



**DECLARATION ACCORDING TO ARTICLE R 225-34-1
from decree 2008-448 of 7-5-2008**

**INFORMATION RELATING TO THE INDEMNITY OBLIGATIONS
LIABLE TO BE DUE BY THE COMPANY MANITOU BF
TO
MR MICHEL DENIS
IN THE EVENT OF THE CESSATION OF HIS EMPLOYMENT**

The Board of Directors of January 8th 2014, referring to the recommendations by MiddleNext and to the clauses of article L. 225-90-1 of the Commercial Code, decides that a lump-sum indemnity is likely to be paid to the Chief Executive Officer in the case of revocation before the end of his 4 year appointment, or non-renewal of the appointment at the end of the 4 years, unless the revocation or non-renewal is justified by gross negligence.

The amount of the indemnity would be equivalent to a 100% of the remuneration received, as the fiscal year ends preceding the revocation or the non-renewal; including fixed, variable salary and bonus, under the condition that the bonus rate for the past period is higher than 35%.

Ancenis: 01/13/2014

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