



[translated from German]

*AGREEMENT ON THE  
APERAM EUROPEAN WORKS COUNCIL  
(2013 AGREEMENT ON THE APERAM EWC)*

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Agreement on the Aperam European Works Council

Between:

Aperam Central Management

And

The Negotiating Body representing the workers

Whereas:

## **ARTICLE 1 INTRODUCTION**

The parties to this installation Agreement intend by establishing the APERAM European Works Council (EWC) to take into account the commonality of interest created by the APERAM Group's European scale and to contribute to the sustainability of its business activities in the European Union.

The parties have agreed to negotiate this Agreement in the spirit of the provisions of EWC Directive 2009/38/EC. In this Agreement, any reference to the European Union shall be construed as also including the countries of the European Free Trade Association.

They have decided to establish a body for social dialogue at the highest level which, through appropriate information and consultation of European workers, will contribute to developing the Group's identity. Accordingly, the European Works Council shall replace the Group Council France, and shall have all its powers and rights (as defined in Annex 1) vested in it.

Through the performance of their duties, the members of the APERAM EWC will help to improve the flow of information by circulating it nationally to employee representatives and reporting to them on their activities.

To ensure information and consultation at the appropriate level of management and representation according to the matter considered, the EWC shall have a different remit and area of activity to national representation bodies, and shall be limited to transnational issues.

The responsibilities and powers of national representation bodies may not therefore be in any way affected by the exercise of the EWC's powers.

## **ARTICLE 2 SCOPE**

This Agreement applies to all workers in undertakings located on the territory of the Member States of the European Union in which the APERAM Group exercises a dominant influence within the meaning of the Luxembourg Act implementing EWC Directive 2009/38/EC. The list of these undertakings is complete at the date of signature of this Agreement (Annex 2).

For efficiency's sake, the parties have defined a scope of representation including those Member States in which the APERAM Group employs at least 116 employees accounting for 2% of the workforce size in the European Union.

## **ARTICLE 3 PURPOSE OF THE EWC**

The purpose of the EWC is to develop social dialogue between trade union representatives and Central Management through representation and consideration for the interests of European workers such as to enhance the cohesiveness and efficiency and thereby secure the future of the new group.

## **ARTICLE 4 RELATION TO NATIONAL REPRESENTATION BODIES**

The responsibilities and powers of the EWC and national representation bodies are different in nature and purpose. The interests represented are expressed and addressed separately and coherently in each body according to their respective powers and operating rules.

If a transnational decision is to be implemented nationally, the parties will refer it to the national and European representation bodies at the same time to ensure proper information and consultation of employee representatives.

## **ARTICLE 5 REMIT OF THE EUROPEAN WORKS COUNCIL**

### **5.1 SUBSIDIARITY PRINCIPLE**

In accordance with the subsidiarity principle deriving from Article 5 of the Treaty on European Union, the powers and responsibilities of the EWC and national representation bodies are different in nature and purpose.

The EWC's general remit is limited to information and, where appropriate, consultation on matters that are

- "Strategic, namely, where decision-making responsibility lies at a higher level than local or national; and
- Transnational, i.e., that concern the Group as a whole or at least two undertakings in two Member States of the EU or involve lasting transfers of activities between Member States; and
- Might significantly affect the interests of workers".

The operating procedures of the EWC in plenary and restricted sessions are specified in Article 6.2 of this Agreement.

The matters to be discussed include:

- Safety and health at work,
- The structure of the group
- Substantial changes in Group shareholding structure,
- The economic, financial and social situation,
- The probable development of production, sales and research activities,
- Investments,
- Substantial changes in the organization,
- The introduction of new working methods or production processes,
- Transfers of production and relocations
- Mergers, acquisitions and disposals that are international in scale or significantly alter the Group consolidation scope,
- Cutbacks or closures of undertakings, establishments or significant parts thereof,
- Collective redundancies,
- Environmental protection under national and regional laws,
- The situation and developments as regards both type and classification of jobs (number and quality of jobs)
- Vocational training,
- Equal opportunities.

Any request for information on a matter in an area not included in this list must be agreed beforehand by Group Central Management and the Select Committee.

The EWC is not competent to consider matters that are the remit of national employee representation bodies.

### **5.2 INFORMATION AND CONSULTATION: MEANING AND CONTENT**

Information and consultation shall take place in good time so that the workers can have a collective say on the transnational interests in the decision-making process based on available and sufficiently detailed data, and also to ensure the efficiency and adaptability of the Group.

#### **a) Information**

The transmission of information by the employer to the employee representatives so that they can know and consider the subject matter; information shall take place at a time, in a fashion and with a

content that enable the employee representatives to conduct a thorough assessment of its potential impact and if appropriate prepare consultations with the competent body referred to in Article 6.2 of this Agreement.

## **b) Consultation**

The establishment of a dialogue and exchange of views between the Employee Group and the Management Group or any other more appropriate level of management at a time, in a manner and with a content that enable the employee representatives to express an opinion, on the basis of the information provided and within a reasonable time, about the proposed measures to which the consultation relates, which can be taken into account within the Community-scale group of undertakings without prejudice to the responsibilities of Central Management.

This will enable the members of the Employee Group to ask their questions, to which the Management Group will give a substantiated reply.

If at the end of the information and consultation process the opinion of the Employee Group is not followed by Central Management, the Select Committee (SC) shall if it so requests meet with the Central Management to discuss the arrangements for implementing the measures taken, with due regard to the competences of the national representation bodies.

## **ARTICLE 6 OPERATION OF THE EUROPEAN WORKS COUNCIL**

### **6.1 LOCATION**

The EWC shall be located in the country in which the Aperam Group has its registered office: Luxembourg.

### **6.2 PLENARY ASSEMBLY AND SELECT COMMITTEE MEETINGS**

The EWC Plenary Assembly shall meet during the 1st quarter in Luxembourg.

Plenary Assembly and Select Committee meetings may be called in any appropriate place within the scope of the Agreement.

The Plenary Assembly shall be chaired by the Chief Executive Officer of Aperam or his representative. A Secretary shall be elected by the Employee Group from among the full members. The full members of the Employee Group shall attend the Plenary Assembly.

Alternate members shall be given the same written information as full members and be kept informed by them of the Council's work.

In exceptional cases, Central Management in consultation with the Secretary may invite a representative from a country outside Europe to attend the Plenary Assembly as an observer.

The EWC Select Committee shall be informed as soon as possible when exceptional circumstances occur which might significantly affect the interests of workers. The information procedure shall take place as set forth in Article 5.2 a) of EWC Directive 2009/38/EC.

In such circumstances, it may ask for a meeting with Central Management to be informed and consulted. Such meeting shall not affect the powers and responsibilities of Central Management.

EWC members elected or appointed by the establishments and/or undertakings directly concerned by the circumstances in question that are not represented in the Select Committee may also participate in a meeting organized with the Select Committee after discussions with the Chairman and Secretary of the EWC.

In general terms, Central Management shall endeavour to establish a flow of information on matters of a transnational nature to inform the social dialogue with Select Committee members. The Select Committee shall hold at least two meetings a year, one concurrently with the Plenary Assembly. Two "web meetings" a year shall also be held. Select Committee members will be given training to make best use of this tool. These meetings will be run for a one-year test period after which an assessment

will be made. If, after this test period, any recurrent failing is found, Management and the SC shall consider a more appropriate alternative.

If the SC considers that new problems are occurring, it may ask Central Management to be informed about and discuss them with it.

### **6.3 NOTICE AND AGENDA**

#### **a) Plenary Assembly**

The notice calling the EWC Plenary Assembly shall be signed by its Chairman. It shall be written in all the members' languages and, barring exceptional circumstances, sent out to all EWC members along with a draft agenda by Aperam Human Resources Department a month before the meeting.

The Secretary shall collect in any questions and proposals from EWC members.

The agenda shall be finalized by the Chairman of the EWC in consultation with the Secretary of the SC and sent out with the supporting documents no later than 10 days before the preparatory meeting to all EWC members in the languages concerned to enable them to make appropriate preparations and enhance the quality of discussions in the preparatory and Plenary Assembly meetings.

#### **b) Select Committee**

The agenda and notice shall be sent out with the supporting documents no later than 10 days (except in emergencies) before the meeting.

The notice and agenda shall always be sent to local management of the undertakings to which the members of the Employee Group belong, as well as the managements of the business lines and national coordinating bodies. They shall be sent to EWC members by electronic means in preference to ordinary post.

#### **c) Any other business**

Central Management shall answer as soon as possible matters raised as any other business which it cannot answer at the meeting.

### **6.4 PREPARATORY MEETINGS**

A preparatory meeting may be held the day before the Plenary Assembly meeting. The Select Committee shall meet before each meeting if it feels the need.

The EWC Employee Group and the Select Committee shall have an opportunity for discussions with Central Management after the meeting.

## **ARTICLE 7 RESOURCES OF THE EUROPEAN WORKS COUNCIL**

### **7.1 MATERIAL RESOURCES FOR MEETINGS**

Central Management shall provide the material resources needed for holding Plenary Assemblies, Select Committee meetings, preparatory meetings and the training provision referred to in Article 7.6, such as provision of a room, interpreting services, document translation, and video projectors.

A computer and mobile phone shall be made available to members of the Select Committee to enable them to perform their duties properly.

Aperam Human Resources Department shall also attend to the organization of meetings. It shall ensure that the travel, meals and accommodation expenses of EWC and Select Committee members are paid for in advance if possible.

Expenses shall be strictly limited to the essentials mentioned above to enable members to work properly.

## 7.2 TIME OFF FOR DUTIES

The time required for EWC members to perform their duties as set out in this Agreement (e.g., reading the agenda supporting documents, replacement of a full member by an alternate, time spent informing employees about the EWC's work) shall be added to their time off for union duties under national laws and local regulations but may not exceed full time working hours.

Central Management and SC members shall review these arrangements regularly and make any necessary adjustments.

Members shall inform local management of when and how long they will be absent on official duties.

Central Management shall inform local management of the provisions of this Article.

## 7.3 WORKING LANGUAGES AND MEETING MINUTES

Each national language shall be considered as a working language.

The draft minutes of Plenary Assembly and Select Committee meetings shall be written jointly by Aperam Human Resources Department and the Secretary of the EWC. They shall be submitted to the EWC Chairman and Select Committee members for approval before being circulated.

The minutes shall be signed by the Chairman and Secretary of the EWC. They shall be written in French and translated into EWC members' languages.

Once signed, they shall be sent by Aperam Human Resources Department to the full members and alternates of the Employee Group in their chosen language.

They shall also be circulated to the managements of the undertakings to which the members of the Employee Group belong, as well as managements of the business lines and national coordinating bodies.

The members of the Aperam EWC shall inform the representatives of employees in the countries of the European Union about their work. They shall do this through the national employee representation bodies established at national level. In countries with no such bodies, appropriate means for enabling such communication with employees shall be determined by consultation between the employee representatives and managements concerned (email, etc.).

## 7.4 INDUSTRIALL COORDINATOR

A representative mandated by IndustriAll may assist the members of the EWC as Coordinator with a key role in coordination between countries. The Coordinator's task shall be to provide EWC members with his expertise in European matters, particularly laws, and resolve any issues with the EWC not working as it should. He shall participate in all EWC and Select Committee meetings.

His travel and subsistence expenses shall be paid by Central Management.

## 7.5 EXPERT

### a) Enlisting expertise

Pursuant to Article 1, paragraph 2 of this Agreement, the EWC Employee Group may for the purposes of being informed on matters on the annual Plenary Assembly's agenda be assisted by a person of recognized expertise who shall have the rights and powers of the Group Council France's expert.

Provided it is necessary for its functioning, the Employee Group may in light of the Select Committee's agenda enlist assistance from a person of recognized expertise, who may be someone from IndustriAll. Such person shall be appointed by a vote of the EWC Employee Group after consultation with the Chairman of the EWC who shall not vote.

If the Chairman is unable to accept the EWC's choice on objective grounds, the reasons shall be notified to the Select Committee. In such a case, it will arrange for another expert in the requisite subject area to be appointed.

## **b) Costs**

In principle, only one expert shall be paid for. He shall report on his work to the members of the EWC, the Select Committee and Central Management.

The costs of the expertise shall be paid on the basis of an engagement letter detailed beforehand by Central Management and the Secretary of the SC (fees, travel and accommodation expenses).

## **7.6 OPERATING COSTS**

The provisions of Article 7.1 notwithstanding, the costs incurred by EWC members for carrying out the duties set out in this Agreement, and the time spent in preparing for and following-up on meetings shall be paid by the undertakings to which the members belong in accordance with prevailing law, agreements and practices after approval by Aperam Human Resources Department.

Only the costs incurred by the meetings provided for in this Agreement will be paid.

## **7.7 TRAINING FOR THE EMPLOYEE GROUP**

### **a) Duration**

The full members of the EWC Employee Group shall be offered 12 days' training in economic, financial and labour/employment matters, including knowledge of the Group, with pay while in office: 6 days arranged by the Aperam Human Resources Department and 6 days arranged by the Employee Group after Central Management has approved the agenda.

The undertaking shall provide Employee Group members who wish it with access to online English or French courses free of charge.

### **b) Costs**

Training costs (educational materials, travel, accommodation and meals) shall be paid for by Central Management.

## **7.8 OPERATING RESOURCES**

Each member of the EWC shall have access to the necessary IT resources. Central Management shall ensure that EWC members have the necessary local means for proper communication.

The Aperam Human Resources Department shall provide the administrative resources in Luxembourg needed for the EWC to operate.

## **ARTICLE 8 SECRECY - CONFIDENTIALITY**

Full and alternate members of the EWC as well as persons invited to Plenary Assembly and Select Committee meetings have a duty not to disclose to third parties any information obtained by them by virtue of their membership of that body that has been described as confidential by Central Management. Central Management shall also specify the reasons for and period of such confidentiality.

Confidential information shall be not recorded in the minutes. This confidentiality clause ensures the best possible discussions and must not impede effective information/consultation.

Depending on the nature of the information, this obligation may continue to apply after the end of the terms of office. The expert and IndustriAII Coordinator shall also be bound by this confidentiality obligation.

## **ARTICLE 9 PROTECTION OF EMPLOYEE REPRESENTATIVES ON THE EWC**

In performing their duties, Employee Group members shall have the same protection as other employee representatives in accordance with national laws and/or practices of the countries in which they are employed.



Without interfering with national laws, any measure to terminate the employment contract of an EWC member during or within two years after the end of his term of office shall be reviewed beforehand by the Aperam Human Resources Department, the Chairman and members of the Select Committee.

## ARTICLE 10 COMPOSITION

The EWC is a joint committee comprising a Management Group (composed of Central Management representatives) and an Employee Group (composed of employee representatives).

### 10.1 MANAGEMENT GROUP

The Management Group shall be composed of the "Members of the Group Management Committee" (MCM), including the Chief Executive Officer, or by representatives duly authorized by the MCM according to the matters dealt with.

### 10.2 EMPLOYEE GROUP

The Employee Group shall be composed of representatives of employees employed by an Aperam Group undertaking under a permanent employment contract.

The full and alternate members shall be appointed by the trade unions or employee representation bodies in accordance with to national rules and practices.

- Group workforces shall be calculated as Full Time Equivalentents (under permanent or fixed-term contracts) on the average workforce size during the two years prior to the signing of this Agreement.
- Part-time, fixed-term and agency staff workers employed during the two-year reference period:
  - whose working time is at least 16 hours per week shall be taken fully into account in calculating workforce sizes
  - whose hours of work are below the above level: the workforce size shall be calculated by dividing the total number of working hours specified in their employment contracts by the statutory or collectively-agreed working hours.

Employees in countries where there is no employee representation shall elect their EWC members through a secret ballot organized by the local Human Resources Department.

The Employee Group members of the European Works Council shall be elected or appointed proportionally to the number of workers employed in each Member State in the Aperam Group by allocating one seat per Member State for each workforce size group employed in that Member State corresponding to 10% of the total number of workers employed in all Member States, or a fraction thereof;

The qualifying fraction for a representative or an additional representative is 2%, corresponding to a threshold of 116 employees.

Example: a country accounting for 32.93% of the workforce will have three seats plus one additional seat making four in total.

In order that the country in which the Group has its registered office shall be included, a representative from Luxembourg shall be a member of the EWC.

At the time of signing the agreement, there are 14 representatives allocated as follows:

Country /%	Number of representatives
Germany	1
Belgium	4
France	6
Italy	1
Czech Republic	1
Luxembourg	1
TOTAL	14

There shall be one alternate for every full member. A full member of the Employee Group who is unable to attend a meeting may be replaced by an alternate member.

The names of full members and alternates shall be notified to Aperam Human Resources Department which shall inform the managements of the undertakings concerned. The Select Committee shall also be informed of all appointments or elections.

The term of office is 4 years' renewable. It shall be terminated in the following circumstances:

- resignation of office
- where the member ceases to be a Group employee;
- removal by the appointing bodies of a country.

Without prejudice to prevailing national laws and practices, where a member of the Employee Group resigns his office during the term, the trade union concerned shall appoint his replacement from among the alternate members. If there is no alternate member, a new appointment shall be made for the country concerned in accordance with Article 10.2.

### **10.3 ELECTION OF THE SECRETARY**

The EWC Employee Group shall elect the Secretary and Deputy Secretary of the EWC from among its full members. They shall be elected by majority vote for a renewable term of four years.

The Secretary and Deputy Secretary shall be members of the SC.

### **10.4 CHAIRMAN OF THE EWC AND THE EMPLOYEE GROUP**

The EWC shall be chaired by the Chairman of the Management Group. If he is unable to act, he may be replaced by another member of the Management Group.

The EWC Employee Group shall elect one of its full members to be Chairman and a member of the SC. The Chairman of the Employee Group shall be Vice-Chairman of the EWC. The chairmanship of the Employee Group shall be held for a renewable period of two years by rotation among the national delegations.

### **10.5 WORKING GROUPS**

The EWC may form ad hoc Working Groups, including at least one Standing Working Group on Health and Safety.

They shall be composed of members chosen for their experience and interest in the matters dealt with from among the full members of the EWC Employee Group and report on their work to the EWC Plenary Assembly. These groups and their tasks shall be defined by consultation between the Management Group and Employee Group.

## **ARTICLE 11 SELECT COMMITTEE (SC)**

The SC is the EWC in restricted form; its powers and privileges are derived from the Plenary Assembly. It ensures continuity in the EWC's work and coordinates the activities of the Employee Group.

The members of the SC shall be elected from among the full members of the EWC Employee Group. It shall comprise six members, including the Secretary, Deputy Secretary and the Chairman of the Employee Group.

It shall be composed as follows:

Country	Number of representatives
Belgium	2
France	3
EWC's choice	1
Total	6

The SC will, inter alia, discuss and agree with management on the following matters:

- Dates, times and place of meetings
- Contributing to drawing up the agenda in accordance with Article 6.3
- Training for EWC members
- Resolution of disputes regarding the functioning of the EWC
- Use of expertise as defined in this Agreement
- Changes in the EWC's composition due to changes in the Group consolidation scope
- Informing employees or their representatives of the outcomes of EWC meetings

## **ARTICLE 12 AUTHORITATIVE VERSION**

In the event of inconsistency between the different language versions, the French version shall prevail.

## **ARTICLE 13 APPLICABLE LAW AND DISPUTES**

This Agreement specifies the rights and obligations of the parties. It is concluded under the Luxembourg Act implementing EWC Directive 2009/38/EC.

### **13.1 CONCILIATION**

A Joint Conciliation Body shall be established at Aperam's head office to arbitrate any disputes arising in connection with the performance of this Agreement.

The Conciliation Body shall consist of the Chairman of the EWC and the Secretary of the Employee Group who shall jointly appoint a neutral umpire. If no agreement is reached on the appointment of the umpire, the conciliation shall be deemed to have failed and Article 13.2 of this Agreement shall apply.

The Conciliation Body shall negotiate with the aim of reaching an amicable settlement.

### **13.2 JURISDICTION OF THE COURTS**

The courts of Luxembourg deciding in accordance with Luxembourg law shall have exclusive jurisdiction over all disputes not resolved by the Conciliation Body except for disputes relating to the appointment of non-Luxembourg representatives which shall be the jurisdiction of the courts of the country concerned.

## **ARTICLE 14 CHANGES IN WORKFORCE SIZES AND CONSOLIDATION SCOPE**

The number of seats and composition of the EWC and the SC, and the allocation of seats per country, shall be adjusted to reflect any significant increase or decrease in the number of workers employed in one or more Member States of the European Union unless such change occurs in the final year of the term of office.

This will then be taken into account when the members of Employee Group are next appointed.

## **ARTICLE 15 DURATION - REVISION AND TERMINATION**

This Agreement shall enter into force upon signature and be of unlimited duration.

EWC members shall in their first term of office be given a copy of this Agreement translated into their language.

Central Management and the EWC members shall review the implementation of the Agreement after the first term and every four years thereafter.

This Agreement may be revised at the initiative of the Management Group or Employee Group. The group taking the initiative shall submit a draft amending text to the other party.

The party receiving the request shall give its opinion on the desirability of engaging negotiations for revision within three months of receipt of the request.

Any revisions shall be made in an addendum to this Agreement, signed by the Management Group and the majority of Employee Group members.

Pending a formal agreement on the subject-matter of the revision, the existing provision or provisions shall remain applicable to the letter subject to preserving the prevailing balance at the time of signing this Agreement.

Termination shall be considered by both parties as a last alternative with serious consequences. Accordingly, the parties undertake to resort to it only in extreme circumstances when all other possibilities of an amicable settlement have been exhausted.

This Agreement may nevertheless be terminated by either party by the giving of 6 months' notice by registered letter with acknowledgment of receipt sent to the Chairman of the EWC (if terminated by the Employee Group), or the Secretary of the EWC Employee Group (if terminated by the Management Group).

The parties shall then commence negotiations within one month of notice of termination.

This Agreement shall remain valid until an addendum or a new replacement agreement enters into force or, alternatively, for a period of 6 months from the expiry of the notice period.

Failing agreement at the end of this period, the subsidiary requirements laid down in the Luxembourg Act implementing EWC Directive 2009/38/EC shall apply.

Done at Luxembourg, 3 April 2013

For Aperam

Johanna Van Sevenant  
Responsible for Human Resources, Communications and Sustainability

Philippe Darmayan  
Chief Executive Officer

Gérard Grimbert  
Employment Relations Officer

Jean-Paul Rouffiac  
Chief Operating Officer Stainless & Electrical Steel Europe

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For the Aperam Negotiation Body

Danny Anthis  
LBC-CNE  
Belgium

Eric Bonjean  
MWB-FGTB  
Belgium

Philip Bonnot  
CGT  
France

Gianluca Brocca  
FIOM-CGIL  
Italy

Elisabeth Delattre  
CFE/CGC  
France

Rudi Essers  
ACV-CSC Metea  
Belgium

Fidel Gavilan  
ABVV-Metaal  
Belgium

Christiane Graillot  
CFDT  
France

Laurent Krakowski  
OGBL  
Luxembourg

Claudia Kursawe  
IG Metall  
Germany

Marc Lagarde  
CFDT  
France

Daniel Masek  
OS – Kovo  
Czech Republic

Patrick Ramelot  
CFDT  
France

Guy Thimothe  
CGT  
France

## Annex 1: Provisions of the French Labour Code applicable to the Group Council

The provisions relevant to the Group Council are to be found in Part Two - Title III – Book III of the French Labour Code (Articles L. 2331-1 to L. 2335-1).

### A) Remit of the Group Council

L. 2332-1: "The Group Council shall receive information on the business, financial situation, annual or multi-year forecasts and development of employment, and any preventive measures contemplated in light of such forecasts, in the group and in each undertaking that it comprises. It shall receive the consolidated accounts and balance sheet if they exist and the statutory auditor's report on them.

It shall be informed of the economic outlook for the group for the coming year in these areas".

L. 2332-2: "If a takeover bid is announced on the dominant undertaking of a group, the employer of that undertaking shall inform the Group Council immediately. The provisions of Articles L. 2323-21 L. 2323-23 (registration of a takeover bid) for the works council shall then apply to the Group Council.

Compliance with these provisions acts as a release from the obligations laid down in Articles L. 2323-21 et seq. for works councils of group companies".

### B) Meetings

L. 2334-2: "The Group Council shall meet at least once a year on notice given by its Chairman.

The agenda of the meeting shall be decided by the Chairman and Secretary and sent to members at least fifteen days before the meeting.

The time spent by employee representatives in Group Council meetings shall be paid as working time".

### C) Assistance of an accountant if required

L. 2334-4: "In carrying out the tasks provided for in Article L. 2332-1, the Group Council may be assisted by an accountant who shall be paid for by the dominant undertaking.

The accountant shall have access to the same documents as the statutory auditors of the group undertakings in order to carry out any check or control for the performance of his appointed tasks".

## **Annex 2: Consolidation scope at the date of signing the Agreement**

Aperam Stainless Services & Solutions Austria Gmbh  
AL-FIN  
Aperam Stainless Belgium  
Haven Genk  
Bedrijvencentra Limburg 12  
Wetenschapspark Limburg 12  
Aperam Stainless Services & Solutions Tubes Czech Republic Sro  
Aperam Stainless Services & Solutions Czech Republic  
Aperam Stainless Europe  
Aperam Stainless France  
Aperam Stainless Services & Solutions Precision  
Aperam Stainless Services & Solutions France  
Aperam Stainless Services & Solutions Tubes France  
Aperam Stainless Services & Solutions Tubes Europe  
Aperam Stainless Services & Solutions international  
Aperam Alloys Imphy  
Aperam Alloys Amilly  
Aperam Alloys Service SNC  
Aperam Alloys Rescal  
Aperam Treasury SNC  
Aperam Invest France  
Aperam Alloys Germany  
Aperam Stainless Services & Solutions Precision Germany Gmbh  
Aperam Stainless Services & Solutions Germany Gmbh  
Aperam Stainless Services & Solutions Italy srl  
Aperam Stainless Services & Solutions Luxembourg  
AMO7  
Aperam Sourcing SCA  
Aperam Treasury SCA  
Aperam HoldCo Sari  
WiCo1  
WiCo2  
Aperam LuxCo  
Acesita Holding  
Aperam Stainless Services & Solutions Precision Benelux  
Ugine Nederland  
Aperam Stainless Services & Solutions Poland Sp z,o,o

Aperam Stainless Services & Solutions Portugal  
Acesita Imports & Exports  
Aperam Stainless Services & Solutions Iberica SI  
Matthey Iberica  
Aperam Stainless Services & Solutions Nordic AB  
Aperam Stainless Services & Solutions Switzerland AG  
Aperam Alloys Switzerland AG  
Aperam Stainless Services & Solutions UK Ltd (ex-AM Stainless Service UK Ltd)  
Aperam Alloys UK Ltd (ex-AMSNA UK Ltd)  
Aperam Stainless Services & Solutions Tubes UK Ltd (ex-AM Stainless Automotive Tube UK)