

Free Bird Institute Limited

Fiji Islands

12 May 2021

MARKET ANNOUNCEMENT

- **COVID-19 Update**

Given the evolving situation in relation to the growing number of cases in Fiji and the restrictions implemented by the Government to help stop the spread of COVID-19 in the community, the Management have put in place the following strategies:

Closure of Campuses

In line with the directives from the Government, our campuses have remained closed since 20 April 2021. As a result of these closures, we have immediately commenced online learning and classes to all our students.

All students that arrived on our charter flight on 25 April 2021 successfully completed their quarantine on 9 May 2021 with all students returning 3 negative results on their PCR tests. These students have now also joined the classes online.

Closure of Administration office

Following the government's announcement on 25 April 2021 in relation to the recommendation that non-essential businesses should be closed, our head office and other administration offices have remained closed since 2 May 2021 with all staff working remotely from home.

Reduction of staff

As a result of the closure of our offices, we have been unable to provide employment to some of our employees and therefore have either placed them on leave without pay or on significant reduced working hours and accordingly assisted them with applying for any assistance that may be available to them either through the government or through the Fiji National Provident Fund (FNPF).

Change in operating hours

We have also reviewed our operating hours and the Management have decided that in light of the ongoing situation, our teams will only be working for 4 days in a week. Staff will alternate working throughout the week to ensure that all needs of various stakeholders are met and addressed.

Pay reduction

As a result of the change in operating hours, all employees will have their working hours reduced and accordingly will only be compensated for the hours worked which equates to a 20% reduction in wages and salaries. Executives & Management will continue to work remotely for 5 days on a 20% reduction as they have since 1 January 2021 to ensure that operations remain unaffected. This response will be in place until further notice and will continuously be reviewed based on the health advice provided by Government.

All the above decisions have been made in line with the Government's advice and in the best interest of the community to help stop the spread of COVID-19. These decisions have not been made lightly and we are providing our employees with any form of assistance in the best way that we can.

We will continue to monitor the relevant updates issued by the Fiji Government and will make our decisions accordingly based on that advice.

In the meantime, we encourage everyone to take heed of the government's health advice to keep our families and communities safe.



Hiroshi Taniguchi
Executive Chairman



Roqiqi Korodrau
Company Secretary