

VOLUNTARY RECOGNITION AGREEMENT  
between  
KOTAKU USA, LLC and GIZMODO USA, LLC  
and  
WRITERS GUILD OF AMERICA, EAST

This Agreement is entered into by and between the Writers Guild of America, East (hereinafter the “Union”), Kotaku USA, LLC (hereinafter “Kotaku”), and Gizmodo USA, LLC (hereinafter “Gizmodo”), as follows.

1. That Gizmodo and the Union are parties to a collective bargaining agreement dated March 1, 2025 to February 28, 2028.
2. That Kotaku shares a common ownership with Gizmodo.
3. That Kotaku is the employer of editorial employees represented by the Union.
4. That upon a proper showing of interest, Kotaku recognizes the Union as the exclusive bargaining representative of its employees performing editorial work for Kotaku.
5. That Kotaku, Gizmodo, and the Union agree that Kotaku and Gizmodo editorial employees should all be within one bargaining unit.
6. That Kotaku, Gizmodo, and the Union agree that the newly created bargaining unit consisting of Kotaku and Gizmodo editorial employees should all be covered by the same collective bargaining agreement.
7. Accordingly, Kotaku’s editorial employees’ wages, hours, benefits, and other terms and conditions of employment shall be controlled by the collective bargaining agreement that is currently in effect between Gizmodo and the Union.

Entered into this 12 day of August, 2025.

FOR THE UNION:

WRITERS GUILD OF AMERICA, EAST

BY: \_\_\_\_\_

ITS: \_\_\_\_\_

FOR THE COMPANIES:

KOTAKU USA, LLC



BY: Mylène Poncet

ITS: US Managing Director

GIZMODO USA, LLC



BY: Mylène Poncet

ITS: US Managing Director