

11th August 2008

The Secretary for the Civil Service  
Civil Service Bureau,  
Central Government Secretariat.

Attention: Mrs. Carrie Wong

Dear Madam,

We refer to your letter dated 4th August addressed to Mr. Leung Chin Man in relation to your request for explanation about Mr. Leung's appointment as Executive Director and Deputy Managing Director with New World China Land Limited ("the Company") with effect from 1st August 2008. Given the understanding that your approval for Mr. Leung's appointment was literally stated as "Executive director" only, it is of paramount importance that we need to explain the matter to you for sake of avoiding misunderstanding.

Mr. Leung's appointment as Executive Director, which is one of the members of the Board of Directors ("the Board") of the Company, has been approved by a Meeting of our Executive Committee of the Board on 1st August, 2008. Mr. Leung's functional title, Deputy Managing Director, has also been designated and resolved at the same meeting. This functional title has been specifically determined by our Managing Director as Mr. Leung has to play a key strategic role to assist the Managing Director to set up the Central Procurement and Cost Monitoring Division. This new Division has been structured directly under the jurisdiction of the Managing Director for the purpose of creating greater cohesion and enforcement strength.

We have to add that the functional titles designated for all our employees or directors of the Company are not only for the purpose of facilitating them to perform their duties but also for maintaining lines of reporting and delineating organisational hierarchy. We do not expect that the designation of functional title to Mr. Leung as part of our normal organisational procedural requirements would arouse your concern. We would like to offer our apology for our oversight and that the Company would endeavour to act with strict compliance and transparency. We would also like to undertake and assure that this mere designation of functional title definitely would not alter the scope of Mr. Leung's duties as previously approved by you.



Should you require us to clarify the matter further, please feel free to contact the undersigned.

Thank you for your kind attention.

Yours faithfully,

Joanne Ma  
Manager – Human Resources & Administration  
New World China Land Limited