



- **ETF** AIRWAYS -

THE ACMI AND CHARTER OF THE FUTURE



ONE TEAM, ONE PASSION

ETF AIRWAYS IS AN **AVIATORS' COMPANY** - OWNED, LED, AND POWERED BY PEOPLE WHO TRULY LOVE TO FLY.

OUR TEAM SPIRIT AND PASSION FOR AVIATION KEEP US INSPIRED AND UNITED, ON THE GROUND AND IN THE SKY.

ENJOY THE FLIGHT



WHY ETF

One of the most successful independent airlines in the past decade that overcame the biggest challenges the modern aviation industry has faced.

With ownership in-house, we are more agile in decision-making and innovation.

Client focused, fast and flexible.

Technical dispatch reliability **99,10%**



Long-term business plan to grow up to 7 units



Promoting healthy work/life balance amongst highly skilled staff and crew



A RELIABLE PARTNER FOR WORLDWIDE
ACMI AND CHARTER OPERATIONS

PASSENGERS FLOWN

1,57 MILLION

FLIGHT HOURS

32 000

*AS PER AUG2025



MCC AND INDEPENDENT LOGISTICS

Operating 24/7



WHEELS AND BRAKES

Partnership with TP Aerospace

APPROVALS



IOSA APPROVED

NOISE CERTIFICATE

CHAPTER 4

ICAO

ENTIRE FLEET APPROVED



LOW VISIBILITY OPS

TAKE OFF: 125M

CAT III

RVR: 200M

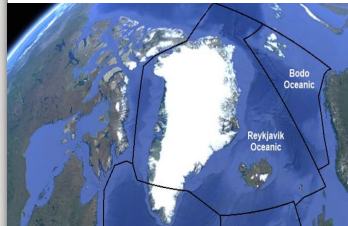


MNPS APPROVED

FL285 - FL420

NAT HLA

BODO, REYKJAVIK



OPERATING AS AN
APPROVED OPERATOR

EASA

+
UK TCO



OPERATING AS AN
APPROVED OPERATOR

USA

FAR129

+
FAOC CANADA



CORPORATE STRUCTURE

OWNED AND MANAGED BY AVIATORS



Board members with 3 experts: CEO Stjepan Bedić co-owner, deputy CEO Marko Banković co-owner and CFO Kristijan Starčević

STRONG GOVERNANCE AND FINANCIAL DISCIPLINE



Ensuring stability and sustainable growth

EXPERIENCED MANAGEMENT BOARD



Focused on strategy, operations, and profitability



SAFETY FOCUS

- Safety management system with emphasis on safety itself and not bureaucracy
- We promote pilot skills , good airmanship and common sense
- Rigorous in-house training department for both cabin and flight crew
- Just culture with open and learning environment



JUST CULTURE



SAFA RATIO
**LESS THAN
0,5**

*AS PER SEP2025



AIRPORTS OPERATED TO
300

15%

Charter

85%

ACMI

READY FOR ORGANISATIONAL SET UP FOR
100% CHARTER OR 100% ACMI OR 100% SCHEDULE OPS

01

At ETF Airways, we have implemented process - focused procedures aimed at minimizing risks.

02

We use state-of-the-art SMS software and our safety management system has been implemented throughout the whole organization.

03

The ETF Airways Security program meets all the strict requirements of EASA, IOSA and local regulations.

**IN-HOUSE FDM SYSTEM****STATE-OF-ART SOFTWARE****SAFETY INFORMATION
CIRCULATION****JUST CULTURE POLICY****SMS TRAINING FOR ALL STAFF****PAPERLESS COCKPIT**

EXPANDING THE **ETF** FAMILY

GROWING BEYOND AIRLINE OPERATIONS — INVESTING IN TWO **NEW INDEPENDENT COMPANIES**
TO STRENGTHEN OUR POSITION IN AVIATION AND TOURISM.



ETF TECHNICS

Enjoy the Maintenance.

MAINTENANCE AND TECHNICAL EXCELLENCE

- LAUNCHING SEPTEMBER 2025
- INVESTMENT IN **SAFETY**, RELIABILITY, AND LONG-TERM VALUE
- PROVIDING HIGH-QUALITY **MRO** SERVICES



ETF TRAVEL

Enjoy the Travel.

STAFF TICKETS, CHARTERS, TOURISM

- LAUNCHING OCTOBER 2025
- SUPPORTING **ETF** STAFF & ORGANIZING **ETF CHARTERS**
- CONNECTING PEOPLE AND DESTINATIONS WORLDWIDE

OUR PEOPLE ARE OUR BIGGEST ASSET

01

We believe in common sense and not bureaucracy. Promoting pilot skills and good airmanship amongst our crew helps us to create open and learning environment where we learn from our mistakes and constantly strive for improvement.



02

Not a single team member has been laid off, despite geopolitical situation and pandemic. All our crews are permanently employed, with 6 crew sets per aircraft all year round. Respectful treatment with “open door” policy leads to creation of a fantastic working environment.

03

Our crews are powered by AeroProfessional – ensuring top-tier recruitment and staffing support worldwide.

STRIVING FOR THE **BEST**

We invest in people whose attitude we like.

Our in-house training department puts our crews through more training than required by law.



Our training philosophy is to support our employees in helping to achieve their full potential as we grow, develop and nurture our own specific company culture and DNA.



HIRE FOR **ATTITUDE**. TRAIN FOR **SKILL**.



FLEET



ENTERPRISE

9A – ABC
B737 - 800



VOYAGER

9A – LAB
B737 - 800



DISCOVERY

9A – KOR
B737 - 800



9A - ATR
ATR 72 – 600

*TO BE DELIVERED FEB2026

NEW AIRCRAFTS JOINING THE FLEET



EXPLORER

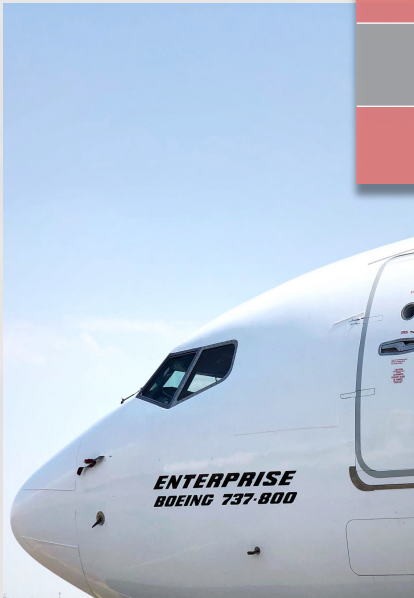
9A – ICF
B737 – 800

*TO BE DELIVERED MAY2026

ENTERPRISE



MODEL	YOM	SERIAL NUMBER
BOEING 737-800	2004	30667
MTOM	MLM	MZFM
79015 KG	65317 KG	61688 KG
LVO TO	LVO LDG	ENGINE THRUST
125 M	CAT III A	26K



Three fully equipped galleys with coffee makers, ovens and three lavatories.

Y189 Red & Grey Leather Cabin Seats

Lower deck cargo capacity: 43 m² ; 8400 kg; MFL 732kg/m²



VOYAGER

MODEL	YOM	SERIAL NUMBER
BOEING 737-800	2001	30882
MTOM	MLM	MZFM
79015 KG	65317 KG	61688 KG
LVO TO	LVO LDG	ENGINE THRUST
125 M	CAT III A	26K

Three fully equipped galleys with coffee makers, ovens and three lavatories.

Y189 Blue Leather Cabin Seats

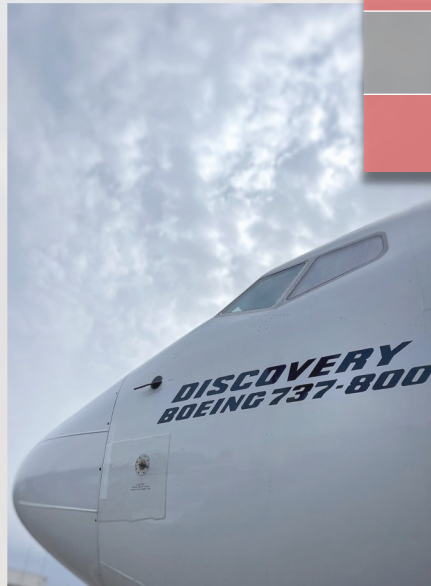
Lower deck cargo capacity: 43 m2 ; 8400 kg; MFL 732kg/m2





DISCOVERY

MODEL	YOM	SERIAL NUMBER
BOEING 737-800	2006	34899
MTOM	MLM	MZFM
79015 KG	65770 KG	61688 KG
LVO TO	LVO LDG	ENGINE THRUST
125 M	CAT II	26K



Three fully equipped galleys with coffee makers, ovens and three lavatories.

Y189 Grey Leather Cabin Seats

Lower deck cargo capacity: 43 m2 ; 8400 kg; MFL 732kg/m2



NEW TO THE FLEET

ATR 72 - 600



- JOINING THE FLEET IN FEB2026
- YOM2017
- Y70
- 9A - ATR

Jet2.com



SunExpress



transavia

AIRFRANCE KLM
GROUP

Nesma Airlines
نسما للطيران

AirArabia
العربية للطيران



CORSAIR



norwegian



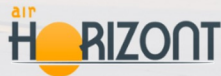
iberojet



AlbaStar.es



TUS AIR



flyegypt
فلاي ايجيبت



ETF AIRWAYS

CLIENT PORTFOLIO



We have proven to be a trustworthy and reliable partner to many big names in the aviation industry, with **long-term clients** who place their trust in us year after year.



We have delivered the highest quality of service in Europe, Africa, Asia, Middle East and Indian Ocean regions.



BUILDING PARTNERSHIPS THAT LAST



SVALBARD



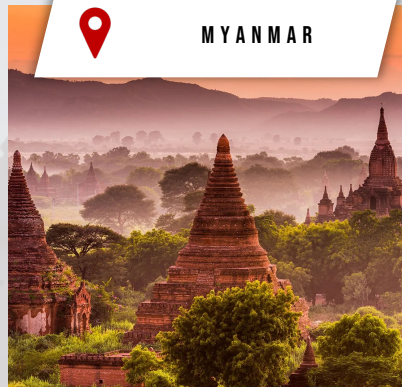
LA REUNION



GREENLAND



MYANMAR



FUN FACTS

TOP DESTINATIONS

Total Distance Flown: **19 400 000 km**

Total Airports: **300**

*AS PER AUG2025



THANKS TO OUR TEAM, **9A-KOR** ACHIEVED
488 BLOCK HOURS IN AUGUST 2025!



We went to the
moon and back
25 TIMES!



SPECIAL CHARTERS

ZAG ✈️ RVN

IN DECEMBER 2024, **ETF** AIRWAYS SUCCESSFULLY OPERATED A SERIES OF CHARTER FLIGHTS TO **ROVANIEMI** – THE HOME OF SANTA CLAUS.

WITH PROVEN EXPERTISE IN TOURISM **CHARTERS**, WE ARE EAGER TO EXPAND AND DELIVER EVEN MORE WINTER FLIGHTS IN 2025.



PROGRESS TO **SUCCESS**



ADDITIONAL 737-800 UNITS FOR 2026

PREPARING FOR NEW INVESTMENTS

EXPANDING AREA OF OPS TO AUSTRALIAN FAOC AND KSA GACA

B787/B777

EVALUATING OPTIONS OF WIDE BODY FLEET EXPANSION



RELIABILITY
SAFETY
TRUST



ENJOY THE FLIGHT!



*enjoy
the
flight*

ETF AIRWAYS



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