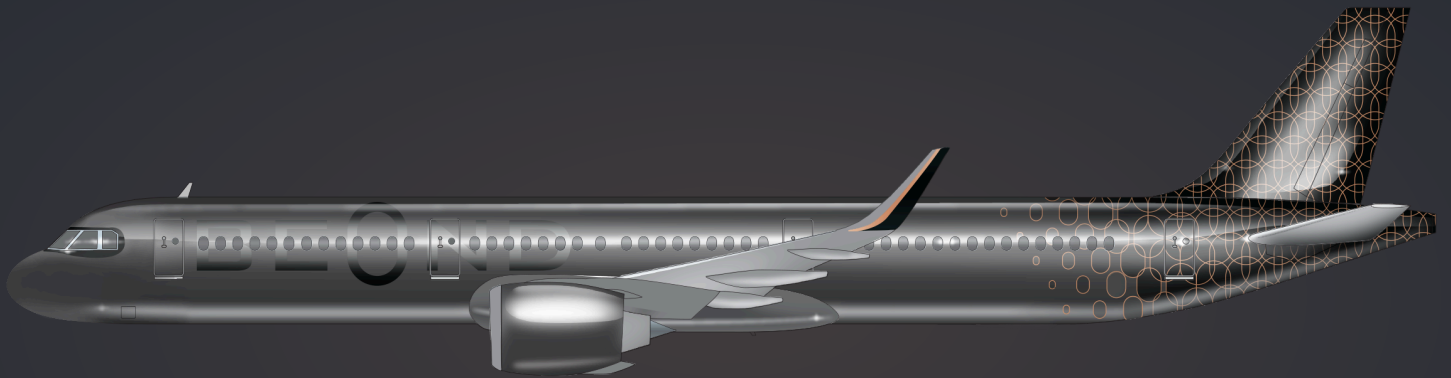




THE WORLD'S FIRST PREMIUM LEISURE AIRLINE

Your career, flown *above.*

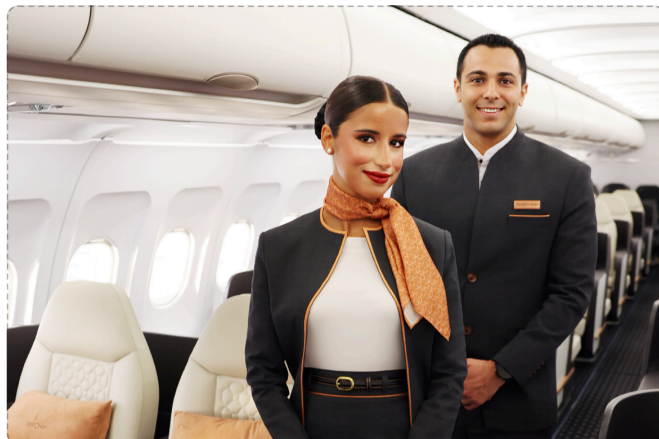
Your pilot package, explained — the pay, the packages, the training, and the life that comes with flying for beOND.

An airline unlike *any other*

beOnd is the world's first premium leisure airline. We launched in November 2023 with one idea: that the journey to the world's most extraordinary places should be as memorable as the destination itself.

From our hub at Malé and our headquarters in Dubai, we fly all-lie-flat Airbus cabins between the Maldives, the Middle East and Europe — a boutique operation with the ambition, and the plan, to grow far beyond it.

We are not a means of transportation. We are a lifestyle brand — and for the pilots who fly it, a rare kind of flying: premium guests, premium cabins, and a network that follows the sun.



OUR VISION

To offer people the opportunity to experience the most extraordinary moments.

OUR MISSION

A guest-centric business built on cutting-edge technology, top-notch talent and efficient processes.

OUR VALUES

Excellence

The highest standards, beyond expectations.

Innovation

We reimagine travel with fresh, exciting concepts.

Passion

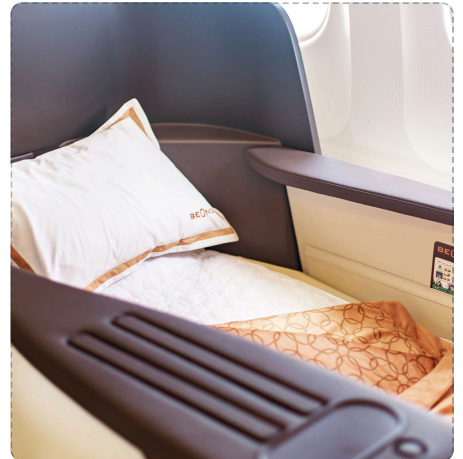
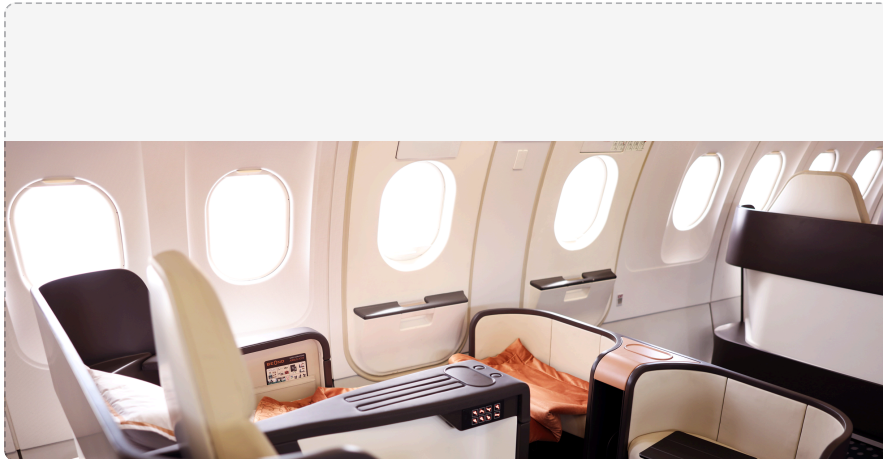
We love what we do — and it shows on board.

Trust

Our guests relax knowing they're in capable hands.

Every seat, *lie-flat*

We fly an all-Airbus fleet in a single, all-premium configuration — every guest in a lie-flat seat, arranged 2-2 in a cabin finished in our signature graphite and copper. No economy, no curtain, no compromise.



Airbus A319

IN SERVICE

44 lie-flat seats

2-2 configuration with premium Ottoman rows. An intimate, boutique cabin our guests remember.

Airbus A321

IN SERVICE

68 lie-flat seats

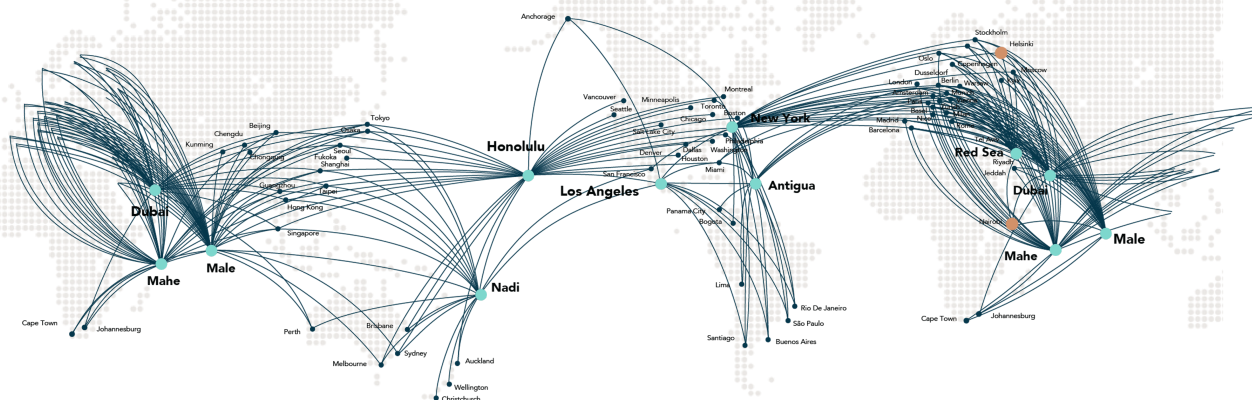
Our larger cabin, in the same all-premium, all-lie-flat layout — and the backbone of our growth.

GROWING FLEET

Our plan takes the fleet to 22 aircraft and a network of more than 30 destinations by 2030 — meaning early command opportunities and training roles for the pilots who join us now.

Flying where the world *holidays*

Our network links the Maldives with Europe and the Middle East, connecting the world's premium leisure markets through our hub at Malé. It is growing fast — with new European gateways joining from winter 2026.



THE BEOND WORLD — OUR NETWORK AND WHERE IT'S HEADED

OUR HUB

Malé · Maldives

Velana International — the gateway to the world's favourite island escape.

MIDDLE EAST

Dubai

Riyadh

The Red Sea · Saudi Arabia

EUROPE

Milan · Munich · Zurich

London **FROM WINTER 2026**

Paris **FROM WINTER 2026**

A RHYTHM THAT FOLLOWS THE SEASON

Our flying follows the Maldives season — busiest through the winter and quieter over the summer. As a pilot, that means busy winters from November to March and quieter summers. Our packages are designed around exactly this rhythm, so you can choose how you live it.

Winter · Nov–Mar

Peak season — the busiest flying of the year

Summer · Apr–Oct

Low season — a lighter flying programme

Where you'll *be*



Malé, Maldives
PERMANENT BASE

Our hub and home base — live where the world takes its holidays. Island life, warm water year-round, and a commute measured in minutes.



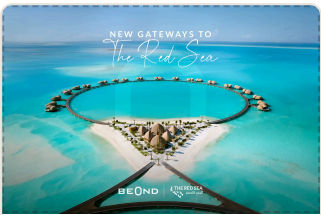
Dubai, UAE
COMMUTER BASE · HQ

Our headquarters and one of the world's great aviation cities. Your training with us begins here.



Bahrain
COMMUTER BASE

A compact, easy-going Gulf island with short hops to the region and quick connections home.



Red Sea International
COMMUTER BASE

Saudi Arabia's new luxury coastline — one of the most talked-about resort developments in the world.

PERMANENT & TEMPORARY

The Maldives is our only permanent base, and the home of the Malé Resident package. Every other base is temporary: on Network Commuter you are assigned a base for the length of a rotation, with your accommodation provided while you are there, and you can be assigned anywhere on the network. Every pilot is employed in the UAE and holds UAE residency, whichever package they fly.

LOOKING AHEAD

On Network Commuter your operating base is assigned for each rotation, and the list grows with the network. After 12 months of service you are eligible to elect to move package. Package and base allocations are subject to operational requirements, available slots by rank and availability.

LIFE AS A BEOND PILOT

A boutique operation

A small, close-knit flight ops team where everyone knows your name — and your voice is heard.

Seasonal by design

Busy winters and quieter summers — with packages built to match, not fight, the rhythm.

Room to grow

A growing fleet means a clear, early path to command and to LTC, TRI and TRE roles.

How your package is *built*

Basic salary

\$8,000 Captain · \$4,000 First Officer, rising 3% per completed year of service

Flying pay

\$70 per block hour Captain · \$45 per block hour First Officer

Accommodation

Paid as a cash allowance on Malé Resident; provided by the company in base on Network Commuter

Transport

A monthly transport allowance, based on your base

Travel / mobility allowance

A travel allowance towards flights home on Malé Resident; a network mobility allowance on Network Commuter

Employment & residency

Every package is a UAE contract of employment, with UAE residency provided

Annual leave

63 days on Malé Resident; on Network Commuter it is built into the rotation roster as OFF weeks

Technical & role allowances

Paid on top, each month, if you hold a training or senior role

YOUR BENEFITS

- **UAE residency** — provided for every pilot, Maldives- or UAE-based.
- **Medical cover** — comprehensive health insurance, worldwide excluding the USA.
- **Loss-of-licence insurance** — cover if you lose your licence on medical grounds.

TRAINING & DEVELOPMENT

- **Type-rating & conversion training** onto our Airbus fleet.
- **Line & recurrent training** with our Line Training Captains, keeping you current all year.
- **Progression** — a clear path to command, and to LTC, TRI and TRE roles with additional allowances.

RESIDENT OR NETWORK COMMUTER — THE DIFFERENCE THAT MATTERS

Both pay the same flying pay per block hour. On **Malé Resident** you live at your base and receive your accommodation as a cash allowance every month, on a conventional roster. On **Network Commuter** you commute in: there is no fixed base — one is assigned for each rotation — and the company provides your accommodation while you are in base, paying a network mobility allowance instead of a cash housing allowance, on a rotation roster with 16 OFF weeks a year.

Two ways to *fly*

Malé Resident

Live and work in the Maldives on a conventional roster, with your accommodation allowance paid in cash all year and a travel allowance towards flights home.

Network Commuter

Keep your home where it is and commute in on a rotation roster — 36 ON weeks and 16 OFF weeks a year. No fixed base: one is assigned per rotation, with accommodation provided and a mobility allowance.

Neither is senior to the other — they are lifestyle choices, and your package is confirmed in your contract. Package and base allocations are subject to operational requirements, available slots by rank and availability.

Malé Resident

ALL FIGURES USD, MONTHLY

MALÉ RESIDENT	CAPTAIN	FIRST OFFICER
Basic salary	\$8,000	\$4,000
Accommodation allowance	\$2,100	\$1,750
Accommodation paid		All year, in cash
Transport		\$175 / month
Travel allowance	\$500	\$500
Flying pay	\$70 / hr	\$45 / hr
Annual leave		63 days
Roster		Conventional monthly

EXAMPLE WINTER MONTH • 50 HRS

\$14,275 CPT • **\$8,675** FO

EXAMPLE SUMMER MONTH • 15 HRS

\$11,825 CPT • **\$7,100** FO

Examples show a month at 50 block hours and a month at 15, at the Year 1 starting rate. Flying pay follows the hours you actually fly, so your monthly pay varies with the season. The travel allowance is towards flights home from the Maldives, for pilots whose home is not the Maldives. Technical and role allowances are additional.

A roster built on *rotations*

Keep your home where it is. There is no fixed base on this package — the company assigns your operating base for each rotation and provides your accommodation while you are in base. A network mobility allowance is paid instead of a cash housing allowance.

YOUR ACCOMMODATION IN BASE — ONE OF THREE

A serviced apartment

Your own room in a two- or three-bedroom serviced apartment, shared with other pilots.

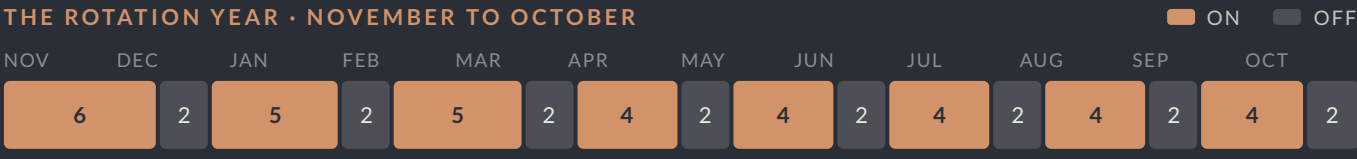
A hotel room

A room of your own in a company-booked hotel.

A \$1,000 living allowance

Paid monthly if you would rather make your own accommodation arrangement in that base.

THE ROTATION YEAR • NOVEMBER TO OCTOBER



WINTER • 6/2, THEN 5/2, 5/2

Nov–Mar — the busy season

SUMMER • 4/2 REPEATING

Apr–Oct — the quieter season

Numbers show weeks. Across the year the pattern totals 36 ON weeks and 16 OFF weeks — every OFF period is taken as annual leave, so you do not book leave separately. **Remote reserve** is a rostered availability period where you may remain at an approved home location unless required to position or report for duty; it is not a protected OFF period, and it never falls during an OFF period.

NETWORK COMMUTER	CAPTAIN	FIRST OFFICER
Basic salary	\$7,000	\$3,500
Accommodation	Provided in base, or a \$1,000 living allowance	
Transport		\$175 / month
Network mobility allowance	\$900	\$600
Flying pay	\$70 / hr	\$45 / hr
Roster	36 ON weeks / 16 OFF weeks, taken as annual leave	

EXAMPLE WINTER MONTH • 50 HRS

\$11,575_{CPT} • \$6,525_{FO}

EXAMPLE SUMMER MONTH • 15 HRS

\$9,125_{CPT} • \$4,950_{FO}

GETTING TO AND FROM BASE

The network mobility allowance

Commuting to base is your own arrangement, and the network mobility allowance is paid every month to support the cost of it — \$900 for a Captain, \$600 for a First Officer. It is paid whether you commute from Europe, the Middle East or further afield, and it is yours to use as you see fit.

Beond Commuter Traveller

Our BCT programme lets you travel on the Beond network during your OFF periods as non-operating crew, at no cost — including routes not otherwise available to crew. Used together with the mobility allowance, most commutes cost you very little. Subject to availability and eligibility.

Examples show a month at 50 block hours and a month at 15, at the Year 1 starting rate. Company-provided accommodation is in addition to the cash shown; if you take the \$1,000 living allowance instead, it is paid on top of the figures above. Technical and role allowances are additional.

Technical & role allowances

Paid on top of your package, each month while you hold the role.

TRE**\$2,500**

/ month

TRI**\$2,000**

/ month

LTC**\$1,000**

/ month

SFO**\$1,000**

/ month

ManagementAs per role, in
your contract

Questions, *answered*

Where will I be based?

Every pilot is employed in the UAE, under UAE residency, on both packages, and your training with us starts in Dubai, our headquarters. On Malé Resident you live and work in the Maldives. On Network Commuter there is no fixed base — one is assigned for each rotation — so expect to spend time at Malé and Dubai, and at our newer network bases as they open, including the Red Sea in Saudi Arabia and Bahrain.

What training do you provide?

Full type-rating and conversion training onto our fleet, line training with our Training Captains, and recurrent training — with a clear path to command.

How much will I fly?

Flying is seasonal, with busy winters (Nov–Mar) and quieter summers. Flying pay follows the hours you actually fly, so monthly pay varies across the year.

What is remote reserve?

A rostered availability period where you may remain at an approved home location unless required to position or report for duty. It is not a protected OFF period.

Does my package cover my family?

Your UAE residency, medical cover and package benefits are for you as the employee. At this time we do not offer family sponsorship or family benefit packages.

Can I change package later?

After 12 months of service you can elect to move package. Package and base allocations are subject to operational requirements, available slots by rank and availability.

How is my pay made up?

A basic salary, your accommodation element, a transport allowance, a travel or mobility allowance and flying pay for the hours you fly — plus any technical or role allowances.

What is the network mobility allowance for?

It supports the cost of commuting to and from your assigned base on Network Commuter — a fixed monthly amount, whatever the distance. Accommodation in base is separate and provided. Our Beond Commuter Traveller programme also lets you travel the network during OFF periods as non-operating crew at no cost.

What accommodation do I get on Network Commuter?

While you are in base, one of three: your own room in a two- or three-bedroom serviced apartment shared with other pilots, a hotel room, or a \$1,000 monthly living allowance if you would rather arrange your own accommodation in that base.

Do TRI / TRE receive additional compensation for simulator duties?

Yes — simulator duties are paid as per the training rates defined in the manuals.

Flying for beOnd, in *short*

All-premium cabins, a network built around the world's best leisure destinations, and two ways to shape the life around it. Contact your recruiter with any questions not covered here.

BEOND
FLY ABOVE