



West Pacific Airways

Headquartered in Korea
Registered in Republic of Palau

SKYworks
G L O B A L





"Moving forward, we will position **Palau Airlines** and **Westpacific Airways** as the premier carriers connecting far eastern countries and Palau to the broader Southwest Pacific and the global network, offering our esteemed customers unparalleled travel experiences."

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- Chapter II : Environment Study (Market & Competition)
- Chapter III : Implementation Plan
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Chapter I

West Pacific Airways

- Fact Sheet of West Pacific Airways
- Introduction to Palau, West Pacific
- Establishment of West Pacific Airways
- West Pacific Airways in General

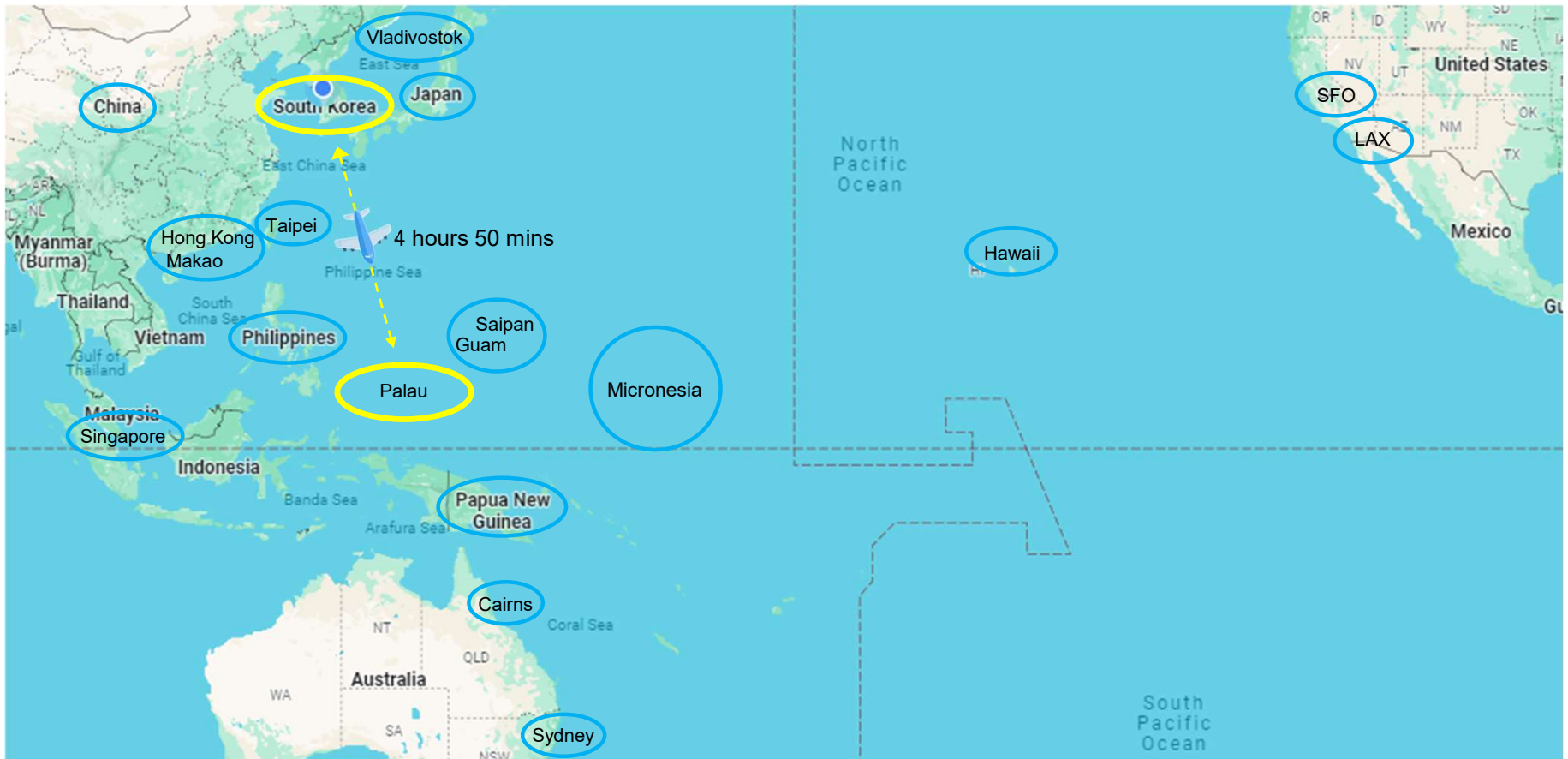


Fact Sheet of West Pacific Airways

- **Registration** : Republic of Palau
- **Corporate HQ** : Seoul, Korea
- **Operation Sub HQ** : Palau (ROR)
- **Aviation HUB** : ICN, ROR (TPE will be added later)
- **Aircrafts** : A320CEO -> A321NEO, + A350
- **Business Model** : Full Service Carrier
(Business & Economy Class)
- **Flight Routes** :
 - Main : ICN-ROR, NRT-ROR, TPE-ROR
 - Sub : ICN-GUM, SPN, HNL, LAX, SFO
 - Long Haul : ICN-HNL, ROR-SYD, ROR-VVO
& China Mainland



Introduction to West Pacific (Two Hubs)



Palau (Introduction)

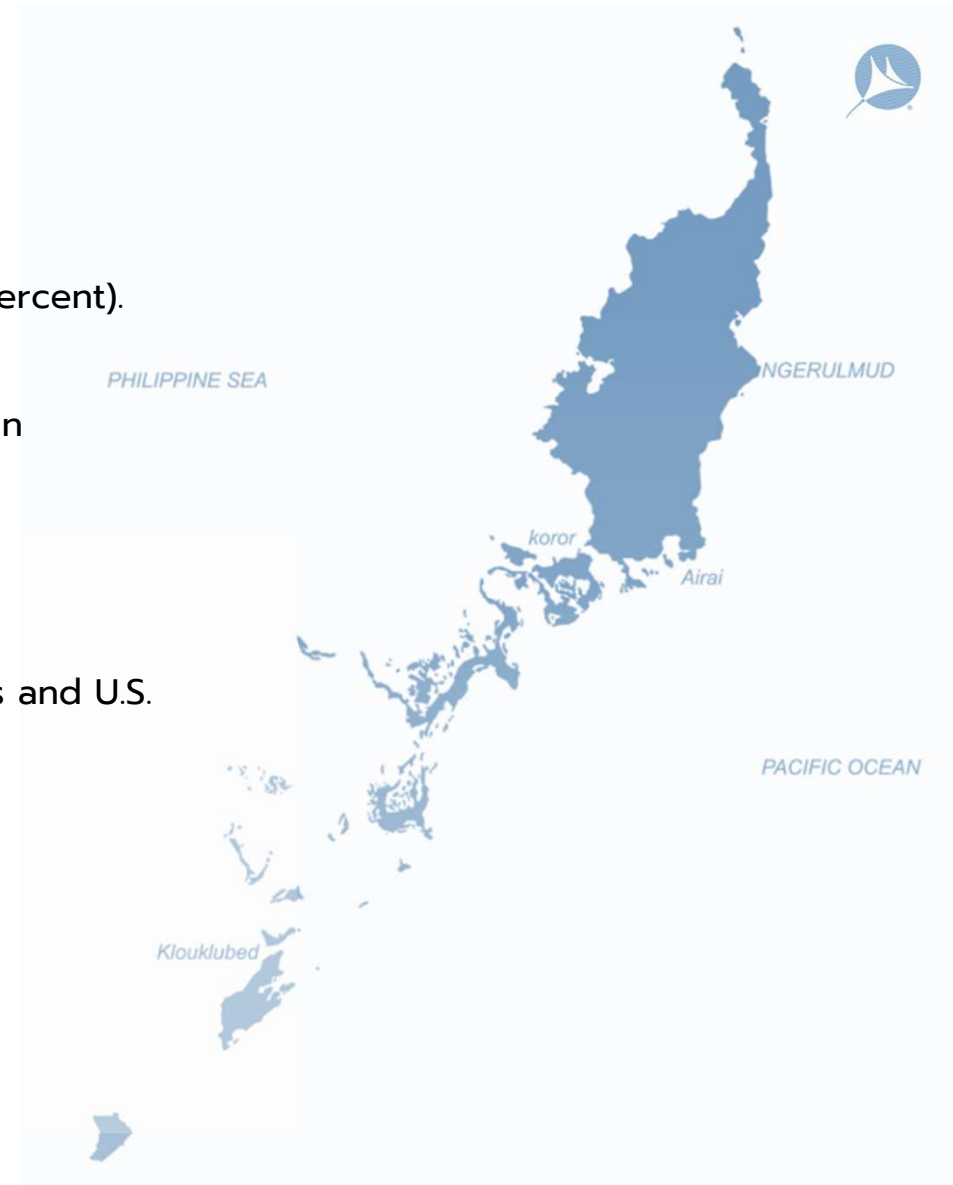
Palau is an island country in the West Pacific.

Tourism is the country's main source of income (about 40 percent).

It gained independence from the United States in 1994, and maintains close relations with the U.S., Japan, and Taiwan

* Diplomatic relations with South Korea in March 1995

- Name Republic of Palau
- Area 459km²
- Population 30,000 (Including Overseas Workers and U.S. military and families)
- Capital City Ngerulmud
- Temperature (Avg.) 28°C (Same as Guam, Cebu)
- Annual Rainfall 3,278mm
- Language English, Palauan, Japanese
- GDP(Per Capita) USD 13,076 (81st)



A scuba diver in a black wetsuit and fins is swimming in clear blue water. Several sharks are visible around the diver, and a ray is seen in the upper left. Sunlight rays penetrate the water from the surface.

“Meet Palau”

Entire island is a UNESCO World Heritage Site!
The best holy place that scuba divers dream of!
The place where the beauty of life is embodied as
a space!

Palau, known as the “Sea Garden of the Gods”
and the Hometown of the Mermaid is a mysterious
island in the South Pacific.

With its unspoiled nature and endless ocean charm,
Palau is full of wonders of life.

Let's go into that pure Mother Nature!



Establishment of West Pacific Airways

- **The first Palau designated airline**
West Pacific Air will launch flights first from Korea, Japan, Taiwan, and Guam.
Points in Australia, Russia and China will follow very soon.
- **Airline that going with the Palau government**
Any necessary revision of government organization and aviation laws will be carried out together with the Palau government
- **Reasonable amount of investment**
Starting with 40~50 Million U.S. Dollar of capital.
It is possible by saving the time and cost of obtaining an air carrier's license and AOC procedures which are already completed.
- **Developing various revenue source**
Can generate various revenue by building up tourism infrastructure such as hotels, golf courses, and other complexes as well as shopping and amusement facilities.



Brief History



Brief History till the Birth of “West Pacific Airways” with



Background Palauan has been trying to set up the airline for numerous times. **But unfortunately, these efforts could not succeed.** They all closed down their business or filed for bankruptcy.

Problem Every commercial airline company should be registered to their own country, and the Government has the responsibility to control and regulate this airline company according to ICAO’s standards and recommended practices. In Palau, **government’s lack of aviation control ability made it impossible to form Palau designated Airlines.** (ICAO : International Civil Aviation Organization)

Present State To increase commercial flight capability without having the airlines, Palau made agreements with other countries such as Cambodia to designate the airlines in their country as a temporal basis. Meaning the airlines could utilize other country’s AOC (Air Operator Certificate) for chartered flights into Palau. **However, the lack of knowledge in airline business as well as the limited route rights makes the airlines difficult to survive.**

Birth of West Pacific Airways



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Oct 2021

Palau government and **"SKYWORKS"**, the mutual agreement has been reached to form a partnership

Jan 2023

Air carrier license registration completed

Jul 2021

Palau government requested **"SKYWORKS"**, to consider the establishment of an airline

Dec 2022

Acquisition of Foreign investment authorization certification from Palau government (FIB)

Palau government agrees that **"SKYWORKS"** has the legal privilege to import Jet-Fuel directly from overseas

Mar 2023

Palau Airlines Official Trademark Registration (Registered in Korea)

Birth of West Pacific Airways

Dec 2022

- Certification of investment authorization from the Palau Foreign Investment Board (FIB)
- Palau government gives "SKYWORKS" privileges to import overseas Jet-Fuel

Jan 2023

- Air carrier license registration completed (Palau)



REPUBLIC OF PALAU
OFFICE OF THE PRESIDENT

P.O. Box 607, Palau, PW 9680
Tel: (687) 762-0120/21
Fax: (687) 762-0121/22
Email: president@palau.gov.pw

**CORPORATE CHARTER
FOR PROFIT CORPORATION**

WHEREAS, certain persons have associated themselves for the purpose of forming a body corporate to conduct business under the laws of the Republic of Palau and have submitted Articles of Incorporation and Bylaws pursuant to be reviewed and approved as to form.

NOW, THEREFORE, pursuant to the authority vested in the President under Title 12, Section 101 of the Palau National Code,

SKYWORKSGLOBAL, PALAU Inc.

is hereby constituted a body corporate and granted a Charter to do business as a corporation in the Republic of Palau in its corporate name and with full rights to contract and be contracted with, sue and be sued and do all things necessary and proper to carry on such business within the scope of its Articles of Incorporation and duly adopted Bylaws.

The corporation must comply with all applicable Republic of Palau laws and regulations pertaining to doing business in the Republic of Palau including, but not limited to, Title 12, Title 26, Title 28, Title 40 and Title 41 of the Palau National Code. The corporation shall not undertake or engage in any business activities until it has first secured all permits, certificates and licenses required under applicable laws.

The Charter shall be subject to amendment, suspension or revocation by any future law, proclamation, regulation or special order of the President of the Republic of Palau applicable thereto having the force and effect of law.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my seal this 22nd day of September, 2022.

H.E. Excellency Surangel S. Whipps, Jr.
President
Republic of Palau

FOREIGN INVESTMENT BOARD

P.O. Box 1123
KOROR, PALAU PW 9680
PHONE NO. (687) 488-1731/375
FAX NO. (687) 488-3722
Email: fivb@palau.gov.pw

December 15, 2022

Mr. William L. Ridpath
Local Agent
Skyworks Global, Palau Inc.
P.O. Box 2722
Koror, Republic of Palau 96940

Re: Foreign Investment Approval Certificate No. 732-2022

Dear Mr. Ridpath:

On behalf of the Foreign Investment Board ("FIB"), I am pleased to inform you that the Board has approved the application of Skyworks Global, Palau Inc., to operate and manage airline and related supporting services. As such, I am enclosing with this letter the original FIAC No. 732-2022.

The final page of the Certificate requires the signature of an authorized representative of Skyworks Global, Palau Inc. to be obtained before the Certificate will be effective. Please forward a copy of the signed Certificate (page 4 only) to this office as soon as possible.

Additionally, Skyworks Global, Palau Inc. is required to establish a \$25,000.00 joint bank account with the FIB within sixty (60) days of issuance of its FIAC. Instructions are enclosed.

Feiman R. Meritung
Chairman, Foreign Investment Board

Enclosures

Certification (FIB)

Republic of Palau
SOCIAL SECURITY ADMINISTRATION

BUSINESS NAME
PALAU AIRLINES

OWNER'S NAME
SKYWORKS GLOBAL PALAU INC.

FOR YOUR INFORMATION:
This is your Employer Identification Number (EIN). This is an important document. Every business that is required to file a Social Security Employment Quarterly Tax Report must have an EIN. The presence of this EIN is a mandatory requirement. Including subsidiary locations and each your other independent divisions, it will have the same EIN.

WHO CONTRIBUTES TO THE PROGRAM?
All employers working in Palau and all self-employed who are employed in Palau.

IS A SELF CONTRIBUTION?
Yes. For the year 1978 through 1993, employees 18-64 are required to contribute 2% (Employer 2%, Employee 2%).

CONTRIBUTOR SHARE:
Employees must contribute monthly to the amount of the highest paid employee in any given quarter as set forth in report annual contribution as a basis for contribution. Under the law, they are considered both employee and employer and are required to pay 2% of 1978 and 2002 as well.

FAILURE TO RENEW EIN:
Due to April 30
1st Quarter: April 30 — Due to April 30
2nd Quarter: April 30 — Due to July 31
3rd Quarter: September 30 — Due to October 31
4th Quarter: December 31 — Due to January 31

PENALTY AND INTEREST:
Social Security Penalty & Interest
on 12% of EIN or 1.5% per month, whichever is greater.
on 18% interest on 1.5% per month.
on 18% interest on 1.5% per month.

Health Care Fund Interest:
on 18% interest on 1.5% per month or 17% per annum.

PAYROLL RECORD RETENTION:
All records and data are required to be retained for 10 years including but not limited to contributions paid, payroll, and employee SS numbers for at least 10 years. These records shall be kept in English or Palau and made available to the Administration at all times upon written request.

RENEWAL OF EIN FOR ALL EXISTING:
All existing and new business EINs will need to be renewed prior to December 31, 2022, and annually thereafter.

NON-PAYROLL DEVELOPMENT:
New Employees with existing Quarterly Returns at SSA, tax liability will have to make all remaining amounts prior to the renewal of EIN under the previous EIN. For new business, if you know that you have any outstanding tax, you liability will have to be specific there, you must contact the SSA and schedule an appointment regarding your submission. Having a business plan with an agreement to renew your business EIN under the new EIN for any new business.

FAILURE TO RENEW EIN:
Only Employer that fails to renew its EIN by the established deadline will not be eligible to obtain a business license or the Palau and Republic of Palau and other business operations. These entities will only have business transactions as set forth with Chapter 46, 46B, PNC.

Please visit the SS Office through December 31 to 31 to complete all requests before submitting to your business EIN renewal. If you also understand, you may contact the SSA at 488-1487 or 488-1422.

Republic of Palau
SOCIAL SECURITY ADMINISTRATION
16897-00

Employer Identification Number

Business Name:
PALAU AIRLINES

Expiry Date: 12/31/2024 12:00:00

Air carrier license (Palau)

BUREAU OF REVENUE & TAXATION

P.O. Box 6069
Koror, Republic of Palau - 96940

LICENSE

RLTL NO 24802453

ISSUED TO: Skyworks Global, Palau Inc.

DOING BUSINESS AS: PALAU AIRLINES

LICENCES: Air transportation

BUSINESS LOCATION: Blue House
Ikelau, Koror

MAILING ADDRESS: P.O. Box 40441
Koror, Palau, 96940

PHONE NO.: 775-6911

EFFECTIVE DATE: January 01, 2024

EXPIRATION DATE: December 31, 2024

DIRECTOR, BUREAU OF REVENUE & TAXATION

License (Palau Tax authorities)



Major Cooperation with the Palau Government



- Self supply of Jet-Fuel
- Accommodations for Foreign Staff
- Catering Facilities
- Change of Bi-lateral Agreements
- Airport Runway Extension (Mid-Term)
- Aviation School (Mid-term)





BRAND Development



www.palauairlines.biz



**WEST PACIFIC
AIRWAYS**

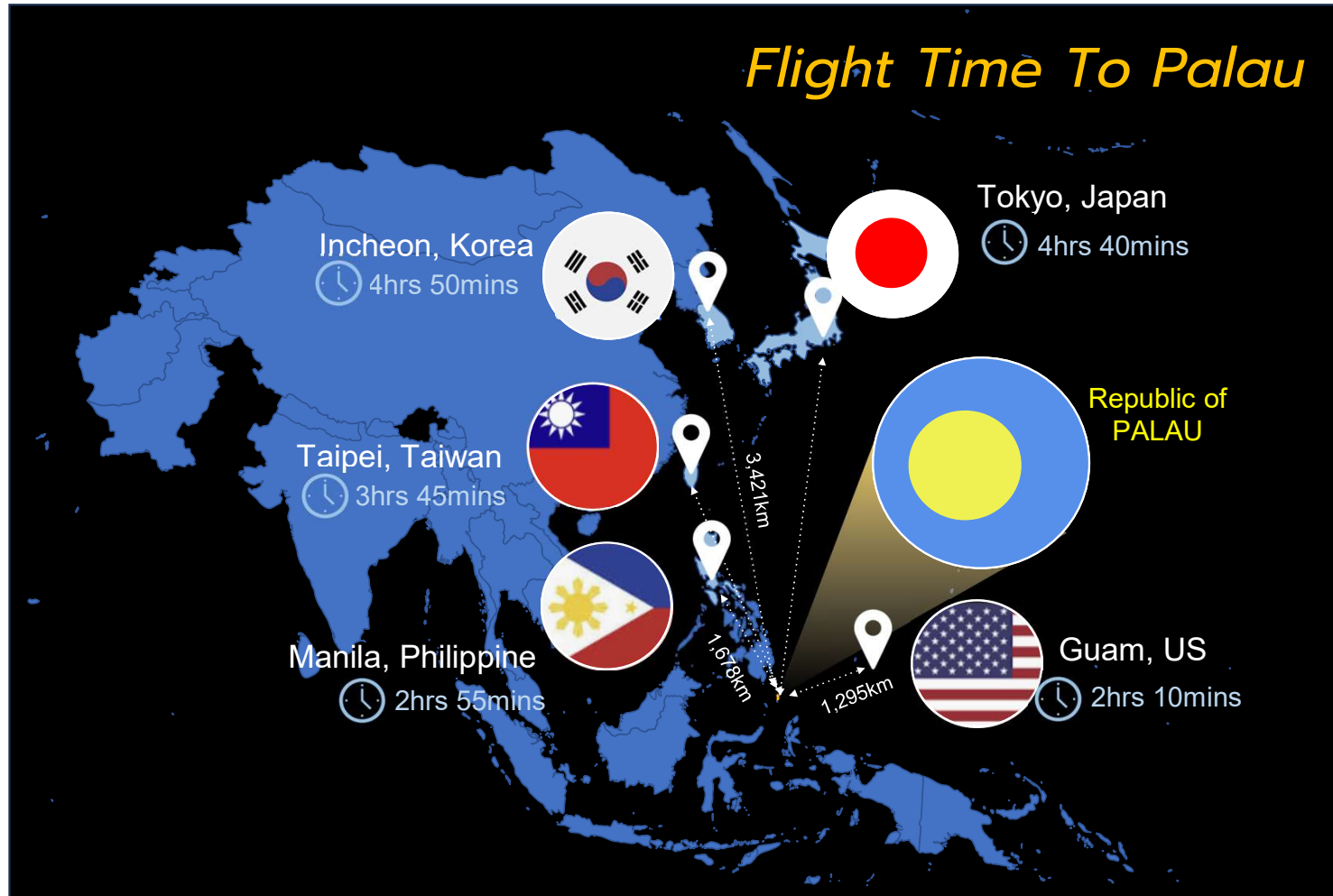
West Pacific Airways in General

Time
Frame
Flight Route

Operating Plan

Palau Airport

✈ Flight Time to Palau



West Pacific Airways in General



Time Frame

Flight Route

Operating Plan

 Palau Airport

Flight Time To Palau



Palau Airport



PALAU International Airport (ROR)

Name	Roman Tmetuchl Int'l Airport: ROR
Runway	2,194m X 45m (Max T/O, landing Weight 150 Passengers and Baggage-Based on B737 or A320s)
Control Tower	Currently ATC by HNL remotely controls Palau Airport
Ground Handling Service	Belau Transfer and Terminal Company (BT&T Co.)
Air Carrier	United Airlines (Guam, Manila) China Airlines (Taipei) etc
Terminal	2 story building (3 boarding bridges + 1 parking lot)

ROR Airport terminal was recently renovated jointly by Palau Government and Sojitz/JATCO.



West Pacific Airways in General

Operating Plan

- Time Frame
- Flight Route
- ✈ Operating Plan
- Palau Airport
- Flight Time To Palau

Operation Target Date	1st yr	2nd yr	3rd yr	4th yr
Number of Aircraft (yearly average - A320 PAX + Freighter)	2 + 1	2.5 + 1	3.5 + 2	5 + 2
Number of Passengers By Year (Cargo Tonnage not counted)	50~70,000	108,000	175,000	210,000
Number of Routes (PAX only)	5	7	10	12
Number of Employee (end of year)	160	200	260	350



West Pacific Airways in General

Flight Route

Passenger / Flight route

Year	Nation (Addition)					Weekly (round trip)	Aircraft
1st yr	Incheon	Pusan	Tokyo	Taipei	Manila	18	2
2nd yr	Hong Kong	Macau				40	3
3rd yr	Osaka	Singapore	Guam	Cairns		50	4
4th yr	Vladivostok	Sydney	Hawaii	Los Angeles	San Francisco	66	5

Freighter / Flight route

Year	Nation (Addition)				Weekly (round trip)	Aircraft
1st yr	Incheon	Taipei	Manila	Tokyo	11	1
2nd yr	Incheon	Taipei	Manila	Tokyo	11	1
3rd yr	Incheon	Taipei	Manila	Tokyo	11	2
4th yr	Incheon	Taipei	Manila	Tokyo	24	2

Time Frame

 Flight Route

Operating Plan

Palau Airport

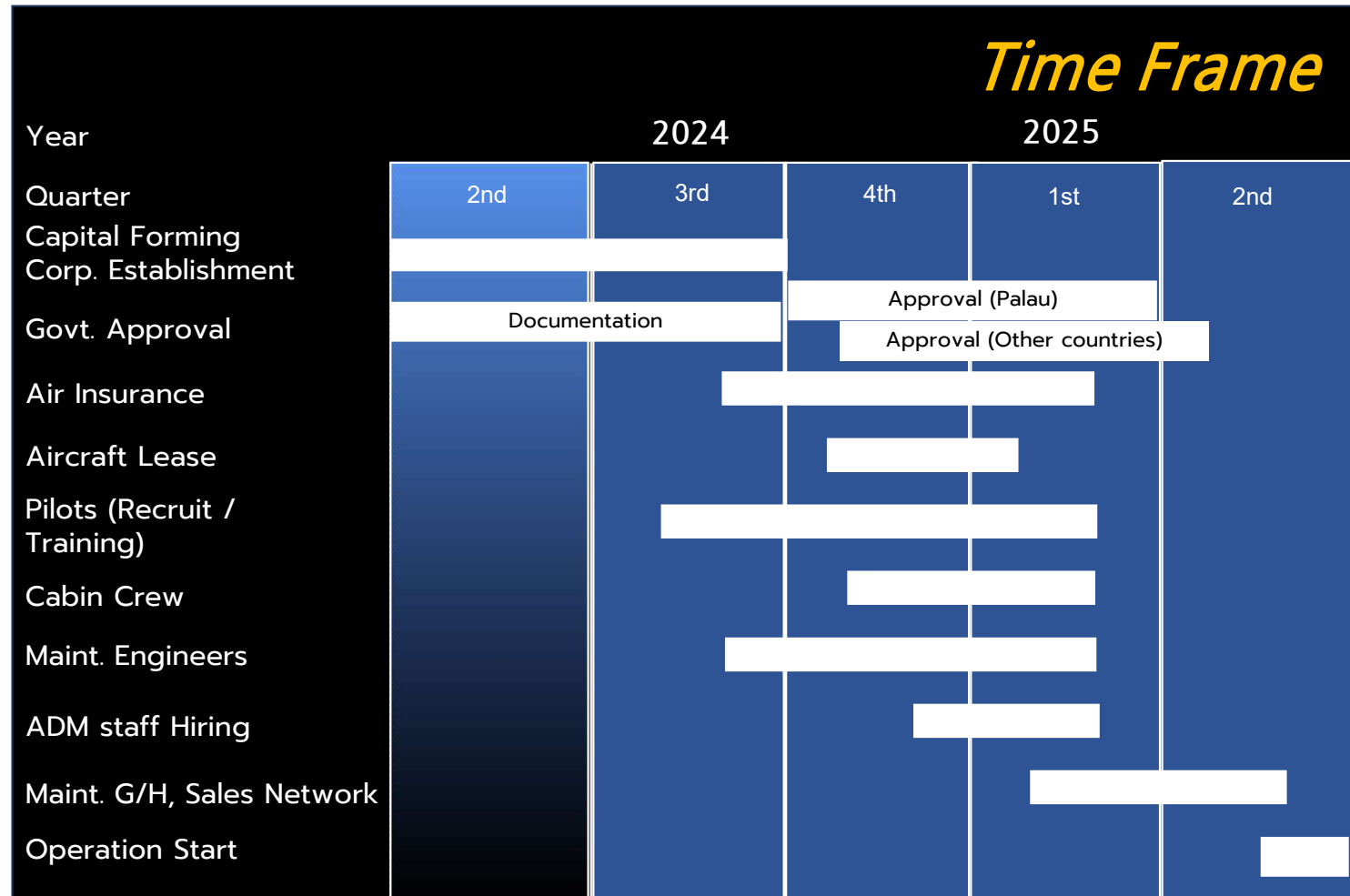
Flight Time To Palau



West Pacific Airways in General

✈ Time Frame

- Flight Route
- Operating Plan
- Palau Airport
- Flight Time To Palau



Chapter II.

Environment Study (Market & Competition)

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Chapter III

Implementation Plan

- Aviation Business
- Miscellaneous Business
- Capital & Financial Statements



What We're Aiming?

Operation
Model

Full-Service Carrier
(Seeking High-end)

Moderate Pricing
(FSC)

Safest Airlines

On time Operation
with superior service

Developing
Competitive Edge

Sustaining Business

Making West Pacific

The center for Pacific islands



Operational Procedure



Long Term Approaching

1



Route/
Network/
Scheduling

2



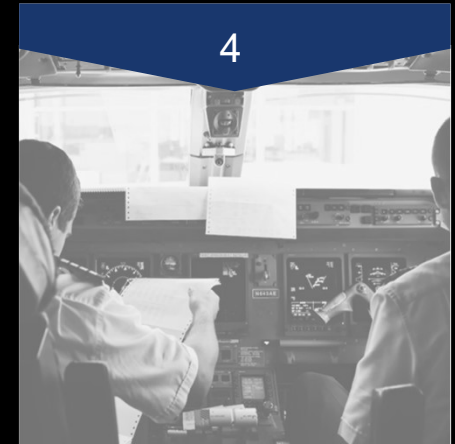
Fleet Plan

3



Crew
Recruiting
& Training

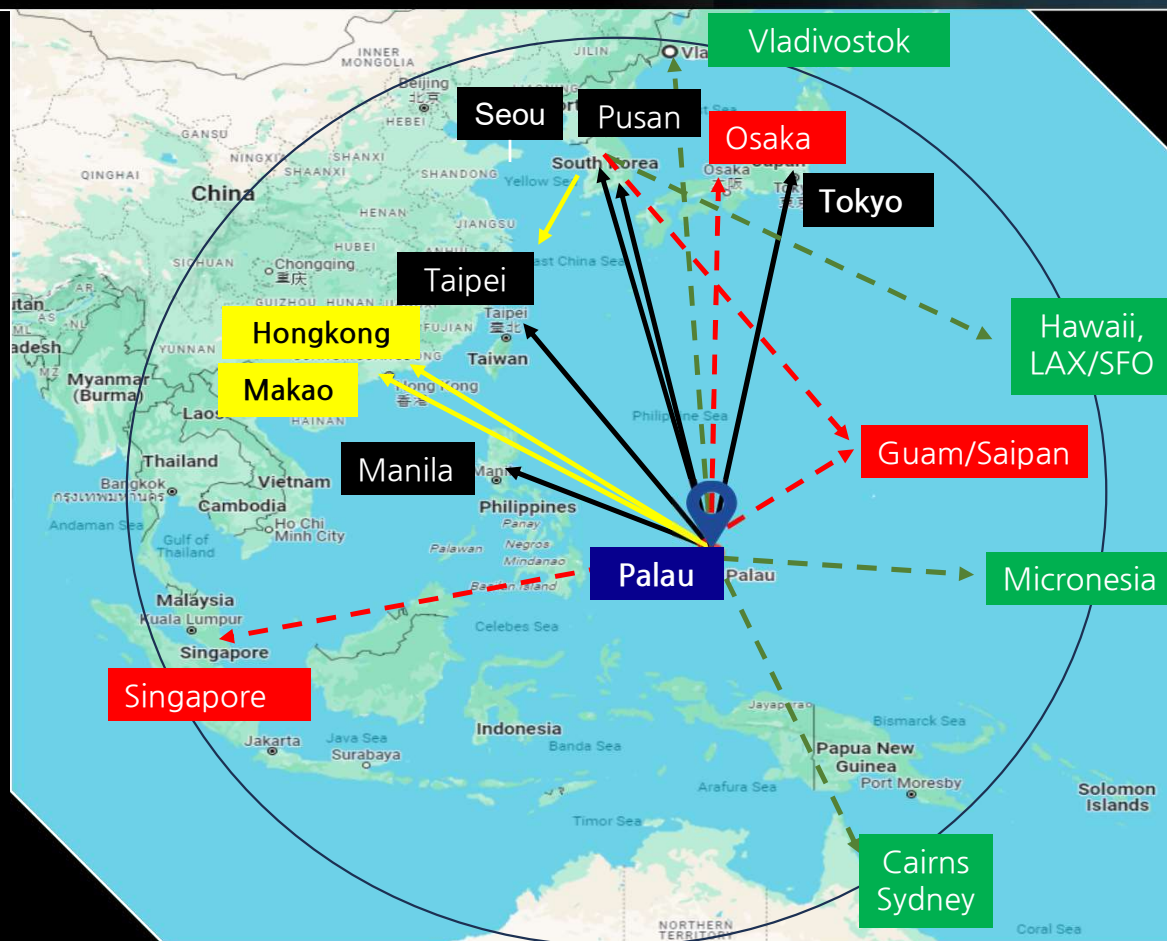
4



Seamless
Operation



Plan to expand the route



1st Year

2nd Year

3rd Year

4th Year



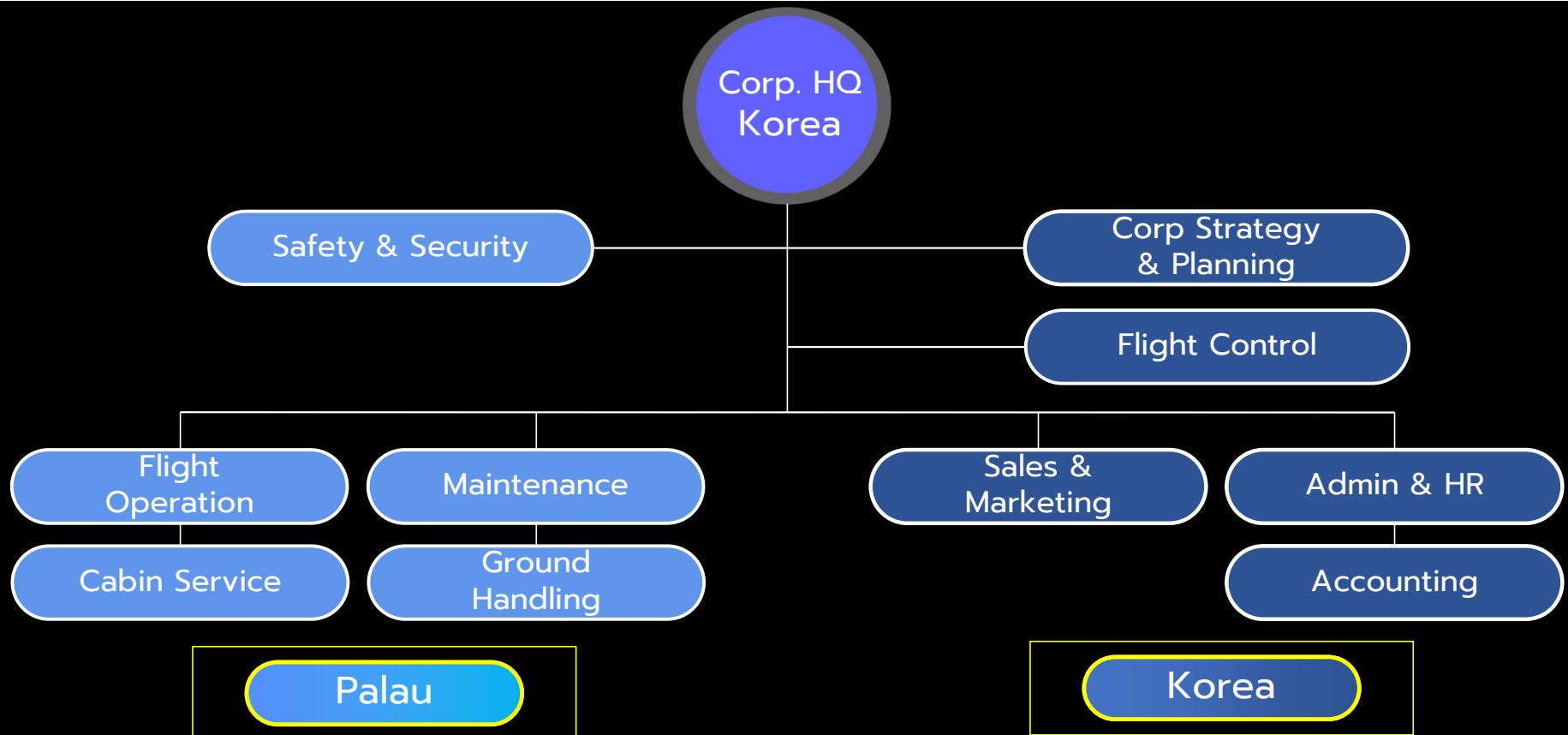
Air Cargo Transportation



Area	Export Cargo	Import Cargo	Remarks
KOREA	Fruits and Vegetables	Seafood, Tropical Fruit (Avocado, etc.)	Cost Reduction in Direct Sales (Farm-to table)
JAPAN	Supermarket Goods	Seafood (Salmon, Tuna, etc.)	Substituting Ocean shipping
TAIWAN	Small Machinery & Industrial Products		Triangle Operation including ICN



Organization Structure



▶ Recruiting



Pilot

Korean

Taiwanese



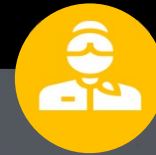
Maintenance Staff

Korean

Taiwanese

Filipino

Palauan



Cabin Crew

Mixture of

Korean

Japanese

Taiwanese

Filipino

Palauan



Others

Other key skilled workforce will be recruited from Korea but will be gradually replaced by Palauan and other multi-national staff.



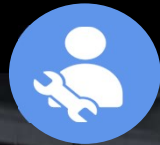
▶ Training



Pilot

Korea / China
/ Taiwan

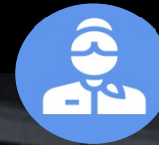
Simulator
Training



Maintenance
Staff

Korea

Getting FAA
Ratings



Cabin Crew

Korea

Bucheon
University



Eventually

Korea

Aviation School
will open in Palau
Community
College.



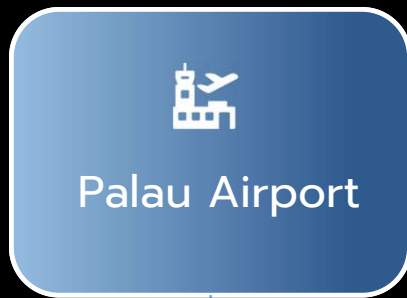
Aircraft Maintenance



CLASS	STATION	REMARKS
Operation Maintenance 	ICN, ROR(Palau)	
A-Check 	ICN	ROR will be added when ready
C & D Check (HVY Maintenance) 	Taiwan, SIN, or China	



▶ Ground Handling



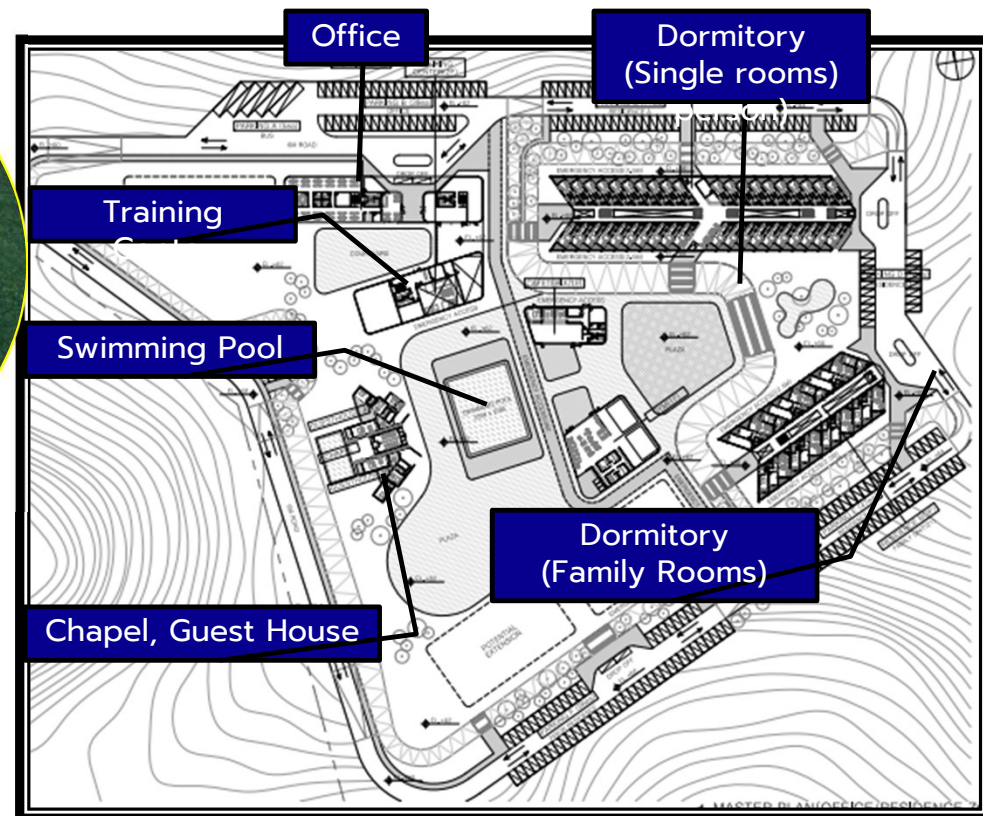
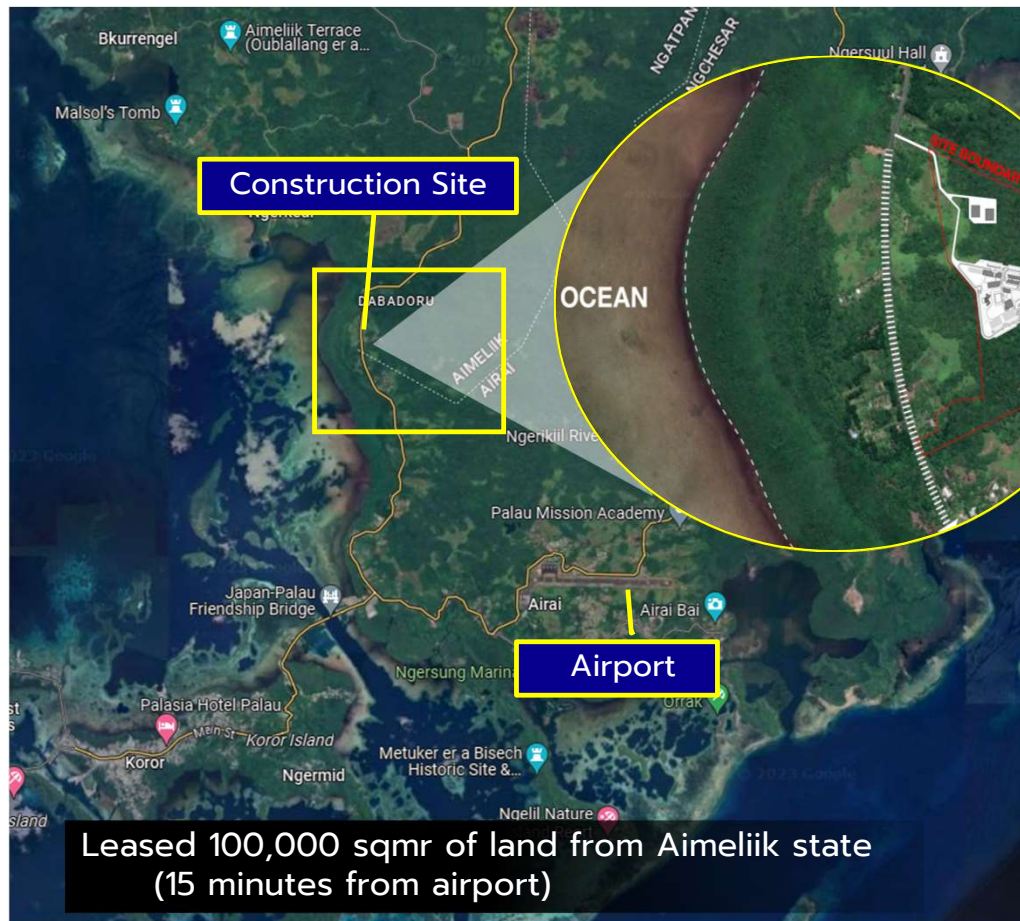
Own
Handling



Utilize
Local service providers



Construction of Office, Dormitory & Training Facilities



Construction of Office, Dormitory & Training Facilities



Swimming Pool will be utilized for Crew Training



Under construction



Sustaining Business



Key Points

BIZ Goal 5

Achieving
Economy
Scale

BIZ Goal 4

Superb
Communication
skills in
Multi-cultural
Environment

BIZ Goal 3

Safe Operation

Based on
Technology
and Discipline

BIZ Goal 2

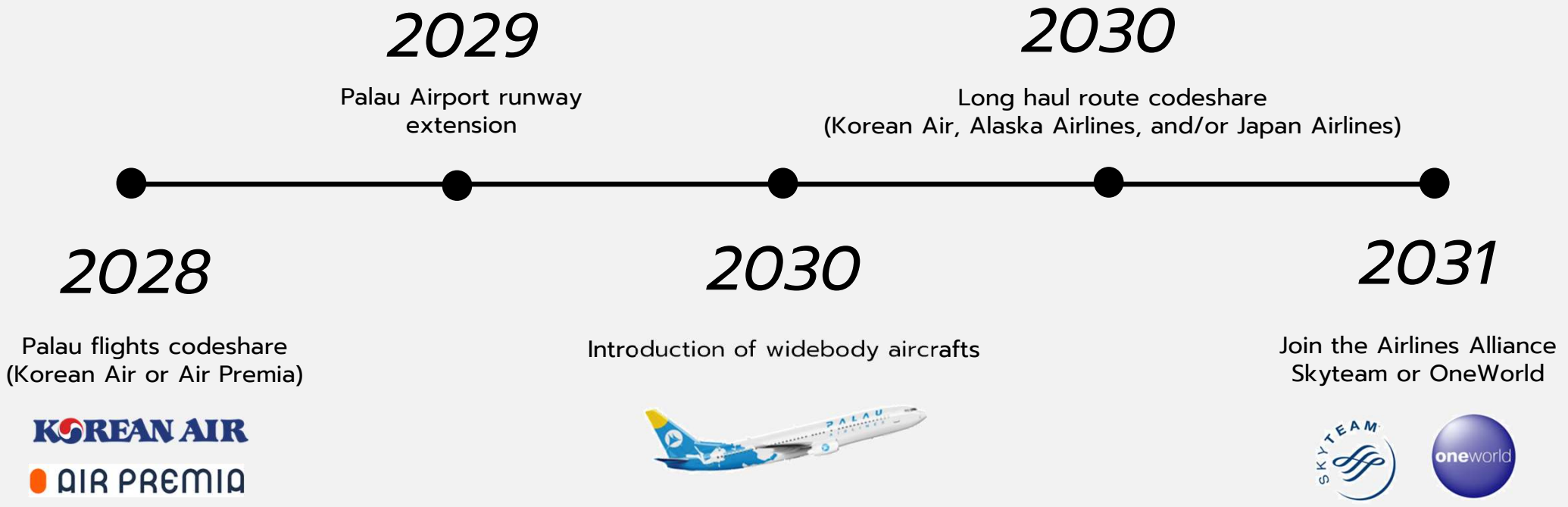
Knowledgeable
approach

BIZ Goal 1

Careful
long-term
planning



Mid/Long Term Plan



Other Issues (Palau Airport)



Chapter IV

Other references

- About us - SKYWORKS
- Learning from other airlines mistakes
- Difference between Korean and West Pacific Air





About Us – SKYWORKS

Multi-national Investment



Skilled workers with moderate wages



Group of Experts

Key 7 executives with more than 150 years of aviation industry experience



Knowledge & Experience Based

Very real field experiences in global airline challenges



Survived from Competitive Environment

Perfect team for solid and quick AOC approval (Palau and other countries)

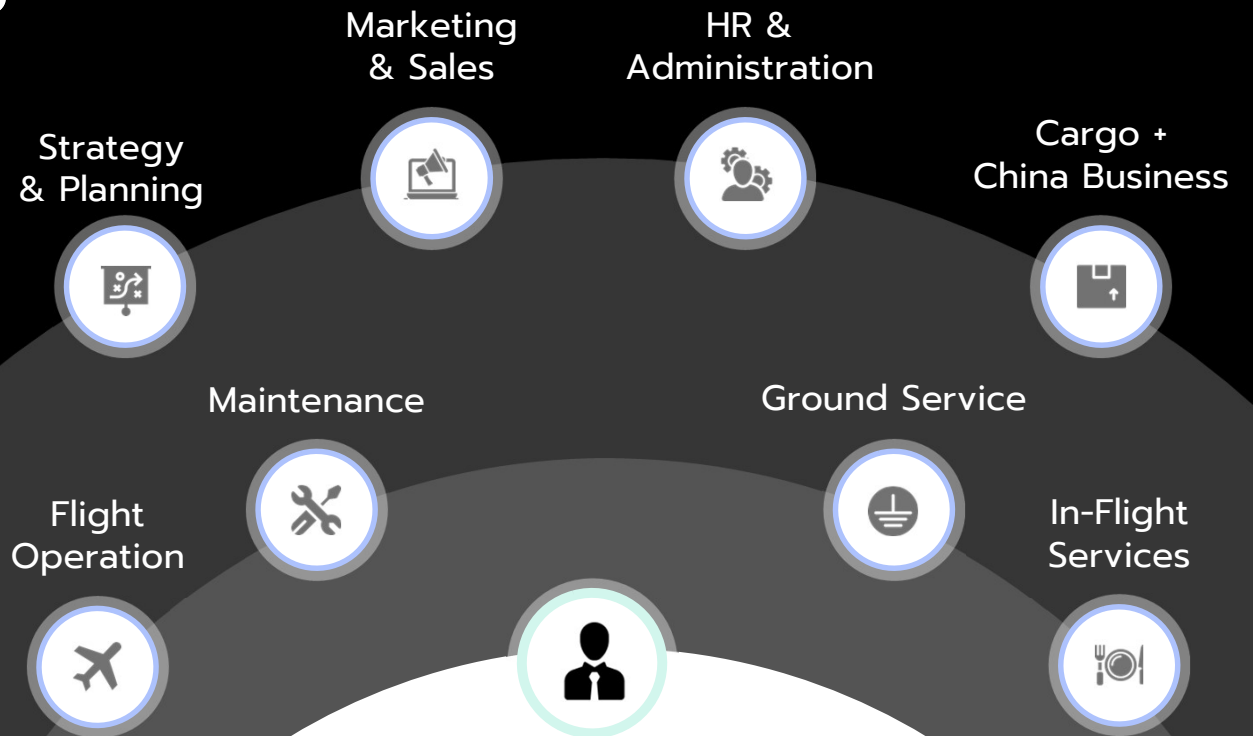


SKYWORKS
C O M P A N Y

Team SKYWORKS



SKYWORKS



CEO

SKYworks
G L O B A L



Chul-ho Hahm, President & CEO – SKYWORKS GLOBAL

Chul Ho Hahm began his career in the airline industry in 1976 as a public relations officer at Korean Air, and continued with the company for 33 years until retiring in 2009. In the early 1980s, he was transferred to the sales and marketing department where he played a key role as the marketing and pricing manager in the new deregulated environment, resulting from U.S. government's new deregulation policy in commercial aviation. Mr. Hahm was specifically in charge of designing and applying competitive strategies against aggressive U.S. carriers such as Braniff and Northwest Airlines. After successful completion of his duties in 1984, he was assigned as a sales and administration manager for the eastern region of the U.S. where he served for five years.

In 2000, Korean Air formed the SkyTeam Alliance as a founding partner together with Delta, Air France and Aero Mexico.

Mr. Hahm led the formation of the alliance as the Project Manager representing Korean Air, where he exhibited his strategic capabilities and expertise ensuring the success of the alliance.

Other noteworthy positions at Korean Air:

- Country Manager, UK, Ireland & South Africa
- Regional Manager, Eastern U.S.A. (Vice President)
- Head of Passenger Marketing (Managing VP)
- Head of Passenger Routes and Revenue Management (Managing VP)
- Head of International Affairs (Senior VP)
- Head of Corporate Strategy and Planning (Senior VP)



After Mr. Hahm's retirement from Korean Air, he worked briefly as the CEO of Dongsung HMC (Hotel Management Company) before being named the President and CEO of T'way Air in September 2011. T'way is one of the leading budget carriers based in South Korea and is well known for its outstanding safety record and customer friendly services receiving numerous awards both from the private and public sectors.

Mr. Hahm graduated with an undergraduate degree in Geology from the College of Liberal Arts and Science at Seoul National University.

Appendix

Team Member Profile



Sung Hwa PARK (EVP Business Support)

Mr. Park is a specialist in Chinese business affairs. He has deep knowledge of Chinese Culture and Business Operations. He worked as Managing Vice president for Korean Air, MVP for Dongsung Hotel Company and Harmony Cruise Co., and General Counsel for China Business at T'way Air.



Kuk Wan KIM (EVP Operation)

Mr. Kim served as Head of Flight Operations in T'way Air. Under his excellent leadership the airline was able to achieve the number one safety record among all Korean Carriers.

- Pilot at Korean Navy Aviation Wing (Korean Navy)
- Chief Pilot (Captain), Head of Safety and Security at Korean Air.



Tae Kyu JEON (JAPAN Operation)

Mr. Jeon has a lot of experience in forming and setting up strategies for new airlines. Utilizing his experience at Korean Air, he contributed himself for numerous newborn airlines in Korea.



Hyung Jin CHOI (Strategy and Planning)

Mr. Choi has more than 30 years of experience working in various fields such as passenger sales and airport services, planning, and General secretary for Corporate Chairman. He will be in charge of Corporate Strategy and planning.



Dae Hee KIM (Cargo Business)

Mr. KIM is a cargo expert with more than 30 year of experience in Korean Air. His past assignment includes cargo manager in Taiwan and Mainland China.



Juno HAHM (HR & Business Support)

Mr. Hahm has excellent experience and ability in human resources and accounting. He will be in charge of human resources, labor and management, and general affairs of Palau Airlines.



Sung Soo MAENG (Traffic & Airport Service)

Maeng has various experience in Airlines business. He worked for Korean Air for more than 20 years. Marketing and IT has been his main specialty, but he also worked for special projects such as construction and utilization of the new terminal at Incheon airports.

- Korean Air representative at IATA tariff committee
- Special working group manager for airport utilization project



Yoon Jong KANG (Purchasing & Supply Management)

Mr. Kang is more than 20 year veteran in the field of construction. His responsibility will be Purchasing and Supply of maintenance parts as well as construction of various facilities.



Sang Eun KIM (Marketing & Sales)

MS Kim is currently working as a CEO of Korean Cosmetic company. She had been working at a various airlines as a sales and marketing manager. She is very well-known in Korea as one of young, energetic and brilliant marketers.



Hwi Kon PARK (Cabin Services)

Mr. PARK has various experience in Cabin Services and education. He worked for Korean Air for more than 20 years **His past duty includes;**

- Cabin Service (Line Team Manager)
- Senior Instructor of Cabin Crew Training
- Head of Cabin Crew training planning (Human Resources Department, Cabin Crew Training Center)



Kyung Hee LEE (Product development)

MS LEE is an expert in travel product development. She has ample experience in Travel development as an owner of two travel agencies in New York and Seoul. She will be in charge of developing travel products and local tourism for Palau Airlines.



HWANG (Government Relations)

Mr. Hwang is currently working in government agencies, and will join the company as Advisor and coordinator to Palau government.



▶ Recap

Starting service by Mid 2025

Full-Service Carrier

High Quality, Fun and Enjoyable
for Passengers and Employees

Friendly Fares

Flight Frequency and Market
Share (More than 50%)

Reaching Economy Scale –
Sustaining Airlines

Becoming Center for
West Pacific Islands
(like Continental Micronesia)

