

employees

Headcount within the Software division has remained stable overall. Some additional resource was added to strengthen the sales and marketing team in the UK, notably to spearhead sales of PDF products through distributor and reseller channels into key European markets. Numbers within the research and development team were also increased again this year by more than 13% (following a 23% increase the year before) to consolidate the skills base devoted to developing new tools and solutions for customers. Overall, the Company believes that its relations with its employees are generally strong. Manpower within the Hardware division was substantially reduced following a restructuring and efficiency programme which

largely affected the numbers employed in the UK and France. However, there were also some reductions in the US. Overall, headcount was reduced by 41% from 557 to 326 of which approximately 55 following the disposal of the shares of Technotol and Tecnolak and of the Colomag assets and business in October 2001. A further reduction of some 20 people, all of whom were on notice periods extending beyond December 31, 2001, was completed by the end of February 2002.

However, as of December 31, 2001 the Company had approximately 472 employees distributed as follows:

	Continental Europe	UK	USA	Rest of World	Total
SOFTWARE DIVISION					
Production	--	1	1	--	2
Sales & Marketing	--	8	9	--	17
Research & Development	--	50	9	--	59
Technical Service	--	5	5	--	10
Administrative & Other	--	18	4	--	22
Total - Software division	--	82	28	--	110
HARDWARE DIVISION					
Production	61	123	18	--	202
Sales & Marketing	7	14	1	1	23
Research & Development	13	28	2	--	43
Technical Service	5	14	4	--	23
Administrative & Other	12	14	9	--	35
Total - Hardware division	98	193	34	1	326
XANALYS					
Production	--	--	--	--	--
Sales & Marketing	2	1	3	2	8
Research & Development	--	19	--	--	19
Technical Service	--	3	1	--	4
Administrative & Other	--	1	4	--	5
Total - Xanalis	2	24	8	2	36
TOTAL as at December 31, 2001					472