

Annual Report 2025



SERBIA AND MONTENEGRO AIR TRAFFIC SERVICES
SMATSA LLC BELGRADE







Annual Report

2025

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Foreword by the CEO

This report provides a comprehensive overview of the results achieved, the challenges encountered, and the key directions for future development, with a clear focus on the continuous improvement of efficiency, service quality, and the market position of SMATSA Ilc Belgrade (Serbia and Montenegro Air Traffic Services).

The previous year was marked by complex circumstances that required clear strategic direction, a high degree of responsibility, and the ability to make timely and sustainable decisions.

Operations in 2025 were conducted in an environment of considerable complexity and heightened demands across all key areas of the Company's business. The traffic season reached the highest level of intensity in the Company's history, driven by a number of external and internal factors. At the same time, investment projects continued to be implemented, the ATM system enhancement programme was launched – entailing the transformation of a significant part of the Company's operating model – changes were introduced to the management structure, and the processes of internal consolidation were further strengthened.

The reporting period was characterised by record-breaking air traffic volumes, with more than 1 million IFR (Instrument Flight Rules) civil aircraft movements handled, as well as all-time highs in the number of flights handled on both a daily and an hourly basis. The achieved traffic volume was handled while maintaining a high level of safety and a satisfactory level of operational efficiency. Part of the delays attributable to SMATSA resulted from a strike taken by a section of the operational staff during the busiest period of the summer traffic season.

The results achieved are a direct reflection of the expertise and dedication of air traffic controllers, engineers, technicians, and employees in the operational, development, and organisational support units, as well as the consistent application of modern technological solutions in air traffic management. In this way, the confidence of service users and the reputation of SMATSA were further strengthened.

Work on the implementation of strategic priorities and the systematic enhancement of service quality was intensified, including the modernisation of the TopSky-ATC One system, the further development of the FASOS system with its extension to remote locations, and the implementation of the Pre-OJT simulator.





The quality of services at airports in the Republic of Serbia and Montenegro was continuously improved. The development plans of Belgrade Nikola Tesla Airport were supported, including the introduction of a radar service in aerodrome air traffic control and the launch of the implementation of the A-SMGCS system.

At the same time, projects to upgrade the navigation infrastructure at the airports in Batajnica, Kraljevo, Belgrade, and Podgorica were launched, alongside activities aimed at optimising the organisation of the airspace.

Particular importance is attached to the responsibility for the provision of services to military users in both founding States, delivered with a high degree of professionalism and through effective civil-military coordination under complex operational conditions.

The development of infrastructure in the fields of communications, navigation and surveillance (CNS) continued, together with further enhancements to aeronautical information services (AIS) and aeronautical meteorological services (MET).

The development and strengthening of human resource capacity through training and the recruitment of new staff, particularly

air traffic controllers, remained one of the Company's key priorities. At the same time, a high level of cooperation was maintained with the regulatory authorities, the competent institutions in the Republic of Serbia and Montenegro, and international organisations, while continued compliance with all relevant standards and requirements was confirmed.

The results achieved represent not only evidence of the Company's successful performance in 2025, but also a solid foundation for its future development and the challenges that lie ahead.

I would like to express my sincere gratitude to all employees, the management, and the governing bodies for their dedication and contribution to the results achieved.

We will continue to develop SMATSA as a stable, reliable and highly efficient organisation, capable of meeting the increasingly complex demands of modern aviation while setting standards both within the region and beyond.

Slobodan Cvijan
CEO, Serbia and Montenegro
Air Traffic Services
SMATSA Ilc Belgrade



02



About Serbia and Montenegro Air Traffic Services

2.1 ORGANISATION PROFILE

The Serbia and Montenegro Air Traffic Services SMATSA Ilc Belgrade (hereinafter: SMATSA) provides ATM/ANS services and functions in the airspace of its jurisdiction and performs other related activities, directly and indirectly in support of providing these services and functions.

The founders of SMATSA are the Government of the Republic of Serbia and the Government of Montenegro.

After the conclusion of the Agreement on cooperation in the field of air traffic between the Republic of Serbia and the State of Montenegro, in 2012, the agreement signed by both governments confirmed the continuity of the existence of a joint service provider in air navigation – SMATSA.

SMATSA provides services and performs its activities in compliance with national and international regulations and international agreements. In accordance with its competence and powers, SMATSA represents the interests of its founders in relevant international aviation organisations and actively participates in the work of aviation forums and associations.

2.2 ATM/ANS SERVICES AND FUNCTIONS

The main activity of SMATSA is the provision of ATM/ANS services and functions, which include the following:

- ➔ Provision of Air Navigation Services (ANS)
 - Air Traffic Services (ATS);
 - Aeronautical Meteorological Services (MET);
 - Aeronautical Information Services (AIS); and
 - Communication, Navigation, and Surveillance (CNS);
- ➔ Air Traffic Management – ATM
 - Air Traffic Services (ATS);
 - Airspace Management (ASM) service;
 - Air Traffic Flow Management (ATFM) service, and
 - Instrument Flight Procedure Design (FPD) services.



Area of jurisdiction of SMATSA includes the airspace above:

- ➔ Republic of Serbia;
- ➔ State of Montenegro;
- ➔ International waters in the Adriatic Sea; and
- ➔ Bosnia and Herzegovina above the narrow strip in the immediate vicinity of the border with the Republic of Serbia and State of Montenegro.



Figure 1.

The territory over which SMATSA provides air navigation services



2.3 ADDITIONAL SERVICES

In addition to ATM/ANS services and functions, SMATSA also provides the following services:

1. Air Navigation Service Personnel training (TRE), including ATCO, ATSEP, and MET training;
2. Airborne GRNS and system calibration (CAL);
3. Ensuring the continuous airworthiness of aircraft (CAMO) and
4. Aircraft Maintenance (MO).





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Overview of 2025 in Figures

In 2025, SMATSA recorded a significant increase in the number of IFR flights, which grew by approximately 7% compared to 2024. This growth trend is also reflected in a 10% increase in overflights, while the number of take-offs and landings rose by approximately 5%.

The distribution of overflights and take-offs / landings remained within usual ranges, with overflights accounting for around 89% of total traffic, while take-offs and landings make up 11%.

This year was also significant because SMATSA recorded a historic daily peak, with 4,136 IFR flights passing through the controlled airspace in a single day on 9 August 2025. In 2025, the peak hour recorded 265 IFR flights.

These results testify to the continuous growth of air traffic and the importance of SMATSA in ensuring the safe and efficient management of the airspace of Serbia and Montenegro.

Despite the increased traffic volume, the level of safety and service efficiency remained at the highest standard, thanks to the expertise and technological advancements within SMATSA, thereby confirming its role as a key factor in providing continuous support to air carriers.





3.1 TRAFFIC DATA IN SMATSA'S AIRSPACE JURISDICTION

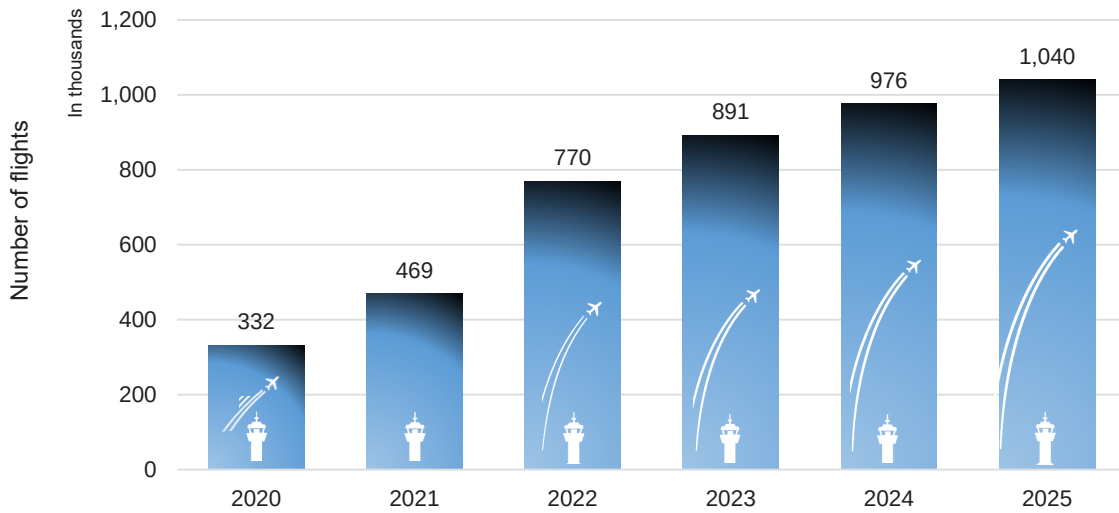


Figure 2. Total number of IFR flights in the period from 2020 through 2025¹

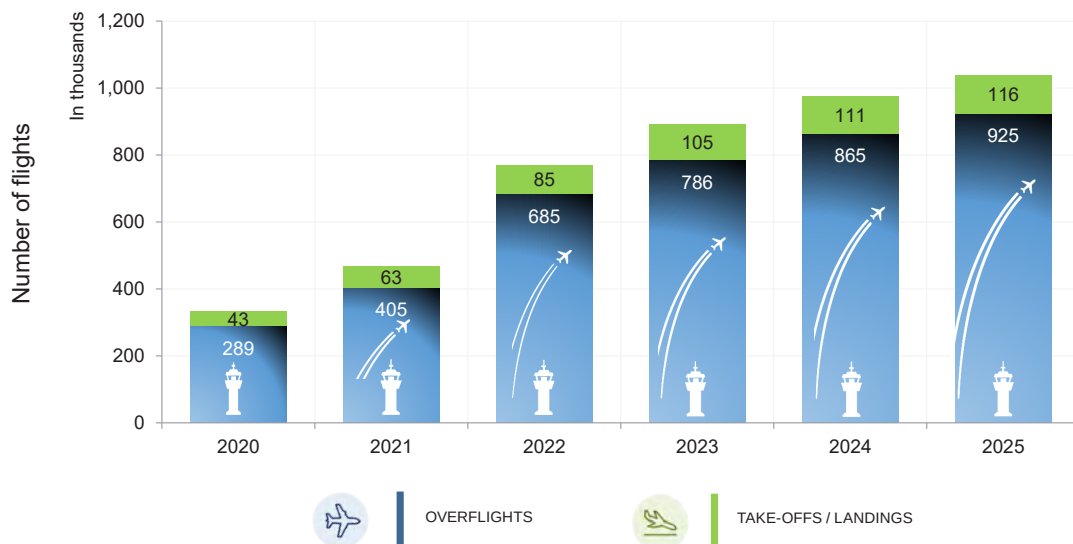


Figure 3. Number of IFR overflights and take-offs / landings in the period from 2020 through 2025

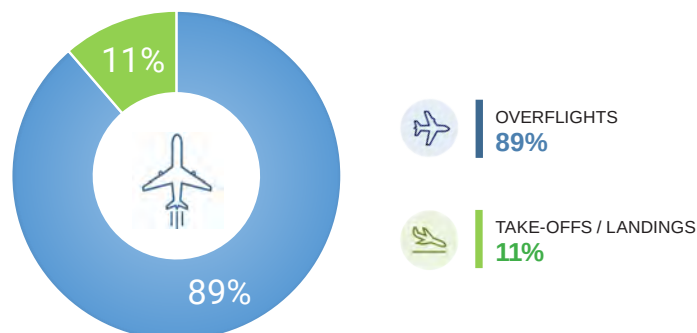


Figure 4. Distribution of IFR flights in 2025

¹ Source: Billing Log file.

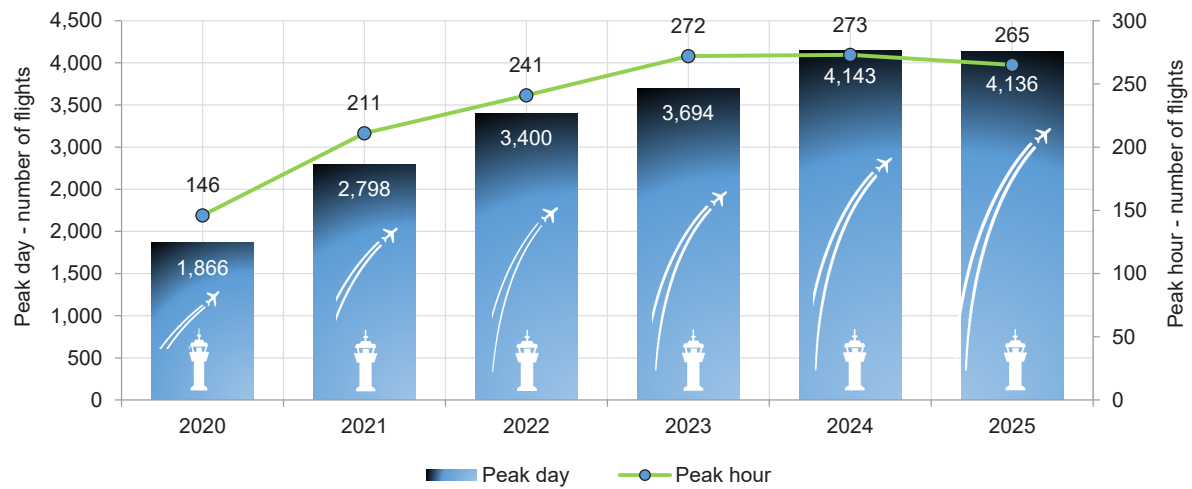


Figure 5. Peak day and peak hour in the period from 2020 through 2025

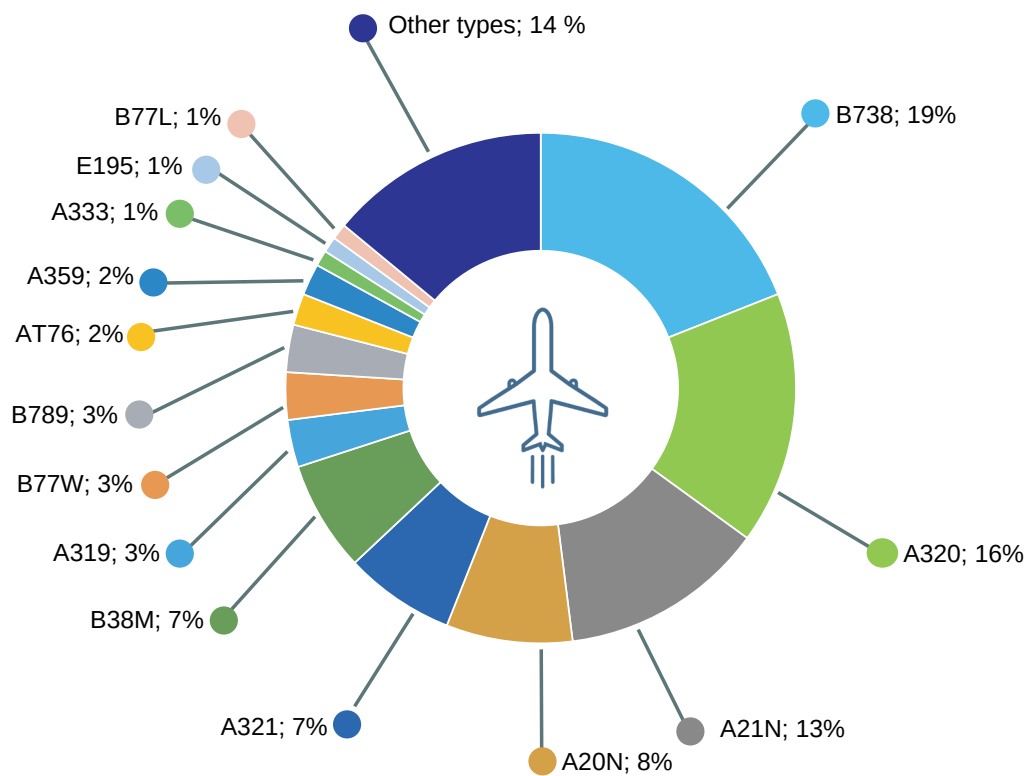


Figure 6.
Breakdown of respective aircraft types shares in 2025

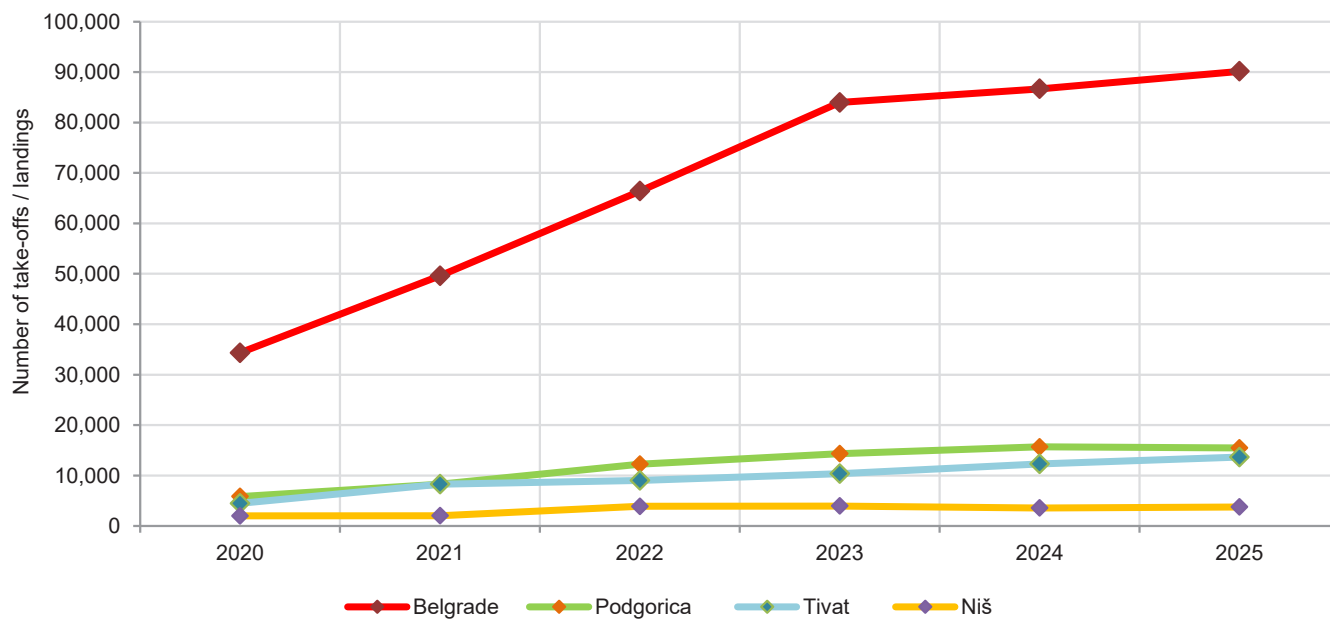


Figure 7.

Number of IFR take-offs and landings by airports in the period from 2020 through 2025

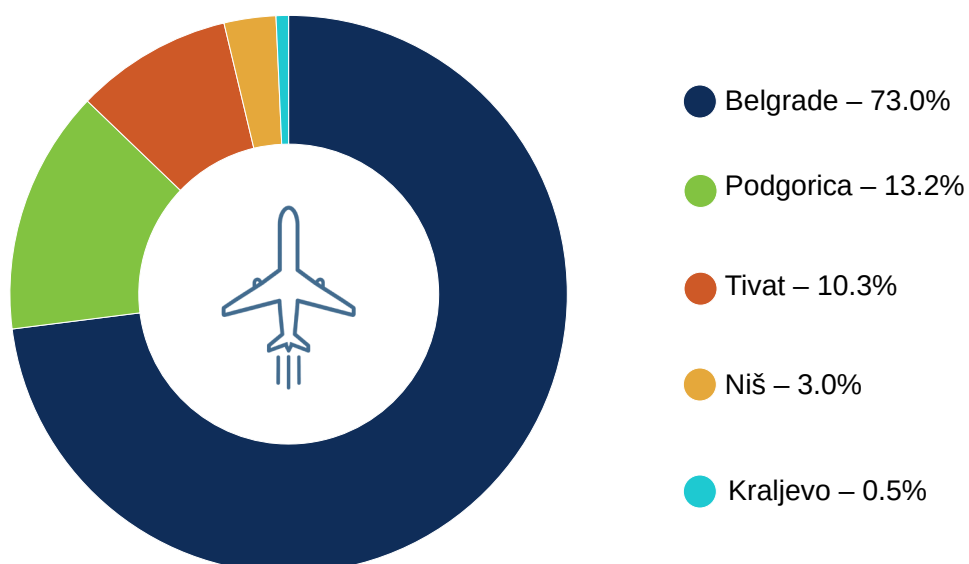


Figure 8.

Distribution of traffic by airports in 2025

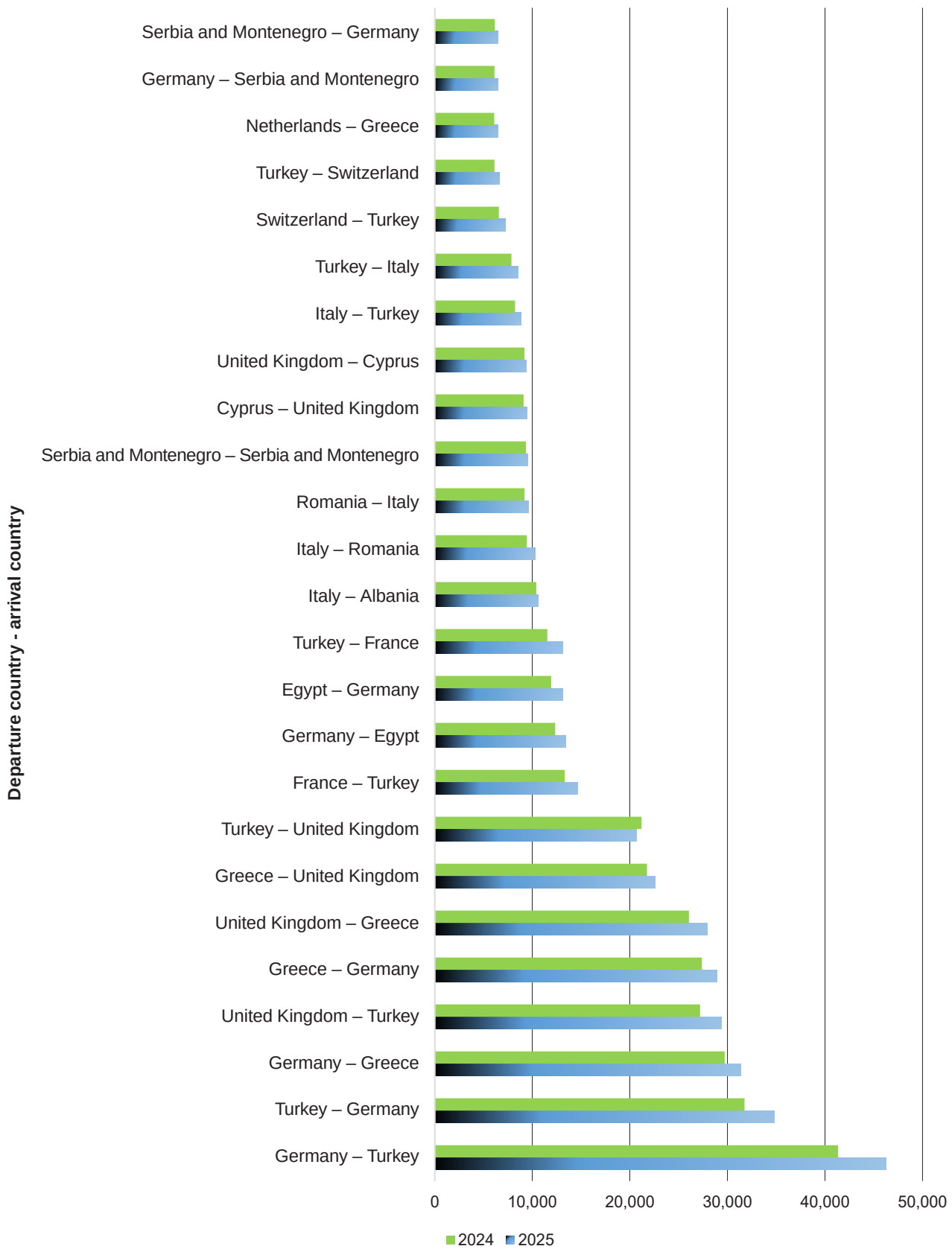


Figure 9.
Number of IFR flights in the SMATSA airspace jurisdiction
by country of take-off / landing in 2024 and 2025

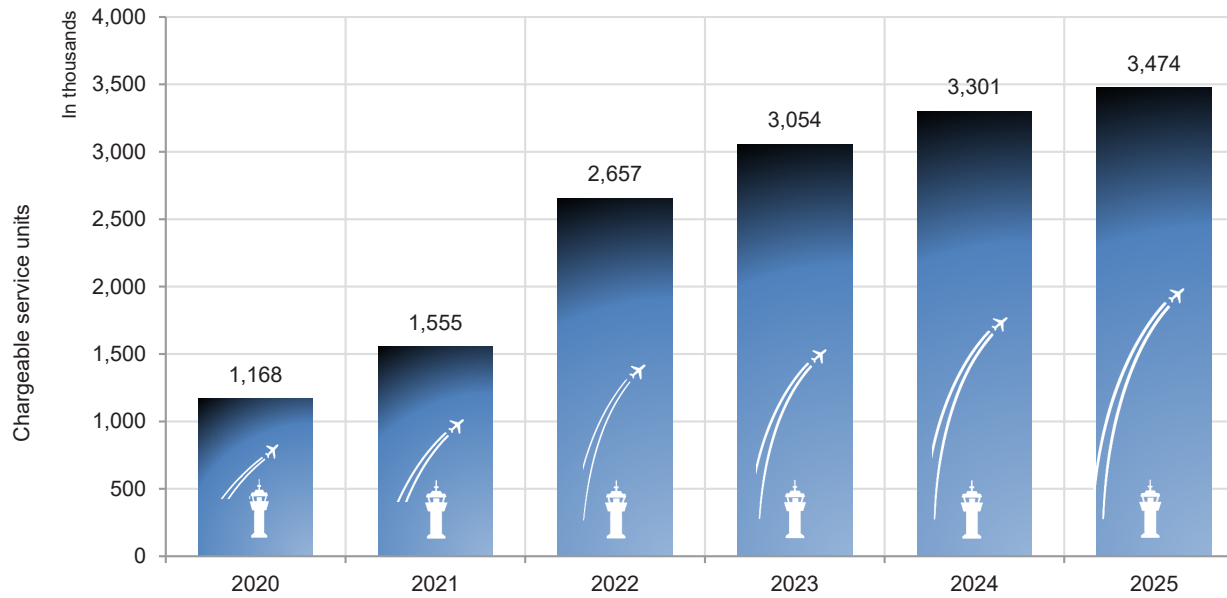


Figure 10.

Number of chargeable service units in the period from 2020 through 2025

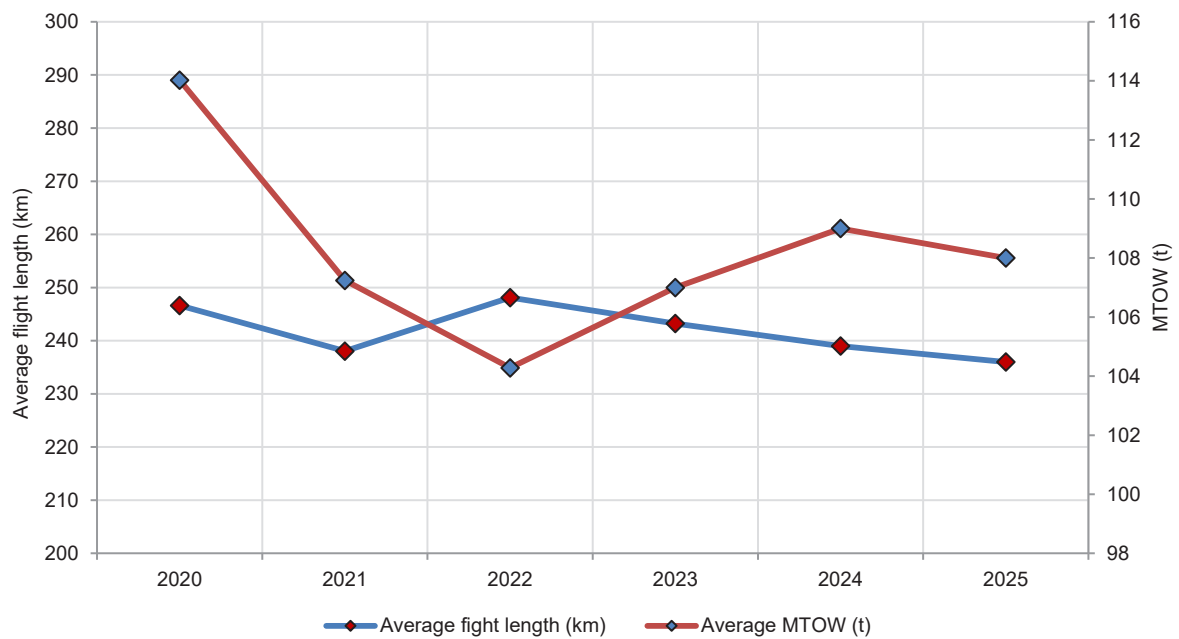


Figure 11.

Average flight length and average MTOW² in FIR Belgrade in the period from 2020 through 2025

² Maximum take-off weight

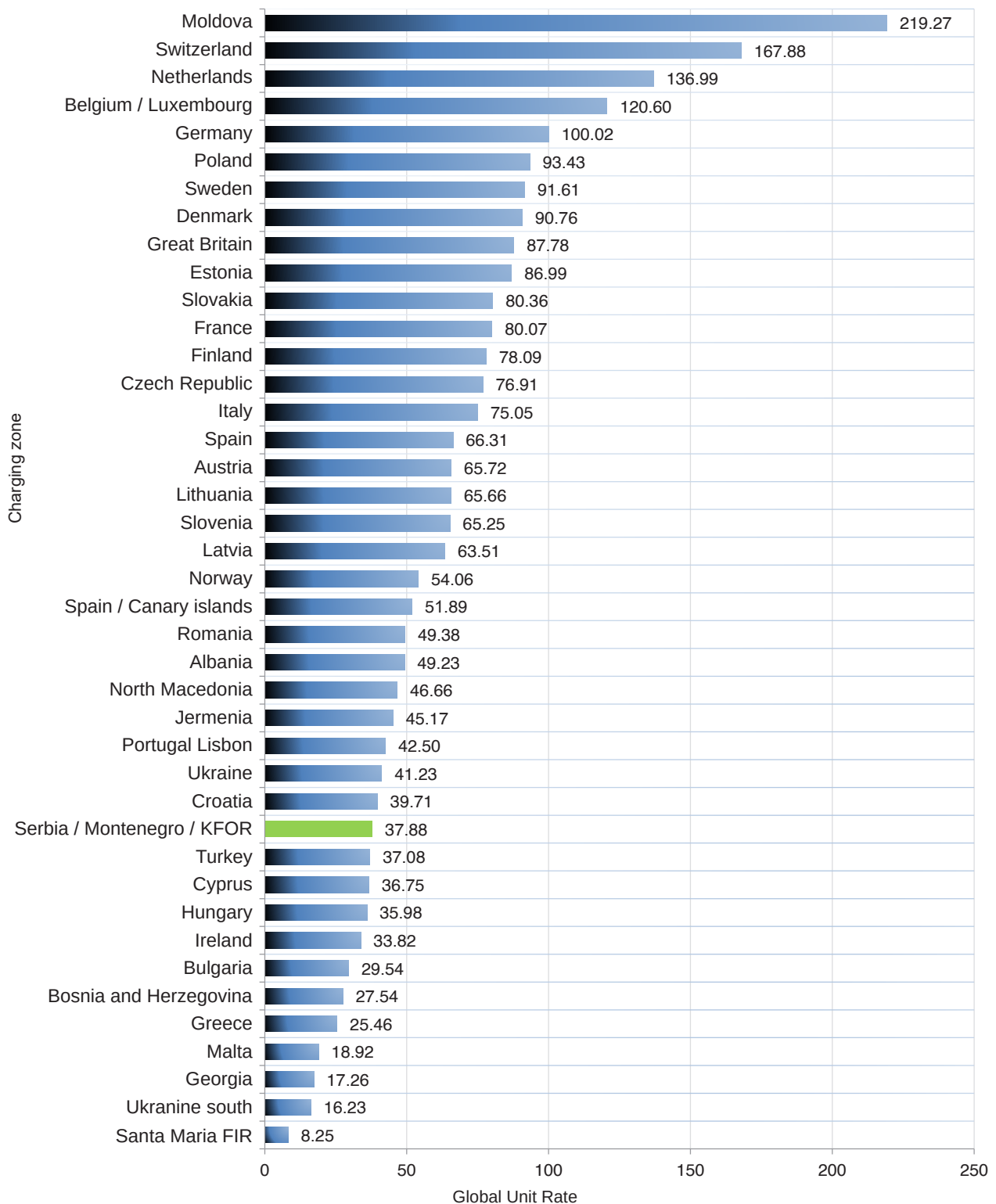


Figure 12.
Global Unit Rate in 2025³

³ EUROCONTROL – official data.



04



Important Business Results in 2025

4.1 IMPROVEMENT OF AIR NAVIGATION SERVICES MANAGEMENT

The provision of a high level of safety and efficiency in air navigation services during 2025 was ensured both through the successful implementation of planned activities across SMATSA's key operational domains (including ATM, CNS, MET and AIS) and through continuous investment in, and enhancement of, its systems and equipment.

During the year, a large number of activities were carried out to maintain the high quality of air navigation services provided

4.1.1 Improvement of ATM services

One of SMATSA's most significant projects is the upgrade of the TopSky-ATC system to the TopSky-ATC One platform. In 2025, the contract was signed and the implementation phase was initiated. This project will upgrade the Company's core ATM system (TopSky-ATC) by incorporating the functionalities specified in the requirements of the European Commission and the ATM Master Plan. The upgrade to the TopSky-ATC One system entails the transition to a modern, technologically advanced platform that will enable increased system capacity, the integration of new interfaces, and the connection and exchange of information with aviation systems to which the ATM system is not currently connected. In parallel, the necessary supporting activities were initiated to prepare for the future transition to the upgraded system, including the replacement of controller workstations in the Area Control Centre (ACC) operations room, as well as in the Approach Control (APP) and Aerodrome Control (TWR) units.

At the end of November 2025, the established Free Route Airspace (FRA) encompassing the airspace of southern Germany, Austria, Slovenia, Croatia, Bosnia and Herzegovina, Montenegro, Serbia (excluding Kosovo and Metohija), Albania, North Macedonia and Italy was extended to include the area of responsibility of Malta. The expansion of the Free Route Airspace (FRA) area enables airlines to plan direct routes from the Romanian border to the Tunisian border, and from Switzerland to Bulgaria, resulting not only in reduced fuel costs but also in significant environmental benefits. This enhancement provides pilots and operators with greater flexibility in flight planning and contributes to the more efficient use of airspace, reduced delays and lower operating costs, while at the same time improving the overall efficiency of air traffic. The initiative resulted in measurable fuel cost savings, improved operational efficiency, and significant environmental benefits through reduced CO₂ emissions.



The first phase of the project to reorganise the vertical boundaries of the Podgorica TMA and Tivat Aerodrome Control (TWR) involved the redesign of the Tivat Control Zone (CTR), which was implemented on 30 October 2025. Based on the results of the real-time simulation, the process of delegating responsibility for the organisation of air traffic services from Albania to Montenegro was initiated, with the aim of segregating arriving and departing traffic at Podgorica Airport and ensuring that traffic flows to and from Podgorica and Tivat airports do not conflict. The second phase involves changing the dimensions of the Podgorica Terminal Control Area (TMA) southwards to the boundary of the Flight Information Region (FIR), and northwards in accordance with the approximated State border between the Republic of Serbia and Montenegro. The entire project is expected to be implemented during the second half of 2026.

With regard to the software and hardware upgrade of the FASOS system, including its extension to remote locations, and the implementation of the Pre-OJT simulator, the procurement procedure was completed and the contract was concluded. FASOS, the Fallback ATM System, serves as the backup system to the primary ATM system during normal operations. The upgraded FASOS system ensures the uninterrupted provision of air traffic control services whenever the primary TopSky-ATC ATM system is unavailable. The implementation of the project has been divided into phases, with completion expected in 2028.

Activities were carried out to streamline the conventional instrument flight procedures at Vršac Airport, thereby addressing user requirements while maintaining the required level of safety and enhancing operational efficiency. The procedures are expected to be implemented during the following year.

The Aerodrome Control Units were equipped with Collaboration Interface for Towers (CITO) workstations, enabling direct connectivity with EUROCONTROL systems, thereby



improving coordination, enhancing the accuracy of traffic flow predictions, and reducing delays associated with slot allocation.

In mid-October 2025, the necessary conditions were established to ensure the safe conduct of the international military exercise Air Solution 2025. One of the most important tasks involved updating the Network Manager (NM) database to prevent airspace users from planning flights through the airspace designated for the international military exercise.

In September 2025, the necessary conditions were established to ensure the safe conduct of the military parade Strength of Unity. Close coordination was maintained with the competent military authorities of the Republic of Serbia in support of the organisation of the military parade, with particular emphasis on minimising the impact on civil air traffic and ensuring the uninterrupted operation of Belgrade Nikola Tesla Airport.

4.1.2 Improvement of CNS services

In accordance with the objectives of the Single European Sky which refer to harmonizing air traffic operations and control systems in order to improve safety, efficiency and reduce delays in air traffic, one of the main tasks of SMATSA has been to implement new technologies, continuously invest in equipment, systems, and infrastructure, but also in the professional staff needed for the realization of the challenges of a competitive environment.

In March 2025, as part of the project to install a Primary Surveillance Radar / Secondary Surveillance Radar (PSR/SSR) system at the Besna Kobila site, the technical inspection of the Besna Kobila radar station facility was completed with the submission of the technical inspection report, including the inspection record and the Commission's recommendation for the issuance of the occupancy permit.





Regarding the procurement, implementation and integration of the Advanced Surface Movement Guidance and Control System (A-SMGCS), together with its associated surveillance sensors, for Belgrade Aerodrome Control (TWR) – Phase 1, the procurement procedure was completed in 2025, following which the contract was signed and entered into force on 5 May 2025. A *System Requirements Review* (SRR) meeting was held, the final system architecture was agreed upon, and the project documentation was submitted. In addition, the design brief was prepared for the construction of the Surface Movement Radar (SMR) antenna mast site and the equipment shelter, together with the associated infrastructure. The conceptual design is expected to be submitted in early 2026, and a *System Design Review and Demonstration* (SDR) meeting is also scheduled.

During 2025, the procurement procedure was conducted for the installation, configuration and user training for a software tool for performance analysis of the SMR radar system, multilateration and the A-SMGCS system, with the contract expected to be concluded in early 2026.

As part of the project for the procurement, implementation and integration of the A-SMGCS system, together with its associated surveillance sensors, for Belgrade Aerodrome Control (TWR), the procurement procedure for the preparation of technical analyses of the impact of structures on the signals of radio equipment and systems used for the provision of air traffic control services was also conducted during 2025, with the contract expected to be concluded in early 2026.

As part of the project to upgrade the navigation infrastructure in support of the enhancement and implementation of flight procedures at Batajnica, Kraljevo, Belgrade and Podgorica aerodromes, the public procurement procedure was conducted for the implementation of ILS/DME systems at Batajnica and Kraljevo aerodromes, as well as additional DME equipment



to enhance the DME infrastructure, divided into two lots. The contract is expected to be signed in early 2026. For the infrastructure works at both locations, the conceptual designs and preliminary designs have been completed and approved, while the detailed designs for construction are expected to be completed by the end of March 2026.

With regard to the upgrade of the navigation infrastructure to meet the requirements of the *Performance-Based Navigation Implementing Regulation* (PBN IR), a DME facility was installed at the Kopaonik site, and the equipment underwent ground testing. The only remaining activity is the initial flight calibration.

During 2025, property-legal, infrastructure, and technical issues that would enable the implementation of a secondary radar system (SSR) at the Vrsuta location, aimed at improving radar coverage of the southwestern area under SMATSA's jurisdiction, have yet to be resolved.

The VHF/UHF radio network upgrade project is currently in the process of resolving property and legal prerequisites. At the Radan

site, it is necessary to amend the Detailed Regulation Plan (DRP) so that the first phase can provide for the implementation of a co-located telecommunications centre, while the second phase will separate the receiving and transmitting centres. At the Maljen site, following the preparation of the Detailed Regulation Plan (DRP), cadastral subdivision was carried out; however, the procedure has not been completed, as the land must be converted into construction land. These issues are expected to be resolved during 2026, following which the conditions will be in place for the preparation of the technical documentation and the construction of the facilities and associated infrastructure.

In March 2025, the contract for the procurement and implementation of the ATIS/VOLMET system was concluded. Following the joint system design activities, factory training was conducted for the operation and maintenance of the system. Resolution of these issues is expected during 2026, after which the conditions will be in place for the preparation of the technical documentation and the construction of the facilities and associated infrastructure.



4.1.3 Improvement of AIS services

The provision of aeronautical data necessary for safe, regular, and efficient air navigation is carried out through *Aeronautical Information Services (AIS)*. These services aim to provide standardized and reliable access to aeronautical information and data necessary for operational use in international civil aviation.

The aeronautical information processes are in line with international standards and recommended practices defined in the common requirements of the Single European Sky.

During 2025, a series of activities were carried out in this area with the aim of improving the regulatory framework, digitalisation and the technical development of the system.

In accordance with the requirements arising from Commission Implementing Regulation (EU) 2017/373, efforts were made to improve cooperation in the provision and publication of aeronautical data, resulting in the conclusion of new versions of the AIS.LYPG.SLA and AIS.LYTV.SLA agreements.

Two meetings of the Aeronautical Information Management Group (AIMG-9 and AIMG-10) were held under the auspices of EUROCONTROL, during which reports from various working groups and projects (AI OPS, Digital Data Sets Action Group, AIRI SG, etc.) were presented. In addition, a new AIM Harmonisation and Digitalisation Group was established with the objective of defining the future strategic direction for AIM digitalisation. The AIS/ AIM Document Register was presented, a package of regulatory amendments relating to EASA activities in the field of AIS/AIM was announced, and it was agreed to establish an iDL Focus Group. At the AIMG-10 meeting, activities related to the digitalisation of AIS/AIM



were reviewed, the CP1 AIM SWIM initiative was launched, and scenarios were defined for the implementation of Digital NOTAM and the further harmonisation of aeronautical data.

Two European AIS Database (EAD) system upgrades (Release 16.1 and Release 17) were carried out, incorporating modifications to several subsystems, and were successfully implemented as routine software upgrades.

In 2025, specialist training courses were also conducted: Training on INO DP (Frankfurt) was conducted to enhance the handling of NOTAM data, together with FrameMaker training (Edinburgh) to support the production of the electronic Aeronautical Information Publication (eAIP), thereby contributing to the further enhancement of AIS services.

4.1.4 Improvement of MET services

In order to maintain a high level of safety, efficiency and continuance of air navigation, SMATSA provides aviation meteorological services respecting both national and international standards and regulations.

During the period from May to October 2025, an EUMETNET CBCF Harmonised Convective Forecast was produced for the needs of the EUROCONTROL Network Manager and the SMATSA Area Control Centre (ACC). The forecast was made daily for the current day and one day in advance, and it was delivered to the head of the shift of the SMATSA Area Control Centre.

An agreement was concluded with EUMETNET for participation in the *Aviation Support Programme* (ASP), specifically the *Cross-Border Convection Forecasting* (CBCF) and eGAFOR modules, for the period from 1 January 2025 to 31 December 2028.

SIGMET Coordination Agreements were signed with Hungary (HungaroMet) and Italy (ITAF).

From the end of 2024 until mid-2025, a series of meetings was held to define the meteorological services to be provided in support of the Armed Forces of Montenegro.





During these meetings, the terms, scope and modalities for the provision of meteorological information, as well as the coordination procedures, were agreed. A Coordination Agreement for the provision of aeronautical meteorological services was concluded between the Ministry of Defence of Montenegro and SMATSA, and entered into force on 17 December 2025.

Since mid-May 2025, with the aim of enhancing meteorological services for the Area Control Centre (ACC), SMATSA has developed graphical meteorological products for use by the shift supervisors at the Belgrade Area Control Centre (ACC). The product provides a graphical forecast of significant meteorological phenomena for the Belgrade FIR and the surrounding FIRs over a 12-hour period, divided into four three-hour intervals. This product replaced the previously used tabular forecasts, while the new graphical format enables faster and more intuitive interpretation of meteorological information.

During the year, representatives of SMATSA attended a number of international conferences and meetings, including the *Meteorological Technology World Expo*, a global event bringing together companies engaged in meteorological research, the development of new technologies, and the manufacture of equipment used for meteorological purposes.

Attendance at the exhibition was of considerable importance for obtaining information on the features and capabilities of meteorological equipment and software, as well as gaining insight into new products and technological developments aimed at further enhancing MET services.

In September 2025, representatives of IBL delivered a presentation on the



enhancements and new features introduced in the latest software versions. The presentation enabled representatives of SMATSA to familiarise themselves with software functionality enhancements implemented in response to regulatory and user requirements.

Another significant event during the year was the AVAC (*Aviation Advisory Committee*) meeting. AVAC is an advisory body established to enhance meteorological services for the European aviation industry through collaboration, innovation and a coordinated approach to the transformation of aeronautical meteorological services in Europe. It also aims to improve understanding of the impact of weather on ATM systems and to ensure that future solutions are aligned with the needs of all users of aeronautical meteorological information.

The continuous participation of representatives of SMATSA in international meetings dedicated to meteorological services for air navigation contributes to the timely and effective implementation of all relevant ICAO standards, recommendations and decisions across the European region.

During 2025, activities were initiated in relation to preparatory construction works for the implementation of the project to upgrade automatic observation, acquisition, display and generation of MET information. The procurement procedure for the implementation of the system is expected to be completed, and the contract concluded, in early 2026.





4.2 IMPROVEMENT OF COOPERATION WITH RELEVANT ORGANISATIONS REGULATORY BODIES, AND STATE AUTHORITIES

SMATSA continuously implements activities aimed at improving partnerships and strengthening cooperation with relevant organisations and service users, which implies the implementation of policies, appropriate regulations, and technological solutions of importance for the business.

During 2025, cooperation with the relevant institutions continued with the aim of further improving aeronautical data management processes, thereby enhancing the quality, accuracy and timeliness of aeronautical information, while ensuring compliance with international and national regulatory requirements.



In accordance with the Agreements on the Provision and Publication of Aeronautical Data concluded between AIS and the data originators, cooperation was maintained with the following organisations:

- Montenegro Civil Aviation Agency;
- Civil Aviation Directorate of Serbia;
- Public enterprise Belgrade Airport Ilc, as the operator of Belgrade Nikola Tesla Airport;
- Airports of Serbia Ilc, Niš, as the operator of Morava Airport Kraljevo;
- Airports of Serbia Ilc, Niš, as the operator of Constantine the Great Airport/Niš;
- Aviation Academy, Belgrade, as the operator of Vršac Airport;
- Airports of Montenegro JSC, as the operator of Podgorica Airport;
- Airports of Montenegro JSC, as the operator of Tivat Airport.

In April 2025, representatives of SMATSA participated in the *Compliance Monitoring Workshop*, held as part of the Support to States programme. The workshop, delivered



by EUROCONTROL and organised by the Civil Aviation Directorate (CAD), with the participation of representatives of the Civil Aviation Agency of Montenegro (CAA), was aimed at monitoring compliance with aviation regulations.

During 2025, the requirements of Commission Implementing Regulation (EU) 2023/893 relating to the training of air traffic controllers were implemented, together with activities carried out in accordance with the regulations of the Civil Aviation Directorate (CAD) and the Civil Aviation Agency of Montenegro (CAA) transposing this Regulation as an amendment to Commission Regulation (EU) 2015/340. Application of the regulations began in September 2025 in Montenegro and in October 2025 in the Republic of Serbia. Following the completion of the harmonisation activities, the Civil Aviation Directorate (CAD) issued a certificate to SMATSA in September 2025, recognising it as an air traffic controller training organisation in Serbia. In December 2025, the Civil Aviation Agency of Montenegro (CAA) recognised this certificate and issued a certificate authorising the training of air traffic controllers in the ATS units in Montenegro. During the year, the training documentation was successfully revised and the training material developed in accordance with the new regulation.

In November 2025, cooperation with EUROCONTROL continued in relation to the CARMA (*Compliance and Resource Management Application*). The activities included coordination with the Civil Aviation Directorate (CAD) and the Civil Aviation Agency of Montenegro (CAA), as well as planning for the implementation of the application within SMATSA. In the coming period, further synchronisation of activities within SMATSA is expected, together with continued cooperation with the Civil Aviation Directorate (CAD) and the Civil Aviation Agency of Montenegro (CAA) to ensure the successful implementation of the application, which is expected to contribute to more efficient monitoring, analysis and reporting of SMATSA's compliance with regulatory requirements.

At the end of 2025, SMATSA was successfully certified as a Continuing Airworthiness Management Organisation (CAMO) in accordance with the new Regulation on Continuing Airworthiness Management and the Approval of Maintenance Organisations and Personnel. This confirmed that SMATSA meets all requirements relating to the obligation to introduce a Safety Management System (SMS) in CAMO organisations, replacing the previous quality system.

In May 2025, an external surveillance audit of the Quality Management System (QMS) was conducted by the certification body SGS Belgrade (Société Générale de Surveillance). The check was carried out at the following locations: ACC Belgrade Annex, the ANS Training Centre, Head Office, Batajnica Aerodrome Control Tower, Vršac Aerodrome Control Tower, and Flight Inspection. A new ISO 9001:2015 certificate was also issued, confirming that SMATSA has a well-established and effective Quality Management System (QMS).





4.3 DEVELOPMENT OF COMPETITIVE COMMERCIAL SERVICES

The implementation of commercial services within SMATSA during 2025 was aimed at providing calibration services to users from the region and beyond.

4.3.1 Airborne GRNS Calibration

SMATSA possesses all the necessary resources, including qualified personnel and equipment, required to provide airborne flight inspection of ground-based radio navigation aids (NAVAIDs) and airborne validation of instrument flight procedures. For this purpose, an aircraft is used, Beechcraft King Air 350 (YU-BTC) with built-in calibration equipment (AD-AFIS-260), which SMATSA uses for its own needs, but also provides services to external users.

Services are provided in accordance with the requirements and recommendations defined in the documents of the *International Civil Aviation Organisation (ICAO)* – Annex 10, Annex 14, and Doc 8071.

During 2025, scheduled and unscheduled airborne flight inspections of ground-based radio navigation aids (NAVAIDs) and airborne validation of instrument flight procedures were carried out for SMATSA's own operational needs under the concluded contracts.

The annual calibration plan by means was 100% achieved. A total of 270 flight inspections were carried out, comprising 122 inspections performed for SMATSA's own operational needs in accordance with the annual plan, and 148 for international clients, of which 103 were carried out under the annual plan and 45 as unscheduled flight inspections.



4.3.2 ANS Personnel Training Centre

ANS Staff Training Centre is an authorized centre for the education and training of air traffic controllers, CNS staff, and MET staff. Training programs are aligned with ESARR requirements, national and international regulations, as well as ICAO standards.

ANS Staff Training Centre, in addition to training for its own needs, also provides training services to external users, both organisations and individuals.



In February 2025, the complete hardware was delivered, and the equipment was installed and tested as part of the project for the replacement of hardware components on the RDR and 2D/3D TWR MicroNav simulator at the ANS Training Centre.

In January 2025, the Civil Aviation Directorate (CAD) carried out the periodic inspection for the RAD additional rating for the MicroNav 2D/3D synthetic training device at the ANS Training Centre. Given the introduction of the radar component at Belgrade Aerodrome Control Tower, it was established, for training purposes, that the 2D/3D simulator meets the requirements in accordance with the applicable specifications and requirements for issuing approval for the use of the simulator.

The most important trainings for own needs, realized in 2025, in accordance with the Plan for conducting trainings at the ANS Staff Training Centre, are shown in the following table.



Table 1. Realization of trainings within the ANS Staff Training Centre in 2025

Name of training	Degree of realization and details
INITIAL TRAINING BASIC + RATING TRAINING TRAINING FOR NEW / ADDITIONAL RATING	Trainings implemented: 33.33%. 9 training courses planned, 7 training courses commenced, 3 completed, 4 ongoing. Two rating training courses did not commence, as the start of training for the 54th class of air traffic controllers was delayed by three months due to the extended candidate selection process. The delay in the selection process was caused by the late submission of medical examination reports. Percentage of issued Diplomas / Certificates / Credentials: 84.6% (22 of maximum 26). Note: One candidate withdrew from the training for personal reasons, while three candidates did not meet the requirements to continue the training.
CONTINUATION TRAINING	Trainings implemented: 100% Conducted: 24 trainings with 76 trainees.
REF AVE	Trainings implemented: 100% Conducted: 5 trainings with 25 trainees.
TRAINING FOR SPECIAL RATING (DEVELOPMENT TRAINING) (DEVELOPMENT TRAINING REFRESHER)	Trainings implemented: 114.29%. 7 training courses planned; 8 training courses delivered (including one additional course), with a total of 71 trainees. Percentage of issued Diplomas / Certificates / Credentials: 100% (71 of max 71).
UNIT TRAINING	Trainings implemented: 100%. Conducted: 59 trainings with 82 trainees.
CNS STAFF TRAINING	Trainings implemented: 25% (1/4). 4 training courses were planned for 14 trainees; 1 training course was delivered for 1 trainee. Three trainings were not implemented. TRE did not receive a request from CNS.
MET STAFF TRAINING	Trainings implemented: 57.14% (4/7). 7 training courses were planned; 4 training courses were delivered, with a total of 14 trainees. Three training courses were not realised, TRE did not receive a request from MET. One additional training was realised.



Name of training	Degree of realization and details
OTHER TRAININGS • PVL training for work in the Department for KZA VP • Training for pseudo-pilot • AVE for the 54th class of air traffic controllers • Internship for students of the Aviation Academy High School • Internship for 2 students of the final year of the Aviation Dpt, Faculty of Transport and Traffic Engineering in Belgrade • Initial training of AIS personnel for the position of ARO Officer • Preparation and evaluation by TEA test • Candidates testing by English language placement test • Student internship – Vuk Cvejić	Trainings implemented: 116.67% (35/30). A total of 36 training courses were commenced, involving 191 trainees, with 1 training course still ongoing. Six additional trainings were realised.
TOTAL	Training was delivered at 101% of the planned level (145 out of 144). Conducted: 144 trainings with 525 trainees. Percentage of issued Diplomas / Certificates / Credentials: 95.88% (93 of 97).



4.3.2.1 Training in air traffic control operational units

In addition to the trainings that were carried out at the ANS Staff Training Centre, during 2025, trainings were also conducted in operational units, as presented in the table.

Table 2. Implementation of planned activities in 2025 within TRE

Name of training	Degree of realization and details
ACC Belgrade: 1. Training for the position of traffic flow coordinator; 2. Training for the position of flight plan processing associate / pseudo-pilot.	1. Planned for 1 candidate, implemented – 1, successfully completed – 1. The percentage of realization is 100%; 2. Planned for 1 candidate, implemented – 1, successfully completed – 1. The percentage of realization is 100%.
ACC Belgrade: 1. Training for shift leaders; 2. ADC-SUR LYBE rating training; 3. Training for the acquisition of the ASSE endorsement; Refresher training for air traffic controllers for the RAD additional rating.	1. Planned for 2 candidates, implemented – 2, successfully completed – 2. The percentage of realization is 100%; 2. Planned for 3 candidates, implemented – 3, successfully completed – 2. The percentage of realization is 66.6%; 3. Planned for 0 candidates, implemented – 1, successfully completed – 1. The percentage of realization is 100%; Planned for 57 candidates, implemented – 54, successfully completed – 54. The percentage of realization is 94.7%..
ADC Kraljevo 1. ADC Kraljevo rating training for trainees of the 50th class of air traffic controllers from the Aviation Academy; 2. ADC and APP Kraljevo rating training for trainees of the 50th class of air traffic controllers; 3. Training for shift leaders.	1. Planned for 2 candidates, implemented – 2, successfully completed – 2. The percentage of realization is 100%; 2. Planned for 1 candidate, implemented – 1, successfully completed – 1. The percentage of realization is 100%; 3. Planned for 1 candidate, implemented – 1, successfully completed – 1. The percentage of realization is 100%.
ADC Batajnica: 1. Training for shift leaders; 2. Training for obtaining the special OJTI (On-the-Job Training Instructor) authorisation; 3. Training for the acquisition of the ASSE endorsement.	1. Planned for 2 candidates, implemented – 1, successfully completed – 1. The percentage of realization is 50%; 2. Planned for 2 candidates, implemented – 2, successfully completed – 2. The percentage of realization is 100%; 3. Planned for 3 candidates, implemented – 4, successfully completed – 3. The percentage of realization is 133%.



Name of training	Degree of realization and details
ADC Niš: 1. ADC and APP Niš rating training.	1. Planned: 5 candidates; achieved: 5; successfully completed: 1 (the remaining training courses are ongoing). The percentage of realization is 20%.
ADC Tivat: 1. On-the-job training for the acquisition of the ADC and APP LYTV ratings; 2. Training for the acquisition of the ASSE endorsement; 3. Training for obtaining the special OJT (On-the-Job Training Instructor) authorisation;	1. Planned: 2 candidates; achieved: 2; successfully completed: none (training is ongoing); 2. Planned for 1 candidate, implemented – 2, successfully completed – 2. The percentage of realization is 200%; 3. Planned for 1 candidate, implemented – 2, successfully completed – 2. The percentage of realization is 200%.
ADL Vršac: 1. Training for obtaining the special OJT (On-the-Job Training Instructor) authorisation.	1. Planned for 2 candidates, implemented – 2, successfully completed – 2. The percentage of realization is 100%


Table 3. Implemented trainings in 2025 within MET

Name of training	Degree of realization and details
Initial training for aeronautical weather forecaster – theoretical part	2 candidates: success of completed trainings: 100%.
Initial training for aeronautical weather forecaster – practical part	1 candidate: success of completed trainings: 100%.
Additional training for area aeronautical weather forecaster	5 candidates: success of completed trainings: 100%.
Initial training for aeronautical meteorological technician – theoretical part	1 candidate: success of completed trainings: 100%.
Initial training for aeronautical meteorological technician – practical part	2 candidates: success of completed trainings: 100%.
Specialised training for aeronautical weather forecaster for instructor authorisation	1 candidate: success of completed trainings: 100%.
Special training for an aeronautical meteorological technician for the observer qualification – theoretical part	4 candidates: success of completed trainings: 100%.
Special training for an aeronautical meteorological technician for the observer qualification – practical part	4 candidates: success of completed trainings: 100%.
Special training for an aeronautical meteorological forecaster for the observer qualification – theoretical part	7 candidates: success of completed trainings: 100%.
Special training for an aeronautical meteorological forecaster for the observer qualification – practical part	7 candidates: success of completed trainings: 100%.

4.4 IMPROVEMENT OF CORPORATE SOCIAL RESPONSIBILITY AND ENVIRONMENTAL PROTECTION



As part of its commitment to enhancing corporate social responsibility, in May 2025 an external surveillance audit of the certified Environmental Management System (EMS) was conducted by the certification body SGS Belgrade (Société Générale de Surveillance). The audit confirmed the continued validity of the ISO 14001:2015 certificate, demonstrating that SMATSA maintains a well-established and effective Environmental Management System.

The check was carried out at the following locations: ACC Belgrade Annex, the ANS Training Centre, Head Office, Batajnica Aerodrome Control Tower, Vršac Aerodrome Control Tower, and Flight Inspection.

During 2025, activities arising from statutory environmental protection obligations were carried out, including the measurement of non-ionising radiation emitted by equipment operated by SMATSA in the Republic of Serbia and Montenegro.

In accordance with the measurement plan, initial measurements of high-frequency non-ionising radiation were carried out for the newly installed radar systems and reference transponders at sites in the Republic of Serbia (Belgrade, Besna Kobila, Koševac, Kopaonik and Belgrade TWR). The measurement results confirmed that the electric field strength values comply with the statutory limits for public exposure, and the measurement report was submitted to the competent environmental protection authority.

Monitoring and measurement of high-frequency non-ionising radiation emissions from equipment in Montenegro continued in accordance with the monitoring programme. During



the reporting year, initial measurements were carried out for the newly installed DME equipment at the LOC/DME Lovanja (Tivat) and DVOR/DME Ćemovsko Polje (Podgorica) sites. Supporting documentation was prepared, including expert opinions confirming compliance with the prescribed exposure limits for non-ionising radiation sources, for the purpose of obtaining operating permits. For the existing high-frequency radiation equipment, preparations are underway for the Study on the Use of Existing Significant Sources of Non-Ionising Radiation, which will be prepared under the auspices of the Environmental Protection Agency.

During the reporting year, the Environmental Protection Agency of Montenegro issued the first two permits for the use of low-frequency electromagnetic field sources for SMATSA equipment in Montenegro, covering the transformer substations at the Srpska Gora site and the Tivat ACC site.

With regard to waste management, SMATSA remains fully compliant with the established waste management procedures, the statutory requirements of both countries, and their practical implementation across all operating

locations. Waste management procedures are governed by the Waste Management Plan for SMATSA locations in the Republic of Serbia and the Waste Management Plan for SMATSA locations in Montenegro. Waste generated at SMATSA locations in Serbia and Montenegro is transferred, through authorised waste operators, directly to operators engaged in reuse or recycling. Commercial waste management (both hazardous and non-hazardous) at SMATSA has achieved a near-zero waste-to-landfill level (Zero Waste). The total amount of waste generated in 2025 (hazardous and non-hazardous) amounted to 54,226 kg.

In accordance with the statutory requirements governing environmental impact assessment, the need to prepare an Environmental Impact Assessment (EIA) Study is considered for all projects. As part of the project to replace the existing DME equipment in the Republic of Serbia, SMATSA obtained four environmental impact assessment decisions in 2025 for the following installations in the Republic of Serbia: DME Kopaonik, DME Topola, DME Sremska Mitrovica, DME Morava Airport (Kraljevo), and DME Valjevo.





Also, one of the important issues that was discussed related to raising the level of social responsibility referred to the cooperation of stakeholders in connection with the monitoring and reduction of noise at Belgrade Airport (BA). As part of establishing a balanced approach to noise management organised by Belgrade Airport, cooperation has been established among various stakeholders, including Nikola Tesla Airport JSC, SMATSA, Air Serbia, the Civil Aviation Directorate, as well as other relevant organisations. The project was implemented with the expert support of the Faculty of Transport and Traffic Engineering, University of Belgrade, and the Institute of Transportation (CIP). In accordance with the requirements of national and international environmental noise legislation, and under the coordination and responsibility of Belgrade Airport llc, in cooperation with the key stakeholders—SMATSA, Air Serbia and the Civil Aviation Directorate—the Environmental Noise Action Plan for the 2025–2030 Period for Belgrade Nikola Tesla Airport was prepared and adopted by the Ministry of Environmental Protection in April 2025.

The existing and planned noise mitigation measures have been defined in accordance with the ICAO Balanced Approach to Aircraft Noise Management and are grouped into the following four categories:

- reduction of noise at source through restrictions on the operation of noisy aircraft, particularly during the night period;
- implementation of operational procedures for take-off and landing (RNAV/RNP procedures, Continuous Descent Operations (CDO), and noise abatement departure procedures);
- introduction of operating restrictions for noisy aircraft, complemented by economic measures; and
- land-use planning around the airport based on strategic noise maps, with the aim of controlling urban development in areas exposed to elevated noise levels.

4.5 IMPROVEMENT OF THE SAFETY MANAGEMENT SYSTEM

Efforts to further enhance the Safety Management System (SMS) continued throughout 2025 through the active participation of SMATSA representatives in working groups and projects organised in cooperation with EUROCONTROL and other European partners.

During 2025, SMATSA representatives participated in meetings of the *Overload Occurrences Analysis Working Group* (OCAWG), organised by EUROCONTROL and AUSTRO CONTROL, with the participation of several European air navigation service providers (ANSPs). Air traffic controller overload represents a significant challenge to both safety and service provision. Although the existing regulatory framework recognises this phenomenon, it does not provide a clear and harmonised definition. In this context, the Working Group is tasked with developing a document that will provide a common framework for understanding, identifying and investigating instances of air traffic controller overload, as well as for developing appropriate guidance on their management.

In March 2025, SMATSA participated in an aviation crisis simulation exercise organised by the European Aviation Crisis Coordination Cell (EACCC). The exercise simulated



large-scale GNSS signal interference coordinated with cyberattacks in the vicinity of several major European airports. It enabled SMATSA experts to enhance their awareness of the impact of such events on air operations and to assess the organisation's level of preparedness to respond to similar situations.

SMATSA activities in 2025 also included participation in the *SAFOPS Operational Safety Group*, a coordination forum focused on enhancing operational safety through hazard identification, risk analysis and assessment, risk management and monitoring, and the exchange of lessons learned and good practices.

Participation in the workshop *Enabling Safe and Intelligent U-space Integration through AI-Driven Solutions* reaffirmed SMATSA's commitment to keeping pace with the latest developments in the safe and efficient integration of the U-space concept through the application of artificial intelligence.

One of the key initiatives in which SMATSA safety experts participate is the *EUROCONTROL Voluntary ATM Incident Reporting (EVAIR)* programme in Brussels. The programme is based on voluntary cooperation among airlines, airports and air navigation service providers, with the objective of collecting, analysing and sharing safety information on operational occurrences, while providing feedback to participating stakeholders.

In addition, during the year the *Airspace Safety Monitoring Tool (ASMT)*, used to support safety monitoring in airspace management and risk assessment in air traffic, was configured in cooperation with EUROCONTROL and JLG. These activities support the optimisation of the tool's parameters, enhance the analysis of safety data, and further strengthen the risk monitoring system within SMATSA.



4.6 DEVELOPING AND IMPROVING HUMAN POTENTIAL

Between January and December 2025, the recruitment campaign and selection process for candidates enrolling in the training programme leading to the issuance of an air traffic controller licence and the associated ratings (55th Air Traffic Controller Training Course) were successfully completed.

The call for candidates was conducted in cooperation with the College of Applied Studies “Aviation Academy”, based on the Agreement on the Dual Model of Education and Business and Technical Cooperation, and it concerned enrolment in the first year of undergraduate applied studies in the 2025/2026 academic year, in the Air Traffic Control study programme.

The selection process for the admission of 24 candidates to the training programme leading to the issuance of an air traffic controller licence and the associated ratings was also completed, as a continuation of the admission process for the 54th Air Traffic Controller Training Course launched under the call for applications published in October 2024.

Between September and December 2025, the recruitment campaign was conducted and the selection process was launched for the admission of 27 candidates to the training programme leading to the issuance of an air traffic controller licence and the associated ratings. Activities were carried out to identify staffing requirements across the organisational units, the general and specific eligibility criteria for the recruitment campaign were defined, and a Selection Committee was established to conduct the candidate selection process for the 56th Air Traffic Controller Training Course. The candidate selection process for the 56th Air Traffic Controller Training Course began with the publication of the recruitment call in September 2025 and is being carried out on an ongoing basis until the final selection of the class and the start of training. The selection process is planned to continue in 2026, while the start of training is scheduled for June 2026.

In addition, an internal recruitment process was conducted from June to September 2025 for the selection of candidates to be nominated for APS LYBA and APS LYPG rating training.



During 2025, a number of committees and working groups were established, focusing on the conditions and criteria for the selection of candidates for air traffic controller licence and rating training, the alignment of internal documentation with the Employee Recruitment and Training Policy, and the preparation of planning documents at the SMATSA level.

In addition to the above activities, SMATSA employees were also engaged as instructors in the training of its own aviation personnel, including air traffic controller training in TKL, ATI, APG, ABG and CKL; the OJTI special endorsement course; OJTI refresher training; STDI and ASSE training; the ASSE special endorsement course; HUM basic and rating training; OJT training (pre-OJT); CNS basic training; training for special endorsement holders — WMO instructors and assessors; training for shift supervisors in Belgrade ACC and TKL; calibration training; flight inspection personnel training; and initial training of AIS personnel.

The employees of SMATSA were additionally engaged in conducting classes at the College of Applied Studies “Aviation Academy” within the study program of basic vocational studies – Flight control.

The activities planned for 2025 under the Human Resources Development and Enhancement Programme were postponed until 2026 due to insufficient staffing levels, as well as the significant commitment of employees serving as instructors and delivering training at the ANS Training Centre and the Aviation Academy.





4.7 BUSINESS PERFORMANCE INDICATORS

The foundations of the SES Performance Scheme were laid in 2004 in the European Commission Regulations 549/2004 and 550/2004. The SES Performance Scheme implies a reference period of three to five years. By the end of 2024, three reference periods had been completed, while the fourth began in 2025 and will run until 2029. The monitoring of the success of air navigation service providers is carried out through indicators within 4 key areas: safety, capacity, cost efficiency and environmental protection.

The European Commission regulations and decisions related to the reference periods of the SES Performance Scheme have not been transposed into domestic legislation, which means that SMATSA is not obliged to report on them. Nevertheless, considering the activities related to the possible future integration of the ECAA partners, SMATSA states in the Business Plan its target values referring to the four key areas of the SES Performance Scheme and reports in this regard, to the extent possible, and in accordance with national legal obligations.

In addition to business performance indicators defined through the SES Performance Scheme, SMATSA also monitors business performance based on internal performance indicators, as well as on the basis of quality indicators of the services provided.

4.7.1 Operational compliance with SES Performance Scheme

4.7.1.1 Safety

The status of the air navigation service provider's safety management system is based on monitoring the safety indicators (SMS indicators) defined within the SES Performance Scheme, which is used to evaluate:

1. Efficiency of the safety management system;
2. Level of use of the RAT methodology and
3. Level of implementation of the culture of equity and trust (*Just Culture*).

Given that the regulations related to the SES Performance Scheme is not yet binding for the Republic of Serbia and for Montenegro, the SMS indicators are monitored in order to prepare for the implementation of the regulation in the legal system that is expected in the coming period.

The safety level within the SMATSA system is based on the assessment and monitoring of safety indicators established in various parts of the system, in accordance with the acceptable safety level defined by the Civil Aviation Directorate of the Republic of Serbia and the Civil Aviation Agency of Montenegro. The values of safety indicators for 2025 are presented in the following tables.


Table 4. Target and accomplished values of SMS indicators required by CAD for 2025

A group of SMS indicators		Accomplished safety level
I-1	Effectiveness of the safety management system <i>SMS Effectiveness</i>	1. Management of safety policy and safety objectives: D 2. Management of safety risks: C 3. Safety guarantees: C 4. Improvement of safety: / 5. Safety culture: B Summary report for the 2025 SoE in SMS Measurement.
I-2	Level of use of the RAT methodology <i>Application of RAT Methodology</i>	1. Infringement of safe aircraft separation: RAT B5 – 1 event, RAT C3 – 1 event, RAT E3 – 1 event, RAT E4 – 1 event, RAT E5 – 2 events. 2. CNS – ATM Specific occurrence During 2025, there were no CNS-related occurrences that were assessed using the Risk Analysis Tool (RAT)
I-3	Level of implementation of the culture of equity and trust <i>Application Just Culture (Safety Culture)</i>	B Summary report for the 2025 SoE in SMS Measurement.



Table 5. Target and accomplished values of safety indicators required by CAD for 2025

A group of ATM impact event severity indicators at the SMATSA level		Accomplished and Acceptable safety level
I-4	ATM caused Accidents in FIR Belgrade <i>ATM caused Accidents</i>	Zero (0) ATM-influenced accidents <i>an acceptable value is 0.004354</i>
I-5	ATM caused Serious Incidents in FIR Belgrade <i>ATM caused Serious Incidents</i>	Zero (0) serious ATM-influenced accidents <i>an acceptable value is 4 Alarm 3</i>
I-6	ATM caused Major Incidents in FIR Belgrade <i>ATM caused Major Incidents</i>	One (1) important ATM-influenced accident <i>an acceptable value is 21 Alarm 16</i>
I-7	ATM caused Significant Incidents in FIR Belgrade <i>ATM caused Significant Incidents</i>	One (1) ATM-influenced significant accident <i>an acceptable value is 43 Alarm 32</i>
A group of ATM Indicators for monitoring a certain type of event		Accomplished and Acceptable safety level
I-8	Number of ATM caused RWY/TWY Incursion	(1 RWY) 5
I-9	Number of ATM caused RWY Excursion	(0) 5
I-10	Number of ATM caused Separation Minima Infringement and Inadequate separation in the area of jurisdiction of ACC Belgrade (ACC+TER)	(1) 15
I-11	Number of ATM caused Separation Minima Infringement and Inadequate separation, in the area of responsibility of aerodrome ADC	(2) 10



I-12	Number of ATM caused <i>Airspace infringement</i>	(0) 15
I-13	Other ATM caused events category C and above (such as <i>Missed approach / go-around / Rejected T/O</i> etc.)	(3) 25
A group of CNS indicators ATM specific events		Accomplished and Acceptable safety level
I-14	Number of DPS failures (<i>TopSky</i> system)	0 breakdowns per year on average <8 events (failures) per year
I-15	Total duration of outage of SSR radar stations	The value of the indicator is 16.38 min <500 minutes per year
I-16	Total duration of PSR radar stations outage	The value of the indicator is 32.74 min <2.000 minutes per year
I-17	MTBO – Mean Time Between Outages LLZ ILS 12L ⁴ (CAT III)	MTBO[h]= / <4.500 hours per year
I-18	MTBO – Mean Time Between Outages LLZ ILS 30R (CAT I)	MTBO[h]= / <1.500 hours per year
I-19	The number of losses or degradation of one or more <i>operating frequencies</i>	On average 6 service interruptions on an annual basis <50 events per year
A group of ASM-ATFCM capacity indicators		Accomplished and Acceptable safety level
I-20	FUA – Utilization percentage of requested airspace allocations (Percentage of used requests for airspace allocation as compared to their total number)	94.65% <i>Values are not prescribed, but the trend is monitored.</i>
I-21	Average Delay per IFR Movement in FIR Belgrade generated by ATM	0.74811 minutes per IFR flight 0.1 minutes per IFR flight

⁴ Note: The LOC 12R and GP 12R systems were not operationally used during 2025.



Table 6. Acceptable and Accomplished safety (process) indicators for 2025 required by CAA

Events with direct ATM impact (A group of ATM indicators)		Accomplished	Fulfilled / not fulfilled acceptable level of safety
SI.1	Number of ATM caused Accidents <i>ATM caused Accidents</i>	Zero (0) ATM caused Accidents	0.0355
SI.2	Number of ATM caused serious accidents <i>ATM caused Serious Incidents</i>	Zero (0) serious ATM-influenced accidents	3 <i>Alarm 2</i>
SI.3	Number of ATM major caused accidents <i>ATM caused Major Incidents</i>	One (1) important ATM-influenced accident	17 <i>Alarm 13</i>
ATM specific events (A group of CNS indicators)		Accomplished	Fulfilled / not fulfilled acceptable level of safety
SI.4	Number of losses or degradation of one or more <i>operating frequencies (ground-to-air)</i>	2 ⁽¹⁾ service losses on an annual basis	FULFILLED
SI.5	Availability of the monitoring function of <i>SSR/Mode S</i> radar stations	Koviona – no interruption Murtenica – 29.13 minutes Koševec – no interruption Srpska Gora – 1.97 minutes RS Belgrade – no interruption RS Besna Kobila – no interruption	FULFILLED
SI.5	Availability of the monitoring function of <i>PSR</i> radar stations	Koviona – 7 minutes Murtenica – / ⁽²⁾ Srpska Gora – 58.25 ⁽³⁾ minutes RS Belgrade – no interruption RS Besna Kobila – no interruption	FULFILLED
SI.6	Availability of data processing and distribution functions	0 failures	FULFILLED



Events with direct ATM impact (A group of ATM indicators)		Accomplished	Fulfilled / not fulfilled acceptable level of safety
SI.7	Availability of navigation function LOC 36 (CAT I) on LYPG	There was no failure – MTBO[h] = /	FULFILLED
SI.7	Availability of navigation function LOC TIV	There was no failure – MTBO[h] = /	FULFILLED
SI.8	Availability of energy systems	There was no complete interruption of the power supply to operating devices (Availability 100%)	FULFILLED
SI.9	Endangering the safety (security) of the ATM system	No events	MONITORED



4.7.1.2 Cost efficiency

The route unit rate for the charging zone “Serbia–Montenegro–KFOR” for the year 2025 was approved and adopted at the EUROCONTROL’s Enlarged Commission session held in November 2024. The EUROCONTROL’s Enlarged Committee Decision No 24/180 of 28 November 2024 (Appendix 2), determined the amount of the unit rate at EUR 37.77 (National Unit Rate) and EUR 37.88 (Global Unit Rate), which includes the EUROCONTROL administrative fee. In accordance with the cost-sharing formula applicable to the Serbia–Montenegro–KFOR charging zone, the share of the route unit rate allocated to SMATSA in 2025 amounted to EUR 32.36.

Like the previous year, in 2025 there was no major deviation in the value of the monthly adjusted route unit rate for the “Serbia–Montenegro–KFOR” charging zone, which is primarily the result of minimal fluctuations in the movement of the RSD exchange rate against the EUR during the year.

4.7.1.3 Capacity

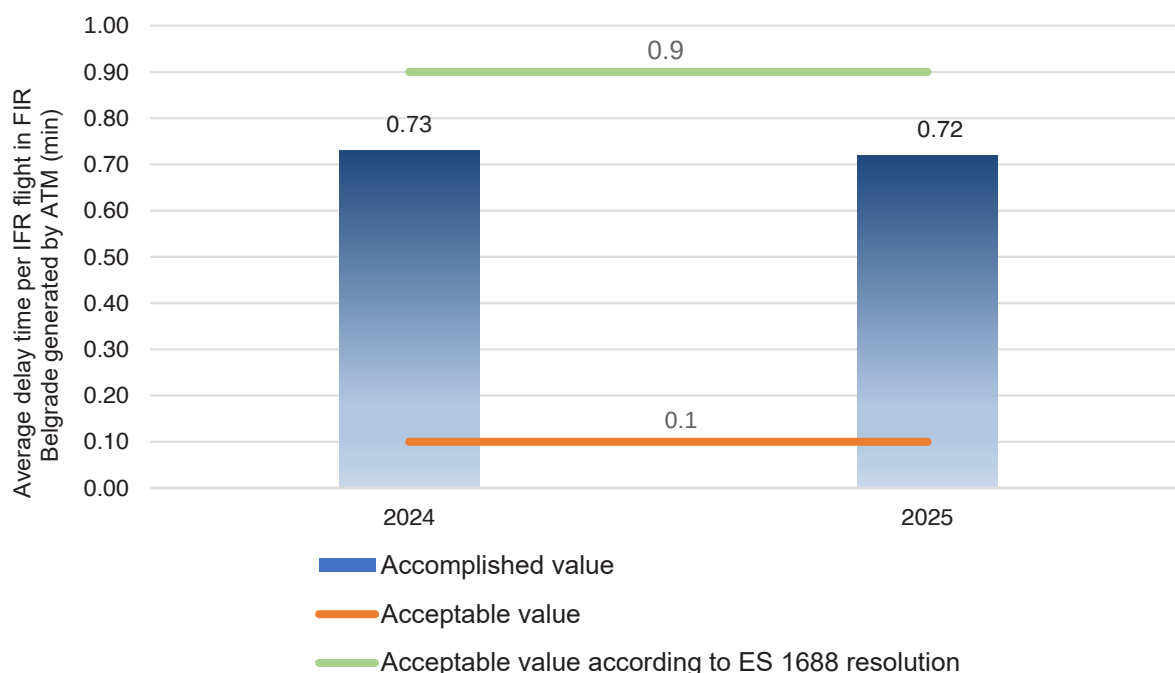
The capacity indicator represents a measure of meeting traffic demand within the air navigation service provider’s area of responsibility. The indicator represents the average delay time per IFR flight within the airspace under SMATSA’s responsibility. The indicator is calculated by dividing the total delay by the total number of IFR flights, at the ANSP level. Pursuant to Commission Implementing Decision (EU) 2024/1688, the acceptable value of the indicator at European Union level is less than 0.9 minutes.

The acceptable values for the capacity indicator are defined by the Civil Aviation Directorate of the Republic of Serbia in the document “Air navigation in the Republic of Serbia, safety and capacity indicators and acceptable safety levels from 2020 through 2025”. Information on the acceptable and accomplished values of the capacity indicator for 2025 is presented in the following table.




Table 7. Values of capacity indicators in 2025

Capacity indicator	Acceptable value	Accomplished value
Average delay time per IFR flight in FIR Belgrade	<0.1 ⁵ minute / IFR flight	0.72 ⁶ minute / IFR flight


Figure 13. Average delay time per IFR flight at FIR Belgrade generated by ATM in the period from 2024 through 2025

The largest number of traffic regulations in SMATSA airspace jurisdiction in 2025 was introduced due to “ATC Disruptions”⁷ that generated around 41% of delays. Out of a total of 751,630 minutes of delay, 304,020 minutes of delay were generated due to “ATC Disruptions”. Adverse weather conditions accounted for approximately 37% of all delays. Air Traffic Control (ATC) capacity accounted for just under 17% of the total delay, while insufficient ATC staffing was responsible for approximately 5% of the delay. In addition to the aforementioned causes, around 1% of the delay in 2025 was attributed to the “Other” category. The “Other” category includes delays caused by airspace management, equipment failures, airport and aerodrome air traffic control capacity, industrial actions, as well as delays due to other miscellaneous reasons.

⁵ Acceptable Value under the Air Navigation in the Republic of Serbia – Safety and Capacity Indicators and the Acceptable Level of Safety for the Period 2020–2025 Document

⁶ Data Source: European ANS Performance Data Portal (<http://ansperformance.eu/data>), final data for 2025 based on ANSP level.

⁷ ATC Disruptions (category I – Industrial Actions, T – Equipment)

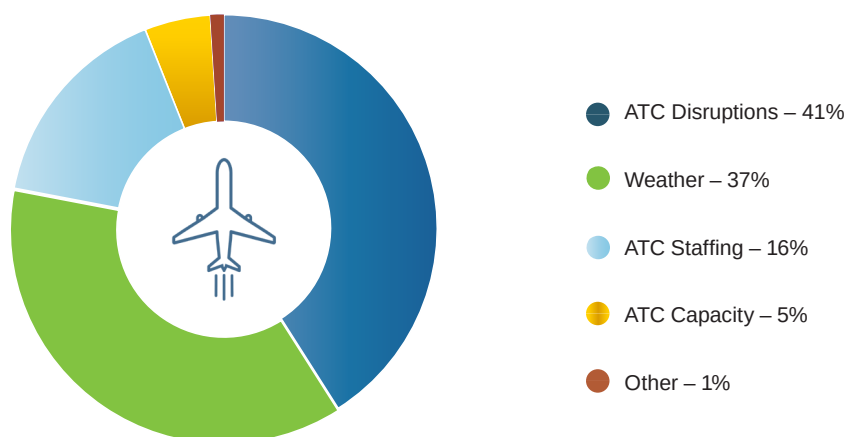


Figure 14. Reasons for the delay in FIR Belgrade in 2025

4.7.1.4 Environmental protection

The assessment of the level of environmental protection is based on the average efficiency of the horizontal flight, indicator recognized in the regulations concerning the SES Performance Scheme under the Single European Sky regulation. The achieved values of the aforementioned indicators are monitored based on data of the *EUROCONTROL – Performance Review Unit (PRU)*.

The target values of the indicators are defined in the following manner:

- Indicator of deviation of the actual flight path in relation to the long-circuit route (*KEA – Key performance Environment indicator based on Actual trajectory*). The average efficiency of the horizontal flight is the deviation of the actual trajectory to the allowed extent of 2.4% in relation to the long-circuit route.

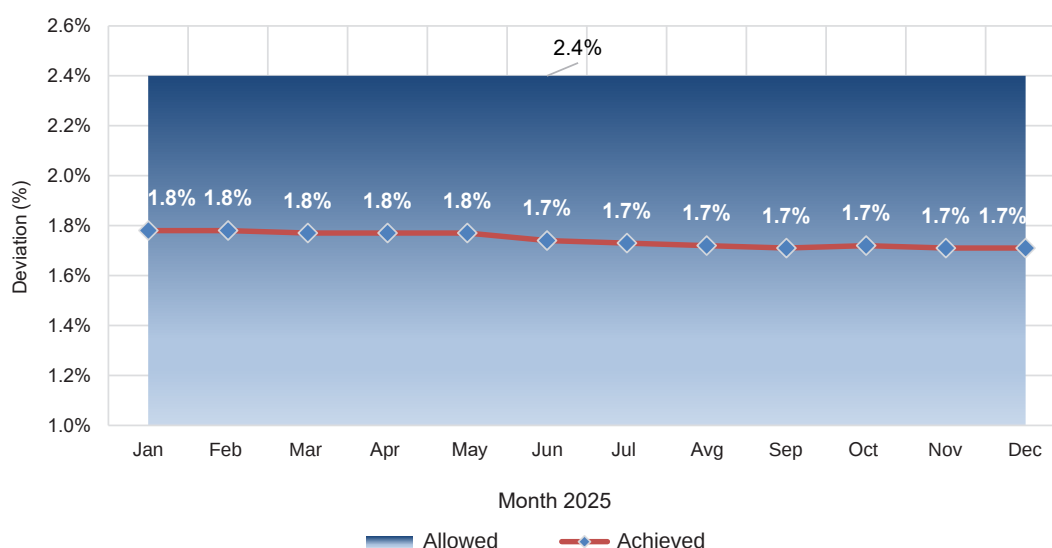


Figure 15. KEA – indicator of the deviation of the actual flight path in relation to the long-circuit route in Serbia and Montenegro in 2025⁸

⁸ Data Source: European ANS Performance Data Portal (<http://ansperformance.eu/>).



2. Indicator of deviation of the path in the last filed flight plan in relation to the long-circuit route (*KEP – Key performance Environment indicator based on last filed flight plan*). The average horizontal flight efficiency represents a deviation of the last filed flight path of 4.1% in relation to the long-circuit route.

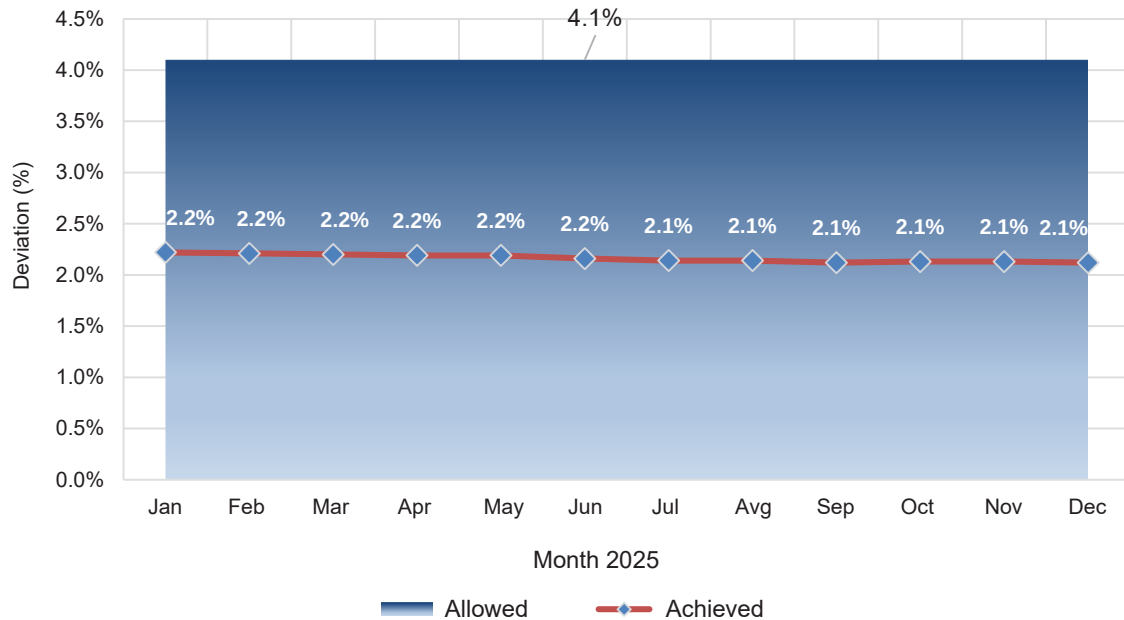


Figure 16.

KEP – Indicator of deviation of the path in the last filed flight plan in relation to the long-circuit route in Serbia and Montenegro in 2025⁹



⁹ Data Source: European ANS Performance Data Portal (<http://ansperformance.eu/>).



4.7.2 Indicators of the quality of services provided

The analysis of the SMATSA quality targets is performed on an annual basis. The results of the analysis of the quality targets fulfilment in 2025 are presented in the meeting of the Management Systems Committee (QMS).

Table 8. Analysis of the fulfilment of quality targets for 2025¹⁰

Service	Target	Planned	Accomplished	Details
	Average delay per IFR flight generated by SMATSA on an annual basis	Less than 0.08 minutes	No	According to data from the EUROCONTROL NMOC database, the average ATFM delay generated by SMATSA per IFR flight during 2025 was 0.77170 minutes. Additional factors that contributed to delays include: • An unrealistically low target set by the Network Manager (NM) • Adverse weather conditions • Air traffic controller strike • The level of the route unit rate enabled airspace users to maintain their planned profitability even when opting for longer route options.
ATM	The percentage of aircraft that take off from the SMATSA area of jurisdiction within the time tolerance of the issued slot	Greater than 83%	Yes	According to data from the EUROCONTROL NMOC database, in 2025, 90.91% of flights departing from airspace under the responsibility of SMATSA departed within the time tolerance of the issued ATFM slot, on an annual basis.
	The number of serious incidents, which were determined by analysis to have been caused by ATM	Less than 2 (for Serbia) Less than 2 (for Montenegro)	Yes	There were no serious incidents in 2025, which were determined by analysis to have been caused by ATM.

¹⁰ Data Source: Rules of Procedure of the Management Systems Committee, Section 5 (MS.MAN.002); Minutes of the 12th Meeting – Annual QMS and SMS Management Review, Ref. No. SMS.00-64/84, dated 27 March 2026.



Service	Target	Planned	Accomplished	Details
CNS	System availability of technical devices and systems within the SMATSA jurisdiction directly affecting the provision of services	$A(t) = 99.9\%^{11}$	Yes	The quality objective in the CNS domain was met for the majority of systems and services being monitored. The quality objective was not met for individual systems / services in 12 cases; however, this did not impact service provision due to the applied individual and collective redundancy of CNS devices and systems, as previously explained.
	Terminal Aerodrome Forecast (TAF) accuracy within the desired accuracy (as per ICAO Annex 3, Attachment B)	Greater than 80%	Yes	Results of the analysis of the Terminal Aerodrome Forecast (TAF): for LYBT 93.7%, for LYBE 93.7%, for LYVR 91.2%, for LYKV 92.2%, for LYNI 92.7%, for LYPG 95.4%, for LYTV 93.5%, or average for all airports 93.2%, thus achieving the desired operational accuracy provided in ICAO Annex 3, Attachment B.
MET	The percentage of successfully trained candidates out of all trainees	100%	Yes	In 2025, all trainees successfully completed the scheduled training programmes.
	The percentage of duly submitted MET information in NOC Belgrade, within desirable time of submission of MET information (as per EUR DOC 018, Appendix F)	Greater than 95%	Yes	The quality target was achieved for all airports throughout 2025, with the required timeliness of MET information delivery attained in accordance with EUR DOC 018, Appendix F. The average timeliness across all airports was 99.91% for METAR and 99.62% for TAF.
AIS	Data Quality Assessment	Greater than 0.82%	Yes	Quality assessment was conducted on a sample of 100 data. The average grade for this sample is 0.993.
FDP	Number of published NOTAMs for correction of noticed mistakes on published IFP, caused by FPD staff, in relation to total number of published IFP	Less than 0.0281	Yes	The value of the FPD process indicator for the year 2025 is 0.0039.

¹¹ Except at the Ponikve location for the needs of AFIS Užice, where the system availability of technical devices and systems used to provide AFIS services was 75%.



Service	Target	Planned	Accomplished	Details
TRE	The realization of the number of lessons of theoretical teaching for the current year for each enrolled group of candidates at the ANS Staff Training Centre	100%	Yes	Theoretical training lessons have been carried out in accordance with the appropriate Training Decisions.
	Accomplishment of the number of hours of practical training for the current year for each enrolled group of candidates at the ANS Staff Training Centre	100%	Yes	All the courses started in 2025 were completed in accordance with the approved plans and programs and the planned number of hours of practical training.
	The ratio of the issued Diplomas / Certificates / Credentials of completed training with the number of the trainees, for each enrolled group of candidates at the ANS Staff Training Centre	100%	No	In the course of 2025, a total of 22 diplomas/certificates for completed initial training - INITIAL TRAINING (out of possible 26) and 71 certificates for completed training to receive rating - DEVELOPMENT TRAINING (out of possible 71) were issued for a total of 97 trainees for whom the diploma and certificate is scheduled to be issued in accordance with document TRE.PROC.011. (Issuance of diplomas, certificates, and credentials at the ANS Staff Training Centre). The percentage of realization is 95.88%. Initial training was implemented with the success level of 84.6%.
CAL	Implementation of the annual calibration plan	100%	Yes	The annual calibration plan by means was 100% achieved. A total of 167 calibrations were carried out, of which 122 calibrations according to the annual plan and 45 extraordinary calibrations. Out of the total number of calibrations (167), 103 were realized according to contracts with external users.



4.7.3 Additional performance indicators

In addition to performance indicators included in European and domestic regulations and quality objectives, SMATSA monitors the success of business based on internally determined indicators.

The achieved values of additional indicators in relation to the set goals are shown in the following table.

Table 9. Additional performance indicators/performance in 2025¹²

Indicators	Target value for 2025	Accomplished
Number of overloads reported by air traffic controllers	< 20 per year	1
Observance of slots at Belgrade Airport (LYBE)	> 83%	87.65%
Observance slots at Tivat Airport (LYTV)	> 83%	98%
Observance of slots at Podgorica Airport (LYPG)	> 83%	98.53%
Observance of slots at Niš Airport (LYNI)	> 83%	97.73%
Number of reported events	< 10 per year	0

¹² Data Source: Rules of Procedure of the Management Systems Committee, Section 5 (MS.MAN.002); Minutes of the 12th Meeting – Annual QMS and SMS Management Review, Ref. No. SMS.00-64/84, dated 27 March 2026.



05



Consultations with Service Users

5.1 AIR TRAFFIC MANAGEMENT – ATM

The year 2025 on the level of Europe was marked by further recovery from the consequences of the pandemic so the total traffic in Europe was slightly above the level from 2019. However, traffic demand along the south-eastern axis of the European air traffic network continued to grow at a significantly higher rate than on other traffic flows, reaching almost 40% above the 2019 level. Combined with the frequent occurrence of adverse weather conditions (CB), this resulted in a level of generated delay well above expectations.

Although there were no formal Service Users' reports (IATA, A4E, AIRE) referring to last summer season, EUROCONTROL still prepared an analysis of the summer season for the RND SG/116 meeting. During the chair's presentation, information concerning delays was presented without the usual stressing of generators, but with the finding that the whole situation was influenced by several factors which could not be fully foreseen. SMATSA was classified among the air navigation service providers that met or exceeded the agreed capacity targets, despite generating a record number of delay minutes.

In December 2025, a regular consultation process was conducted with users of services and functions in the field of ATM (sports and amateur flying, commercial aviation, legal and natural persons, army, police, etc.), sending emails to interested parties with a link to the questionnaire on satisfaction with provided ATM services / functions during 2025

5.2 AERONAUTICAL INFORMATION SERVICES – AIS

Consultations with users regarding published aeronautical information are conducted on a regular basis, primarily by e-mail. During 2025, information was exchanged on numerous matters with both aviation organisations that are direct users and organisations engaged in the redistribution of aeronautical data (e.g. Jeppesen, Lufthansa, NAVBLUE and AERONAVDATA).

User satisfaction with AIS services is assessed on the basis of the User Satisfaction Questionnaire, user requests relating to published aeronautical data, and the quarterly data quality reports generated by the SDO, PAMS and INO applications of the European AIS Database (EAD).



The trend of errors in EAD applications was analysed for the period from the last quarter of 2024 through the third quarter of 2025.

Where errors or omissions are identified in aeronautical publications, the Aeronautical Information Service (AIS.00) (AIP GEN 0.1, Section 6) collects, analyses and processes user requests in accordance with Procedure AIS.PROC.012 – Processing of User Requests.

Analysis of the filled out User Satisfaction Questionnaires showed that users awarded the highest rating to the provision of aeronautical information services..

5.3 AERONAUTICAL METEOROLOGICAL SERVICES – MET

During 2025, no user comments and complaints were received regarding the provision of MET services via regular mail. Inspection of the submitted copies of the completed Aviation User Feedback Book forms for 2025 received from the organisational units, in accordance with QM.PROC.007, Section 4.3.1.1 – Obtaining User Feedback through the Aviation User Feedback Book Form, together with the results collected through the MET Service Quality Questionnaire in accordance with Section 4.3.2 – MET Service Quality Questionnaire, showed that all user comments indicated a high level of satisfaction with the MET services provided. In addition, users rated their cooperation with meteorological personnel as excellent.



5.4 AIRBORNE GRNS CALIBRATION

The survey covered five respondents, all of whom were international customers of airborne radio navigation aid (NAVAID) calibration services. The representatives who answered the questions were those directly responsible for the monitoring the status and performance quality of all CNS systems, as well as those persons in charge of coordination during the execution of airborne calibration. Based on the completed CAL.FORM.040 forms (Customer Satisfaction Survey for Airborne Calibration Services), it was established that the average rating for the quality of airborne calibration services was 5.00.

Table 10. Results of the User Satisfaction Survey on airborne GRNS calibration service in 2025¹³

Activity	Average rating
Degree of coordination of activities before, during, and after the calibration of GRNS	5.0
Quality of crew communication with the technical staff on the ground during the calibration of GRNS	5.0
Quality, completeness, and timeliness of reports on calibration of GRNS	5.0
Coordination of planned and realized activities	5.0
Response to additional requests	5.0
AVERAGE RATING	5.0

Based on the numerical rating given in the table and respective comments of five respondents, one may conclude that the Calibration Service has performed airborne calibration services for the foreign client in a professional and quality fashion.

¹³ Data source: Rules of Procedure of the Management System Committee, Item 5 (MS.MAN.002); Minutes of the 12th Meeting – Annual QMS Review, SMS.00-64/84 dated 27 March 2026



06



Financial Statements

6.1 INCOME STATEMENT

**Table 11. Income statement for the period from 1 January – 31 December 2025
(in 000 RSD)**

Elements (in 000 RSD)	2024 Realization	2025 Plan	2025 Realization	2025 Realization / 2025 Plan	2025 Realization / 2024 Plan
Operating revenue	14,598,169	15,173,029	15,425,508	1.7%	5.7%
Sales revenue	14,419,041	15,030,058	15,183,541	1.0%	5.3%
Domestic market	851,321	961,175	869,143	-9.6%	2.1%
Foreign market	13,567,720	14,068,884	14,314,398	1.7%	5.5%
Other operating revenue	179,128	142,970	222,808	55.8%	24.4%
Income from impairment of assets (other than financial assets)	-	-	19,159	-	-
Operating expenses	13,574,305	14,633,872	14,611,567	-0.2%	7.6%
Costs of material, fuel and energy	300,864	337,576	316,254	-6.3%	5.1%
Wages, wage compensations and other personal expenditures	9,074,868	9,635,464	9,738,855	1.1%	7.3%
Manufacturing services	1,046,851	1,271,180	1,139,573	-10.4%	8.9%
Depreciation	1,969,881	1,987,834	1,834,919	-7.7%	-6.9%
Long-term provisions	131,988	120,000	206,956	72.5%	56.8%
Non-material expenses	1,049,853	1,281,817	1,169,349	-8.8%	11.4%
Expenses from impairment of assets (other than financial assets)	-	-	205,661	-	-



Elements (in 000 RSD)	2024 Realization	2025 Plan	2025 Realization	2025 Realization / 2025 Plan	2025 Realization / 2024 Plan
Operating profit	1,023,864	539,157	813,941	51.0%	-20.5%
EBITDA	2,993,745	2,526,991	2,648,860	4.8%	-11.5%
EBITDA %	20.51%	16.65%	18.51%	-	-
Financial revenues	330,999	53,860	77,038	43.0%	-76.7%
Financial expenses	396,934	273,719	335,204	22.5%	-15.6%
Other revenues	45,367	88,500	12,117	-86.3%	-73.3%
Other expenses	46,754	57,670	120,404	108.8%	157.5%
Impairment gains / losses on financial assets	38,271	-	-33,728	-	-188%
Profit from regular operation before tax	994,813	350,128	413,760	18.2%	-58.4%
Profit/loss from discontinued operations	-54,595		-29,425	-	-
Income tax expense/benefit	-169,518	-187,863	-221,708	-	-
Net profit	770,700	162,265	162,627	0.2%	-78.9%





6.1.1 Operating revenue

The operating revenues generated by SMATSA from en-route charges, terminal charges, and other income in 2025 were 5.7% higher compared to 2024, and at the same time 1.7% higher than the planned value.

Revenue from en-route charges:

According to data from the CRCO (*Central Route Charges Office*), a total of 1,051,836 flights were invoiced in 2025, representing an increase of 6.5% compared to 2024. The number of chargeable service units in 2024 in the charging zone Serbia/Montenegro/KFOR was 3,476,957, which is 5.3% more than in 2023, when there were 3,300,770 chargeable service units. The unit rate in 2025 for the Serbia–Montenegro–KFOR charging zone amounted to 37.77 euros (National Unit Rate), compared to 37.00 euros in 2024 (an increase of 2%). Based on the realized number of flights, service units, unit rates and revenue distribution model among the entities participating in the cost base, in 2025, according to CRCO data for SMATSA, around 112.36 million euros of revenue from unit rates were invoiced for SMATSA, which is around 5% more than in 2024.

Revenue from terminal charges:

In 2025, 61,097 take-offs were invoiced in the terminal, which is an increase of 4.14% compared to 2024, when there were 58,666 take-offs. The 44.77% of invoiced revenue was realized from domestic airlines, while 55.23% is from foreign airlines. Based on the realized traffic in the terminal in 2025, 17,153,186 euros was invoiced, which is around 5.25% more than in 2024 (16,297,757 Euros).

**Other operating revenue:**

This income group includes primarily the income from the provision of radar data and radio communication services, as well as income from calibration services.

6.1.2 Operating and other expenses***Material, fuel and energy costs:***

The expenses for materials, fuel, and energy were 5.1% higher compared to 2024, and 6.3% below the Financial Plan for 2025, primarily due to lower spending on fuel and energy, and reduced electricity consumption.

Salary costs:

The realization of salary costs, salary compensation, and other personal expenses amounted to almost the same level as in the planned value within the Financial Plan for 2025.

The implementation of expenses for salaries, salary compensations, and other personal costs in 2025 compared to 2024 is by 7.3% higher than the result of the full application of the provisions of the Collective Agreement.

Costs of manufacturing services:

Production service costs are 10.4% lower than the value in the Financial Plan for 2025, while on the other hand they are 8.9% higher compared to 2024, primarily due to increased maintenance costs of fixed assets and building structures, as well as expenses related to property security.

Depreciation costs:

Depreciation expense was 7.7% below the planned amount and 6.9% lower than in the previous year as a result of the fair value measurement of assets.

Long-term provisions costs:

Provision expenses in 2025 were 56.8% higher than in 2024, due to higher provisions for termination benefits and long-service awards, as well as increased litigation costs.

Non-material expenses:

Non-material expenses, which basically refer to property insurance, motor vehicle insurance, general liability insurance from the activity, employee insurance, hygiene costs in facilities, representation costs and allocations for contribution to EUROCONTROL. These costs are 8.8% lower than the value in the Financial Plan for 2025, while they are 11.4% higher compared to the results in 2024. The slightly higher costs under this item in 2025 compared with the previous year were primarily attributable to a higher EUROCONTROL contribution.

***Other expenses:***

In the item Other expenses, an amount of 120,404 thousand dinars was recorded, which mostly includes expenses based on direct write-off of receivables abroad, compensations for damages to other entities, sponsorships and donations, as well as losses on the disposal of property, plant and equipment.

Loss from discontinued operations:

In this item of the income statement, a negative net effect (higher expenses than income) was recorded on the result based on the losses of the business that was discontinued, changes in accounting policies and corrections of errors from earlier years, in the Net amount of 29,425 thousand dinars. The amount of 691 thousand dinars was recorded on the income position from earlier years, and the amount of 30,116 thousand dinars was recorded on the expenditure position from earlier years.

Net result:

The net result is positive amounting to 162,627 thousand dinars. Net profit was in line with the planned amount for 2025, but was 78.9% lower than in the previous year. The decline in net profit in 2025 was primarily attributable to higher operating expenses and asset value adjustments, as well as lower finance income compared with the previous year. In addition, the fair value assessment had a significant impact on the decrease in net profit, primarily due to higher expenses arising from asset value adjustments.





6.2 BALANCE SHEET

Table 12. Balance Sheet on 31 December 2025 (in 000 RSD)

ASSETS (in 000 RSD)	2024 Realization	2025 Realization
Fixed assets	19,651,566	21,490,333
Intangibles	261,224	1,352,428
Property, plants and equipment	18,708,398	19,563,312
Long-term receivables	681,944	574,593
Working assets	5,043,274	5,271,064
Inventory	80,862	83,861
Trade receivables	1,997,339	2,187,383
Other receivables	180,137	149,850
Cash	2,568,046	2,608,214
Short-term prepayments and deferred expenses	216,890	241,756
Total assets	24,694,840	26,761,397
Off-balance sheet assets	763,284	2,392,608
LIABILITIES (in '000 RSD)	2024 Realization	2025 Realization
Capital	11,942,267	13,630,883
Share capital	1,873,820	1,873,820
Reserves	507,044	507,044
Revaluation reserves	3,283,830	3,726,403
Retained profit	6,457,165	7,707,440
Non-realized gains/losses	-179,592	-183,824
Long-term provisions and liabilities	9,590,923	9,888,815
Long-term provisions	1,091,302	1,149,408
Long-term liabilities	8,499,621	8,739,407
Deferred tax liabilities	437,185	634,020



Short-term liabilities	2,724,465	2,607,679
Short-term financial liabilities	1,072,953	1,098,011
Received advances	15,050	15,224
Trade payables	912,595	732,438
Other short-term liabilities	691,325	719,842
Short-term accrued liabilities	32,542	42,164
Total liabilities	24,694,840	26,761,397
Off-balance sheet liabilities	763,284	2,392,608

Fixed assets on 31 December 2025 amounts to 21,490,333 thousand dinars, which is circa 9.4% more than the previous year. In the item of long-term receivables, the amount of 574,593 thousand dinars was recorded, which refers to the claim of SMATSA based on the sale of the SMATSA Aviation Academy.

Trade receivables on 31 December 2025 amount to 2,187,383 thousand dinars and participate with 41.5% in the structure of total current assets.

Due to the stable traffic, and therefore of revenue from the core activity, cash at the end of the period amounted to 2,608,214 thousand dinars (about EUR 22.1 million).

As regards the long-term liabilities on 31 December 2025, SMATSA records an amount of 8,739,407 thousand dinars (about EUR 74 million). This item primarily comprises long-term loans from the European Bank for Reconstruction and Development (EBRD) and the European Investment Bank (EIB). This item also includes lease liabilities arising from long-term leases recognized in accordance with IFRS 16.

Short-term financial liabilities amounting to RSD 1,098,011 thousand (approximately EUR 9.3 million) were recognized, primarily relating to the current portion of loan liabilities and lease liabilities recognized in accordance with IFRS 16, payable within one year.





6.3 STATEMENT OF CASH FLOWS

Regarding cash flows from operational (business) activities in 2025, SMATSA realized a net inflow of 2,403,117 thousand dinars.

SMATSA withdrew RSD 1,315,760 thousand under the loan facilities provided by the European Bank for Reconstruction and Development (EBRD) and the European Investment Bank (EIB). The funds were used to continue investment activities. On the other hand, 730,555 thousand dinars were spent for the repayment of loans taken in previous years for loans abroad.

In 2025, SMATSA continued the investment activities, so the net outflow of cash from these activities amounted to 2,463,737 thousand dinars.

Cash at the end of period was 2,608,214 thousand dinars.

Table 13. Statement of cash flows for the period from 1 January – 31 December 2025 (in 000RSD)

Item	Amount	
	Current year	Previous year
A. CASH FLOWS FROM OPERATING ACTIVITIES		
	15,644,291	15,125,902
I. Cash inflows from operating activities (1 to 4)		
1. Sales and received advances in the country	873,112	862,639
2. Sales and advances received abroad	14,058,261	13,552,651
3. Received interest from business activities	30,060	34,156
4. Other inflows from regular operations	682,858	676,456
II. Cash outflows from operating activities (1 to 8)	13,241,174	12,544,197
1. Payments to suppliers and advances made in the country	1,525,803	1,750,132
2. Payments to suppliers and advances made abroad	1,785,154	1,085,176
3. Salaries, salary allowances and other personal expenses	9,597,969	9,205,934
4. Interest paid in the country	2,431	9,009
5. Interest paid abroad	189,019	239,775
6. Income tax	140,798	254,171
7. Outflows based on other public revenues		



Item	Amount	
	Current year	Previous year
8. Other outflows from operating activities		
III. Net cash inflow from operating activities (I-II)	2,403,117	2,581,705
IV. Net cash outflow from operating activities (II-I)		
B. CASH FLOWS FROM INVESTMENT ACTIVITIES		
I. Cash inflows from investment activities (1 to 5)		
1. Sale of shares and stakes		
2. Sale of intangible assets, buildings, plants, equipment and biological assets		
3. Other financial placements		
4. Interest received from investment activities		
5. Dividends received		
II. I. Cash inflows from investment activities (1 to 3)	2,463,737	1,466,930
1. Purchase of shares and stakes		
2. Purchase of intangible assets, property, plants, equipment and biological assets	2,463,737	1,466,930
3. Other financial placements		
III. Net cash inflow from investment activities (I-II)		
IV. Net cash outflow from investment activities (II-I)	2,463,737	1,466,930
C. CASH FLOWS FROM FINANCING ACTIVITIES		
I. Cash inflows from financing activities (1 to 7)	1,315,760	163,968
1. Increase of the original capital		
2. Long-term loans in the country		
3. Long-term loans abroad	1,315,760	163,968
4. Short-term loans in the country		
5. Short-term loans abroad		
6. Other long-term liabilities		



Item	Amount	
	Current year	Previous year
7. Other short-term liabilities		
II. Cash inflows from financing activities (1 to 8)	1,222,216	1,399,204
1. Repurchase of own shares and stakes		
2. Long-term loans in the country		501,500
3. Long-term loans abroad	730,555	448,027
4. Short-term loans in the country		
5. Short-term loans abroad		
6. Other liabilities	491,661	449,677
7. Financial leasing		
8. Dividends paid		
III. Net cash inflow from financing activities (I-II)	93,544	
IV. Net cash outflow from financing activities (II-I)		1,235,236
D. TOTAL CASH INFLOW	16,960,051	15,289,870
E. TOTAL CASH OUTFLOW	16,927,127	15,410,331
F. NET CASH INFLOW	32,924	
G. NET CASH OUTFLOW		120,461
H. CASH AT THE BEGINNING OF ACCOUNTING PERIOD	2,568,046	2,695,997
I. POSITIVE EXCHANGE RATE DIFFERENTIALS BASED ON CASH CONVERSION	7,328	640
J. NEGATIVE EXCHANGE RATE DIFFERENTIALS BASED ON CASH CONVERSION	84	8,130
K. CASH AT THE END OF ACCOUNTING PERIOD	2,608,214	2,568,046



07

Non-financial Reporting

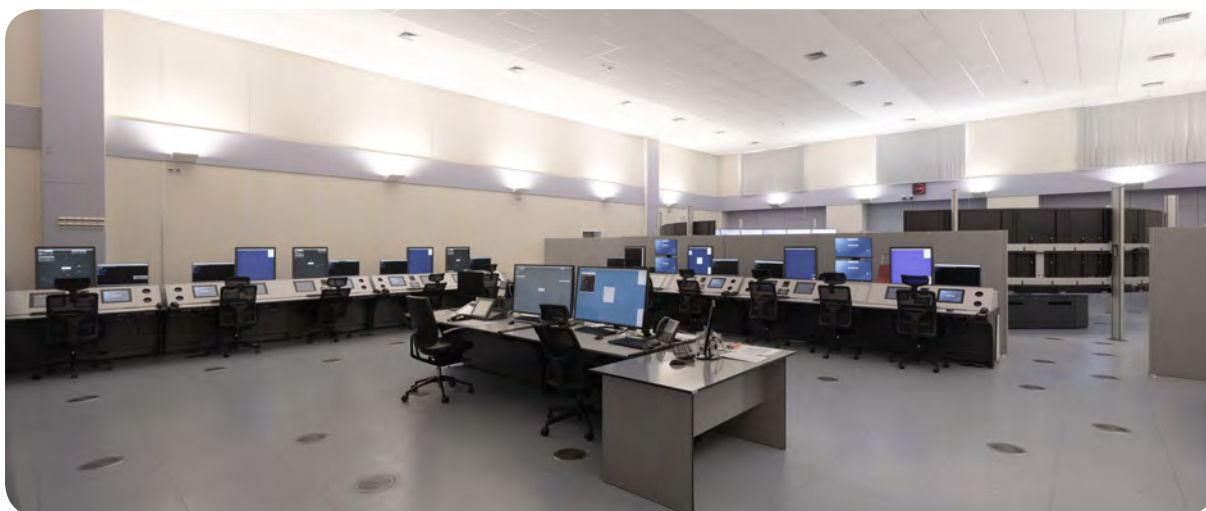
The SMATSA's operations are fully aligned with national and international regulations, international agreements and the European air traffic management system. The continuity of air navigation service provision was ensured in accordance with the applicable contracts and agreements, including membership in the EUROCONTROL system, which is implemented by 42 Member States.

SMATSA generates revenue from en-route charges for the provision of air navigation services in the airspace of the Republic of Serbia and Montenegro. This revenue is used exclusively to cover en-route costs. The en-route unit rate is determined on the basis of the approved en-route costs and the traffic forecast, in accordance with the consultation procedures with airspace users and the decisions of the EUROCONTROL Enlarged Commission.

Non-financial reporting is an important instrument for the transparent presentation of the impact of the Company's operations on aviation safety, the environment, employees, service users and the wider community. This report has been prepared and published in accordance with Article 37 of the Accounting Law.

In practice, non-financial reporting reflects SMATSA's commitment to continuous improvement, transparency and responsible management. In 2025, these commitments were demonstrated through the maintenance of high standards of safety and service quality, as well as through contributions to sustainable development and the strengthening of trust among all stakeholders—the state, service users, employees and the wider community.

The following sections of this report provide a more detailed overview of the key areas of non-financial performance, including the established policies and integrated management system, human resource management, risk management and environmental protection, which together form the foundation of SMATSA's responsible and sustainable operations.





7.1 POLICIES APPLIED WITHIN SMATSA

With regard to the Law on Accounting (“Official Gazette of the RS“, no. 73/19 and 44/21 – another law) and the Introduction of Non-Financial Reporting, and based on Article 37, paragraph 3, sections 2 and 3, below it is shown how SMATSA operates and what policies it applies.

SMATSA operates as a provider of ATM/ANS services and functions, a training organisation for air navigation service provider personnel, a provider of flight inspection services for devices and systems, and a continuing airworthiness management organisation. Accordingly, SMATSA maintains the integrated management system that encompasses Safety Management (SMS), Quality Management (QMS), Compliance Monitoring (CM), Security Management (SeMS), Occupational Health and Safety Management (OHS), Environmental Management (EMS), and Risk Management (RMS).

The Management System Policy (MS.POL.001) sets out the organisation’s philosophy and principles with regard to safety, just culture, quality, security, occupational health and safety, environmental protection and risk management.

SMATSA’s top management clearly demonstrates its commitment to the implementation, maintenance and continuous improvement of the management system, with the objective of achieving the highest standards of safety, quality and security in the provision of services in an efficient, continuous and sustainable manner, while ensuring openness and transparency and preventing discrimination against service users on the grounds of nationality, other personal characteristics or user category.

During 2025, SMATSA continued to manage its management system proactively and systematically, ensuring adequate technical and operational capacity and appropriate staff competence.



In addition to the overarching Management System Policy, SMATSA has established other relevant policies that support the management of key aspects of its operations and provide the basis for non-financial reporting. The Environmental Protection Policy has been integrated into the single Management System Policy.

- Project Management Policy (PRJ.POL.001), which governs the planning, implementation and control of projects, as well as the management of risks associated with project activities;
- Human Resources Policy (HUM.POL.001), which defines the approach to human resource management, staff development, equal opportunities and the improvement of working conditions;
- Employment and Training Policy (HUM.POL.002), which governs transparent recruitment procedures, professional development and the continuous training of employees;
- Safety Nets Policy (ATM.POL.001), which is aimed at enhancing operational safety and reducing risks in the provision of air navigation services.

The implementation of these policies during 2025 delivered positive results across several key areas of non-financial reporting, as presented in the following sections.





7.2 HUMAN RESOURCES

SMATSA manages its human resources through recruitment, selection, workforce planning and occupational health and safety, with the aim of ensuring an optimal workforce aligned with its business policy and development needs.

The employer's rights, obligations and responsibilities in the field of occupational health and safety are governed by the Occupational Health and Safety Rulebook. The methodologies used for risk management in the workplace include the identification of hazards and harms, analysis of their occurrence and assessment of the resulting consequences, risk assessment, with the proposal of measures to eliminate or reduce the level of risk, and monitoring the effect of the measures taken.



Risk assessments are carried out for all workplaces on the basis of workplace observations, consultations with employees and assessments of the actual working conditions. All identified hazards, risk assessment and measures for safe and healthy work are defined by the Act on Risk Assessment at Workplaces.

Within SMATSA, a list of training programmes has been established for individual organisational units, and their linkage to the procedure "Monitoring Employee Training and Development" has been defined. An initiative has also been launched to prepare a revised version of this document.

In addition, a draft revised version of the procedure was prepared to improve the efficiency of the data collection and processing process.

A Working Group was also established to align the Human Resources Policy and the Employment and Training Policy. In December 2025, the Working Group prepared proposed amendments to these policies with the aim of providing a clearer framework

for, and further improving, the planning, implementation and monitoring of employee training and professional development.

When it comes to the training of aviation personnel, SMATSA renewed the Agreement with the Aviation Academy on a dual model of education and business-technical cooperation. New classes of air traffic controllers enrolled in Initial Training for the purpose of obtaining a student air traffic controller licence/air traffic controller licence and the relevant ratings, for the needs of SMATSA, are admitted to the study programme (professional bachelor studies programme – Air Traffic Control) delivered under the dual education model at the Aviation Academy College of Applied Studies.

No candidates were admitted to the first year of the Air Traffic Control study programme in the 2025/2026 academic year. Due to internal challenges at the Aviation Academy, the start of the academic year (third semester), originally scheduled for October 2025, was postponed. As a result,

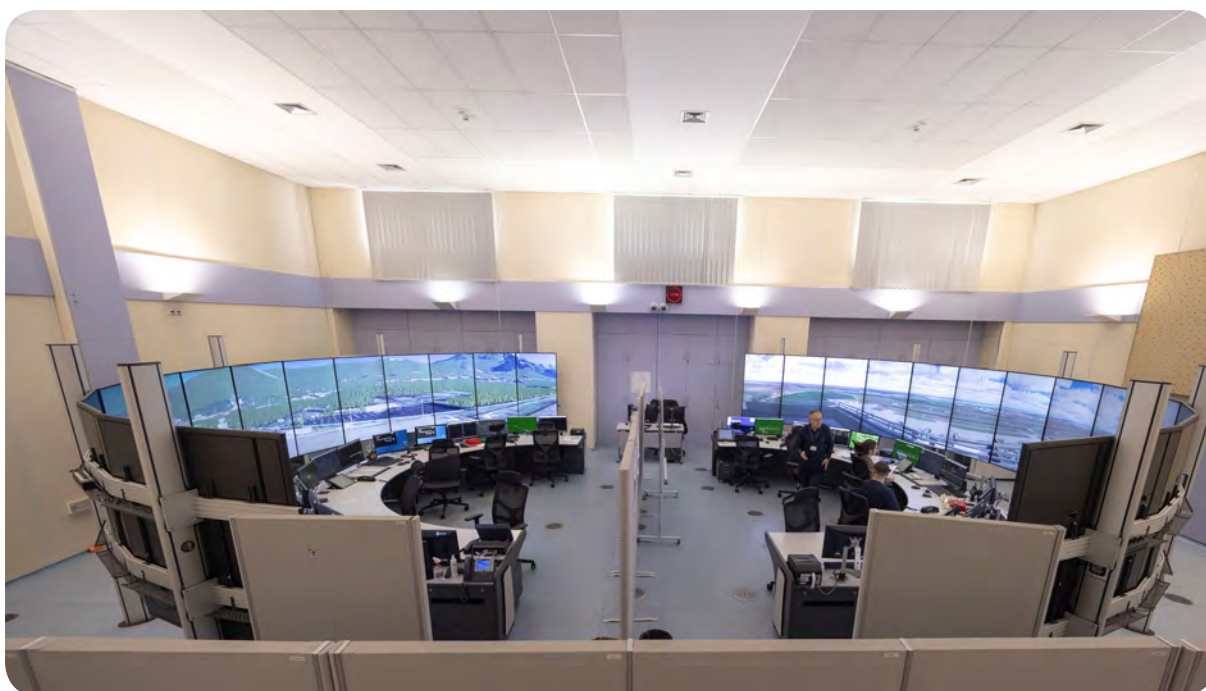
instruction was delivered online and through consultation-based teaching.

During 2025, bilateral cooperation with the Aviation Academy continued, and meetings were held to address various matters relating to the teaching delivery modules.

In addition, a formal consultation was held in January with representatives of the Aviation Academy regarding the continuation of cooperation within the Air Traffic Control study programme leading to the qualification of Professional Engineer in Air Traffic Control and the award of an Air Traffic Controller Licence with the Aerodrome Control Instrument (ADI/TWR) rating.

In accordance with the Memorandum of Cooperation, professional support was provided to the Aviation Academy during 2025 through the engagement of SMATSA employees as lecturers for the Academy.

Teaching at the Staff Training Centre ANS is based on plans and programs and teaching materials approved by the Civil Aviation Directorate of the Republic of Serbia. As





part of basic training, the Centre uses EUROCONTROL materials, which it pays for on the basis of a signed three-year contract.

During 2025, SMATSA carried out activities to align its operations with the Rulebook on Air Traffic Controller Licences, Training Organisations and Aero-Medical Centres (Commission Implementing Regulation (EU) 2023/893 amending Commission Implementing Regulation (EU) 2015/340), which entered into force on 1 October 2025. To this end, the entire set of training documentation was revised, training materials were developed in accordance with the new regulatory requirements, and the training plans and curricula were updated. In accordance with established practice and the signed Business and Technical Cooperation Agreement with the University of Belgrade Faculty of Transport and Traffic Engineering, SMATSA engaged professors to teach theoretical subjects as part of Basic Training. Final-year students from the Department of Air Transport of the University of Belgrade Faculty of Transport and Traffic Engineering undertook professional internships at SMATSA upon their request and with the approval of the Director of SMATSA.

With regard to employee benefits and welfare, Addendum VI to the Collective Agreement was signed during 2025 (on 24 March 2025). All provisions of the Collective Agreement and related annexes were implemented.

With regard to the health protection of employees, SMATSA, within its competences, carries out activities related to the organisation and records of medical examinations of air traffic controllers and pilots and activities to monitor the abuse of psychoactive substances (PAS), in accordance with the provisions of the Air Traffic Act and the associated by-laws.

The tasks of organisation and implementation of employee health promotion (general regular examinations, specialist examinations and the like) in SMATSA are carried out within the scope of additional private health insurance.



Pursuant to the Law on the Prevention of Corruption, the Guidelines for the Preparation and Implementation of the Integrity Plan, and the Rulebook on the Code of Ethics and Rules of Conduct for Employees, anti-corruption measures were implemented throughout 2025.

The employee structure within SMATSA has not changed significantly compared to previous years.

The following table shows the employee structure at the end of 2025 according to the qualification structure and licenses/credentials of personnel for the provision of air navigation services.

Table 14. Employee qualification structure

QUALIFICATION STRUCTURE	NUMBER OF EMPLOYEES
VIII	5
VII total	354
VII + AIR TRAFFIC CONTROL SCHOOL	88
VII + licence (VTO) of aviation-technical staff	77
VII + licence (VMO) aviation meteorological staff	39
VII	150
VI total	63
VI + AIR TRAFFIC CONTROL SCHOOL	33
VI + licence (VTO) of aviation-technical staff	12
VI + licence (VMO) aviation-meteorological staff	2
VI	16
V	4
IV total	495
IV + AIR TRAFFIC CONTROL SCHOOL	374
IV + licence (VTO) of aviation-technical staff	66
IV + licence (VMO) aviation-meteorological staff	43
IV	12
III	3
Total	924



The following figure shows the employee structure at the end of 2025 as per the number of employees by sector.

Table 15. Structure of employees by sector

SECTORS	NUMBER OF EMPLOYEES
Air Traffic Management – ATM aeronautical meteorological services and aviation information – AMI	82
Sector for Area Control Center Belgrade – ACC Belgrade-ACC	179
Sector for terminal and airport air traffic control – TER	364
Sector for aviation technology – CNS	121
Sector for management systems – SMS	26
Information and Communication Technology Sector – ICT	13
Aviation personnel training sector – TRE	23
Calibration service – CAL	9
Sector for investment affairs – INV	19
Sector for economic and financial affairs – FIN	30
Internal audit – IRV	1
Sector for human resources, legal and general affairs – HUM	44
Centre for Strategic Development and International Cooperation – STM	3
Executive Office – EO	10
Total:	924



The following figure shows the employee structure at the end of 2025 as per the number of employees by gender.

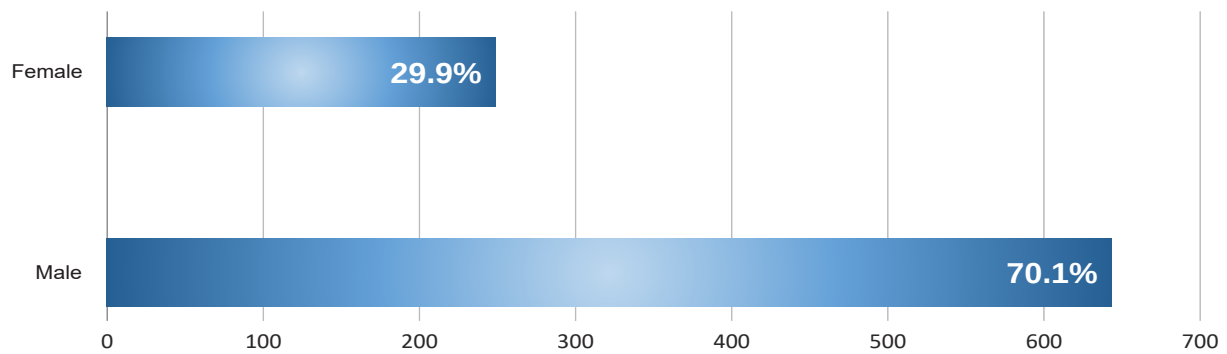


Figure 17.
Structure of employees by gender

The following figure shows the employee structure at the end of 2025 as per age structure.

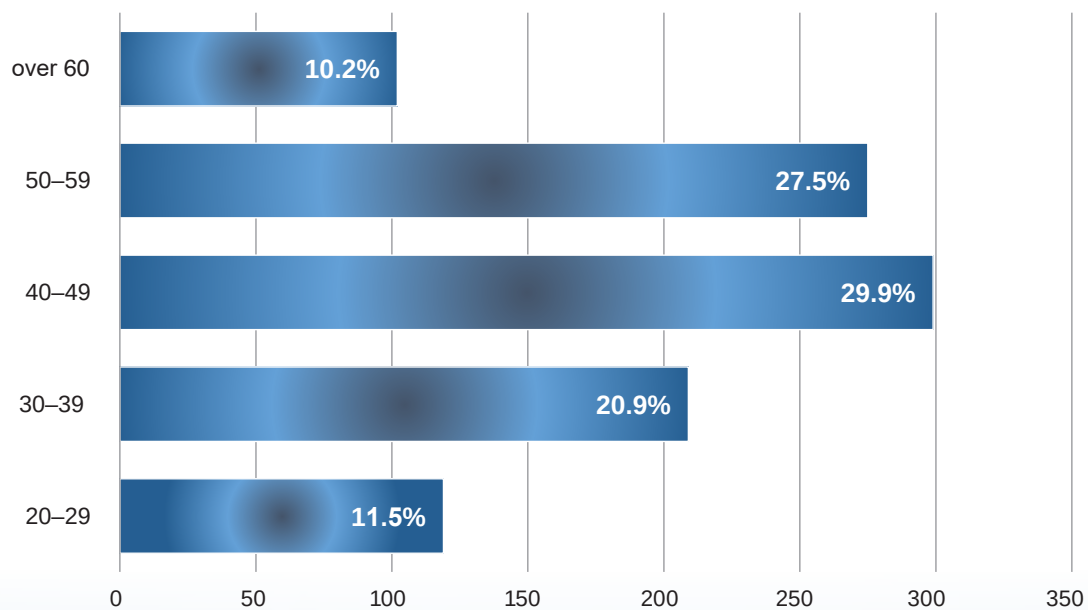


Figure 18.
Age structure of employees





7.3 RISK MANAGEMENT

Risk management in SMATSA is carried out on several levels, and is detailed in the procedure RMS.PROC.001 – Risk management of business processes.

Taking into account the specificity of business processes, as well as the diversity of conditions under which these processes are carried out, risk assessment of business processes at SMATSA is conducted individually within all organisational units and is performed continuously.

During the previous financial year, the risk management system operated effectively and in accordance with the established procedures. No identified risks materialised that would have had a significant impact on the Company's operations, nor were any significant events recorded that could have jeopardised the continuity of its key processes. In addition to operational and technical risks, organisational and status-related matters of relevance to all employees were also closely monitored. These matters were addressed as part of the regular social dialogue through the established communication mechanisms, without any adverse impact on safety, operational performance or business continuity. Activities aimed at ensuring transparent communication, information exchange and the stability of the working environment were carried out continuously.

Risk monitoring was carried out continuously, with the timely identification of potential threats and the implementation of preventive measures, thereby contributing to the stability of the system and the reliability of operations. All activities were documented, while reporting and review were conducted at the level of the Management Systems Committee, thereby providing an additional level of oversight and transparency.

In the area of information security, activities related to cyber risk assessment, testing and verification continued throughout the year. These activities were carried out with the aim of achieving compliance with the current European regulatory requirements in this area and strengthening the resilience of the system.

As part of the implementation of the contract with the supplier Thales LAS France SAS, the *Thales Cyber Solutions* organisational unit, in cooperation with the subcontractor Khaoticen llc. Belgrade, continued during 2025 to carry out information security risk assessment activities for the operational TopSky-ATC air traffic control system. During the year, a number of in-person working meetings were held in Belgrade, during which cyber risk analysis activities were carried out, including threat identification, risk assessment and the definition of risk mitigation measures, as well as penetration testing to assess the system's resilience to cyberattacks. Based on the activities carried out, a report containing a comprehensive risk analysis was prepared, thereby completing this phase of the project in October 2025.

Under the consultancy agreement with the supplier Helios Technology Limited trading as Egis, activities were carried out within the information security work stream of the project (*Work Stream TR27*). During 2025, a total of eight online meetings and one



two-day in-person meeting were held in Belgrade. As part of this work stream, activities were planned to assess SMATSA's current level of compliance with the regulatory requirements set out in the EASA regulations on information security risk management with a potential impact on aviation safety (Part-IS), as well as to develop an implementation plan for addressing identified non-compliances and achieving full compliance with the applicable regulatory requirements. This work stream was scheduled for completion in February 2026.



During 2025, as part of risk management training, an information security workshop focusing on the implementation of EU Regulation 2023/203 was held in Podgorica in February, organised by the Civil Aviation Agency and EUROCONTROL, while in March EUROCONTROL organised a workshop dedicated to compliance monitoring.

Overall, the previous year was characterised by stable risk management, timely responses to potential challenges, and the continued enhancement of the control system, providing a sound foundation for the forthcoming financial year.



7.4 ENVIRONMENTAL PROTECTION

SMATSA carries out its environmental protection activities in accordance with the requirements of the SRPS ISO 14001:2015 standard through its established and certified Environmental Management System (EMS). The Environmental Policy is based on the principles of compliance with applicable legislation, pollution prevention, and the continual improvement of environmental performance.

The organisation monitors and controls the environmental impacts of its activities, particularly in the areas of energy consumption, waste management and the efficient use of resources. Through the planning, implementation and monitoring of appropriate measures, SMATSA seeks to minimise the adverse environmental impacts of its activities and to promote sustainable business operations.



The Environmental Policy is integrated into the Management System Policy MS.POL.001, while environmental management procedures are described within the Environmental Protection Manual EMS.MAN.001 and elaborated in detail through procedures EMS.PROC.001 to EMS.PROC.005.

As part of its core activity of providing air navigation services, as well as its supporting and ancillary activities, SMATSA systematically enhances its operations with the aim of reducing its environmental impact. Particular emphasis is placed on measures and projects that contribute to reducing greenhouse gas emissions, optimising air traffic routes and improving energy efficiency, thereby enabling the Company to make an active contribution to global efforts to mitigate climate change.

Through the continuous improvement of its business processes, SMATSA also continues to develop its Environmental Management System (EMS) in accordance with the applicable



international standards. Within this framework, measurable objectives are established, improvement programmes are implemented, and results are regularly analysed to achieve continual improvement in environmental performance.

Through a proactive approach and in cooperation with the relevant institutions, service users and other stakeholders, SMATSA is committed to:

- the efficient use of energy and other resources, while reducing greenhouse gas emissions;
- participation in initiatives aimed at reducing aircraft noise in the vicinity of the airport, particularly through cooperation with Belgrade Airport and the competent authorities;
- sustainable resource management, including the monitoring of resource consumption, waste management, and the application of life cycle principles;
- ensuring that business processes and projects comply with European regulations, the national legislation of the founding States, and other applicable environmental requirements;
- the systematic monitoring and control of aspects that may affect climate change, air, water and soil quality, as well as the conservation of natural assets;
- promoting environmental awareness and the continuous education and training of employees and external associates in accordance with the established Environmental Policy.

The management of SMATSA supports the concept of sustainable development, enhanced communication and transparency with stakeholders, and the application of corporate social responsibility (CSR) principles, integrating environmental protection into SMATSA's strategic management and long-term business objectives.



08



Marks and Abbreviations

AA	College of Applied Studies Aviation Academy
ACC	Area Control Centre
ACC	Air Traffic Control Centre
ADC	Aerodrome Air Traffic Control
ADI	Aerodrome Control Instrument
AD WRNG	Aerodrome Warning
AIM	Aeronautical Information Management
AIS	Aeronautical Information Services
AIXM	Aeronautical Information Exchange Model
ANS	Air Navigation Services
ANSP	Air Navigation Services Provider
ANT	Nikola Tesla Airport
APCH	Approach
APP	Approach Control
ARS	Special air-report
ARTAS	ATM Surveillance Tracker And Server
ASM	Air Space Management
ATC	Air Traffic Control
ATFM	Air Traffic Flow Management
ATM	Air Traffic Management
ATCO	Air Traffic Controller



ATSEP	Air Traffic Safety Electronics Personnel
A4E	Airlines for Europe
BA	Belgrade Airport
BP	Business Project
CAA	Montenegro Civil Aviation Agency
CAD	Civil Aviation Directorate of the Republic of Serbia
CAL	Calibration
CAMO	Continuing Airworthiness Manager
CAT	Category
CDO	Continuous descent operations
CIFS	Common Internet File System
CITO	Computer Intelligence for Terminal Operations
CM	Context Management
CNS	Communication, Navigation and Surveillance
CNS	Aviation Technical Staff
CPDLC	Controller Pilot Data Link Communications
DME	Distance Measuring Equipment
DPS	Data Processing System
EAD	European AIS Database
EBRD	European Bank for Reconstruction and Development
EE	Electric power
EIB	European Investment Bank
EMS	Environmental Management System
ENV	Environment
ERP	Enterprise Resource Planning



ESARR	Eurocontrol Safety Regulatory Requirements
EU	European Union
EUR	Euro
EUROCONTROL	European Agency for the Safety of Air Navigation
ESAC	Environmental and Social Advisory Council
FASOS	Fallback ATM System for Operational Services Takeover
FIR	Flight Information Region
FRA	Free Route Airspace
FPD	Flight Procedure Design
GMC	Ground Movement Control
GRNS	Ground-based Radio Navigation Systems
HUM	Human Resources
IATA	The International Air Transport Association
IBL	Application software for meteorological workstations with hardware from IBL manufacturer
ICAO	International Civil Aviation Organisation
ICT	Information and Communication Technologies
IFR	Instrument flight rules
IFRS	International Financial Reporting Standard
ILS	Instrument Landing System
INO	International NOTAM Operations
IP	Internet Protocol
ISO	International Organisation for Standardization
LARA	Local and sub-Regional Airspace Management Support System
LNAV	Lateral Navigation
LSSIP	Local Single Sky Implementation



LYBE	Belgrade Airport
LYKV	Kraljevo Airport
LYNI	Niš Airport
LYPG	Podgorica Airport
LYTV	Tivat Airport
LYUZ	Ponikve Airport (Užice Airport / Ponikve)
LYVR	Vršac Airport
MESSIR	Application software for meteorological workstations with hardware from COROBOR manufacturer
MET	Aeronautical Meteorological Services
MET	Aviation Meteorological Staff
MOCTI	Ministry of Construction, Transportation and Infrastructure
MTBO	Mean Time Between Outages
MTOW	Maximum take of weight
NDB	NonDirectional radio Beacon
NMOC	Network Manager Operations Centre
NOTAM	A notice distributed by means of telecommunication containing information concerning the establishment, condition or change in any aeronautical facility, service, procedure or hazard, the timely knowledge of which is essential to personnel concerned with flight operations
OU	Organisational Unit
PAMS	Publish AIP Management System
PAR	Planning, Analysis and Reporting Department
PBN	Performance-based navigation
PSR	Primary Surveillance Radar
QMS	Quality Management System
RAT	Risk Analysis Tool
RS	Radar station



RW	Runway
RNP	Required navigation performance
SAF	Serbian Armed Forces
SAT	Site Acceptance Test
SAWAS	Serbian Airports Weather Acquisition System
SDO	Static Data Operations
SECSI FRA	South East Common Sky Initiative Free Route Airspace
SIGMET	Significant Meteorological Information
SMATSA	Serbia and Montenegro Air Traffic Services SMATSA Ilc
SMS	Safety Management System
SWIM	System Wide Information Management
SSR	Secondary Surveillance Radar
STO	Strategic Objective
Taf	Aerodrome forecast
TAR	Terminal Area Radar
TC	Telecommunications
TCC	Telecommunications centre
TER	Sector for terminal and airport air traffic control
TRE	Aviation personnel training sector
TWR	Tower
UHF	Ultra High Frequency
VCS	Voice Communication System
VMO	Aviation Meteorological Staff
VHF	Very High Frequency



09



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10



Appendices

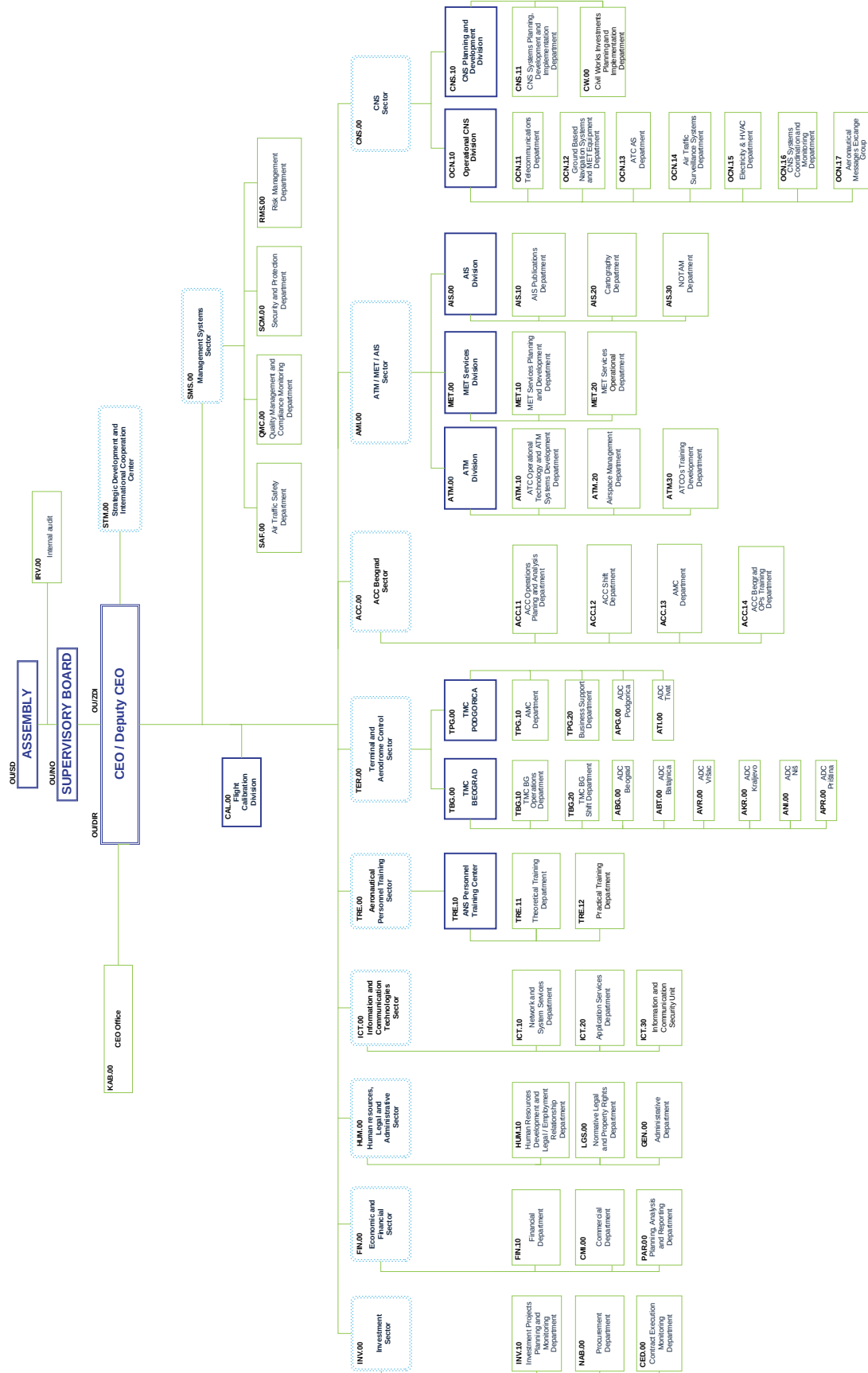
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10.1 APPENDIX 1 – ORGANISATIONAL STRUCTURE OF SMATSA LLC

SMATSA Organisational Structure





10.2 APPENDIX 2 – DECISION OF THE EUROCONTROL EXTENDED COMMISSION NO. 24/180 DATED 28 NOVEMBER 2024

EUROPEAN ORGANISATION FOR THE SAFETY OF AIR NAVIGATION

EUROCONTROL

- Decisions of the enlarged Commission -

DECISION N°24/180

relating to the determination of the unit rates for the period of application commencing 1 January 2025

THE ENLARGED COMMISSION,

Having regard to the EUROCONTROL International Convention relating to Co-operation for the Safety of Air Navigation amended at Brussels on 12 February 1981 and in particular Article 5.2 thereof,

Having regard to the Multilateral Agreement relating to Route Charges dated 12 February 1981, and in particular Articles 3.2(e) and 6.1(a) thereof,

On the proposal of the enlarged Committee and the Provisional Council,

HEREBY TAKES THE FOLLOWING DECISION:

Sole Article

The unit rates annexed to the present decision are approved and shall enter into force on 1 January 2025.

Done at Brussels on 28 November 2024,

Ullar Salumäe
President of the Commission



Unit rates applicable from 1 January 2025

ZONE	Global unit rate euro	Exchange rate applied 1 euro =
Belgium / Luxembourg *	120,60	-/-
Germany *	100,02	-/-
France *	80,07	-/-
United Kingdom	87,78	0,839938 GBP
Netherlands *	136,99	-/-
Ireland *	33,82	-/-
Switzerland	167,88	0,940600 CHF
Portugal Lisboa *	42,50	-/-
Austria *	65,72	-/-
Spain Continental *	66,31	-/-
Spain Canary *	51,89	-/-
Portugal Santa Maria *	8,25	-/-
Greece *	25,46	-/-
Türkiye **	37,08	-/-
Malta *	18,92	-/-
Italy *	75,05	-/-
Cyprus *	36,75	-/-
Hungary	35,98	394,567 HUF
Norway	54,06	11,7786 NOK
Denmark	90,76	7,45671 DKK
Slovenia *	65,25	-/-
Romania	49,38	4,97230 RON
Czech Republic	76,91	25,0753 CZK
Sweden	91,61	11,3496 SEK
Slovak Republic *	80,36	-/-
Croatia *	39,71	-/-
Bulgaria	29,54	1,95482 BGN
North Macedonia	46,66	61,3343 MKD
Moldova	219,27	19,2100 MDL
Finland *	76,09	-/-
Albania	49,23	98,7614 ALL
Bosnia and Herzegovina	27,54	1,95553 BAM
Serbia / Montenegro / KFOR	37,88	116,943 RSD
Lithuania *	65,66	-/-
Poland	93,43	4,27352 PLN
Armenia	45,17	428,997 AMD
Latvia *	63,51	-/-
Georgia	17,26	2,97681 GEL
Estonia *	86,99	-/-
Ukraine	41,23	45,7433 UAH
Ukraine South	16,23	45,7433 UAH

*: State participating in the EMU.

** : State establishing its cost base in euro.



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