



**ASUR**  
AEROPUERTOS DEL SURESTE

# 2025 Annual Sustainability Report

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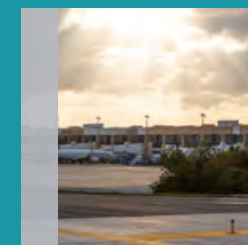
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# 1

# INTRODUCTION

We operate  
**16 airports**  
in 3 countries

**2,218**  
employees

**\$89,246 million**  
Mexican Pesos  
in total assets











# 2

# COMMITMENT TO SUSTAINABILITY

## ACA Level 3

renewal of accreditation in Mexico and Level 2 in Puerto Rico

Review and update of the **sustainability strategy**

Approval of the **natural resource conservation strategy** and the establishment of partnerships



At ASUR, we understand the importance of aligning our strategic objectives and operations with environmentally sustainable and socially just economic growth. Likewise, we focus our efforts on developing and implementing initiatives that contribute to addressing emerging global challenges.

In 2025, ASUR implemented significant strategies related to sustainable development:

- Review and update of the sustainability strategy
- Approval of the natural resource conservation strategy and the establishment of partnerships for biodiversity conservation
- Renewal of Level 3 accreditation in the ACA program for airports in Mexico and Level 2 accreditation in Puerto Rico

### SUSTAINABILITY GOVERNANCE

Our Sustainability Committee oversees, evaluates, and approves the sustainability strategy. It also monitors and provides feedback on environmental, social, and governance (ESG) risks and opportunities. This Committee reports directly to the Board of Directors.

At the operational level, the area of sustainability and social responsibility falls under the Group's Strategic Planning and Corporate Governance Management.

Finally, the guidelines for the company's decision-making and behavior are outlined in our [Sustainable Development Policy](#)

## Reporting and global commitments to sustainable development



Our sustainability strategy is in line with the 17 SDGs and contributes to achieving 65 specific targets



Mexican airports are signatories of Global Compact since 2005



We implemented GRI reporting standards in 2008



Committed to the initiative submitting our objectives in 2026



9 airports certified at level 3 under the ACA program  
1 airport in Puerto Rico certified at level 2



Platinum Certification in Huatulco  
Gold Certification in Cozumel



9 airports in Mexico with environmental management systems Certified under ISO 14001 standard



9 airports in Mexico with Environmental Quality Assurance Certification from the Mexican Environmental Protection Agency (Profepa)



9 airports in Mexico with "Distintivo S" Certification endorsed by Mexican Ministry of Tourism



Questionnaire submitted for 6<sup>th</sup> year running



Questionnaire submitted for 13<sup>th</sup> year running



Assessed with low ESG risk



Rating of A in ESG risk and opportunity management



Number 233 in Corporate integrity and anticorruption ranking, with 500 selected companies




Socially Responsible Company since 2008



### STRATEGIC OBJECTIVES AND PROGRESS TO 2025

As a result of the review and update of our sustainability strategy, we present our strategic objectives, which are measurable, as well as the progress made in 2025.

	Strategic objectives	Performance in 2025
 <p><b>GOVERNANCE</b></p>	<p>Maintain at least 36% female representation on the Board of Directors.</p>	<ul style="list-style-type: none"> <li>• 11 members on the Board of Directors, of which 4 are women.</li> </ul>
	<p>Maintain the results of our user satisfaction surveys at least at the same score as the previous year.</p>	<ul style="list-style-type: none"> <li>• The results of the customer satisfaction surveys for Cancun Airport are:                             <ul style="list-style-type: none"> <li>- Overall satisfaction: 4.11 (+0.06 vs. 2024)</li> <li>- Overall experience: 3.97 (+0.05 vs. 2024)</li> </ul> </li> </ul>
	<p>Implement complaint management mechanisms that generate quantitative data (2028).</p>	<ul style="list-style-type: none"> <li>• Documentation of complaints received in 2025 through our online channels. This information will begin to be systematized.</li> </ul>



Veracruz Airport



**Strategic objectives**

**Performance in 2025**

Establish partnerships with private organizations and associations that promote the protection of human rights within and outside the company, as well as promotional and awareness-raising actions (2025-2050).

- 8 ASUR airports have entered into a collaboration agreement with UNICEF to contribute to the understanding and exercise of the rights of children and adolescents, as well as to raise awareness among airport staff.
- Huatulco Airport has adopted the National Code of Conduct for the Protection of Children and Adolescents in the Travel and Tourism Sector (CCN).

Update to the human rights due diligence procedure (2027).

- Documentary review of the current procedure.

Increase the training and capacity building hours for our employees compared to the previous year.

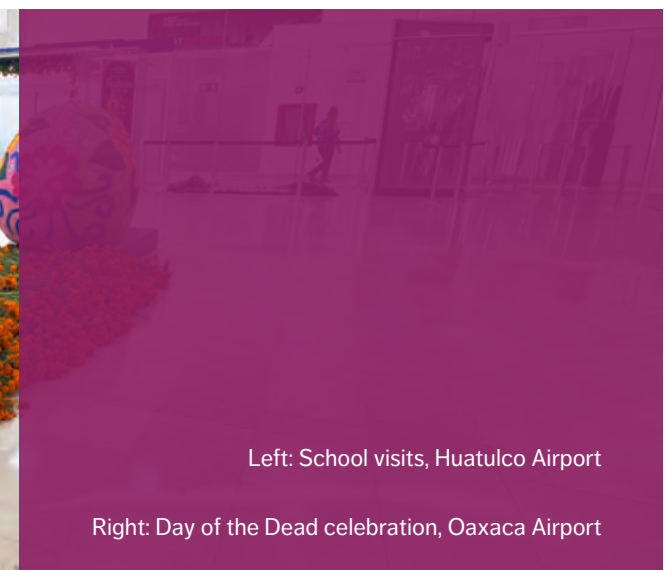
- We increased training hours by 7% for airports in Mexico.
- Investment of \$21 million Mexican pesos in the development of our people.

Reduce the gender pay gap compared to the previous year.

- In 2025, the wage gap in Mexico was 3.3%, last year the gap was 7.8%.

Establish mechanisms to collect ESG information from our value chain (2030).

- Engagement with our value chain to quantify GHG emissions.



Left: School visits, Huatulco Airport

Right: Day of the Dead celebration, Oaxaca Airport



**SOCIAL**

**Strategic objectives**

**Performance in 2025**

Development and systematization of programs that strengthen the culture of safety and health and reduce the rate of recordable incidents to 1 (2030).

- 28% reduction in the total number of recordable incidents.
- Implementation of preventive health days.
- Disease prevention and awareness campaigns.
- Establishment of collaboration agreements for airport security.
- Celebration of Safety Week.

Generate information on the representation of Indigenous people (i.e., those who speak an Indigenous language, identify as Indigenous, or live in a home with a family member who speaks an Indigenous language), as well as groups with disabilities, within our workforce.

- Development of internal procedures for information gathering.

Increase the number of people supported through the Sustainable Social Investment Program compared to the previous year.

- 81 people directly supported in 2025, 183 indirectly supported.

Allot at least between 0.2% and 0.3% of EBITDA from previous year for social investment in socially profitable projects that benefit local communities (2050).

- In 2025, we increased the amount allocated to our sustainable social investment program.
- New partnerships with environmental and social objectives were established.



Left: School tour, Veracruz Airport

Right: Health campaign, Oaxaca Airport



**ENVIRONMENT**

**Strategic objectives**

**Performance in 2025**

Water resources: Reduce the Group's net water consumption per passenger by 50% (2040).  
Baseline 2025.

Waste: Send zero waste to landfill (2050).

Keep our noise levels below the limits set by the relevant authorities, avoiding impacts on communities and biodiversity.

Achieve a net positive impact on biodiversity, as well as net zero deforestation, taking into consideration the Group's expansion projects (2035).

- Installation of rainwater harvesting systems in the 9 Mexican airports.
- Development of circular economy initiatives at Cancun Airport, which accounts for 90% of the waste generated by the Group in Mexico.
- Increase in the percentage of waste recycled compared to the previous year.
- In 2025, we did not receive any complaints related to aircraft noise.
- Approval of ASUR's environmental conservation strategy.
- Implementation of the mangrove restoration project in the Sian Ka'an Biosphere Reserve.



Left: Beach clean-up activities

Right: Reforestation campaigns, Huatulco Airport



**AMBIENTAL**

**Strategic objectives**

**Performance in 2025**

Carry out actions of education, promotion and awareness of environmental care inside and outside the organization (2023-2050).

- Delivery of courses and workshops related to:
  - Greenhouse gases and energy conservation
  - Growing edible plants for personal consumption
  - Conservation of protected natural areas
  - Environmental education in universities
  - Environmental regulations

Obtain 95% of energy from clean, renewable sources (2030).

- Installation of solar panels at the Puerto Rico airport.
- Commissioning of two additional solar power generation systems at the Mérida airport.

Achieve carbon neutrality at all airports operated by ASUR (2030).

- Installation of new solar power generation systems.
- Calculation of direct GHG emissions for our entire airport portfolio.
- Development of reforestation projects in southeastern Mexico.

Operate with net zero emissions, including our value chain (reduce at least 90% of our emissions and neutralize the remaining ones) (2050).

- Scope 3 greenhouse gas (GHG) emissions calculation for airports in Mexico.
- Scope 1 and 2 GHG emissions calculation for airports in Colombia.



Left: Endemic agave plants, Oaxaca Airport

Right: Sustainable tourism activities in Yucatán, a project supported through the Sustainable Social Investment Program

# 3

# ETHICS AND GOVERNANCE

**36.4%**

women on our Board of Directors

**100%**

attendance at Board of Directors  
and committee meetings

**100%**

of employees who received training  
on the Code of Ethics.





### Shareholders' Assembly

In compliance with Mexican law, ASUR's shareholders represent the highest authority within the company.

Shareholder meetings are held at least once a year to vote on the most important matters, including those requiring shareholder approval under the law. The company adheres to the provisions of the Securities Market Law in all aspects, including notices of meetings, the quorum required to hold a shareholder meeting, the rights of minority shareholders, and the topics to be discussed at ordinary and extraordinary meetings, as applicable.

### Board of Directors

The Board of Directors reports to the company's shareholders and, in turn, receives reports from the five committees. It is also responsible for making strategic decisions regarding the company's business operations.

As strategic governance objectives, by 2025 we achieved 36.4% female representation on the Board of Directors, 63.6% independent directors, and, in the long term, the goal will be to reduce overboarding.



Cancun International Airport



For more information on the company's share structure, please review our [Annual Financial Report](#).

#### FERNANDO CHICO PARDO

*Chair of the Board of Directors*

#### Non-Independent

**Age 74 / Member since 2005**

Appointed to the Board of ASUR by ITA, the Company's Strategic Partner, and represents the BB series of shares. He is the founder and President of the private investment banking enterprise Promecap, S.C., and Co-President of the port and rail operator Carrix, Inc. Previously, Mr. Chico Pardo has been partner and Acting CEO of the banking institution Grupo Financiero Inbursa, S.A. de C.V. (Mexico), a member of the United Nations Joint Staff Pension Fund Standing Committee, a member of the Board of the United Nations Global Compact, President of the Iberoamericana University Endowment Fund, and Mexico Representative for Standard Chartered Bank (London). Mr. Chico Pardo has also been on the Boards of Directors of Grupo Financiero Inbursa, BBVA Bancomer, Condumex, Grupo Carso, Sanborns Hermanos, Sears Roebuck de México, Bombardier, Proactiva México, and Grupo Posadas de México.

#### PABLO CHICO HERNÁNDEZ

#### Non-Independent

**Age 41 / Member since 2021**

Graduated from the Iberoamericana University in Mexico City with a degree in Business Administration, and obtained an MBA at Southern Methodist University in Dallas, TX, specialising in Finance and Entrepreneurship. He has worked for Promecap, S.C., and for Prudential Bank Mexico, where he was in charge of a US\$100M fund that was indexed to the Mexican Stock Exchange. He currently works for SSA Marine, a marine and rail transport logistics company based in Seattle, WA.



We achieved  
**36.4%**  
female representation  
on the Board of  
Directors.

**AURELIO PÉREZ ALONSO**

**Non-Independent**

**Age 54 / Member since 2012**

Deputy Chief Executive Officer of Grupo ADO since 2006, and has been a member of that company’s Board of Directors since 2005. Before joining the Group in 1998, Mr. Pérez Alonso was a consultant for Arthur Andersen. Currently he is also the Chairman of the Board of Directors of CANAPAT (Mexico’s National Chamber of Intercity and Tourism Transportation).

**JOSÉ ANTONIO PÉREZ ANTÓN**

**Non-Independent**

**Age 53 / Member since 2012**

As Chief Executive Officer of Grupo ADO, one of the largest inter-city bus companies in Mexico, he has broad experience in the transport industry in this country. Mr. Pérez has been a member of the Board of Directors of Grupo ADO since 2005. He has a degree in Industrial Engineering from the Anáhuac University and a Master’s in Intermodal Transport from the University of Denver. Mr. Pérez Antón is currently an independent member of the board of directors of Santander México bank, and is also on the boards of the non-profit institutions CREO and the Mexican Business Council. He is also the Vice President of CANAPAT (Mexico’s National Chamber of Intercity and Tourism Transportation), and is a Councillor at ITI (Intermodal Transportation Institute, based in Denver). He is also a member of the CCE (Mexico’s Business Coordination Board).

**DIANA M. CHÁVEZ**

**Independent Director Specialized In Esg And International Relations**

**Age 54 / Member since 2021**

Has extensive experience leading multi-stakeholder programs focused on sustainable development. She served as Vice-Chair of UNITAR’s Board of Trustees and directed the UN Global Compact’s Regional Center for Latin America and the Caribbean. Additionally, she has led foreign investment projects in emerging economies and was the first woman to chair the UN Forum on Business and Human Rights. Her career spans sustainability, diplomacy, and international mergers. She holds degrees in English literature, national security, negotiation, international relations, and business administration.

**RASMUS CHRISTIANSEN**

**Independent Director Specialized In Airport Operations**

**Age 74 / Member since 2007**  
Previously the CEO of Copenhagen Airports International A/S. Prior to that he was the Vice President of Copenhagen Airports International A/S, Director of Development and Acquisitions at Copenhagen Airports International A/S, Director of an import/export concern based in Hungary, Vice President of Dolce International, International Hotel Development & Operations, and CEO of the Scanticon Conference Center. Mr Christiansen’s current positions include board member of Copenhagen Airports International A/S and of Glostrup Park Hotel A/S.

**BÁRBARA GARZA LAGÜERA GONDA**

**Independent Director Specialized In Commercial Operations**

**Age 66 / Member since 2020**

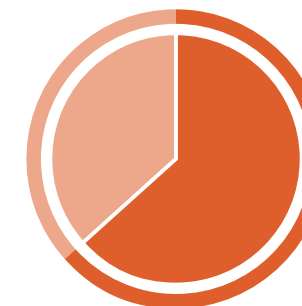
Graduated with Bachelor’s and Master’s Degrees in Business Administration from the Instituto Tecnológico y de Estudios Superiores de Monterrey. She is an active member of the board of directors of FEMSA, and Vice-Chair of the board of directors of Tec de Monterrey Mexico City. She is also a member of the following boards of art and charity associations: Fondo para la Paz, Museo Franz Mayer, Museo de Arte Contemporáneo de Monterrey, and chair of the Committee to Develop the FEMSA Collection.

**FRANCISCO GARZA ZAMBRANO**

**Independent Director Specialized in Infrastructure and Construction Sector**

**Age 70 / Member since 2001**

Graduated with a degree in Business Administration from the Instituto Tecnológico y de Estudios Superiores de Monterrey and also has a Master’s in Business Administration from Cornell University. He is a member of the boards of directors of Acosta Verde, Autlán, Cydsa, and RLH Properties. He is also on the boards and technical committees for the following non-profit institutions: the University of Monterrey, the Roberto Garza Sada Centre for Art, Architecture and Design of the University of Monterrey, the Bank of Mexico, and Nacional Financiera (NAFIN).



**63.6%**  
are Independent Directors.



### Attendance rates for each member of ASUR Corporate Governance Bodies

The Board of Directors, the Operations Committee, and the Acquisitions and Contract Committee hold four regular meetings per year, while the Audit Committee holds five, the Nominations and Compensations Committee holds two, and the Sustainability Committee holds three. The Board and the Committees may also convene extraordinary meetings as needed.

In 2025, the Board of Directors met five times, the Audit Committee five times, the Operations Committee four times, the Acquisitions and Contract Committee four times, the Nominations and Compensations Committee three times, and the Sustainability Committee four times (one extraordinary meeting). Attendance was 100% at all meetings.

### Executive Compensation and Remuneration

Only in Mexico do members of the Board and Committees receive a fixed fee for each meeting they attend. These fees are proposed annually by the Nominations and Compensation Committee according to market standards and are subsequently submitted to the Shareholders' Meeting for approval, if applicable. If approved by the company's shareholders, the corresponding amounts are published along with the other resolutions of the meetings.

The aggregate sum paid out by the company to Board and Committee members is reported in the relevant section of the Annual 20-F Report submitted to the Securities Exchange Commission and totaled \$12.1 million pesos in 2025. As of yearend 2025, the members of each corporate governance body received the following fees in Mexican pesos:

Board of Directors	\$100,000.00
Operations Committee	\$100,000.00
Nominations and Compensations Committee	\$100,000.00
Audit and Corporate Practices Committee	\$135,000.00
Acquisitions and Contract Committee	\$35,000.00
Sustainability Committee	\$50,000.00

Amounts in Mexican Pesos.

### Attendance rates for each member of ASUR Corporate Governance Bodies

Name	Board of Directors	Audit Committee	Nominations Committee	Operations Committee	Acquisitions Committee	Sustainability Committee	TOTAL
Fernando Chico	100%		100%	100%	100%		100%
Pablo Chico	100%			100%			100%
José Antonio Pérez	100%		100%	100%			100%
Aurelio Pérez Alonso	100%				100%		100%
Bárbara Garza	100%		100%				100%
Diana Chávez	100%					100%	100%
Heliane Steden	100%						100%
Isabel Prieto	100%	100%					100%
Rasmus Christiansen	100%			100%	100%		100%
Francisco Garza	100%	100%		100%			100%
Guillermo Ortiz	100%	100%					100%
<b>TOTAL</b>	100%	100%	100%	100%	100%	100%	100%

Compensation for all of the company's executive officers includes a fixed part and a performance-indexed part linked to a series of strategic objectives, which include environmental, social and/or corporate governance metrics.

Fixed compensation generally represents 70% of total compensation, while variable compensation represents 30%. The aggregate sum paid out in compensation to the company's 21 executive officers in Mexico, Puerto Rico and Colombia is reported in the relevant section of the Annual 20-F Report submitted to the Securities Exchange Commission, and amounted to 191 million pesos in the year 2025.

### RISK MANAGEMENT

Risk management is a key factor for the company's sustained growth and continuity. Identifying and managing the risks inherent in our operations not only helps us mitigate business disruptions but also helps us prepare to address future challenges.

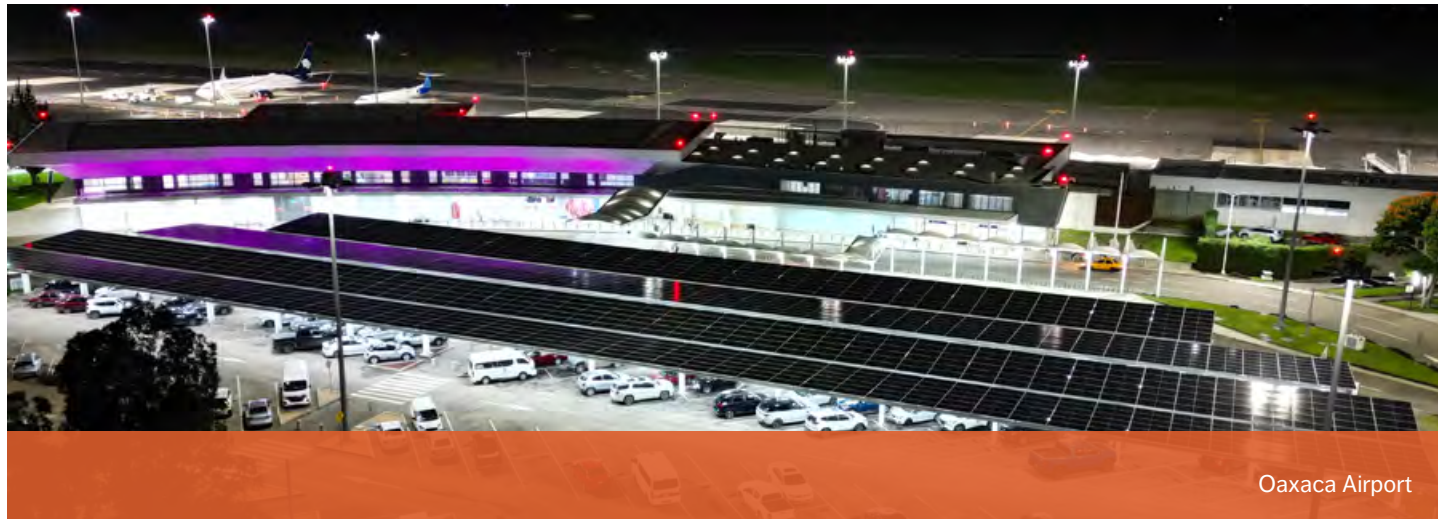
ASUR's risk analysis is conducted annually and is based on the methodology established by ISO 31000. In its most recent analysis, the company identified 48 risks assessed across seven dimensions: human, economic, operational, environmental, reputational, social, and commercial. Each risk is evaluated according to its exposure and probability of occurrence. These risks are managed by the Audit Committee in its role as the Risk Committee.

According to the 2025 risk assessment, we identified ten significant risks to which the business could be exposed, including hurricanes and natural disasters, regulations applicable to our business, and risks inherent in construction projects, among others.

For each risk, the Group has prevention, management, transfer, control, and mitigation actions in place, all of which are reflected in its operating strategy.



Identifying and managing the risks inherent to our operations helps us mitigate business disruptions and prepare to address future challenges.



Oaxaca Airport

The reports published by ASUR with the Mexican and U.S. stock market authorities contain more specific data on ASUR's risk analysis, which encompasses both risks to the company itself and risks that could negatively affect its stakeholders.

### DATA PRIVACY AND CYBERSECURITY

To further strengthen the trust of our stakeholders, we carefully manage information security through corporate procedures and policies, always from a preventative approach, guaranteeing the integrity and, where applicable, confidentiality of information related to our clients, employees, value chain, and users in general. The company's cybersecurity governance is the responsibility of the Information Technology (IT) Management.

In line with our policies, we have very strict plans for responding to cybersecurity incidents. The plan was last updated in 2023, and given the nature of its content, this information is not publicly available.

The security measures in place, for example, are subject to regular penetration tests by specialized external consulting firms. Our Internal Auditing Department also has staff members with IT expertise who carry out continuous assessments of all cybersecurity processes, to keep our systems running optimally.

During the reporting year, we detected an attempted data breach at the Puerto Rico Airport. However, thanks to our security measures, the appropriate mechanisms were implemented promptly and the incident was contained.

Regarding data privacy, data pertaining to our stakeholders is managed under our [Privacy Notice](#), which is public. It is important to note that, as an airport operator, we do not manage any personal data of passengers traveling through our airports. This information is handled exclusively by third parties operating within our airports, such as airlines and federal authorities.

### BUSINESS ETHICS AND LEGAL COMPLIANCE

ASUR's operations in all of the regions and countries where we are present are founded on a series of core values: safety, honesty, respect, responsibility, quality and excellence, teamwork, commitment and confidentiality. Since 2005, Grupo Aeroportuario del Sureste, S.A.B. de C.V. is a signatory of the United Nations Global Compact and we conduct our business in accordance with the UNGC's ten principles relating to human rights, working standards, environment, and anticorruption.

### Code of Ethics

We have a written Code of Ethics that establishes the ethical standards for upholding these values. The Code of Ethics outlines the company's general obligations and the obligations of its stakeholders, including those throughout the value chain. This Code is subject to regular review by the Audit Committee.

By 2025, 100% of the company's employees had received training on the Code of Ethics. Also, on an annual basis, employees, members of the Board of Directors, and members of corporate governance committees are required to certify in writing that they are familiar with and have not violated the Code of Ethics.

### Reporting system

As established in the Code of Ethics, ASUR is committed to zero tolerance for any act of corruption. We encourage all our stakeholders to report any act of corruption or abuse, and we are committed to handling these reports in a timely, efficient, and immediate manner.

Reports can be submitted through various channels: via the contact form on the website, a toll-free telephone line (01800-280-ASUR), or the email address of the Internal Reporting System ([cod\\_conducta@asur.com.mx](mailto:cod_conducta@asur.com.mx)). Airports also have physical suggestion boxes located in public areas.

A total of 59 reports were filed in the internal system during the year. These reports could be related to both internal and external matters. Of these reports, 42 were deemed valid, of which 19 were of major importance, 13 of medium importance, and 10 of minor importance.

Of the relevant issues detected by the Internal Audit Department during the year, most were related to internal procedures and unethical conduct. In these cases, the necessary remedies were implemented and disciplinary measures were applied.



Read our most recent update of our

## [Code of Ethics](#)

(November 2020)



### Reports:

- Toll-free number **01800-280-ASUR**
- Email **[cod\\_conducta@asur.com.mx](mailto:cod_conducta@asur.com.mx)**
- Suggestion boxes located at airports

During the reporting year, the company did not incur any fines or penalties as a result of any corruption cases.

### HUMAN RIGHTS

As a Group, ASUR recognizes that respect for the human rights and freedoms established in the Universal Declaration of Human Rights is a fundamental corporate responsibility that involves employees, customers, the value chain, and business partners.

Since 2007, ASUR has a written [Policy on Human Rights](#) in which the company formally sets forth its commitment to upholding and promoting human rights.

The Policy, together with our Code of Ethics, and the principles of the UN Global Compact set the standards for the conduct of the company both internally with its own employees, as well as externally with its value chain and the communities in general.

Among our human rights objectives, we seek to build sectoral and intersectoral alliances with initiatives aimed at safeguarding and promoting human rights, as well as updating our human rights due diligence process.

#### Due diligence procedure in human rights

As part of the company's risk analysis, ASUR conducts assessments of potential human rights issues that may arise as a result of or in connection with the company's operations.

The due diligence procedure is the same as that described in the [Reporting system section](#). In addition, the Internal Auditor also implements a quarterly review program to detect any irregularities in the operations of our company and third parties, such as concessionaires, service providers, and contractors. All third parties are obligated under the contracts they sign with ASUR to comply with our human rights standards in areas such as formal employment, forced and child labor, freedom of association, the right to collective bargaining, and non-discrimination, among others. Any breach of these standards must be remedied and may result in the termination of the contract in question.

#### Cases Identified Involving Human Rights Violations and Remediation Mechanisms

During 2025, 18 complaints were identified involving potential breaches of our Code of Ethics standards related to human rights, both by employees and persons unrelated to the company. All these complaints were investigated by the Internal Audit Department, with the following results: 3 cases were deemed inadmissible and the remaining complaints, mainly related to cases of discrimination and harassment, were duly investigated and appropriate remediation measures were taken.



Security checkpoints at Cancun Airport



*The Policy, together with our Code of Ethics, and the principles of the [UN Global Compact](#) set the standards for the conduct of the company.*

# 4

# SOCIAL

**81 people**  
directly benefited through our Sustainable Social Investment Program; 36% are women

**132,545 hours**  
of training provided to our staff

**3.3%**  
reduction of the gender pay gap in Mexico



Our primary commitment and responsibility to society is to generate the greatest possible value for all those we impact, directly or indirectly. For us, it is important to emphasize that we operate with an approach based on recognizing, respecting, and preserving the cultural value we find in each region where we operate.



Self-Care Campaign, Airplan

**PROGRESS BY 2025:**

- 81 people directly benefited through our Sustainable Social Investment Program; 36% are women
- 132,545 hours of training provided to our staff
- Reduction of the gender pay gap in Mexico to 3.3%
- 8 ASUR airports have a collaboration agreement with UNICEF to contribute to the knowledge and exercise of the rights of children and adolescents
- Huatulco Airport adopted the National Code of Conduct for the Protection of Children and Adolescents in the Travel and Tourism Sector (CCN)

**HUMAN CAPITAL**

At ASUR, we recognize that our human capital is the driving force behind the business’s growth, and therefore we always strive to ensure that our airports provide a secure source of employment. We are committed to providing decent working conditions in all subsidiaries within the Group, as well as throughout the value chain. To this end, we have a series of written policies covering various aspects such as recruitment practices, holiday entitlements, work-life balance, health and safety, and equality and inclusion.

*Within the organization, labor matters are the responsibility of the company's Human Resources Manager.*

The total number of employees across the Group increased from 2,160 in 2024 to 2,218 in 2025, representing a 2.7% year-over-year growth. As of December 31, 2025, 19% of ASUR’s employees are unionized.

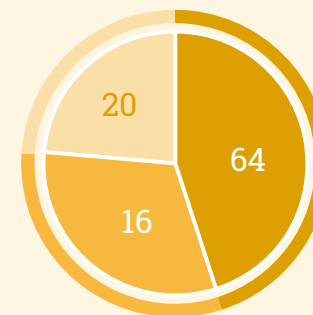
Of the 2,218 employees in the Group, 33% are women. Of the company’s 21 CEOs, 4 are women (19%). Of the 116 employees in management positions, 26% are women. Among the remaining 2,081 employees, 34% are women.



Plant donations to members of the airport community, Mérida Airport

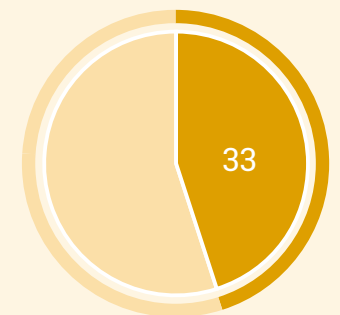
	Total	Unionized	%	Non-unionized	%
<b>ASUR (Mexico)</b>	1,427	396	28%	1,031	72%
Cancún	819	171	21%	648	79%
Mérida	134	46	34%	88	66%
Cozumel	74	36	49%	38	51%
Veracruz	73	27	37%	46	63%
Villahermosa	76	29	38%	47	62%
Tapachula	50	24	48%	26	52%
Mexico City	47	0	0%	47	100%
Oaxaca	68	27	40%	41	60%
Huatulco	51	20	39%	31	61%
Minatitlán	35	16	46%	19	54%
<b>Aerostar (Puerto Rico)</b>	354	19	5%	335	95%
<b>Airplan (Colombia)</b>	437	0	0%	437	100%
<b>GRAND TOTAL</b>	2,218	415	19%	1,803	81%

**Employees by region**  
(percentage)



● MEXICO ● PUERTO RICO ● COLOMBIA

**Group's female employees**  
(percentage)



**Benefits and compensation**

As a fundamental part of our employees' well-being, we offer a variety of benefits, providing them with compensation that exceeds legal requirements. Compensation packages vary depending on the nature of each employee's contract, but generally include:

- ✓ Vacation entitlement and yearend bonuses that surpass those required by law
- ✓ Medical insurance for employee and immediate family (spouse and children)
- ✓ Parental leave
- ✓ Life insurance
- ✓ Savings fund
- ✓ Vouchers for groceries
- ✓ Training and scholarships
- ✓ Special leave for educational purposes
- ✓ Monthly contribution to pay for childcare services (unionized employees)
- ✓ Compassionate leave
- ✓ Contribution toward funeral expenses (unionized employees)

In addition to the above, the principle of freedom of association is guaranteed in our company through our Code of Ethics and policies. This information is provided to all new employees as part of the onboarding process and is reinforced annually with awareness campaigns.

**Communication with our employees**

The company has a written open-door policy, according to which all employees are free to approach any member of management with questions, suggestions, or complaints at any time. Staff also have the option of submitting grievances through the internal reporting systems of the Human Resources Department or the Audit Department.

Furthermore, through the Internal Communications area, the company conducts daily press monitoring on various topics related to the organization and the airport sector, which is shared with employees daily to keep them apprised of current events.

**“Mi Campus ASUR”** is a virtual platform with technical, regulatory, and professional development courses that our employees.



**Capacity building**

As part of our commitment to workforce development, ASUR offers “Mi Campus ASUR”, a virtual platform with technical, regulatory, and professional development courses that our employees can choose and access as and when they wish, thus facilitating their learning. Course content includes topics such as human development and financial literacy, aiming to support not only the technical and operational learning related to their work activities but also their personal growth. In addition to “Mi Campus ASUR”, the company has an ongoing training program for employees at all its locations, primarily focusing on topics related to airport security.



We provide individual support for employees to take courses, from basic education to postgraduate studies.

Finally, a capacity-building program has also been established for airport employees, administrative staff, contractors, and other key workers, based on an analysis of strategic training needs. This program covers everything from technical and operational matters to strategic issues and languages, as the objective is to respond to the specific needs of each area and each individual. Similarly, the company also provides individual support for employees to take courses that complement their professional activities or to advance their education, from basic education to postgraduate studies.



Aeronautical community fair, Airplan

**2025 Capacity-building work hours**  
provided to company employees and airport communities

	Hours
Mexico	113,339
Puerto Rico	2,956
Colombia	16,250
<b>TOTAL</b>	<b>132,545</b>

This represents a 2% increase over the total training hours in 2024.

*\* Hours calculated based on the total duration of the courses, multiplied by the number of trainees.*



**\$21 million**

invested in Mexican pesos in the development of our employees.

**Employee attraction and retention**

At ASUR, all talent recruitment and selection processes are governed by the principles of diversity and gender equity.

Regarding talent retention, as discussed in previous sections of this report, we strive to be the best option for our employees by offering them job stability and dignified working conditions, as well as full development of their skills and professional growth. For example, it is essential for us that our own staff be the first choice whenever a selection process opens, thus fostering a culture of internal growth. In addition, all our employees receive performance reviews at least annually.

Thanks to the above, we are proud to report that during the reporting period, we achieved a staff turnover rate of 4.49% at our Mexican airports. This rate is calculated based on the total number of voluntary departures and involuntary terminations; it does not include employees of the subsidiary Cancún Airport Services, S.A. de C.V., nor does it include employees of retirement age (60 years or older). In the case of Colombia and Puerto Rico, the turnover rates were 10.6% and 15%, respectively.

**Value chain**

The vast majority of companies in ASUR's supply chain are local, with the exception of some specialized equipment suppliers. The most significant services directly contracted by ASUR at all its airports are cleaning services, security services, and construction services for expansions and improvements to airport infrastructure.

These three types of contractors form the first tier of ASUR's supply chain, and in accordance with our human rights policies and Code of Ethics, the employees of service providers and contractors enjoy the same protections as our direct employees. The Internal Audit Department conducts contractor reviews based on a program submitted for approval by the Audit Committee, and employees in our supply chain can also file complaints through the Internal Complaints System.

ASUR is working on implementing a system that integrates data from first-tier contractors into ESG standards. As a first step, we have begun to gather information on carbon emissions across the value chain, in order to collaborate in its reduction.



We are working on implementing a system that integrates data from first-tier contractors into ESG standards.



ARFF Firefighters, Cancun Airport

### EQUALITY, DIVERSITY AND INCLUSION

Although issues of discrimination and equal opportunities are addressed in our Code of Ethics and Human Rights Policy, ASUR also has a [Policy on Equality, Diversity, and Inclusion](#). Through this Policy, we recognize the right of all our stakeholders to develop in an environment of respect and inclusion that guarantees equal opportunities.

In accordance with the methodology suggested by the United Nations, we present the gender pay gap calculated as the difference between the average salary of men and women, divided by the average salary of men. The results indicate the percentage difference between the salaries of men and women at a given level. As of the end of 2025, the pay gaps are as follows:

MEXICO				
Level	Executive	Manager	Operative	Total
Gap	N/A	33.3%	-16.8%	3.3%
PUERTO RICO				
Level	Executive	Manager	Operative	Total
Gap	N/A	10.4%	15.0%	16.9%
COLOMBIA				
Level	Executive	Manager	Operative	Total
Gap	-35.1%	27.6%	6.3%	-5.9%

In the short term, as a strategic objective, we aim to reduce the gender pay gap. Compared to the previous year, the gap in Mexico is smaller in 2025, but it has increased in Puerto Rico. In Colombia, the overall gap is negative, indicating that women earn more.

The number of women on the company’s Board of Directors remains at four out of eleven members (36.4%) at the end of 2025. Of the 75 new hires across Mexico in 2025, 27% were women.

Finally, we affirm that ASUR does not tolerate any act of discrimination or harassment in any form. In the event of any formal complaint regarding discrimination or harassment, we reiterate to our employees the availability of various direct communication channels with the Human Resources or Internal Audit departments.



In the short term, as a strategic objective, we aim to reduce the gender pay gap

### HEALTH AND SAFETY

Due to the nature of our operations, optimal health and safety management has been a guiding principle upon which the continuity of our business depends. Currently, this aspect is one of the most important issues in both our materiality analysis and our risk management.

Aware of this, we have built a health and safety culture based on prevention and focused on meeting the highest operational safety standards, always safeguarding the well-being of our users and employees.

#### User safety

The company has written manuals and procedures designed to ensure the safety of our users. These procedures cover aspects such as active and passive safety, operational safety, occupational health, and emergency and contingency plans and drills. Many of these procedures are subject to approval by the relevant aeronautical authorities.

Regarding our facilities, all airport infrastructure is safely accessible to people with disabilities. In fact, Cozumel Airport received the Inclusive Tourism Seal from the Ministry of Tourism again in 2025, as well as the Airport Accessibility Improvement Accreditation certificate awarded by the Airports Council International (ACI).

We continuously work to identify areas of opportunity and improve our facilities, incorporating feedback from the airport communities.



Cozumel Airport received the Inclusive Tourism Seal from the Ministry of Tourism again in 2025.

27% OF NEW HIRES IN 2025 WERE WOMEN.

### Occupational Health Management System

The right to physical integrity, and therefore a safe workplace, is part of the company’s written policies and constitutes a fundamental pillar for the management of our human resources.

In addition to complying with the regulations of each country, the company implements internal procedures to ensure the safety and well-being of both our employees and members of the public. These procedures are formalized in manuals and through the formation of health and safety committees. The manuals establish both preventive and corrective actions to promote a safe airport environment and clearly describe responsibilities, structures, and lines of authority. Furthermore, health and safety promotion events, such as Safety Week, are also held.

During 2025, the Total Recordable Incident Rate (TRIR) was 1.58, 28% lower than the previous year. According to internationally accepted methodology, this figure is calculated based on the total number of incidents, multiplied by 200,000, divided by the total number of hours worked. ASUR’s objective is to reduce this rate each year.

*We are pleased to announce that we achieved a zero fatality rate in 2025.*

### INVOLVEMENT WITH OUR COMMUNITIES

We are aware of the enormous environmental and socio-cultural value of the areas where our airports are located. The southeast region of Mexico alone is home to more than half of all speakers of indigenous languages in the country. Therefore, we engage with our communities with the utmost respect for their identity, always using a participatory approach that recognize their input and instill a sense of ownership.

Due to the location and nature of our operations, this engagement with the community is carried out through two programs: the Local Airport Initiatives Program and the Centralized Sustainable Social Investment Program.

#### Local airport initiatives

Historically, ASUR airports have been involved in a wide range of local community projects. Most of these projects are selected and managed by each airport individually, both to better respond to the specific needs of each location and to promote a sense of ownership.



Educational activities, Huatulco Airport

In general, the following initiatives were carried out in 2025:

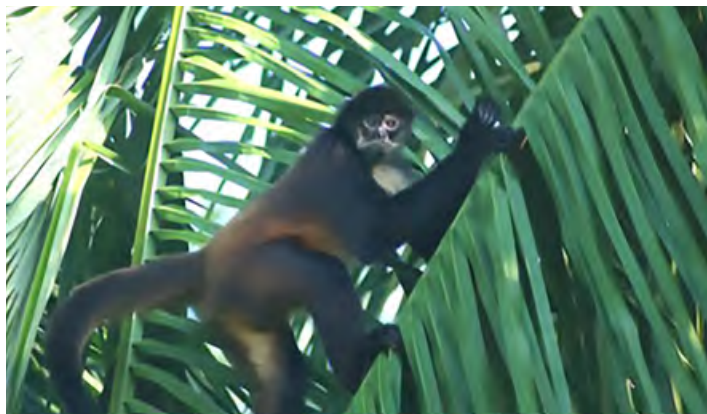
- **Cultural and educational activities:** school trips, cultural exhibitions, educational courses and workshops, and promotion of the cultural richness of the destinations where our airports are located.
- **Health and wellness activities:** collaboration agreements for safety and health, preventive health campaigns, agreements for organ donation, and workshops to raise awareness against human trafficking.
- **Volunteering:** beach cleanups, conservation activities for loggerhead (*Caretta caretta*) and green (*Chelonia mydas*) sea turtles in Cozumel, and tree donations and reforestation in communities in Huatulco, Minatitlán, and Oaxaca.
- **Philanthropic activities:** cash and in-kind donations to civil society organizations.

	2024			2025		
	No. incidents	Hours worked	TRIR	No. incidents	Hours worked	TRIR
Mexico	34	2,850,432	2.39	12	2,575,560	0.93
Puerto Rico	7	658,331	2.13	4	665,167	1.20
Colombia	11	1,267,146	1.74	18	1,066,296	3.38
<b>TOTAL</b>	52	4,775,909	2.18	34	4,307,023	1.58

28% REDUCTION IN TOTAL INCIDENTS VS. 2024

**Centralized Sustainable Social Investment Program**

At ASUR, we believe that building a more inclusive economy benefits not only our communities, but also our employees, shareholders, customers, and society as a whole. Based on this principle, the Sustainable Social Investment Program is managed from ASUR’s corporate offices and aims to invest in sustainable, replicable, and scalable community projects, ensuring a long-term impact and enabling us to support an increasing number of communities. This year, through the program, we launched a new partnership for mangrove conservation in the “Amigos de Sian Ka’an” Biosphere Reserve.



To learn more about the history of this program, please review the [Group’s Annual Sustainability Reports](#) from previous years.



## CASE STUDY PRONATURA: Ecotourism in Three Indigenous Communities in Yucatán



Our partnership with Pronatura began by supporting a Mayan-speaking community. In 2025, we are pleased to share that we have expanded to three communities: Chuburná Puerto, Sisal, and Dzilam de Bravo, all classified as Indigenous communities according to the National Catalog of Indigenous and Afro-Mexican Peoples and Communities of the National Institute of Indigenous Peoples (INPI). Furthermore, we have included women and young people seeking economic inclusion in our target population.

In 2025, 81 people received training, 21% of whom were young adults between 18 and 29 years old, and 20% of whom were under 18. Approximately 80% of those trained are currently employed and generating income through ecotourism; the remaining 10% are young adults who are continuing their secondary or high school studies.

Year	Direct impact			Indirect impact
	Trainees	Women	Men	Economic Dependents
2023	49	-	49	100
2024	78	5	73	220
<b>2025</b>	81	29	52	183

As of the publication date of this report, the direct impact of our sustainable social investment program with Pronatura has been 196 people (12 of whom were trained in 2023 and participated again in 2024) who now offer services related to conservation

tourism, and 503 people have benefited indirectly, primarily the families of those trained.

Furthermore, thanks to environmental conservation activities, since 2022 the project has helped tour guides directly conserve approximately 430 hectares of coastal ecosystems within three state protected areas: Ciénegas y Manglares de la Costa Norte de Yucatán, Reserva Estatal de Dzilam de Bravo, and El Palmar. These areas are home to protected species such as the American flamingo, the jaguar, and the red mangrove, among others.

In the following stages, in addition to continuing to support these communities until the project becomes economically sustainable, we will begin implementing the program in new communities on the Yucatán Peninsula, thus increasing the number of people supported. Furthermore, we hope to share estimates of the economic impact of ecotourism in these communities in subsequent years.

THANKS TO THIS SOCIAL INVESTMENT PROJECT, IN 2025, THE AIRPORTS COUNCIL INTERNATIONAL (ACI) AWARDED US THE ‘GREEN AIRPORT RECOGNITION’ FOR ITS DIRECT IMPACT ON THE CONSERVATION OF LOCAL BIODIVERSITY.

## CASE STUDY:

# Mangrove Restoration in El Playón, Sian Ka'an Biosphere Reserve

FOLLOWING OUR ENVIRONMENTAL CONSERVATION STRATEGY, THIS YEAR, AT THE RECOMMENDATION OF THE SUSTAINABILITY COMMITTEE, WE ESTABLISHED A PARTNERSHIP WITH THE AMIGOS DE SIAN KA'AN CIVIL ASSOCIATION FOR THE CONSERVATION OF MANGROVES IN QUINTANA ROO.

Although the project is primarily focused on ecosystem restoration, the recovery of mangrove ecosystem services benefits local communities, mainly by strengthening their resilience to climate change, ensuring fisheries resources, and diversifying the local economic base.

Furthermore, the project aims to build and strengthen the technical and operational capacities of community brigades dedicated to these environmental restoration activities.

We will begin reporting on the indicators of this partnership in subsequent reports.



## GOVERNMENT RELATIONS AND INDUSTRY INVOLVEMENT

*It is company policy not to make monetary or other contributions to political parties, nor to engage in political lobbying.*

On the other hand, as part of the air transport industry, we belong to the Airports Council International, Latin America and the Caribbean (ACI-LAC), a non-profit organization that represents and leads the interests of the airport industry and promotes professional excellence in operations. As a member, we participate in programs, training sessions, and events related to topics such as airport security, operations and facilitation, business development, airport capacity and slots, environmental management and sustainability, technology implementation and development, and customer service, among others.

Furthermore, we actively collaborate with various stakeholders in the tourism and aviation sectors, such as airlines, airports, hotel associations, and Tourism Promotion Councils, to promote the destinations where we operate, increase air connectivity, and encourage the region's economic development. This participation takes place through networking events, tourism fairs, and, in general, specialized industry events.

During 2025, ASUR did not receive any support or financial incentives from the Mexican government.

# 5

# ENVIRONMENT

**Alliance** to assist in the restoration of mangroves in Quintana Roo

Recertification at **Level 3** of the ACA for our airports in Mexico

**Honorable mention** from the Airport Going Green Awards





## Environmental performance in figures

### ASUR TOTAL

Parameter	Unit	2023	2024	2025	% change ('25 vs '24)
Total water consumption (a)	m <sup>3</sup>	1,798,114	1,906,327	2,000,401	4.9%
Total water discharged (b)	m <sup>3</sup>	1,271,475	1,279,745	1,356,334	6.0%
Net water consumption (a-b)	m <sup>3</sup>	526,640	626,581	644,067	2.8%
Total electricity consumption	kWh	188,068,700	195,393,534	190,041,807	-2.7%
Total hazardous waste produced	kg	46,300	49,474	56,345*	13.9%
Total non-hazardous waste produced	t	11,581	10,840	10,942	0.9%
Non-hazardous waste recycled	t	1,526	1,752	1,876	7.1%
% of Non-hazardous waste recycled		13%	16%	17%	
Total fuel consumption	l	1,101,011	957,293	982,438	2.6%

\* The increase in the amount of hazardous waste generated is due to extraordinary events that occurred in 2025 (Mexico), including preventive and corrective maintenance activities, disposal of waste from the previous year that was recorded in 2025, cleaning of warehouses of hazardous substances, among others.

### Per-passenger basis

Parameter	Unit	2023	2024	2025	% change ('25 vs '24)
Total water consumption per PAX (a)	l/pax	25.5	26.7	28.0	4.6%
Water discharged per PAX (b)	l/pax	18.0	17.9	19.0	5.6%
Net water consumption per PAX (a-b)	l/pax	7.5	8.8	9.0	2.4%
Electricity consumption per PAX	kWh/pax	2.7	2.7	2.7	-3.1%
Hazardous waste produced per PAX	g/pax	0.7	0.7	0.8	13.5%
Non-hazardous waste produced per PAX	kg/pax	0.2	0.2	0.2	-22.9%
Fuel consumption per PAX	ml/pax	18.9	27.1	13.7	-49.2%

### MEXICO

Parameter	Unit	2023	2024	2025	% change ('25 vs '24)
Total water consumption (a)	m <sup>3</sup>	965,555	1,001,503	973,417	-2.8%
Total water discharged (b)	m <sup>3</sup>	587,189	537,060	510,711	-4.9%
Net water consumption (a-b)	m <sup>3</sup>	378,367	464,443	462,706	-0.4%
Total electricity consumption	kWh	119,177,525	120,067,174	115,693,060	-3.6%
Total hazardous waste produced	kg	12,051	10,829	13,910	28.5%
Total non-hazardous waste produced	t	8,306	6,855	6,687	-2.5%
Non-hazardous waste recycled	t	1,076	1,009	972	-3.7%
% of Non-hazardous waste recycled		13%	15%	15%	
Total fuel consumption	l	700,909	705,937	747,250	5.9%

### Per-passenger basis

Parameter	Unit	2023	2024	2025	% change ('25 vs '24)
Total water consumption per PAX (a)	l/pax	22.2	24.2	24.0	-0.8%
Water discharged per PAX (b)	l/pax	13.5	13.0	12.6	-3.0%
Net water consumption per PAX (a-b)	l/pax	8.7	11.2	11.4	1.6%
Electricity consumption per PAX	kWh/pax	2.7	2.9	2.8	-1.7%
Hazardous waste produced per PAX	g/pax	0.3	0.3	0.3	31.1%
Non-hazardous waste produced per PAX	kg/pax	0.2	0.2	0.2	-0.5%
Fuel consumption per PAX	ml/pax	16.1	17.0	18.4	8.0%

## Environmental performance in figures

### PUERTO RICO

Parameter	Unit	2023	2024	2025	% change ('25 vs '24)
Total water consumption (a)	m <sup>3</sup>	499,391	507,943	624,976	23.0%
Total water discharged (b)	m <sup>3</sup>	417,844	425,409	524,016	23.2%
Net water consumption (a-b)	m <sup>3</sup>	81,547	82,534	100,960	22.3%
Total electricity consumption	kWh	50,579,356	56,150,748	55,144,271	-1.8%
Total hazardous waste produced	kg	7,049	7,300	6,594	-9.7%
Total non-hazardous waste produced	t	2,292	2,524	2,723	7.9%
Non-hazardous waste recycled	t	127	106	123	16.0%
% of Non-hazardous waste recycled		6%	4%	5%	
Total fuel consumption	l	186,713	183,176	139,494	-23.8%

### Per-passenger basis

Parameter	Unit	2023	2024	2025	% change ('25 vs '24)
Total water consumption per PAX (a)	l/pax	40.9	38.3	45.8	19.5%
Water discharged per PAX (b)	l/pax	34.3	32.1	38.4	19.6%
Net water consumption per PAX (a-b)	l/pax	6.7	6.2	7.4	18.8%
Electricity consumption per PAX	kWh/pax	4.1	4.2	4.0	-4.6%
Hazardous waste produced per PAX	g/pax	0.6	0.6	0.5	-12.3%
Non-hazardous waste produced per PAX	kg/pax	0.2	0.2	0.2	4.8%
Fuel consumption per PAX	ml/pax	15.3	13.8	10.2	-26.1%

### COLOMBIA

Parameter	Unit	2023	2024	2025	% change ('25 vs '24)
Total water consumption (a)	m <sup>3</sup>	333,168	396,881	402,008	1.3%
Total water discharged (b)	m <sup>3</sup>	266,442	317,277	321,606	1.4%
Net water consumption (a-b)	m <sup>3</sup>	66,726	79,604	80,402	1.0%
Total electricity consumption	kWh	18,311,819	19,175,612	19,204,476	0.2%
Total hazardous waste produced	kg	27,201	31,345	35,841	14.3%
Total non-hazardous waste produced	t	982	1,461	1,532	4.8%
Non-hazardous waste recycled	t	323	636	781	22.7%
% of Non-hazardous waste recycled		33%	44%	51%	
Total fuel consumption	l	213,389	68,180	95,695	40.4%

### Per-passenger basis

Parameter	Unit	2023	2024	2025	% change ('25 vs '24)
Total water consumption per PAX (a)	l/pax	22.4	23.8	23.2	-2.6%
Water discharged per PAX (b)	l/pax	17.9	19.1	18.6	-2.5%
Net water consumption per PAX (a-b)	l/pax	4.5	4.8	4.6	-2.9%
Electricity consumption per PAX	kWh/pax	1.2	1.2	1.1	-3.7%
Hazardous waste produced per PAX	g/pax	1.8	1.9	2.1	9.9%
Non-hazardous waste produced per PAX	kg/pax	0.07	0.09	0.1	0.8%
Fuel consumption per PAX	ml/pax	14.3	4.1	5.5	34.8%

## ENERGY AND CLIMATE CHANGE

Currently, climate change is a key aspect of our sustainability strategy, as its effects represent both risks and opportunities for the company and our stakeholders.

### Energy and emissions

As a result of airport operations, we use electricity daily in all our facilities, as well as various fuels for our vehicle fleet. These activities generate all of our Scope 1 and 2 greenhouse gas emissions. For Scope 3 emissions, we use data from our value chain related to waste management, passenger and cargo movement, business travel, third-party energy consumption, third-party mobile sources, and aircraft movement; this scope accounts for more than 90% of our overall emissions.

As part of the company’s commitment to reducing greenhouse gas emissions, ASUR has registered its nine Mexican airports and the airport in Puerto Rico in the Airport Carbon Accreditation program, an initiative of Airports Council International that offers five levels to help airports achieve net-zero emissions. As of the date of this report, ASUR’s nine Mexican airports have progressed to Level 3 (Optimization) under the program, and the airport in Puerto Rico is at Level 2 (Reduction). To further advance the program, we began working more closely with our value chain on climate-related issues. The six airports in Colombia have also implemented measures to measure their direct (Scope 1) and indirect (Scope 2) carbon footprints, which are disclosed for the first time in this report.

Similarly, in our efforts to reduce our electricity consumption, more than 50% of our airports in Mexico now have solar power generation technologies, and by 2026 and 2027 we will increase on-site solar power generation through the installation of new panels at our airports, including Puerto Rico.

In 2025, we generated and used 4,223,986 kWh of renewable energy, 27% more than we generated in 2024. Thanks to these technologies, we also recorded a cumulative total of 2,125 tons of CO<sub>2</sub> equivalent not emitted due to the effect of solar panels.



Solar power generation systems, Mérida Airport



*In line with our climate goals, we are reporting our emissions from 2023 for operations in Mexico based on the Greenhouse Gas (GHG) Protocol methodology.*

## Carbon emissions report

### MEXICO

Figures expressed in tons of CO <sub>2</sub> equivalent	2023	2024	2025
Scope 1	7,195.14	7,164.44*	9,272.80
Scope 2	46,968.80	47,841.17	45,958.46
Scope 3	1,135,811.48	1,057,529.99	1,093,290.08
Total emissions	1,189,975.42	1,112,535.60	1,148,521.34
Carbon intensity kgCO <sub>2</sub> e/PAX	1.25	1.33	1.36

\*In 2025, an independent review process was conducted for the company’s 2024 emissions report in Mexico. As a result of this review, the Scope 1 emissions figure published for 2024 has been corrected.

The figures reported for 2025 will be subject to third-party assurance in 2026 and may therefore vary based on the reviewer’s judgment.

The figures for previous years have been rewritten based on the change in the calculation methodology (formerly RENE, now GHG Protocol).

For the calculation of 2025 scope 2 emissions, the latest available emission factor published by SEMARNAT (2025) was used; once the 2026 factor is published, this figure may be rewritten.

### PUERTO RICO

Figures expressed in tons of CO <sub>2</sub> equivalent	2023	2024	2025
Scope 1	2,223.91	2,465.00	2,362.80
Scope 2	37,357.57	37,399.60	36,670.90
Total emissions	39,581.48	39,864.60	39,033.70
Carbon intensity kgCO <sub>2</sub> e/PAX	3.25	3.01	2.86

The figures reported for the year 2025 have not been assured by a third party.

### COLOMBIA

Figures expressed in tons of CO <sub>2</sub> equivalent	2025
Scope 1	1,147.65
Scope 2	1,863.19
Total emissions	3,010.84
Carbon intensity kgCO <sub>2</sub> e/PAX	0.17

The figures reported for the year 2025 have not been assured by a third party.



### Risks and Opportunities: Adaptation and Resilience

#### Risk management

ASUR has established a permanent risk assessment program, overseen by the company’s independent Audit Committee, to identify and prioritize each risk based on its probability of occurrence and potential human and economic cost. We are currently mitigating the most immediate risks with comprehensive insurance policies at airports subject to flooding, hurricanes, and other natural disasters, as well as physical safeguards such as storm surge barriers and flood containment infrastructure.

#### Risks and opportunities related to climate change

In 2025, we conducted our first climate change-related risk and opportunity analysis based on the requirements of International Financial Reporting Standards S1 and S2, which follow the four pillars of the Task Force on Climate-related Financial Disclosures (TCFD).

The analysis, which considered physical and transition risks, as well as time horizons and climate scenarios, identified extreme heat as the main physical risk for ASUR, due to its impact on energy consumption associated with air conditioning systems. Hurricanes also represent a significant risk for specific airports, particularly Cancún and San Juan.

Regarding transition risks, the increase in airline operating costs, with a potential impact on passenger demand, as well as higher electricity costs and the obligation to integrate renewable energy, were identified as priorities.

During fiscal year 2025, no climate or transition events with a significant financial impact on the Group materialized. However, the identified risks are considered relevant in the medium and long term and are managed through internal mitigation and operational resilience measures. Following this analysis, we have begun strengthening governance and internal controls over non-financial information, including documenting methodologies, defining responsibilities, internal validations, and data traceability.



## WATER

At ASUR, we are committed to the responsible management of water resources in all the locations where we operate. Our goal is to reduce net water consumption—that is, the amount of cubic meters extracted minus the amount of cubic meters discharged—which we will achieve by investing in rainwater harvesting systems, installing more energy-efficient equipment, maintaining wastewater treatment plants in optimal condition, and other initiatives.

THIS YEAR WE BEGAN INSTALLING RAINWATER HARVESTING SYSTEMS AT OUR NINE MEXICAN AIRPORTS, WHICH WILL BECOME OPERATIONAL IN 2026.



Through these systems, we will minimize the volume of water extracted from natural sources and reduce stress on the region’s aquifers.

Currently, according to the National Water Commission (CONAGUA), our airports in Mexico are not located in areas with water stress; however, during 2025, periods of abnormal and moderate drought occurred in the southeast of the country. In the case of Colombia, some of our airports are located in areas experiencing medium to very high levels of water stress, specifically in the regions of Antioquia, Sucre, and Córdoba. San Juan, Puerto Rico, has also experienced abnormal droughts this year. Continuous monitoring of water resources in the areas where we operate allows us to take a proactive approach to water management, not only to reduce the amount of water extracted and increase the volume of treated and recycled water, but also to positively impact our environment through research and education activities focused on water resource and biodiversity conservation.

In 2025, total water consumption across all ASUR airports, including those in Mexico, Puerto Rico, and Colombia, increased by 4.9% compared to the previous year. With the implementation of rainwater harvesting systems in 2026, we expect our total consumption to decrease year after year. As a priority, ASUR will continue to strive to find ways to reduce its consumption of this resource.



Continuous monitoring of water resources in the areas where we operate allows us to take a proactive approach to water management.

## WASTE

Another important aspect of ensuring that our operations do not harm local ecosystems and the environment is guaranteeing the proper disposal of all waste materials generated at the airports. Therefore, each airport has facilities for handling both hazardous and non-hazardous waste.

In 2025, Cancún Airport produced approximately 55% of all non-hazardous waste for the group (including Colombia and Puerto Rico). At this airport, we continue our circular economy initiative for waste management; and at the other airports, we have made progress in waste recycling programs:



### Waste recycling programs

Huatulco	20%
Oaxaca	36%
Cozumel	56%
Colombian airports	51%

WE ACHIEVED AN OVERALL RECYCLING RATE FOR THE GROUP OF 17% OF ALL NON-HAZARDOUS SOLID WASTE. WE AIM TO INCREASE THIS FIGURE YEAR AFTER YEAR THANKS TO CIRCULAR ECONOMY PROJECTS, AND IN THE LONG TERM, WE SEEK TO SEND ZERO WASTE TO LANDFILLS.

## NOISE

As an airport operator, noise and pollution are important issues for our stakeholders. To ensure we remain within regulatory limits and in compliance with the law, we conduct a noise mapping survey every five years at all ASUR Mexican airports. This is carried out with the support of specialized companies that use methodologies recognized and approved by the International Civil Aviation Organization (ICAO). This allows us to identify and monitor the area that may be affected by the decibels produced during aircraft landings and takeoffs at each airport.

Therefore, it is important to note that many of our airports are located in relatively isolated areas, without towns or cities close enough to be affected by the noise generated during our operations. Historically, since the beginning of the concession, we have not received any complaints related to noise from aircraft landing or taking off at our airports.



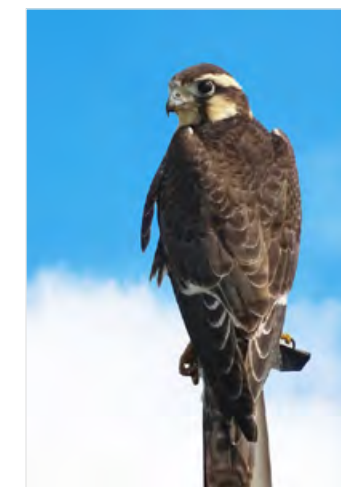
Oaxaca Airport



## BIODIVERSITY

ASUR is aware of the high biodiversity value of the sites where it operates, both in Mexico and Colombia, both considered megadiverse countries, and in Puerto Rico. Although our operational activities take place in areas granted by federal governments, we understand our role and responsibility in biodiversity conservation. Our commitment includes both the responsible management of wildlife and limiting the degradation of ecosystems and natural habitats, always from a preventative approach.

In addition to the above, through our sustainability strategy, we seek to expand our impact on biodiversity conservation and restoration; that is, we want to go beyond regulatory compliance. To this end, our short-term objective is the development of an environmental conservation and restoration strategy, through which we are carrying out environmental initiatives in collaboration with external partners.





Environmental training, Oaxaca Airport

### Conservation of Biodiversity

Following the Group’s environmental conservation and restoration strategy, one of the key issues we have begun to address in 2025 is the conservation of biodiversity outside our physical operations. This is important not only because most passengers traveling through our airports do so for tourism purposes to enjoy the natural beauty of these landscapes, but also because we know that our operations are located near important biological corridors, which are home to emblematic species, some of them listed as endangered.

As a first step, we have identified the key biodiversity areas near our operations. In particular, we know that areas near our Cancún operations are designated as a Biosphere Reserve and a UNESCO World Heritage Site. To consult these areas, you can click here (link to previous report).

### Biodiversity management

Although the selection of sites for our airports is not entirely within the company’s control, we adhere to the principles of the Mitigation Hierarchy as a means of biodiversity management. Our primary goal is to avoid any disturbance to areas with important habitats. If this is not possible, we then strive to minimize the impact on the area, restore the damage, and ultimately compensate for the disturbances caused in the same or other areas. It is based on this management model that we handle infrastructure expansion projects, which are the ones that generate the most significant impact on biodiversity.

Furthermore, the company also implements responsible wildlife management measures to protect the fauna present at our airports and reduce the risk of collisions between animals and aircraft, both on the ground and in the air. One of the most significant risks is bird strikes, which have the potential to cause severe damage to aircraft. ASUR mitigates this risk with various methods that do not harm bird populations.

THIS YEAR, WE BEGAN COLLABORATING WITH LOCAL ORGANIZATIONS WORKING IN THE SIAN KA’AN BIOSPHERE RESERVE, SPECIFICALLY ON MANGROVE RESTORATION.

The importance of these ecosystems is vital due to their climate regulation and their role as habitat for numerous species. We started the project by constructing dispersal centers and subsequently reforesting the “El Playón” recovery subzone with red mangroves, with the aim of restoring ecosystem services and contributing to the region’s community and climate resilience.

We will be sharing the impact indicators for this project annually.



Bartramia longicauda, Veracruz Airport



To learn more about the areas designated as Biosphere Reserves and UNESCO World Heritage Sites near our operations in Cancún, click here:

[Annual Sustainability Report 2024.](#)

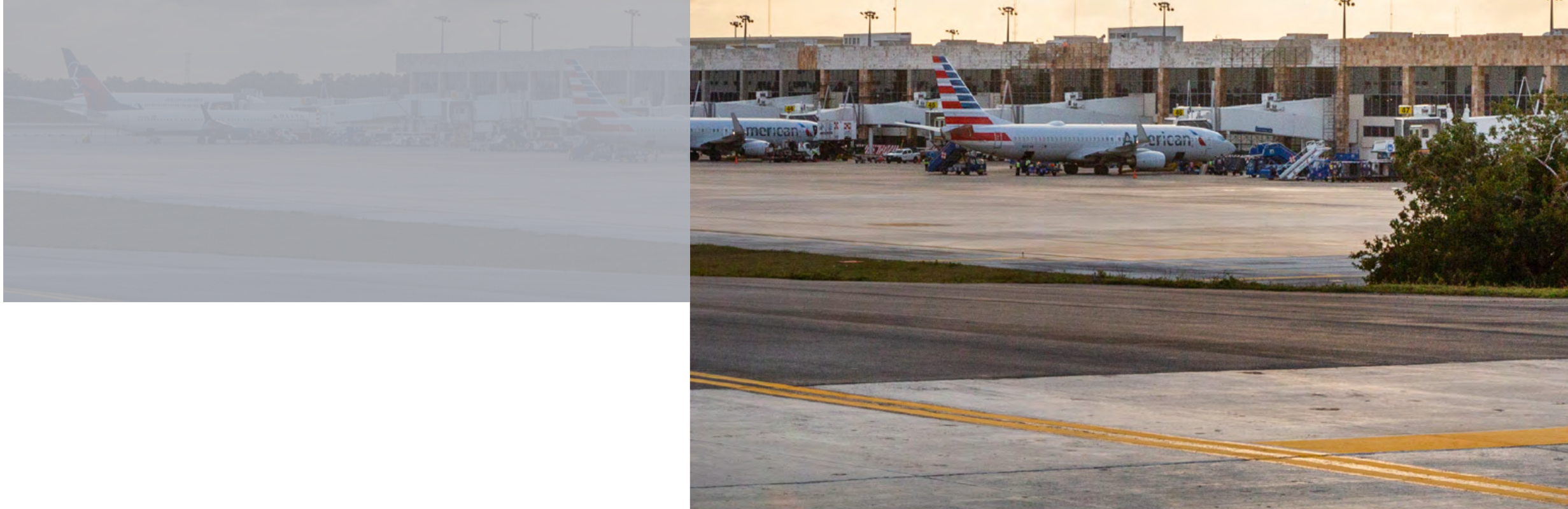
# 6

# APPENDICES

GRI Content Index

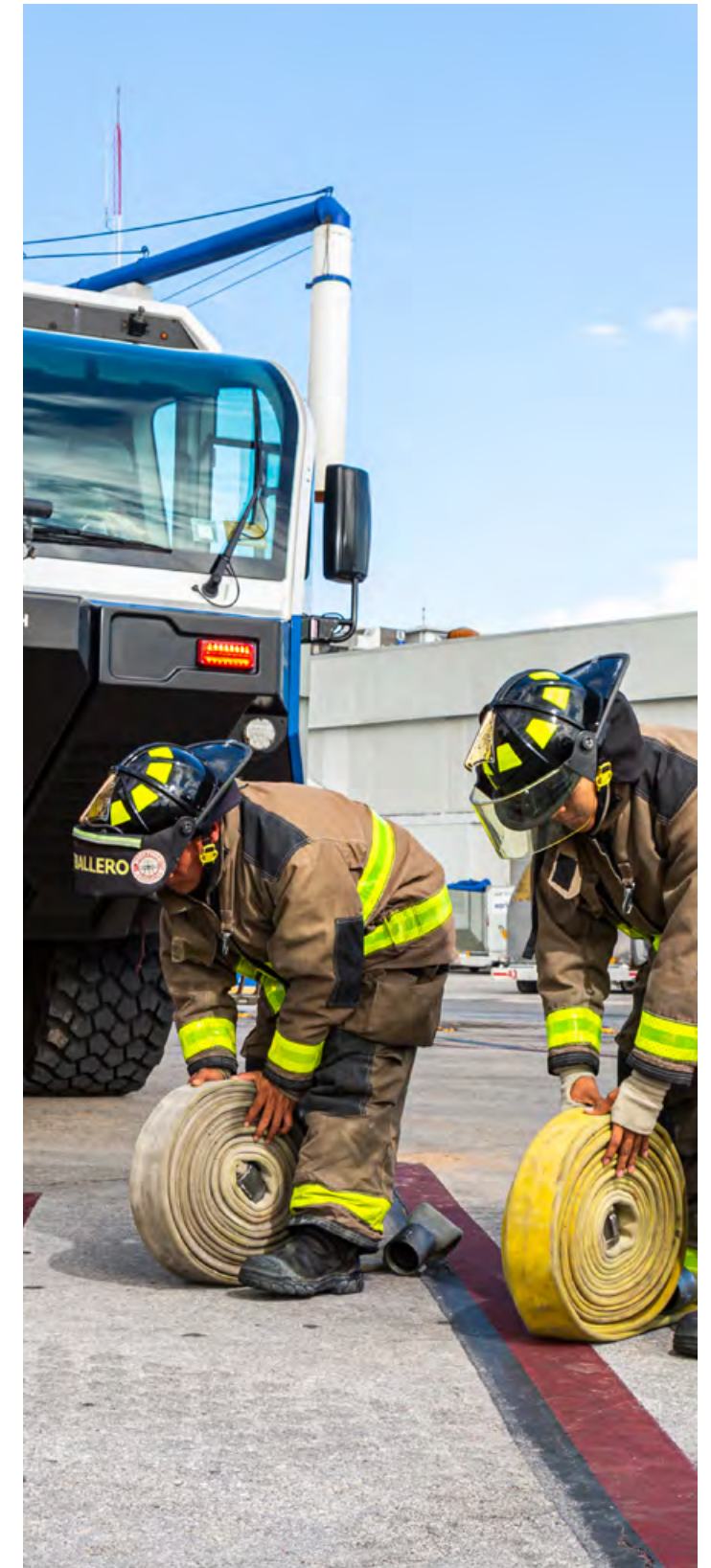
SASB Index

Contact



# GRI Content Index

Section	Description		Refer to section
<b>1. The organization and its reporting practices</b>			
GRI 2 General Disclosures 2021	2-1	Organizational details	Introduction
	2-2	Entities included in the organization's sustainability reporting	Introduction
	2-3	Reporting period, frequency and contact point	Introduction Contact
	2-4	Restatements of information	Introduction
	2-5	External assurance	Introduction
<b>2. Activities and workers</b>			
GRI 2 General Disclosures 2021	2-6	Activities, value chain and other business relationships	Introduction Social
	2-7	Employees	Social
	2-8	Workers who are not employees	Social
<b>3. Governance</b>			
GRI 2 General Disclosures 2021	2-9	Governance structure and composition	Ethics and governance
	2-10	Nomination and selection of the highest governance body	Ethics and governance
	2-11	Chair of the highest governance body	Ethics and governance
	2-12	Role of the highest governance body in overseeing the management of impacts	Ethics and governance
	2-13	Delegation of responsibility for managing impacts	Ethics and governance
	2-14	Role of the highest governance body in sustainability reporting	Ethics and governance
	2-15	Conflicts of interest	Ethics and governance
	2-16	Communication of critical concerns	Ethics and governance
	2-17	Collective knowledge of the highest governance body	Ethics and governance
	2-18	Evaluation of the performance of the highest governance body	Ethics and governance
	2-19	Remuneration policies	Ethics and governance
	2-20	Process to determine remuneration	Ethics and governance



Section	Description		Refer to section
<b>4. Strategy, policies and practices</b>			
GRI 2 General Disclosures 2021	2-22	Statement on sustainable development strategy	Commitment to sustainability
	2-23	Policy commitments	Commitment to sustainability
	2-24	Embedding policy commitments	Commitment to sustainability
	2-25	Processes to remediate negative impacts	Ethics and governance
	2-26	Mechanisms for seeking advice and raising concerns	Ethics and governance
	2-27	Compliance with laws and regulations	Ethics and governance
	2-28	Membership associations	Social
<b>5. Stakeholder engagement</b>			
GRI 2 General Disclosures 2021	2-29	Approach to stakeholder engagement	Commitment to sustainability
	2-30	Collective bargaining agreements	Ética y gobernanza Social
GRI 3 Material Topics 2021	3-1	Process to determine material topics	Commitment to sustainability
	3-2	Material topics	Commitment to sustainability
	3-3	Management of material topics	Commitment to sustainability
<b>GRI 200 Economic Topics</b>			
GRI 201 Economic Performance 2016	201-1	Direct economic value generated and distributed	Introduction
	201-2	Implicaciones financieras y otros riesgos y oportunidades derivados del cambio climático	Environment
GRI 205 Anticorruption 2016	205-1	Operations assessed for risks related to corruption	Ethics and governance
	205-2	Communication and training about anti-corruption policies and procedures	Ethics and governance
	205-3	Confirmed incidents of corruption and actions taken	Ethics and governance
<b>GRI 300 Environmental Topics</b>			
GRI 302 Energy 2016	302-1	Energy consumption within the organization	Environment
	302-2	Energy consumption outside of the organization	Environment
	302-3	Energy intensity	Environment
	302-4	Reduction of energy consumption	Environment
	302-5	Reductions in energy requirements of products and services	Environment



Section	Description		Refer to section
GRI 303 Water and Effluents 2018	303-1	Interactions with water as a shared resource	Environment
	303-2	Management of water discharge related impacts	Environment
	303-3	Water withdrawal	Environment
	303-4	Water discharge	Environment
	303-5	Water consumption	Environment
GRI 304 Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Environment
	304-2	Significant impacts of activities, products and services on biodiversity	Environment
	304-3	Habitats protected or restored	Environment
	303-4	UCN Red List species and national conservation list species with habitats in areas affected by operations	Environment
GRI 305 Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Environment
	305-2	Energy indirect (Scope 2) GHG emissions	Environment
	305-3	Other indirect (Scope 3) GHG emissions	Environment
	305-4	GHG emissions intensity	Environment
	305-5	Reduction of GHG emissions	Environment
GRI 306 Waste 2020	306-1	Waste generation and significant waste-related impacts	Environment
	306-2	Management of significant waste related impacts	Environment
	306-3	Waste generated	Environment
	306-4	Waste diverted from disposal	Environment
	306-5	Waste directed to disposal	Environment
<b>GRI 400 Social Topics</b>			
GRI 401 Employment 2016	401-1	Hiring of new employees and staff turnover	Social
	401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees	Social
	401-3	Parental leave	Social



Section	Description	Refer to section	
GRI 403 Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Social
	403-2	Hazard identification, risk assessment, and incident investigation	Social
	403-3	Occupational health services	Social
	403-4	Worker participation, consultation, and communication on occupational health and safety	Social
	403-5	Worker training on occupational health and safety	Social
	403-6	Promotion of worker health	Social
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Social
	403-8	Workers covered by an occupational health and safety management system	Social
	403-9	Work-related injuries	Social
	403-10	Work-related ill health	Social
GRI 404 Training and Education 2016	404-1	Average hours of training per year per employee	Social
	404-2	Ratio of basic salary and remuneration of women to men	Social
	404-3	Percentage of employees receiving regular performance and career development reviews	Social
GRI 405 Diversity of governance bodies and employees 2016	405-1	Diversity of governance bodies and employees	Ethics and governance Social
	405-2	Ratio entre el salario básico y la remuneración de mujeres y de hombres	Social
GRI 406 Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Ethics and governance
GRI 413 Local Communities 2016	413-1	Operations with local community engagement programs, impact assessments and development	Social
	413-2	Operations with significant negative impacts – real or potential – on local communities	Social Environment
416 Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	Social
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Social



# SASB Index



## SV-PS – Professional & Commercial Services

Section	Description	Refer to section
Data Security	SV-PS-230a.1 Description of approach to identifying and addressing data security risks	Ethics and governance
	SV-PS-230a.2 Description of policies and practices relating to collection, usage, and retention of customer information	Ethics and governance
	SV-PS-230a.3 Number of data breaches, percentage that involve customers' confidential business information and are personal data breaches, number of customers and individuals affected	Ethics and governance
Workforce Diversity & Engagement	SV-PS-330a.1 Percentage of gender and diversity group representation for executive management, non-executive management, and all other employees	Social
	SV-PS-330a.2 Voluntary and involuntary turnover rate for employees	Social
Professional Integrity	SV-PS-510a.1 Description of approach to ensuring professional integrity	Ethics and governance
	SV-PS-510a.2 Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Ethics and governance
Activity Metric	SV-PS-000.A Number of employees by: full-time and part-time, temporary, and contract	Social
	SV-PS-000.B Employee hours worked, percentage billable	Social



# CONTACT

ASUR appreciates any and all comments and suggestions from our stakeholders that help us to continue improving our environmental, social and governance performance.

ASUR can be contacted via any of the following channels:

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