

APPENDIX 4.1
(referred to in paragraph 4.17)

Neopost: principal locations

<i>Country</i>	<i>Location/town</i>	<i>Use of site</i>	<i>Products manufactured or distributed</i>	<i>Freehold or leasehold</i>	<i>Average number of employees 2001</i>
France	Bagneux—1	Corporate office	N/A	Leasehold	12
	Bagneux—2	R&D + industrial management	Mailing and low-end document systems	Leasehold	90
	Le Lude	Manufacturing	Mailing and low-end document systems	Freehold and leasehold	490
	Cavaillon	Sales and distribution, R&D	Logistics software	Leasehold	84
	Nanterre	Sales and distribution	Mailing and document systems	Leasehold	645
Netherlands	Clichy Drachten	Sales and distribution Manufacturing and R&D	Document systems Document systems	Freehold Freehold	458 266
	Almere	Sales and distribution	Mailing and document systems	Leasehold	63
Belgium	Brussels	Sales and distribution	Mailing and document systems	leasehold	19
Italy	Milan	Sales and distribution	Mailing and document systems	Leasehold	56
UK	Romford	R&D Sales and distribution Leasing	Mailing and document systems	Leasehold	477
USA	Hayward, California	Sales and distribution Leasing	Mailing and document systems	Leasehold	1,176
	Memphis, Tennessee	Central warehouse and logistics centre	Mailing and document systems	Leasehold	
Canada	Austin, Texas	R&D	Logistics systems	Leasehold	25
	Toronto	Sales and distribution	Mailing and document systems	leasehold	80

Source: Neopost.