



Real, in the framework of proposed merger with Dolmen, issues new Warrant Plan for senior management, which replaces existing Warrant Plan of 2007

Kontich, 13 June 2008

Real and Dolmen file today their merger proposal that will be submitted this summer to the shareholders of both companies in order to create the joint company RealDolmen. As announced in the prospectus related to Real's tender offer for Dolmen, it was decided to offer a common stock option plan to the joint management of the future RealDolmen entity and its subsidiaries. The purpose of the plan is to motivate and retain the selected participants including those from Dolmen on the same basis linking the selected participants closer to shareholders' interests.

In the framework of the authorized capital, the Board of Directors of Real issued 21,090,000 warrants, referred to as "Warrants 2008", a stock option plan for grant to the senior management of the Company.

Each warrant is entitled to one new share of the Company. The exercise price of the Warrants 2008 is €0.26, being the average of the closing prices of the share of the Company as quoted on Eurolist by Euronext Brussels during the thirty day period preceding the issuance of the Warrants 2008. The Warrants 2008 have a term of five years and shall vest in three instalments of one-third (1/3) each on the date of grant and on the first and second anniversary of the date of grant. Upon termination of the employment or consultancy agreement, the warrants will stop vesting unless stipulated otherwise by the Board of Directors. The exercise of the warrants during their term will lead to an increase of the share capital of the Company through issuance of new shares of the Company.

The Appointments and Remuneration Committee of the Company will be responsible for the administration of the stock option plan and will be able to impose additional terms, if any, at the time of the offer of the warrants. As a condition to issuing the new option plan, the Appointments and Remuneration Committee decided that all beneficiaries of the stock option plan issued in 2007, referred to as "Warrants 2007", have to forsake the grant and that the Warrants 2007 will elapse at the moment Warrants 2008 is issued.

For more information with regard to the exercise and issuance conditions, reference is made to the reports of the Company's Board of Directors and Auditor to be published on the company's website.

For more information, please contact:

<p>REAL SOFTWARE: Thierry de Vries Secretary General Prins Boudewijnlaan 26, 2550 Kontich Tel. +32.3.290.23.11 - Fax +32.3.290.23.00 URL: www.realsoftwaregroup.com</p>

About REAL

REAL is an IT business solutions and knowledge company with over 800 highly skilled IT professionals and more than 1,000 customers in the Benelux countries and France. The company offers business solutions and professional services designed to help its clients achieve their growth and profit objectives. **REAL** specializes in providing innovative, cost effective business solutions and IT knowledge in the following areas: Business Intelligence (BI), Customer Relationship Management (CRM), Web Solutions, Information Management, Enterprise Resource Planning (ERP), Enterprise Asset Management and Financial Accounting. For all of **REAL's** solutions it supports the entire software lifecycle: plan/design – build/deploy – run/maintain. **REAL** offers professional services across most development environments including Java, .Net, iSeries, Oracle and Progress. **REAL** provides both custom-made solutions and standardized applications in specific vertical markets such as logistics & distribution, financial services, public & para-publics, general industry and health & life sciences.

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