



TENGA Co., Ltd.

Company Description

Company Philosophy

Purpose

Bringing more joy to life.

Mission

To bring sexuality into the open and make it something everyone can enjoy.

Values – Our Philosophy of Product Creation

Creation

Challenge yourself to create something new. By creating it yourself, you become a pioneer in that field.

Innovation

Deliver innovations that make people say "Wow!" True innovation is what drives meaningful change.

Respect & Professionalism

Trust and respect one another. Professionalism begins with each individual.

Diversity

Celebrate and embrace each person's individuality. We strive to create a world where everyone can be happy.

Passion

Work with passion. It is passion that inspires others and drives the world forward.

Career Development

1. Mission Grade System

A role-based grading system in which compensation is determined by the scope of responsibilities and business impact. The system allows employees to take on new roles as the business grows and evolves.

2. Performance & Compensation System

Individual goals are set every six months based on organizational objectives. Performance is evaluated against these goals, and compensation is determined according to the level of achievement.

3. Internal Job Posting Program

Employees can apply for open positions across departments to pursue career growth or new challenges. Transfers are made upon mutual agreement following interviews with the hiring manager.

4. Employee Engagement Survey

Regular surveys gather employee feedback on the workplace and business. Results are shared with management and used to improve the work environment and organizational initiatives.

5. No Mandatory Retirement Age

TENGA Group has no mandatory retirement age. Employees are encouraged to continue taking on new challenges regardless of age.

6. Learning & Development Support

We promote continuous learning through management and presentation training, internal study sessions, certification support, book purchase subsidies, and foreign language learning assistance.

7. Employee Recognition Program

Employees who exemplify TENGA's values are recognized annually through a variety of awards, fostering motivation and appreciation.

8. Business Proposal Program

All employees are encouraged to submit ideas for new businesses. Proposals are welcomed across a wide range of fields, not limited to TENGA's existing business areas.

Average Employee Age

35.3 years

Work Environment

1. Celebration Benefits

Employees receive congratulatory leave and monetary gifts for marriage, partnership registration, and the birth of a child.

2. Maternity & Parental Leave

Both female and male employees actively take maternity, paternity, and childcare leave, supported by a collaborative workplace culture.

3. Team Building Support

The company subsidizes team events, including welcome parties for new employees and project completion celebrations.

4. TENGA & iroha Product Allowance

Employees receive TENGA and iroha products to deepen product knowledge or share them with family and friends.

5. Company Library

An in-house library offers a wide range of business-related books, and employees may request additional titles.

6. Flexible Dress Code

Employees are free to dress appropriately for their work, allowing them to perform comfortably and professionally.

7. Comfortable Office Environment

Our offices feature dedicated dining and break areas, a pantry, complimentary water dispensers, and office snack services to support a comfortable workplace.

Company Details

Head Office

Japan

Main Business

・安全で機能的かつ衛生的な「セクシャルウェルネス商品」の研究開発及びその販売 ・性にまつわる身体的・精神的課題を解消するための商品・サービスの開発及び提供 ・性教育や不妊治療をはじめとする、性に関する正しい知識、情報の普及 ・デリケートゾーンケアを中心とした衛生用品の研究開発及びその販売 ・性に対する認識変容を促すアパレルや雑貨の開発及び販売 ・障がい者向け就労継続支援B型事業所の運営

President

松本 光一

Established

2005年3月25日

Capital

43.0 百万円

Number of Employees

101 - 500

URL<https://tenga-group.com/company/profile/>**Offices****Main Office**

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