APPENDIX 4.1 (referred to in paragraph 4.17)

Neopost: principal locations

Country	Location/town	Use of site	Products manufactured or distributed	Freehold or leasehold	Average number of employees 2001
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
	Clichy	Sales and distribution	Document systems	Freehold	458
Netherlands	Drachten	Manufacturing and R&D	Document systems	Freehold	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	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	
	Austin, Texas	R&D	Logistics systems	Leasehold	25
Canada	Toronto	Sales and distribution	Mailing and document systems	leasehold	80
Source: Neopost.					
Belgium Italy UK USA	Nanterre Clichy Drachten Almere Brussels Milan Romford Hayward, California Memphis, Tennessee Austin, Texas Toronto	R&D Sales and distribution Sales and distribution Manufacturing and R&D Sales and distribution Sales and distribution Sales and distribution R&D Sales and distribution Leasing Sales and distribution Leasing Central warehouse and logistics centre	Logistics software Mailing and document systems Document systems Document systems Mailing and document systems Mailing and document systems Logistics systems Mailing and	Leasehold Leasehold Freehold Leasehold	645 458 266 63 19 56 477 1,176