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# **P**acific Basin Shipping Limited

*(Incorporated in Bermuda with limited liability)*

**(Stock Code: 2343)**

## **BOARD CHANGES**

The Board of the Company announces that Mr. Richard Maurice Hext has given notice that he will resign as an executive Director and the Chief Executive Officer of the Company with effect from 31 December 2009 but shall be appointed as a non-executive Director with effect from 1 January 2010. The Board is grateful to Richard for his contribution to the Company and wishes him every success in his new position and is delighted he will remain as a non-executive Director.

Mr. Klaus Nyborg, currently an executive Director and the Deputy Chief Executive Officer, will assume the position of Chief Executive Officer of the Company upon Mr. Hext's resignation.

Mr. Jan Rindbo, currently an executive Director of the Company, will be appointed as the Chief Operating Officer of the Company with effect from 1 January 2010.

The Board warmly welcomes Mr. Nyborg and Mr. Rindbo into their new roles and expresses its great confidence that they will drive the Company forward in accordance with its well-established strategy.

The Board of Directors (the "Board") of Pacific Basin Shipping Limited (the "Company") announces the following Board changes:

### **RE-DESIGNATION OF MR. RICHARD MAURICE HEXT**

Mr. Richard Maurice Hext has given notice that he will resign as an executive Director and the Chief Executive Officer of the Company with effect from 31 December 2009 in order to take up a new appointment as Deputy Chairman of the Vanderperre family shipping interests. He shall be appointed as a non-executive Director of the Company with effect from 1 January 2010.

Mr. Hext has confirmed that he has no disagreement with the Board and that there are no matters relating to his resignation that need to be brought to the attention of the shareholders of the Company.

As Mr. Hext's proposed designation from an executive Director to a non-executive Director is considered a change in the Company's directorate under the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong (the "Listing Rules"), information regarding Mr. Hext and other relevant disclosure prescribed under Rule 13.51 of the Listing Rules is set out below.

Mr. Hext, aged 52, has lived in Asia for 32 years and has been in shipping for over 30 years. He graduated from Worcester College, Oxford University in 1978 with a Bachelor of Arts (subsequently Master of Arts) degree in Modern History and Economics. He has since attended executive programmes at INSEAD, Oxford University and Stanford University. He served with John Swire & Sons Limited from 1978 to 2000 during which time he held senior management positions with a number of Swire subsidiaries and joint ventures including P&O Swire Containers in Australia, Steamships Trading in Papua New Guinea, Swire Pacific Offshore in the United Arab Emirates and in Qatar and The China Navigation Company Limited in Hong Kong where he was Managing Director from 1996. From early 2000 he was a Director of John Swire & Sons (HK) Limited which controls a number of Hong Kong companies including Hong Kong-listed Swire Pacific Limited. He also served on the boards of Modern Terminals Limited, Hong Kong Salvage and Towage and Hong Kong United Dockyards. From late 2000 to early 2003, he was the Chief Executive Officer of LevelSeas Limited. From 2003 until early 2005 he served as Chief Executive Officer of the Marine Services Division of V Ships. Mr. Hext joined Pacific Basin in April 2005. He was appointed as Chief Executive Officer in April 2006.

Mr. Hext shall enter into a new service agreement with the Company under which he shall agree to act as a non-executive Director commencing on 1 January 2010 under which he will hold office for a period of three years (subject to retirement by rotation at the annual general meeting of the Company in accordance with the Bye-laws of the Company). Mr. Hext will receive from the Company an emolument at the rate of HK\$250,000 per annum for being a non-executive Director, payable in arrears in quarterly installments on 31 March, 30 June, 30 September and 31 December. Mr. Hext's emolument was agreed between the Company and Mr. Hext and was determined by reference to the levels of emolument of other senior executives of the Company and in the market generally.

Save as disclosed above, Mr. Hext does not have any relationship with any other directors or senior management or any substantial or controlling shareholders of the Company, does not hold any other position with the Company or any of its subsidiaries, and has not been a director in any other publicly listed company in the past three years. As of the date of this announcement, Mr. Hext is a beneficial owner of 2,078,501 shares in the Company ("Shares"). Other than these Shares, Mr. Hext does not have any interests in the shares of the Company within the meaning of Part XV of the Securities and Futures Ordinance.

Save for the information disclosed above, Mr. Hext has indicated that there is no other information to be disclosed pursuant to any of the requirements under Rule 13.51(2)(h) to (v) of the Listing Rules.

The Board and Mr. Hext are not aware of any other matters that need to be brought to the attention of holders of securities of the Company in relation to his re-designation as a non-executive Director.

The Board is grateful to Richard for his contribution to the Company and wishes him every success in his new position and is delighted he will remain as a non-executive Director.

## **APPOINTMENT OF MR. KLAUS NYBORG AS THE CHIEF EXECUTIVE OFFICER**

Upon the resignation of Mr. Hext, Mr. Klaus Nyborg will assume the position of Chief Executive Officer of the Company with effect from 1 January 2010.

Mr. Nyborg, aged 46, has a Diploma (Econ), and Bachelor of Arts and MSc degree in Business and Business Law – all from Copenhagen Business School and has since attended executive programmes at London Business School and IMD. He started his career in shipping in 1990 with A.P. Moller-Maersk where he served as General Manager, Corporate Secretariat. He was General Manager & Regional CFO of Maersk Sealand for the Europe/Africa region in 1997/8, then Vice President/Regional CFO and Head of Corporate Affairs for Asia, Oceania and the Middle East from 1998 to 2001. He was CFO and Director of Maersk Logistics International until 2002 when he joined TORM (a Copenhagen and NASDAQ-listed product tanker and dry bulk shipping group) where he was the CFO and an executive Director until June 2006. Mr. Nyborg joined Pacific Basin as an executive Director and Deputy Chief Executive Officer in September 2006 and is also a member of the Company's executive committee as well as a director of a number of the Company's operating subsidiaries.

Mr. Nyborg's current service agreement was entered into with the Company on 2 June 2006 and was extended on 31 August 2009 for a further three years until 3 September 2012 or the conclusion of the 2012 annual general meeting whichever is earlier. His service agreement shall be amended with effect from 1 January 2010 upon him assuming the position of Chief Executive Officer to provide Mr. Nyborg with an emolument at the rate of US\$695,000 per annum, which is inclusive of salary, rental reimbursement, company car benefit and retirement scheme contribution, and payable in arrears in monthly installments at the rate of US\$57,920 per month. He shall also be eligible to receive an annual bonus of up to 100% of his emolument (the "Target Bonus"). The Target Bonus will be at the discretion of the Board. In addition, Mr. Nyborg was granted 2,500,000 Shares in the form of restricted share awards pursuant to the Long Term Incentive Scheme on 14 September 2006, of which (i) 500,000 Shares have vested on 19 September 2006, (ii) 500,000 Shares have vested on 4 September 2008, (iii) 500,000 Shares have vested on 4 September 2009 and (iv) an equal amount of 500,000 Shares will vest on each of 4 September 2010 and 2011 respectively and shall not be affected or altered as a result of his new appointment. Such emolument was agreed between the Company and Mr. Nyborg and was determined by reference to the levels of emolument of other senior executives of the Company and in the market generally.

Save as disclosed above, Mr. Nyborg does not have any relationship with any other directors or senior management or any substantial or controlling shareholders of the Company, does not hold any other position with the Company or any of its subsidiaries, and has not been a director in any other publicly listed company in the past three years. As of the date of this announcement, Mr. Nyborg is the beneficial owner of 1,802,000 Shares. Other than these Shares, Mr. Nyborg does not have any interests in the shares of the Company within the meaning of Part XV of the Securities and Futures Ordinance.

Save for the information disclosed above, Mr. Nyborg has indicated that there is no other information to be disclosed pursuant to any of the requirements under Rule 13.51(2)(h) to (v) of the Listing Rules.

The Board and Mr. Nyborg are not aware of any other matters that need to be brought to the attention of holders of securities of the Company in relation to his re-designation as the Chief Executive Officer.

The Board warmly welcomes Mr. Nyborg into his new role and expresses its great confidence that he will drive the Company forward in accordance with its well-established strategy.

## **APPOINTMENT OF MR. JAN RINDBO AS THE CHIEF OPERATING OFFICER**

The Board is pleased to announce that Mr. Jan Rindbo, an executive Director of the Company, has been appointed as the Chief Operating Officer of the Company with effect from 1 January 2010.

Mr. Rindbo, aged 35, graduated from Naestved Business College in Denmark in 1993. In 1994 following his military service, he joined TORM, a major Danish ship owning and operating group listed in Copenhagen and on NASDAQ in New York, where he specialised in handysize chartering activities and pool operations. He was promoted to the position of Chartering Manager with TORM Asia, Hong Kong in 1996. From 1998 to 1999, he served with TORM in Denmark and was then promoted as Vice President with TORM Bulk USA in Portland Oregon in 1999. He returned to Hong Kong to manage the activities of the Pacific Basin-IHC Pool established by the Company in 2001 and previously known as the International Handybulk Carriers Pool. He was initially seconded by TORM to the Company and became fully employed by the Group in 2004. He is currently responsible for the chartering and commercial operations of handysize and handymax vessels. He attended the International Executive Development programme at INSEAD in 2007. Mr. Rindbo's term as an executive Director commenced in April 2007 and he is also a member of the Company's executive committee as well as a director of a number of the Company's operating subsidiaries.

Mr. Rindbo's current service agreement was entered into with the Company on 2 March 2007 under which he agreed to act as an executive Director of the Company for a period of three years (subject to retirement by rotation at the annual general meeting of the Company in accordance with the Bye-laws of the Company) commencing on 1 April 2007. His service agreement shall be amended with effect from 1 January 2010 upon him assuming the position of Chief Operating Officer to provide Mr. Rindbo with an emolument at the rate of US\$500,000 per annum, which is inclusive of salary, rental reimbursement, company car benefit and retirement scheme contribution and payable in arrears in monthly installments at the rate of US\$41,666 per month. He shall also be eligible to receive an annual bonus of up to 100% of his emolument (the "Target Bonus"). The Target Bonus will be at the discretion of the Board. In addition, Mr. Rindbo was granted 1,030,000 Shares in the form of restricted share awards pursuant to the Long Term Incentive Scheme on 11 May 2007, of which (i) 340,000 Shares have vested on 14 July 2008, (ii) 340,000 Shares have vested on 14 July 2009 and (iii) 350,000 Shares will vest on 14 July 2010. A further 149,000 Shares in the form of restricted share awards were granted to Mr. Rindbo on 5 August 2008 which will vest on 14 July 2011. The terms of such restricted share award grants shall not be affected or altered as a result of his new appointment. Such emolument was agreed between the Company and Mr. Rindbo and was determined by reference to the levels of emolument of other senior executives of the Company and in the market generally.

Save as disclosed above, Mr. Rindbo does not have any relationship with any other directors or senior management or any substantial or controlling shareholders of the Company, does not hold any other position with the Company or any of its subsidiaries, and has not been a director in any other publicly listed company in the past three years. As of the date of this announcement, Mr. Rindbo is the beneficial owner of 2,355,370 Shares. Other than these Shares, Mr. Rindbo does not have any interests in the shares of the Company within the meaning of Part XV of the Securities and Futures Ordinance.

Save for the information disclosed above, Mr. Rindbo has indicated that there is no other information to be disclosed pursuant to any of the requirements under Rule 13.51(2)(h) to (v) of the Listing Rules.

The Board and Mr. Rindbo are not aware of any other matters that need to be brought to the attention of holders of securities of the Company in relation to his appointment as the Chief Operating Officer.

The Board warmly welcomes Mr. Rindbo into his new role and expresses its great confidence that he will drive the Company forward in accordance with its well-established strategy.

By Order of the Board  
**Andrew T. Broomhead**  
*Company Secretary*

Hong Kong, 1 December 2009

*As at the date of this announcement, the executive Directors of the Company are David Muir Turnbull, Richard Maurice Hext, Klaus Nyborg, Wang Chunlin and Jan Rindbo, the non-executive Directors of the Company are Daniel Rochfort Bradshaw and Dr. Lee Kwok Yin, Simon, and the independent non-executive Directors of the Company are Robert Charles Nicholson, Patrick Blackwell Paul and Alasdair George Morrison.*