

To all press members

November 17, 2025

Take and Give Needs Co., Ltd.

**Take and Give Needs has been certified as “Gold”,
the highest rank in the “PRIDE Index 2025”, for the second consecutive year**

Tokyo-based wedding company Take and Give Needs Co., Ltd. (Head Office: Shinagawa, Tokyo; President: Kenji Iwase; hereinafter referred to as “the Company”) has been certified as “Gold,” the highest rating in evaluation index “PRIDE Index 2025” for workplace initiatives related to LGBTQ+. This marks the second consecutive year of receiving the award, following the initial certification last year.

work with Pride



The Company, which operates wedding-related businesses as its core operations, began internal training related to LGBTQ+ in 2014 to help create a happy day for everyone, regardless of gender identity or sexual orientation. Since then, the Company has continuously implemented various initiatives to promote understanding and support for LGBTQ+, including the introduction of systems that extend welfare benefits and internal regulations to same-sex partners and their children, and receiving support of Ms. Maki Muraki, Chairperson of the NPO Nijiirō Diversity and one of Forbes JAPAN’s '50 Women Over 50 Who Are Shaping the Era'—who serves as an outside director of the Company.

During PRIDE Month in June this year, the Company continued from last year by conducting e-learning, distributing 'LGBTQ+ Ally Stickers,' and releasing a video summarizing the company’s DE&I initiatives



internally. In addition, following last year's certification, the Company held multiple discussion sessions within its internal DE&I community, where LGBTQ+ was treated as a topic.

Furthermore, the expansion of activities in collaboration with external organizations also contributed to this year's certification. These efforts include delivering a lecture on DE&I initiatives at the Women's Pavilion of the Osaka-Kansai Expo, exhibiting a booth at an experiential on-campus event hosted by Kansai University that celebrates and respects diversity, and participating in a DE&I talk session for employees at Conrad Tokyo Hotel.

Triggered by the PRIDE Index certification, the Company has been increasing opportunities for employees to proactively think about diversity and actively expanding the circle of support for LGBTQ+.

The Company will continue to promote understanding and expand support for LGBTQ+ both internally and externally, aiming to realize a society where customers and employees with diverse backgrounds and values, including LGBTQ+, can live authentically.



About “PRIDE Index 2025”

PRIDE Index is Japan’s first evaluation index for corporate and organizational initiatives related to LGBTQ+, established in 2016 by “work with Pride” to create workplaces in Japan where sexual minorities such as LGBTQ+ can work comfortably. It consists of five indicators: Policy (Declaration of Action), Representation (Community of LGBTQ+ individuals), Inspiration (Awareness Activities), Development (HR Systems and Programs), and Engagement/Empowerment (Social Contribution and External Activities). Points are awarded when specified requirements are met within each indicator, and based on the total score, companies and organizations are certified as Gold, Silver, or Bronze.

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

Take and Give Needs Co., Ltd. Public Relations Office

Seafort Square Tennozu Bay Tower 17F, 2-3-12 Higashi-Shinagawa, Shinagawa-ku, Tokyo 140-0002,

TEL: 03-3471-6824

MAIL: pr@tgn.co.jp

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