	2021	2022	2023	2024
Customer	System Average Interruption Duration Index (SAIDI)	Distribution facilities*1	minutes	5	4	15	12	7
		Transmission facilities*2	minutes	—	—	2.05	2.00	2.33
	System Average Interruption Frequency Index (SAIFI)		times	0.07	0.084	0.138	0.095	0.108
	Customer center	Calls received	thousand calls	3,122	3,264	3,505	2,883	2,757
Response rate		%	93.2	88.4	82.5	92.9	92.4	
Shareholder/ investor	Institutional investors/analysts	Financial results / Management plan briefing*3	times	3	5	4	4	3
		Facility tour, etc.	times	1	3	3	4	3
Human Resources	Number of employees	All	persons	14,180	13,995	13,839	13,677	13,501
		Male		12,447	12,237	12,069	11,880	11,682
		Female		1,733	1,758	1,770	1,797	1,819
	Average age	All	years old	42.5	42.5	42.5	42.2	41.9
		Male		42.6	42.7	42.6	42.4	42.1
		Female		41.3	41.1	41.2	41.0	40.9
	Years of service	All	years	21.4	21.4	21.3	20.8	20.4
		Male		21.6	21.7	21.6	21.1	20.6
		Female		19.6	19.3	19.3	19.0	18.6
	Number employed through regular recruitment*4 (Figure for FY2025)	All	persons	392	417	390	405	427 (458)
		Male		328	341	327	338	355 (357)
		Female		64	76	63	67	72 (101)
	Number of employees holding managerial positions*5*6 (Figure for FY2025)	All	persons	5,958	5,340	5,325	5,298	5,322 (5,267)
		Male		5,727	5,111	5,082	5,039	5,030 (4,940)
		Female		231	229	243	259	292 (327)
	Number of managerial positions, of which special managerial positions (restated)*5*6 (Figure for FY2025)	All	persons	1,889	1,675	1,668	1,641	1,663 (1,637)
		Male		1,861	1,650	1,644	1,616	1,631 (1,599)
		Female		28	25	24	25	32 (38)
	Gender wage gap for workers (Figure for FY2025)*7	All	%	—	—	—	65.1	68.2 (68.4)
		Regular workers		—	—	—	70.2	73.3 (73.1)
		Part-time and fixed-term workers		—	—	—	40.1	37.9 (36.2)
	Toal number of employees leaving their jobs	Total number of employees leaving their jobs including mandatory retirement	persons	613	657	647	766	537
		(Breakdown) leaving for personal reasons		146	178	193	248	215
	Ratio of persons leaving their jobs*5*8	All	%	1.03	1.27	1.39	1.76	1.57
		Male		0.89	1.13	1.29	1.66	1.47
		Female		1.96	2.14	2.04	2.38	2.16
	Ratio of mid-career recruitment for regular workers*9		%	2.5	7.7	13.7	34.7	29
	Ratio of workers other than regular workers		%	9.0	9.7	8.0	8.0	8.5
	Large-scale merger or acquisition affecting a majority of employees		cases	0	0	0	0	0
	Large-scale dismissal of 10% of employees or more than 1,000 employees		yes・no	No	No	No	No	No
	Ratio of workers joining the labor union		%	87.2	87.1	86.9	87.0	87.1
	Hours worked per employee*10		hours	1,948	1,935	1,941	1,949	1,927
	Number of days taken as paid annual leave per person*11		days	15.3	16.8	17.0	17.6	16.8
	Number of days taken as special paid leave per person*11		days	6.2	8.4	8.2	8.1	7.8
	Ratio of persons taking childcare leave*11	Male	persons (%)	11.1	29.6	92.6	104.1	102.7
		Female		100.0	100.0	101.4	104.8	100.0
	Number of persons taking nursing care leave*11	Male	persons	3	1	0	4	6
		Female		1	2	2	2	0
	Ratio of employees who are physically/mentally challenged (Figure for FY2025)*12		%	2.50	2.74	2.76	2.79	2.85 (2.92)
	Industrial accident frequency		—	0.21	0.43	0.29	0.48	0.41
	Number of industrial accidents involving Chubu Electric Power employees*13		accidents	79	79	49	72	77
	Number of industrial accidents involving contractors		accidents	45	39	26	29	30
	Number of work-related fatalities involving Chubu Electric Power employees		cases	1	0	0	0	0
	Number of work-related fatalities involving contractors		cases	1	2	1	1	1
	Presenteeism: work performance*14		%	—	95.0	94.8	95.2	95.1
	Absenteeism: work loss due to injuries and illnesses*15		%	0.84	1.06	1.03	1.03	1.00
	Ratio of employees on leave due to injuries and illnesses*16		%	—	—	0.8	0.8	1.4
	Ratio of regular health checkup examination		%	100.0	100.0	100.0	100.0	100.0
	Ratio of findings in regular health checkups		%	73.8	73.3	73.2	72.7	71.7
	Ratio of specific health checkup implementation		%	100.0	96.8	92.9	92.8	completed by March 2026
	Ratio of specific health guidance implementation		%	63.0	58.5	56.4	74.6	completed by March 2026
	Ratio of follow-up detailed examinations/re-examinations after comprehensive medical checkups		%	66.3	71.2	93.1	96.1	97.8
	Ratio of employees with appropriate body weight		%	65.5	65.4	67.6	68.2	68.1
	Ratio of employees receiving a stress check		%	98.6	98.5	98.9	98.8	98.7
	Ratio of employees with high stress levels		%	4.4	4.6	5.1	4.8	5.3
	Total number of employees participating in mental health training		persons	—	—	—	4,748	18,251
	Satisfaction with health event content		%	—	—	97.4	88.6	88.6
	Participation ratio in the health event “Health Point Program”		%	—	—	47.5	76.6	89.8
	Installation ratio of health-related app		%	—	—	48.6	52.9	83.5
	Percentage of employees with regular exercise habits*17		%	46.4	51.6	55.0	55.5	55.5
Percentage of employees with drinking habits*18		%	20.9	18.2	17.5	19.9	11.7	
Rate of smoking		%	22.8	20.7	19.3	19.5	19.2	
Percentage of employees getting sufficient rest through sleep		%	80.4	79.2	78.4	77.8	77.0	
Number of participants in women’s health seminars		persons	—	—	—	4,288	6,621	
Human resources development cost per employee*19		thousand yen	—	95.0	120	152	149	
Total number of hours spent for training and development*20		hours	—	—	37,458	66,341	62,703	
Total number of hours for training and development		hours	—	—	300,073	346,148	339,512	
(Breakdown 1) Management level								
Manager		hours	—	—	24,972	24,397	30,147	
Leader		hours	—	—	67,737	66,006	64,133	
Chief		hours	—	—	69,890	81,165	76,360	
Staff		hours	—	—	135,498	170,948	165,203	
Other		hours	—	—	1,976	3,631	3,669	
(Breakdown 2) Age group								
Under 19 years old		hours	—	—	8,617	9,659	10,120	
20 - 29 years old		hours	—	—	83,762	110,342	105,802	
30 - 39 years old		hours	—	—	54,830	71,215	74,741	
40 - 49 years old		hours	—	—	57,741	57,550	50,561	
50 - 59 years old		hours	—	—	83,601	86,405	87,217	
60 - 69 years old		hours	—	—	11,521	10,969	11,071	
Over 70 years old		hours	—	—	0	8	0	
Average hours per FTE of training and development		hours	—	—	22	25	25	
Total number of employees participating in training		persons	—	25,145	35,868	52,169	71,997	
Engagement survey*21	rating		—	—	54.6 (BB)	September: 57.5 (BBB) December: 57.8 (BBB)	June: 58.3 (A) December: 58.8 (A)	
	Response rate		—	—	94.1%	September: 94.1% December: 95.0%	June: 95.3% December: 94.0%	
Use of internal job posting systems for internal transfers*22		posts	—	—	42	169	420	
Percentage of mid-career recruitment in the number of hires*23		%	7.3	11.3	15.6	25.2	27.0	
Permeation of flexible workstyles*24		%	—	—	95.4	99.5	99.1	
Social contribution activities	Number of On-demand Classes conducted		times	105*25	161	329	340	331
	Number of visitors to the Electricity Museum		persons	18,125*25	78,799	157,863	325,385	344,574

- Represents a total of the three companies of Chubu Electric Power Co., Inc., Chubu Electric Power Grid Co., Inc., and Chubu Electric Power Miraiz Co., Inc.  
(Chubu Electric Power Co., Inc. spun off its transmission and distribution business to Chubu Electric Power Grid Co., Inc. and its retail business to Chubu Electric Power Miraiz Co., Inc. in April 2020)
- \*1 Targeting low-voltage customers
- \*2 Targeting extra-high-voltage customers
- \*3 Includes small-scale sessions
- \*4 Number of new employees as of April 1 of each fiscal year
- \*5 Includes seconded employees and employees on leave
- \*6 Figures as of July 1 of each fiscal year
- \*7 Ratio for Chubu Electric Power HD only. The wage ratio of women compared to men, with men's wage set at 100%
- \*8 Ratio of employees who retired for personal reasons
- \*9 Ratio of mid-career recruitment as specified in 2-1, Article 27 of the Act on Comprehensively Advancing Labor Measures, and Stabilizing the Employment of Workers, and Enriching Workers' Vocational Lives;  
Ratio of mid-career hires versus the number of regular employees hired
- \*10 Figures representing all regular workers (excluding supervising managers)
- \*11 Figures representing all regular workers. Ratio of persons taking childcare leave showing the percentage of employees taking childcare leave and short-term leave for childcare starting from FY2022
- \*12 Figures as of June 1 of each fiscal year. Includes seconded employees and employees on leave, etc.
- \*13 Those involving medical treatment
- \*14 Calculated using Work Limitations Questionnaire (Japanese version) (WLQ-J). Calculation to be conducted via SPQ starting FY2025
- \*15 Calculated using days lost due to injuries and illnesses
- \*16 Results as of the end of each fiscal year
- \*17 Percentage of employees who exercise for at least 30 minutes at least once a week
- \*18 Percentage of employees whose drinking frequency is “occasionally/every day” and whose alcohol consumption per occasion is approx. 360 ml or more
- \*19 Total training expenses incurred during the relevant fiscal year divided by the total number of employees
- \*20 Total hours of all training sessions held during the relevant fiscal year
- \*21 Engagement survey provided by Link and Motivation Inc.
- \*22 Figures representing the number of posts solicited
- \*23 Career hires / (Career hires + New graduate, etc. hires)
- \*24 Utilization rate of the teleworking system and My flextime system (a workstyle in which the daily flexible settlement time is negative, and extra time generated is utilized to enrich lives) = system usage of one or more times per person
- \*25 Affected by the spread of COVID-19