

To all press members

December 12, 2025

Take and Give Needs Co., Ltd.


Take and Give Needs has been certified as 'Best Workplace', the highest rank in the 'D&I Award 2025', which honors companies committed to diversity and inclusion.

Tokyo-based wedding company Take and Give Needs Co., Ltd. (Head Office: Shinagawa, Tokyo; President: Kenji Iwase; hereinafter referred to as “T&G”) has been certified as 'Best Workplace,' the highest rank in the 'D&I Award 2025,' which recognizes and honors companies committed to diversity and inclusion. This year, Take and Give Needs Group—comprising T&G and TRUNK Co., Ltd. (Head Office: Shibuya-ku, Tokyo; President & CEO: Yoshitaka Nojiri; hereinafter referred to as “TRUNK”)—which operates TRUNK (HOTEL) — has been certified as 'Best Workplace', the highest rank, achieving higher than 'Advanced,' which T&G alone achieved last year.



In the hospitality industry where the value created by people determines quality, the group regards enabling each employee to live better and enrich their life as an important challenge, and is committed to promoting DE&I.

T&G actively engages in initiatives such as supporting women’s empowerment, promoting employment of persons with disabilities, and fostering understanding of LGBTQ+. T&G has introduced measures to support women’s health issues and systems that allow flexible work arrangements in line with changes in life stages. Currently, 33.3% of department head positions are women, as T&G strive to create an environment where employees can continue working long-term regardless of gender. Employment rate of



persons with disabilities stands at 3.00%, exceeding the statutory employment rate of 2.5%. Despite a workforce primarily composed of individuals with severe disabilities who face significant employment challenges, T&G has maintained a high retention rate.

In addition, its initiatives to promote LGBTQ+ understanding and expand collaboration with other companies and external organizations have been recognized, and T&G has been certified as 'Gold,' the highest rating in the PRIDE Index—an evaluation metric for workplace initiatives related to LGBTQ+ for two consecutive years since 2024.

TRUNK, which is characterized by its highly diverse workplace environment with many foreign-national staff members, received particularly high recognition in the 'Multicultural Coexistence' section. To ensure that employees whose native language is not Japanese can smoothly access and catch up on necessary information, the company has promoted multilingualization of internal documents, training programs, and various internal tools. Furthermore, it has supported the formation of communities among employees with foreign roots and encouraged initiatives such as voluntary language lessons by employees, striving to foster a culture of mutual understanding and respect for cultural diversity.

The group will continue to accelerate DE&I initiatives to create an environment where employees can work in a way that is true to themselves.

<<Introduction of T&G's Key Initiatives>>

■ Initiatives to Support Women's Empowerment

- Femself BOX: Support measures addressing women-specific health challenges, including online prescription and 50% cost subsidy for birth control pills, financial support for egg freezing, free AMH testing (to estimate remaining egg count), and a consultation desk for health issues.
- 33.3% of department heads are women.
- Introduction of systems such as “Area-Limited Employee,” allowing employees to choose their work location based on life stage changes, and “Sub-Employee System,” enabling flexible selection of working days and hours.
- Launch of the “Field Trainer” role, where many employees raising children remotely train new wedding planners.

■ Initiatives to Support Persons with Disabilities

- Direct employment of individuals with severe intellectual disabilities, achieving an employment rate of 3.0%, exceeding the statutory rate of 2.5%.
- Operation of “A Social Farm,” responsible for venue cleaning, which has been visited by organizations such as the Japan International Cooperation Agency (JICA).



■ Initiatives to Support LGBTQ+

- Appointment of Ms. Maki Muraki, Chairperson of NPO Nijiirō Diversity, as an outside director. (Ms. Muraki was selected in 2025 by Forbes JAPAN as one of the “50 Women Over 50 Who Are Shaping the Era.”)
- Introduction of the “Partnership Declaration System,” which recognizes same-sex couples and their children as family for welfare benefits.

■ Collaborative Initiatives with Other Companies

- Lecture on DE&I initiatives at the Women’s Pavilion of the Osaka-Kansai Expo.
- Booth exhibition at an experiential on-campus event hosted by Kansai University to celebrate and respect diversity.
- Participation in a DE&I talk session for employees at Conrad Tokyo Hotel.

<<T&G’s Awards and Certifications>>

- Obtained “Eruboshi Certification” (Two Stars).
Received the “Excellent Company Award for Employment of Persons with Disabilities” from the Governor of Tokyo.
- Certified as “Gold,” the highest rating in the PRIDE Index 2025 (evaluation metric for LGBTQ+ workplace initiatives), for two consecutive years.

<<Introduction of TRUNK’s Key Initiatives>>

■ Initiatives to Support Foreign-National Employees

- Multilingual support for internal documents, tools, and training programs.
- Support for community building among employees with foreign roots.
- Language lessons by employees

■ Initiatives to Support Persons with Disabilities

- Procurement of products handled in hotels and online stores from welfare facilities and companies actively employing persons with disabilities.

■ Other Initiatives

- Donating a portion of total hotel revenue to organizations, individuals, and companies selected from the perspectives of “ENVIRONMENT,” “LOCAL FIRST,” “DIVERSITY,” “HEALTH,” and “CULTURE,” as part of activities embodying “Socializing,” which means living authentically, without strain, and with a social purpose.



About “D&I AWARD2025”

“D&I AWARD” is Japan’s largest award that recognizes and honors companies engaged in diversity and inclusion. It evaluates the D&I initiatives of companies operating in Japan using its unique assessment metric, the 'Diversity Score,' and grants certification based on the score as either 'Beginner,' 'Standard,' 'Advanced,' or 'Best Workplace.' The 'Best Workplace' certification is awarded to leading D&I companies that not only promote D&I at a high level both domestically and globally, but also foster a corporate culture of D&I and actively encourage each employee to take an individual role in advancing D&I.

TRUNK Co., Ltd.

TRUNK(HOTEL) is a boutique hotel brand born in Japan. It launched in May 2017 in Jingumae, Shibuya, with the concept of “Socializing”—encouraging individuals to live authentically and purposefully in their daily lives. In 2019, TRUNK(HOUSE), a renovated former geisha training house in Kagurazaka, opened as an exclusive private stay. In September 2023, TRUNK(HOTEL) YOYOGI PARK opened in Tomigaya, Shibuya. Each location offers a distinct concept and a unique luxury experience. All TRUNK properties have received numerous domestic and international awards.

Take and Give Needs Co., Ltd.

As a pioneer in house weddings, we operate approximately 60 wedding venues nationwide and produce approximately 12,000 weddings annually, with the mission of “enriching people's hearts and lives with a sense of playfulness and kindness.”

T&G also expand our business into consulting services, dress design, bridal credit services, honeymoon planning, and other wedding-related services. Since 2017, we have been developing TRUNK(HOTEL) as a group, aiming to create a boutique hotel market in Japan.

Company Name: Take and Give Needs Co., Ltd.

Established: October 1998

Location: 2-3-12 Higashi-Shinagawa, Shinagawa-ku, Tokyo

Representative: Kenji Iwase, Representative Director and President

Business: Domestic wedding, Hotel, Restaurant, Consulting, Dress, Bridal credit, Honeymoon

Website: <https://www.tgn.co.jp/>

For inquiries regarding this matter, please contact

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