

RULINGS BY THE LENS LABOR COURT IN CONNECTION WITH 22 CLAIMS FOR DAMAGES FOR PREJUDICE OF ANXIETY

Suresnes, October 18, 2016: Recylex SA (Euronext Paris: FR0000120388 - RX) duly notes the rulings handed down today by the Lens Labor Court (Management section) in connection with the claims for damages for prejudice of anxiety lodged by 22 unprotected former employees of Metaleurop Nord SAS, represented by the CGT union.

Following the rulings handed down by the Lens Labor Court (Industry section) on October 14, 2016, the latter (Management section) today ordered Recylex SA to pay to 22 former managerial employees of Metaleurop Nord SAS represented by the CGT union, an amount between €3,000 and €16,000 as damages and €500 pursuant to Article 700 of the French Civil Procedure Code, that is a total amount of €213,000.

For the same reasons as those mentioned in its press release dated October 17, 2016, Recylex SA is very surprised by these rulings and intends to appeal against these decisions, which will suspend their enforcement. Indeed, following the cancellation decision by the *Conseil d'Etat* on June 27, 2016, the administrative courts have not yet rendered a final decision on the request aiming at including the site on the list of facilities eligible for the ACAATA.

The claims for damages brought by 39 other former managerial employees of Metaleurop Nord SAS will be examined at the hearing of the Lens Labor Court scheduled for February 7, 2017.

A document summarizing the developments in legal proceedings concerning Recylex SA and Metaleurop Nord SAS can be found on the Recylex Group's website (www.recylex.fr – News – [Legal proceedings schedule](#)).

Regenerating the urban mines

With operations in France, Germany and Belgium, Recylex is a European group specialized in lead and plastics recycling (mainly from automotive and industrial batteries), zinc recycling (from electric arc furnace dust and zinc scrap) and the production of special metals, primarily for the electronics industry.

A key player in the circular economy with long-standing expertise in urban waste recovery, the Group has close to 680 employees in Europe and generated consolidated sales of €385 million in 2015.

For more information about Recylex Group: www.recylex.fr and on twitter: [@Recylex](#)

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