

# Stakeholder Relations

## Investors & Shareholders

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

Titan continues to foster an excellent relationship with existing and potential investors. Our management maintains open and active dialogue with both local and overseas fund managers, buy-side and sell-side analysts via one-to-one meetings, conference calls and investor events.

During the year, the Group conducted two investor visits to provide further insight into our core operations. In March 2006, investors had the unique opportunity to go onboard one of our VLCCs (very large crude carrier) for a tour. Later in December, we also brought a group of investors to tour Titan's newly opened Nansha Petrochemical Terminal.

On a regular basis, Titan holds media conferences as well as investor briefings and conference calls to explain earnings results and major issues and to address any questions, actively encouraging two-way communication. In addition to briefings, we actively inform stakeholders of significant transactions, business developments and other company news in the form of media releases, announcements, email alerts and letters to shareholders.

Through our corporate website ([www.petrotitan.com](http://www.petrotitan.com)), Titan provides (in English and Chinese) the

Group's annual and interim reports, company announcements, media releases and other updates so that such information is easily accessible to investors. We welcome investors and shareholders to share their views and suggestions through a special IR contact channel, and we make it a special point to handle their enquiries in an informative and timely manner.

Titan's Annual General Meeting is an important opportunity for communication between the Board and shareholders, and the Company provides time for Board members to address questions raised and to listen to the views of participating minority shareholders.

## Employees

With "people excellence" as one of the Titan core values, the Group is committed to our people. We continue to build further on our efforts of previous years by attracting, grooming and retaining high performing employees — encouraging creativity and innovation, as well as taking the initiative in advancing employee development and well-being.

Titan places emphasis on good communication to ensure that



employees understand what is going on in the organization and our business objectives. We actively foster a strong team spirit among employees and, in particular, between business units. This is done through regular staff dialogues, employee activities and “Team Titan” — the Group’s annual staff retreat.

Again building on past initiatives, we continue to implement a series of programs to publicize and reinforce the Titan vision, mission and core values across the Group at every level. The Titan vision book was produced and distributed to Group employees as part of this program.

Remuneration packages including basic salary, bonus and benefits 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.

We remain committed to staff development throughout the year, and employees from the Group’s transportation division attended various courses ranging from Pilot Exemption, Bridge Resource Management and Engine Simulator to enhance and hone their technical knowledge and competencies. Other in-



house and external training programmes like Basic Law Awareness, Finance for non-financial managers and Personal Effectiveness were conducted to improve and enrich employees’ competencies and productivity.

As at 31 December 2006, the Group’s total employee figure was over 1 100 with approximately 400 employees working in Mainland China, around 160 based in Singapore and Hong Kong, and over 580 officers and crew on board the Group’s fleet and floating storage units. Titan takes great pride in our employees, who are acknowledged for their

high levels of professionalism and experience. During the year,

various individuals have also been duly recognized through regional professional awards by their respective discipline and peers.

### Community

Titan sees corporate social responsibility as a core value, and programs have been initiated to strengthen the Group’s relationships with the communities in which it operates. As Titan grows, we plan for these programs to expand and gradually make an even greater positive impact on the community.

During 2006, Titan donated the equivalent of over HK\$469,000 for various causes, including Mother’s Choice, YMCA (Hong Kong) and Club Rainbow of Singapore.