

DECISIONS OF THE *COUR DE CASSATION* IN FAVOUR OF RECYLEX S.A.

Suresnes, May 24, 2018: Recylex S.A. (Euronext Paris: FR0000120388 - RX) takes note of the decisions handed down today by the *Cour de Cassation*.

As a reminder, on January 31, 2017, the Douai Appeal Court had considered that Recylex S.A. was not co-employer of 187 former employees of Metaleurop Nord S.A.S but had nonetheless condemned Recylex S.A. to pay to these former employees damages for a total amount of € 7.8 million. Indeed, the Court considered that Recylex S.A. had committed faults having made these former employees losing their job, thereby causing a prejudice to them. Both Recylex S.A. and the concerned former employees had lodged an appeal before the *Cour de cassation* against these decisions.

The *Cour de Cassation* has today:

- Firstly, dismissed the appeal lodged by the former employees aiming at challenging the refusal by the Douai Appeal Court to consider Recylex S.A. as their co-employer;
- Secondly, reversed and cancelled the decisions of the Douai Appeal Court to the extent that they had ordered Recylex S.A. to pay damages to the former employees for loss of a chance to keep a job, referring these cases to the Amiens Court of Appeal concerning this last point.

Recylex S.A. is reviewing with its lawyers its position, as well as the consequences of these decisions, it being reminded that the payment of damages by Recylex S.A. to the concerned people was made in 2017, pursuant to the decisions of the Douai Appeal Court of 31 January 2017.

Regenerating the urban mines

With operations in France and Germany, Recylex is a European group specialized in lead, plastics and zinc recycling, as well as a producer of special metals. A key player in the circular economy with long-standing expertise in urban waste recovery, the Group has more than 660 employees in Europe and generated consolidated sales of €450 million in 2017. For more information about Recylex Group: www.recylex.fr and on twitter: [@Recylex](https://twitter.com/Recylex)

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