



LEGAL PROCEEDINGS SCHEDULE

- **Former employees of Metaleurop Nord SAS**

- *Non-managerial*

- **June 27, 2008** : the Industrial section of the Lens Labour Court (*Conseil de Prud'hommes*) considered that Recylex SA was the co-employer of 493 former non-managerial employees of Metaleurop Nord SAS and awarded to each of them 30,000€ as damages and 300€ as costs, by ordering the inclusion of these amounts (totalling €14.9 million) in the liabilities of RecylexSA's continuation plan.
 - Recylex has appealed against these judgments, thereby suspending their enforcement.
 - **December 18, 2009** : Decision of the Douai Court of Appeal

- *Managers and supervisory staff*

- **September 15, 2009**: the Management Section of the Lens Labour Court (*Conseil de Prud'hommes*) considered that Recylex was the co-employer of 89 former executive employees of Metaleurop Nord and awarded to each of them €30,000 as damages and €300 as costs, by ordering the inclusion of these sums (totalling €2.7 million) in the liabilities of Recylex SA's continuation plan.
 - Recylex has appealed against these judgments, thereby suspending their enforcement.

- **Claim for repayment of liabilities**

- **February 27, 2007** : At first instance, the Béthune Regional Court dismissed the claim brought by the liquidators for repayment of €50 million of Metaleurop Nord SAS's liabilities, holding that Recylex SA was not the de facto manager of Metaleurop Nord SAS.
 - **November 18, 2008** : The Douai Court of Appeal issued a stay of proceedings and invited the parties to refer the case to the Conseil d'Etat to examine the legality of a regulatory provision.
 - **February 12, 2009** : Recylex applied to the Conseil d'Etat for a preliminary ruling on legality.