

ESG Data 2024

S : Social Data

Updated Aug. 2024

			UNIT	2019	2020	2021	2022	2023	
Customer	System Average Interruption Duration Index (SAIDI)		minutes	32	5	4	15	12	
	System Average Interruption Frequency Index (SAIFI)		number of times	0.103	0.07	0.084	0.138	0.095	
	Customer Center	Calls received	1 thousand calls	3,556	3,122	3,264	3,505	2,883	
		Response rate	%	88.7	93.2	88.4	82.5	92.9	
Shareholders and investors	Institutional investors/analysts	Financial Results / Management plan briefing※2	sessions	2	3	5	4	4	
		Facility tour etc.	sessions	1	1	3	3	4	
Human resources	Number of employees	All	persons	14,363	14,180	13,995	13,839	13,677	
		Male		12,624	12,447	12,237	12,069	11,880	
		Female		1,739	1,733	1,758	1,770	1,797	
	Average age	All	years old	42.4	42.5	42.5	42.5	42.2	
		Male		42.5	42.6	42.7	42.6	42.4	
		Female		41.0	41.3	41.1	41.2	41.0	
	Years of service	All	years	21.4	21.4	21.4	21.3	20.8	
		Male		21.7	21.6	21.7	21.6	21.1	
		Female		19.2	19.6	19.3	19.3	19.0	
	Number employed through regular recruitment※3 (Figure for FY2024)	All	persons	398	392	417	390	405(427)	
		Male		332	328	341	327	338(355)	
		Female		66	64	76	63	67(72)	
	Number of employees holding managerial positions※4※5 (Figure for FY2024)	All	persons	5,943	5,914	5,340	5,325	5,299(5,323)	
		Male		5,762	5,685	5,111	5,082	5,041(5,031)	
		Female		181	229	229	243	258(292)	
	Total number of employees leaving their jobs	Total number of employees leaving their jobs including mandatory retirement		persons	701	613	657	647	766
		(Breakdown) leaving for personal reasons			168	146	178	193	243
	Ratio of persons leaving their jobs※4※6	All	%	1.05	1.03	1.27	1.39	1.76	
		Male		0.88	0.89	1.13	1.29	1.66	
		Female		2.21	1.96	2.14	2.04	2.38	
	Ratio of mid-career recruitment for regular workers※7		%	1.7	2.5	7.7	13.7	34.7	
	Ratio of workers other than regular workers		%	8.6	9.0	9.7	8.0	8.0	
	Large-scale meger 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		%	87.4	87.2	87.1	86.9	87.0	
	Hours worked per employee※8		hours	1,946	1,948	1,935	1,941	1,949	
	Number of days taken as paid annual leave per person※9		days	17.4	15.3	16.8	17.0	17.6	
	Number of days taken as special paid leave per person※9		days	7.3	6.2	8.4	8.2	8.1	
	Ratio of persons taking childcare leave※9	Male	%	5.6	11.1	29.6	92.6	104.1	
		Female		100.0	100.0	100.0	101.4	104.8	
	Number of persons taking nursing care leave※9	Male	persons	4	3	1	0	4	
		Female		1	1	2	2	2	
	Ratio of employees who are physically/mentally challenged (Figure for FY2024)※10		%	2.44	2.50	2.74	2.76	2.79(2.85)	
	Lost Time Incident Rate (LTIR)		—	0.38	0.21	0.43	0.29	0.48	
	Number of industrial accidents involving Chubu Electric Power employees※11		accidents	77	79	79	49	72	
	Number of industrial accidents involving contractors		accidents	39	45	39	26	29	
	Number of work-related fatalities involving Chubu Electric Power employees		accidents	0	1	0	0	0	
	Number of work-related fatalities involving contractors		accidents	0	1	2	1	1	
	Presenteeism: work performance※12		%	—	—	95.0	94.8	95.2	
	Absenteeism: work loss due to injuries and illnesses※13		—	8.9	8.4	10.6	10.3	10.3	
	Ratio of employees receiving a stress check		%	99.2	98.6	98.5	98.9	98.8	
	Rate of smoking		%	24.6	22.8	20.7	19.3	19.5	
	Rate of person in appropriate weight		%	65.8	65.5	65.4	67.6	68.2	
	Human resources development cost per employee		thousand yen	—	—	95.0	120	152	
	Total number of hours spent for training and development		hours	—	—	—	37,458	66,341	
	Total number of hours for training and development		hours	—	—	—	300,073	346,148	
	(Breakdown 1) Management level								
	Manager		hours	—	—	—	24,972	24,397	
	Leader		hours	—	—	—	67,737	66,006	
	Chief		hours	—	—	—	69,890	81,165	
	Staff		hours	—	—	—	135,498	170,948	
	Other		hours	—	—	—	1,976	3,631	
	(Breakdown 2) Age group								
	Under 19 years old		hours	—	—	—	8,617	9,659	
	20 - 29 years old		hours	—	—	—	83,762	110,342	
	30 - 39 years old		hours	—	—	—	54,830	71,215	
	40 - 49 years old		hours	—	—	—	57,741	57,550	
	50 - 59 years old		hours	—	—	—	83,601	86,405	
	60 - 69 years old		hours	—	—	—	11,521	10,969	
	Over 70 years old		hours	—	—	—	0	8	
	Average hours per FTE of training and development		hours	—	—	—	22	25	
	Total number of employees participating in training		persons	—	—	25,145.0	35,868	52,169	
	Engagement survey※14		rating	—	—	—	BB	BBB	
	Use of internal job posting systems for internal transfers※15		posts	—	—	—	42	169	
	Percentage of mid-career employees among the number of persons employed※16		%	2.0	7.3	11.3	15.6	25.2	
	Prevalence of flexible workstyles※17		%	—	—	—	95.4	99.5	
Social contribution activities	Number of On-demand Classes conducted		times	277	105※18	161	329	340	
	Number of visitors to the Electricity Museum		persons	308,278	18,125※18	78,799.0	157,863	325,385	

■ The values for the individual Chubu Electric Power companies are listed up to FY2019 and the total combined values for three companies consisting of Chubu Electric Power Co., Inc., Chubu Electric Power Grid Co., Inc. and Chubu Electric Power Miraiz Co., Inc. companies are listed from FY2020. (Chubu Electric Power Co., Inc. split off its power transmission and distribution businesses into Chubu Electric Power Grid Co., Inc. and its sales businesses into Chubu Electric Power Miraiz Co., Inc. on April 1 2020.)

※1 The figure worsened due to repeated typhoon damage in FY2018.

※2 Includes small-scale sessions

※3 Number of new employees as of April 1 of each fiscal year

※4 Includes seconded employees and employees on leave

※5 Figures as of July 1 of each fiscal year

※6 Ratio of employees who retired for personal reasons

※7 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

※8 Figures representing all regular workers (excluding supervising managers)

※9 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

※10 Figures as of June 1 of each fiscal year. Includes seconded employees, employees on leave, etc.

※11 Those involving medical treatment

※12 Calculated using Work Limitations Questionnaire (Japanese version) (WLQ-J)

※13 Calculated based on missed workdays due to injuries and illnesses

※14 Engagement survey provided by Link and Motivation Inc.

※15 Figures representing the number of posts solicited

※16 Number of mid-career employees hired / (Number of mid-career employees hired + Number of new graduates and others hired)

※17 Usage rate of teleworking system and “My Flex” system (a workstyle that allows fewer working hours per a settlement period of one day and enables employees to use the resulting extra time for hobby and other activities) = Used one or more times / person

※18 Affected by the spread of COVID-19