

December 17, 2010

RECYLEX takes note of the decisions of the Douai Appeal Court regarding 7 former non-executive employees and 91 former executive employees of Metaleurop Nord

- Former non-executive employees of Metaleurop Nord SAS

In the context of the appeal lodged against the decisions of the Industrial Section of the Lens Labour Court (*Conseil des Prud'hommes*) handed down on June 27, 2008 concerning former non-executive employees of Metaleurop Nord SAS, the Douai Appeal Court partially confirmed the decisions of the Lens Labour Court by considering that Metaleurop SA (currently Recylex SA) was the co-employer of these former employees. The Appeal Court has granted to 7 non-protected employees (employees who were not staff representatives) an amount between €10,000 and €30,000 as damages and €100 as costs, by deciding to have these amounts integrated into the liabilities of Recylex SA that are paid in instalments according to the terms of its continuation plan. As a reminder, the appeal lodged against 4 of 11 former non-executive employees is still pending, the next hearing being scheduled for March 30, 2011.

- Former executive employees of Metaleurop Nord SAS

In the context of the appeal lodged against the decisions of the Management Section of the Lens Labour Court (*Conseil des Prud'hommes*) handed down on September 15 and 30, 2009 and February 26, 2010 concerning 91 former executive employees of Metaleurop Nord SAS, the Douai Appeal Court partially confirmed the decisions of the Lens Labour Court by considering that Recylex SA was the co-employer of these former employees. The Appeal Court has granted to 85 non-protected employees an amount between €20,000 and €50,000 as damages and €500 as costs, representing a global amount of approximately €3.9 million, by deciding to have these amounts integrated into the liabilities of Recylex SA that are paid in instalments according to the terms of its continuation plan.

However, the Douai Appeal Court rejected 6 claims for damages from protected employees (staff representatives).

Recylex takes note of these decisions and examines the possibility to appeal to the Supreme Court (*Cour de Cassation*).

RECYLEX : Recycler, transformer, value-maker

Based in France, Germany and Belgium, Recylex is a specialist in the field of lead and plastic recycling (from automotive and industrial batteries), the recycling of zinc from electronic steel and the production of zinc oxides and of special metals for the electronics industry.

Press contact:

Euro RSCG C&O

Ghislaine Gasparetto: +33 (0)1 58 47 95 25

Investors contact:

Euro RSCG C&O

Marie Frocrain: +33 (0)1 58 47 86 64

