

# STAKEHOLDER RELATIONS



## Investors & Shareholders

Titan believes communicating with existing and potential investors is very important, and the company seeks to provide timely, accurate and transparent disclosure of matters affecting the interests of shareholders.

The Group conducts timely press conferences, analyst and investor briefings to explain earnings results or major transactions and address any questions, actively encouraging two-way communication. In addition to briefings, Titan actively informs stakeholders of significant transactions, business developments and other company news via press releases, announcements, email news alerts and letters to shareholders.

Titan maintains active dialogue with a wide range of local and overseas fund managers, buy-side and sell-side analysts via one-to-one meetings, conference calls, investor conferences and events. During 2005, Titan attended over six investor events

organized by international securities firms in Hong Kong, Singapore, and Beijing. Titan management met with overseas investors from over 100 institutions outside of Hong Kong, including Singapore, the UK, the US, Japan, Russia, and Brazil. Titan's stock and bond also received increasing coverage by investment houses during the year.

The Group's annual and interim reports, in English and Chinese, as well as announcements and press releases, are available at its corporate website at [www.petrotitan.com](http://www.petrotitan.com).

Through the website, Titan provides other easily accessible information of interest to investors, and promotes effective communication through a special IR contact channel. Enquiries on matters relating to shareholding and company business are handled in an informative and timely manner.

Titan also sees its Annual General Meeting as an important opportunity for face-to-face communication between the Board and shareholders, providing a time and venue for Board members to address questions from shareholders.

## Shareholder and Investor Information

- Listed on the Hong Kong Stock Exchange since May 2002.
- Became a constituent stock of Hang Seng Composite Index (HSCI) Series in August 2002, comprising top 200 stocks by capitalisation.
- Made a member of the Morgan Stanley Capital International (MSCI) Hong Kong Small Cap Index in May 2004.
- Market capitalisation of HK\$2,762,356,992 at 31 December 2005.
- Average daily turnover for 2005 was about 20,133,350 shares.

## Employees

As a rapidly growing company, Titan places great emphasis on people – attracting, nurturing and retaining high performing employees – ensuring that they understand and are committed to the Group's objectives, and are well-equipped with the necessary knowledge and competencies required to fuel and sustain this growth.

As at 31 December 2005, the Group had approximately 180 employees in Singapore, Hong Kong and Mainland China, and approximately 680 officers and crew on board the Group's fleet and floating storage units. These employees are recognised for their high levels of professionalism and experience.

Remuneration packages including basic salary, bonus and benefit in kind are structured by reference to market terms and individual merit and are reviewed on an annual basis based on objective performance appraisals. Share options are also granted to certain employees and directors of the Group.

With people excellence as one of the adopted core values of Titan, several and ongoing internal communication initiatives involving Group employees and managers were introduced during the year to communicate the Company direction and strategy, and foster team building, with the aim of building a desired Titan culture throughout all levels, businesses and locations of the Group.

In addition, the Group provides employees with opportunities for personal and career development through professional and other general training programmes and workshops.

To emphasise its continuous commitment to develop employees, in 2005, employees from the Group's shipping division attended Risk Management and Incident Investigation, International Safety Management, HIV/ AIDS Awareness and Shipping Orientation training programmes to enhance and hone their technical knowledge and competencies. Other in-house and external training programmes that were conducted to improve and enrich employees' competencies include Business Planning, Performance Management, Customer Mindset, Problem Solving and computer-related courses.

## Community

Titan has adopted corporate social responsibility as a core value and is drawing up programmes, including corporate philanthropic initiatives, designed to deepen the Group's relationships with the communities in which it operates. As the Group grows, these programmes will expand and become more active.

During 2005, Titan and its employees raised the equivalent of over HK\$625,500 for various causes, including S\$100,000 donated to the Singapore Red Cross for the Asian tsunami relief efforts and S\$33,570 for Club Rainbow, an independent charity in Singapore that helps children suffering from chronic and life threatening illnesses and their families.

