

**Real Software Executive Committee Completed:
Bert Vermeiren, experienced HR professional, appointed as
Human Resources Director**



Kontich, February 8th, 2002. Three months ago, Theo Dilissen announced - within the framework of the new strategic plan - his new management structure : the Executive Committee and Corporate Office – a strong and competent team of professionals. One important position was still vacant, that of Human Resources Director. Today, this is being filled by Bert Vermeiren, a senior executive with 20 years of experience in HR and more than 7 years in the IT sector.

The Human Resources challenges at Real Software comprise:

- further integration of the subsidiaries to achieve a sound, strong group. Developing joint processes at group level where intensive use is made of available resources / knowledge and the implementation of a recognisable corporate culture is of crucial importance in this respect.
- structuring the group's personnel policy and supporting Real Software's further growth and that of Real Software staff's scope of activity and skills.

With 20 years of experience in HR and 7 years in the IT sector, Bert Vermeiren has gained experience in each of these domains.

- After obtaining a masters degree in applied economics (UFSIA 1977) and communications (KUL 1978), he started his career in the education and training departments of professional organisations such as Agoria and VKW.
- From 1988 to 1991, he was Personnel Manager in a 900 person unit at Philips Lighting and in 1991 he joined Philips Matshushita Battery Corporation as HR Manager.
- In 1995 he was appointed as HR Director for IBM Belgium and Luxembourg and was a member of the IBM Belgium/Luxembourg management team.

- In 1998, Lernout & Hauspie Speech Products nv appointed him VP Human Resources as well as a member of the management committee.

At strategic level, he was involved in major change processes and the renewal of the HR policy at Philips, IBM and Lernout & Hauspie Speech Products. At IBM Belgium–Luxembourg, he played an important role as change manager in the strategic changes under Lou Gerstner from the beginning of 1995, which included the introduction of business units as well as ensuring the growth of the company’s IT services division and integrating acquisitions.

Within L&H he structured personnel policy worldwide from the end of 1998, was responsible for HR and the organisational integration of subsidiaries and took on responsibility for retaining staff and managing HR aspects in Philippe Bodson’s crisis team, under extreme circumstances. Up to now he has worked on the transfer of the remaining members of staff to the American buyer’s structure at the request of the curators.

As his most important challenge, Vermeiren sees the creation of a strong HR-foundation for Real Software in the area of competences, organisation and company culture.

Annual results 2001

Real Software will announce its annual results for the 2001 financial year on Wednesday, February 27th 2002 after the closing of the stock exchange. The press release can be consulted from 5.40 p.m. on the Real Software website www.realsoftwaregroup.com. The results will also be published in the national media on February 28th. (end of press release)

For more information:

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About Real Software NV

Real Software was established in 1986. During the first semester of 2001 the group realised a consolidated operating profit of 9.3 million euro on a total consolidated turnover of 103.9 million euro, which represents an EBIT margin of 9%. The EBIT margin of the pro forma operating profits of the core business can be defined at 11.1 %. The Real Software Group currently employs a staff of approximately 1800 employees. The group offers a comprehensive range of software services ranging from the development and implementation of its own products, over tailor-made solutions and consulting for third-party products, such as SAP and JD Edwards. The company exports Belgian technology to countries such as Luxemburg, the Netherlands, France, Germany and Switzerland. The customer portfolio includes companies such as Du Pont de Nemours, GIB, Océ, Johnson & Johnson, Merck Sharp & Dohme, Biogen, Renault, the Paris Metro, TF1, EDF – Electricité de France, SNCF, the Dutch Post Office, NedCar, Philips, Shopi, Bandag, Goodyear, KBC Bank and Fortis Bank.

(If there should be any interpretation differences between the Dutch and the English text, the Dutch text will be binding.)